



Edith Cowan University Annual Report for 2009

EDITH COWAN UNIVERSITY

Mission

To further develop valued citizens for the benefit of Western Australia and beyond, through teaching and research inspired by engagement and partnerships.

Vision

For our staff, students and graduates to be highly regarded as ethical and self-reliant contributors to more prosperous, inclusive and sustainable communities.

Values

We value:

- integrity — behaving ethically and pursuing rigorous intellectual positions.
- respect — valuing individual differences and diversity.
- rational inquiry — motivated by evidence and reasoning.
- personal excellence — striving to realise potential.

Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020 can be viewed at: www.ecu.edu.au/GPPS/ppas/strategic_plan.html.

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Edith Cowan University
Annual Report for 2009

Section 1 - Overview

Statement of Compliance

The Hon Dr Elizabeth Constable, MLA
Minister for Education
19th Floor, Governor Stirling Tower
197 St Georges Terrace
PERTH WA 6000

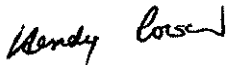
9 March 2010

Dear Minister

In accordance with section 61 of the *Financial Management Act 2006*, we hereby submit for your information and presentation to Parliament the Annual Report of Edith Cowan University for the year ending 31 December 2009.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006* and is made in accordance with a resolution of the University's Council.

Yours sincerely



The Hon Hendy Cowan
Chancellor
On behalf of the University Council

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Chancellor's Foreword

During 2009, the University Council and the senior management of the University continued to work together to ensure that the University achieves its objectives. The University's renewed focus on increasing student enrolment, begun in previous years, has continued to show benefits in 2009 and the University ended the year slightly ahead of its enrolment targets.

Importantly, the University achieved its 2009 financial targets. It achieved an improved operating result and operational efficiencies have ensured the University's financial position remains strong as it moves into 2010. The Budget for 2010 was approved at the December 2009 meeting of Council, and will provide a sound financial basis to support the strategic goals of the University for 2010.

At the end of 2008, Council agreed a set of ambitious goals for the University for 2009 across ECU's four strategic priorities.

At its December 2009 meeting, Council received a report which indicated that the University had made good progress against the majority of these goals.

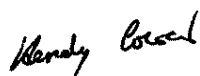
In the May 2009 Federal Budget, the Government outlined its responses to major reviews it had instigated on higher education and research and innovation. While much of the detail of the Government's reforms is to be settled, the intent of the reforms signal major challenges for the sector and for ECU. It is pleasing however, to see that the Government's policy agenda in relation to greater participation in higher education aligns very strongly with the mission and strategic direction already determined for ECU by the governance Council. For ECU therefore, the challenge is to build on strategies which are already in place.

Throughout 2009 Council engaged with, and remained committed to, ensuring that the University continued to serve its communities. Two Council workshops were held during the year, both with a strong focus on the changing higher education policy and funding environment and the opportunities which this provides. A number of Council members also participated in a senior staff and student forum organised by the Vice-Chancellor, called *ECU 2012*.

The impact of the global financial crisis and negative publicity surrounding the experiences of some Indian students in the Eastern States were issues of concern for Council during 2009. The Council received reports from the Vice-Chancellor on both these topics and was reassured that the University had responded appropriately to these issues, and both domestic and international enrolments increased during the year. However, all Australian educational institutions have been affected by the negative media stories in India and at ECU a downturn in enrolments from this country is predicted for 2010.

Council retains great confidence in the University's Senior Leadership Team. Committees of Council are actively involved in oversight of the University, particularly in Resources, Quality and Audit and Governance areas. In addition, Council's continued engagement with the ECU Foundation provides opportunities for the University to re-invigorate its activities in the area of philanthropy.

It is an honour to continue to serve as Chancellor of Edith Cowan University and to work with outstanding students, staff and Council and Advisory Board members. As will be seen from the Annual Report, our students, staff and graduates continue to achieve great results.



The Hon Hendy Cowan
Chancellor
25 February 2010

Vice-Chancellor's Commentary

Since commencing my role as Vice-Chancellor of ECU in March 2006, I have witnessed many wonderful achievements by both students and staff of ECU. The past year has proved to be even more successful for our University, particularly with the recognition bestowed on our Chair in Ageing and Alzheimer's disease, Professor Ralph Martins, who, in late 2009, was named Western Australia's Australian of the Year for 2010.

For the University as a whole, highlights started early in 2009, with ECU hosting the Nation's largest Australia Day citizenship ceremony of the year at our Joondalup campus, where 1,881 people from 90 countries were sworn-in as Australian citizens. The year continued with many successes which are highlighted later in this report. By the end of the year, not only were we celebrating the well-deserved recognition of Professor Martins as a world leader of research into Alzheimer's disease, but we were also acknowledged for our contributions to environmental sustainability through a Premier's Award for Excellence in Public Sector Management for our "Sustainable Communities" project.

In addition to environmental sustainability, "Sustainable Communities" also strives to promote health and well-being at ECU. It is therefore pleasing that in December, Council provided its in-principle endorsement of the exploration of ECU campuses becoming smoke-free, a decision which has received much support from staff and students.

In celebrating International Women's Day, Dr Penny Flett, CEO of Brightwater Care Group, and Western Australia's Australian of the Year in 2009, presented the Edith Cowan Memorial Lecture. It was also my privilege, this year, to welcome back to our University, our founding Chancellor and now the Chief Justice of the High Court of Australia, the Honourable Dr Robert French. The Chief Justice delivered an outstanding address on the human rights aspects of the Australian Constitution, as the Vice-Chancellor's Distinguished Orator for 2009.

An important focus for ECU this year has been the building of many important international partnerships for our University, and I was pleased to be involved personally in these activities. In this global economy and global village in which we live, internationalisation of our University is of considerable value to all of us.

In further preparing ourselves for an ever-increasing multicultural society, it is vital that we do not forget our own nation's heritage. At Kurongkurl Katitjin, ECU's Centre for Indigenous Australian Education and Research, we continue to value the diversity of Indigenous Australian history and cultural heritage. We were honoured earlier this year, to welcome to our University as Head of Kurongkurl Katitjin, Professor Colleen Hayward. Colleen has brought to ECU an extensive wealth of experience in the fields of Indigenous health, housing, employment, training and education. Having been awarded the NAIDOC Person of the Year in 2008, her public recognition has since increased, having been inducted this year, into the NAIDOC Hall of Fame.

As we farewelled Professor Robert Harvey this year from the University's Senior Leadership Team and thanked him for his contributions as Executive Dean of the Faculty of Business and Law and Pro-Vice-Chancellor (Engagement), it was my pleasure to announce his successor. We will welcome back to ECU (from the University of Canberra) Professor Atique Islam, who will commence in the role of Executive Dean and Pro-Vice-Chancellor in March 2010.

To those of our students who graduated during 2009, I congratulate you on your fine achievements and wish you every success in your careers. I also encourage you to participate in our Alumni activities and become champions of ECU.

To our students who are continuing in 2010, I encourage you to work hard to reach your goals and your potential, and to engage with the University community. For example, I invite you to participate in our Open Days, to assist students of tomorrow gain an insight into life at ECU and to assist them in their

decision-making. I acknowledge the contributions provided to student life by the President of the ECU Guild, Shane Cucow, and I congratulate him and the other recipients of the 2009 Vice-Chancellor's Student Awards – Janelle Caddey and Belinda Chan; and the recipients of the Vice-Chancellor's Indigenous Scholarship – Julieka Stewart and Joyce Dimer.

To the students who have written to me during the year expressing their gratitude of the support and dedication of our staff, I thank you. It is important for staff to receive recognition and commendations for their ongoing commitment to our students and to our University. I applaud our staff and congratulate them on the many accolades they have received. This anecdotal recognition is supported by our success in the last round of the Learning and Teaching Performance Fund allocations by the Australian Government. This was a true reflection of the professionalism and personal excellence of our staff who strive to do the right thing by our students.

I thank also our dedicated Council/ Board members for their work for our University, and in particular the Chancellor, the Hon Dr Hendy Cowan, for his extraordinary leadership. I also congratulate him for his re-appointment to Council for an additional three year term, and I thank him for his continued contributions.

Finally, I congratulate all members of the ECU community for their many and varied achievements and contributions, and look forward to working with everyone in 2010.

A handwritten signature in black ink that reads "K O Cox". The letters are stylized and connected, with a large 'K' and 'O' and a smaller 'Cox'.

Professor Kerry O. Cox
Vice-Chancellor
25 February 2010

About ECU

Edith Cowan University (ECU) is a large multi-campus university serving communities in Western Australia and international students originating from almost 90 countries.

Awarded university status in 1991, ECU has developed innovative and practical higher education and vocational education and training courses across a wide range of disciplines. ECU has established a vibrant research culture and attracted a growing range of quality research partners and researchers, many working at the cutting edge of their fields of expertise.

In 2009 ECU had more than 22,000 students, with around 16,500 undergraduates and 5500 postgraduates. More than 5000 international students were enrolled with ECU.

The University has two metropolitan campuses at Mount Lawley and Joondalup and also serves Western Australia's South West Region from a campus at Bunbury, 200 km south of Perth.

More than 400 courses are offered through four faculties:

- Faculty of Business and Law;
- Faculty of Computing, Health and Science;
- Faculty of Education and Arts, which the Western Australian Academy of Performing Arts and Kurongkurl Katitjin, Centre for Indigenous Australian Education and Research; and
- Faculty of Regional Professional Studies.

The University has 13 service centres which provide administrative support for the University's core functions of teaching and research, through the provision of professional expertise in the areas of information technology, facilities management, risk management, audit, governance, planning, human resources, finance, student support, library services, international activities and support for research and innovation.

ECU is committed to breaking down barriers to education, helping more Western Australians to reach their potential and providing much-needed graduates for occupations and professions experiencing skill-shortages.

Consistent with its Mission, ECU engages with private and public sector organisations, locally and overseas, to design and deliver study programs which are relevant to the communities it serves. Research is undertaken in collaboration with industry partners and is valued for its high social, economic, environmental and cultural impacts. ECU focuses on ensuring productive and mutually beneficial partnerships with a variety of stakeholders around the world. Engagement with our communities in the conduct of the work of the University is a major strategic priority.

Edith Cowan University is a body corporate established under the *Edith Cowan University Act 1984* (WA). It is domiciled in Australia. ECU has one subsidiary company, ECU Resources For Learning Ltd, which is wholly-owned by ECU.

Mission, Vision, Values and Strategic Priorities

ECU's strategic direction, as approved by Council, is outlined in: *Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020*. This document includes ECU's Mission, Vision and Values, as shown below.

Mission

To further develop valued citizens for the benefit of Western Australia and beyond, through teaching and research inspired by engagement and partnerships.

Vision

For our staff, students and graduates to be highly regarded as ethical and self-reliant contributors to more prosperous, inclusive and sustainable communities.

Values

We value:

- integrity — behaving ethically and pursuing rigorous intellectual positions.
- respect — valuing individual differences and diversity.
- rational inquiry — motivated by evidence and reasoning.
- personal excellence — striving to realise potential.

Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020 can be viewed at: www.ecu.edu.au/GPPS/ppas/strategic_plan.html

ECU's Strategic Priorities

ECU's strategic direction emphasises a future which is inclusive of all parts of society and which commits the University to mutually beneficial engagement with its many communities. The following four strategic priorities have been developed to help achieve this strategic direction.

- Engaging and serving our communities.
- Providing programs to meet the needs of our communities, in a supportive and stimulating learning environment.
- Developing research focus, depth and impact.
- Building organisational sustainability.

These four strategic priorities have been used to structure the Report on Operations, beginning on page 22 of this Annual Report.

ECU Organisational Structure

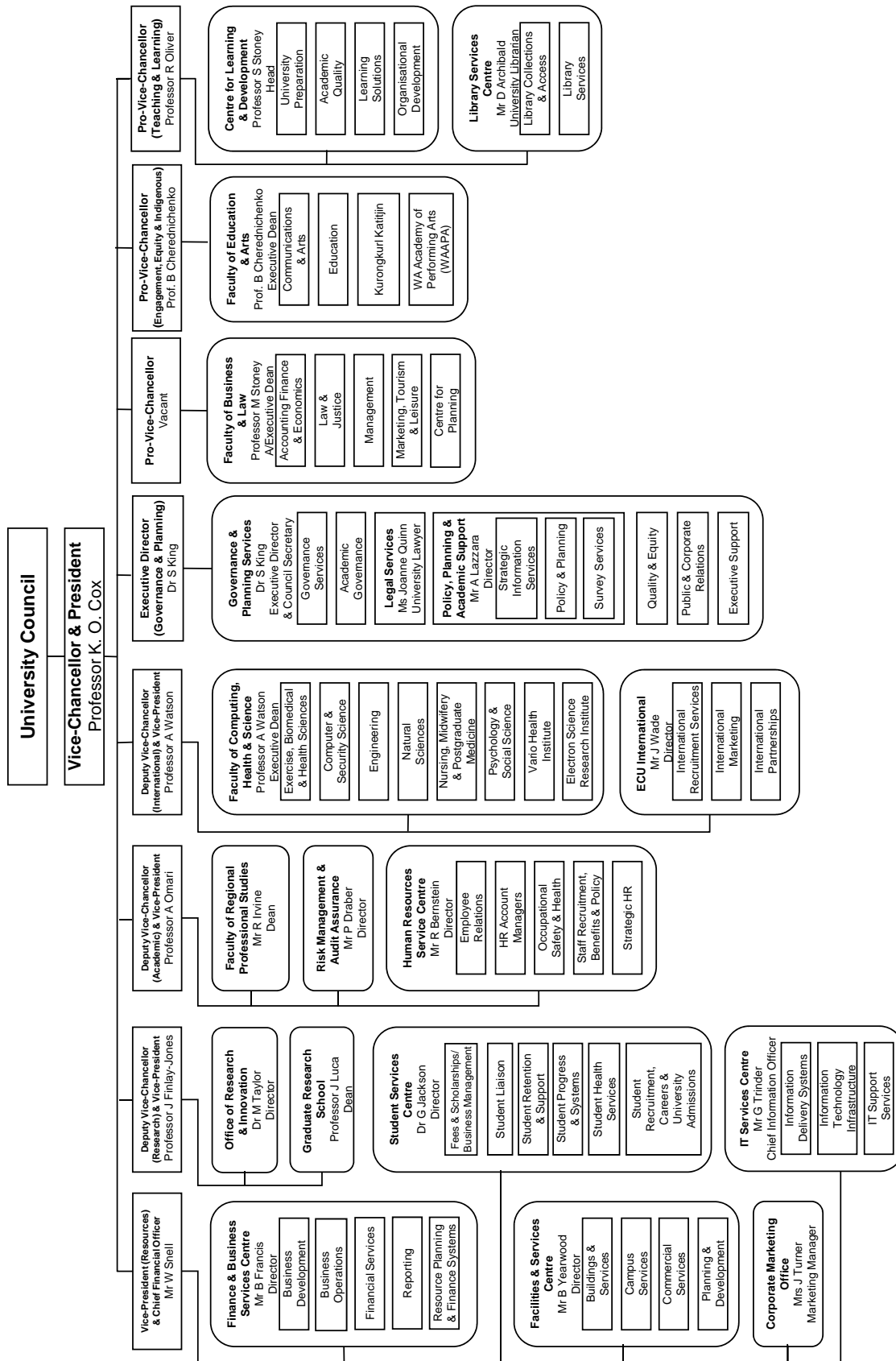


Figure 1: ECU Organisational Structure as at 31 December 2009

ECU Governance Structure

Council Membership for 2009

	Term	Date term ended	Council meetings attended
Chancellor			
Hon Hendy Cowan	01.01.2008 – 31.12.2010 01.01.2005 – 31.12.2007	Current	6
Members appointed by the Governor (ECU Act, section 9(1)(a))			
Mr Steve Abbott (Pro-Chancellor since 20.05.06)	30.08.2008 – 29.08.2011 30.08.2005 – 29.08.2008 14.05.2002 – 13.05.2005	Current	6
Ms Leslie Chalmers	27.04.2008 – 26.04.2011 12.04.2005 – 26.04.2008	Current	6
Hon Hendy Cowan	31.01.2010 – 30.01.2013 01.03.2007 – 30.01.2010 01.03.2004 – 28.02.2007	Current	6
Mr Kempton Cowan	19.12.2009 – 19.12.2012 19.12.2006 – 19.12.2009	Current	3
Ms Karen Macdonald	07.12.2007 – 06.12.2010 07.12.2005 – 06.12.2007 19.01.2003 – 19.12.2005	Current	6
Dr Pamela Garnett	21.09.2009 – 21.09.2012	Current	2 (2)
Member nominated by Minister charged with administration of the 'School Education Act 1999' (ECU Act, section 9(1)(aa))			
Dr Norman Ashton	30.08.2008 – 29.08.2011 30.08.2005 – 29.08.2008	Current	5 (leave of absence granted for one meeting)
Chief Executive Officer – ex-officio (ECU Act, section 9(1)(b))			
Professor Kerry O. Cox	Ex-officio	Current	6
Academic Staff – elected (ECU Act, section 9(1)(c))			
Professor Ron Oliver	01.10.2009 – 30.09.2012 01.10.2006 – 30.09.2009 01.10.2002 – 30.09.2006	Current	6
Dr Alan Needham	01.10.2009 – 30.09.2012 21.11.2007 – 30.09.2009	Current	6
Salaried Staff – elected (ECU Act, section 9(1)(d))			
Ms Valentina Bailey	01.10.2009 – 30.09.2012		5 (5)

	Term	Date term ended	Council meetings attended
01.04.2009 – 30.09.2009			
Enrolled Students – elected (ECU Act, section 9(1)(e))			
Mr Juncheng Hu	11.10.2008 – 10.10.2009	10.10.2009	4 (4)
Mr Shane Cucow	11.10.2008 – 10.10.2009 11.10.2009 – 10.10.2010	Current	6
Mr Ayaz Qaiser	17.10.2010 – 16.10.2010	Current	1 (2)
Alumni – elected (ECU Act, section 9(1)(f))			
Ms Julien Proud	01.04.2009 – 19.09.2010	Current	5 (5)
Mr Henry Heng	20.12.2008 – 21.12.2011	Current	5
Members co-opted by Council (ECU Act, section 9(1)(i))			
Mr Neil Douglas	18.03.2009 – 17.03.2012 18.03.2006 – 17.03.2009	Current	5 (leave of absence granted for one meeting)
(Nb: previously held one term as a Member appointed by the Governor, 28.11.2003 – 01.03.2006)			
Justice Rene Le Miere	18.08.2008 – 17.08.2011 18.08.2005 – 17.08.2008 01.01.2005 – 17.08.2005	Current	5
Ms Denise McComish	22.03.2010 – 21.03.2013 22.03.2007 – 21.03.2010	Current	2
Mr Simon Holthouse	12.09.2007 – 11.09.2010	Current	3

*Council held 6 regular meetings during the year. The bracketed figures indicated the potential number of attendances for members whose term of office did not cover the full year.

Council Secretary:

Dr Susan E. King

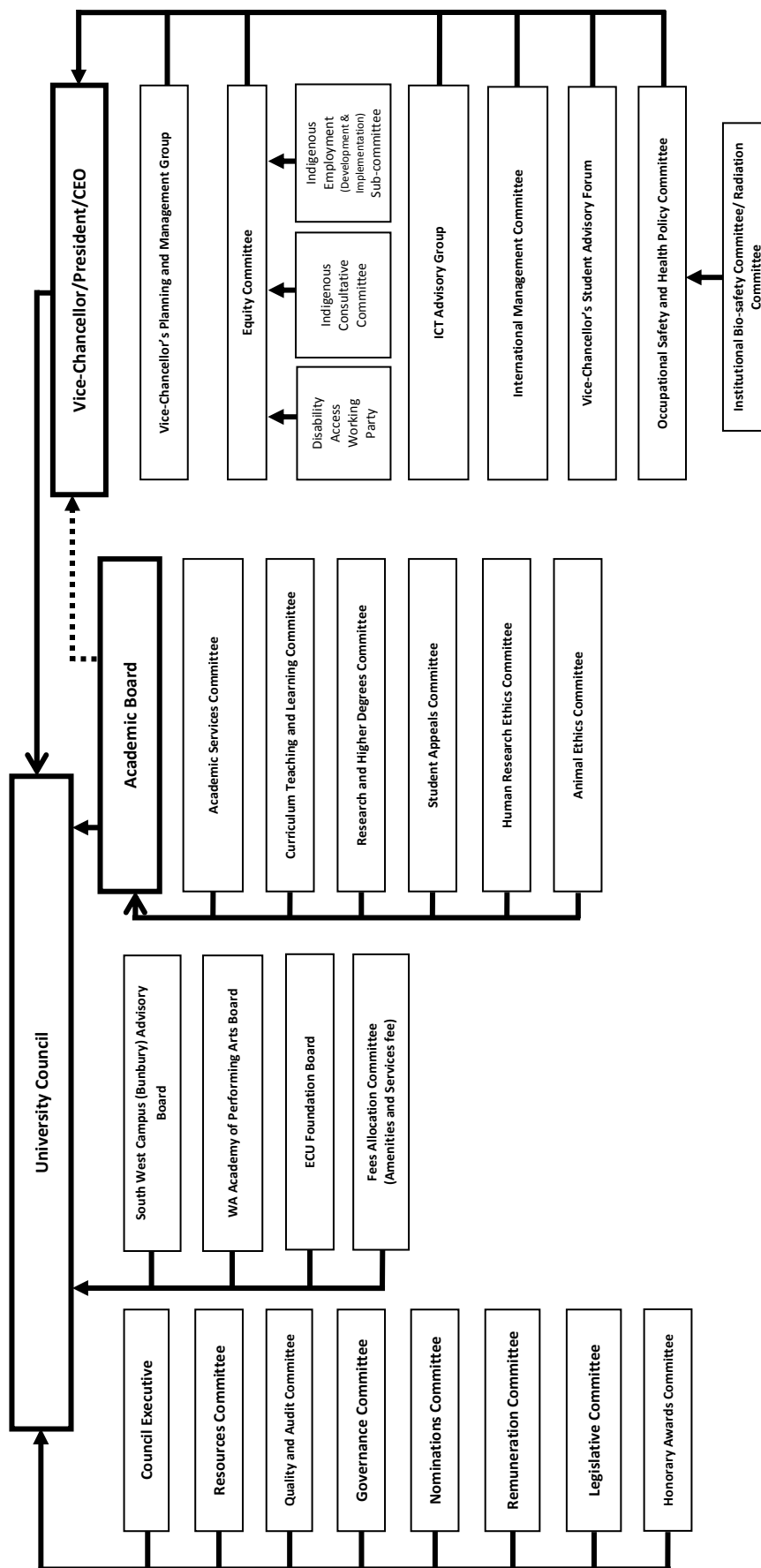
Accredited Observers:

- Deputy Vice-Chancellor (Academic) & Vice-President Professor Arshad Omari
- Deputy Vice-Chancellor (Research) & Vice-President Professor John Finlay-Jones
- Deputy Vice-Chancellor (International) & Vice-President Professor Tony Watson
- Vice-President (Resources) & Chief Financial Officer Mr Warren Snell
- Executive Director (Governance & Planning) Dr Susan E. King
- Chair, Academic Board (if not an elected member of Council) Professor Ron Oliver
- ECU Student Guild Education Vice-President† Ms Anne Johnsen
- President, Academic Staff Association Dr Ute Mueller

† - represented the President of Student Guild, during the period he was serving on Council

University Committees

Figure 2: ECU Committees as at 31 December 2009



The Work of the University Council

Edith Cowan University's enabling Act provides that the Council is the governing authority of the University. The fundamental responsibilities of the Council are to determine the strategic direction and governance framework of the University. The Council is chaired by the Chancellor and consists of the Vice-Chancellor (*ex-officio*) and members drawn from the community and the University's alumni, staff and students. Council members fulfil an important duty for the University and the community and do so on an honorary basis.

ECU's Council addressed key strategic and governance tasks and fulfilled a demanding work program in 2009. Under the chairmanship of its Chancellor, the Hon Hendy Cowan, the Council met on eight occasions during 2009, holding six regular meetings, and two workshops.

The major activities of Council in 2009 fell into four categories:

- strategic direction of the University;
- self-governance of the Council;
- governance of the University; and
- compliance.

Strategic Direction of the University

The first Council workshop of the year was held in March and focused on the *Rudd Government Initiatives in Higher Education*. This workshop identified key themes emerging from the new Australian Government initiatives in Higher Education, and included discussion of:

- *Key Changes in Public Policy Direction;*
- *A Student-Centred and Socially Inclusive System ("Politicians Out, Students In");* and
- *The New Research Agenda – Value-Adding, Concentration & Excellence.*

The Workshop also discussed the main findings from the 2008 Council Evaluation survey.

As a result of discussions at the workshop around the higher education reforms and the Council survey, the Council work program for 2009 was finalised. In addition to the regular reports from key committees, topics of strategic interest for Council were included in the Council's meeting and work program for 2009. The topics discussed were:

- *Sustainability @ ECU;*
- *Teaching & Learning @ ECU - Update on Teaching & Learning Functional Plan;*
- *Internationalisation @ ECU;*
- *Engagement @ ECU - Update on Engagement Functional Plan;*
- *The Student Experience;*
- *Equity and Diversity @ ECU;*
- *Research @ ECU - Update on Research and Research Functional Plan;* and
- *Australian Higher Education Reforms – Implications for ECU's Funding and Enrolments.*

A second Council workshop, *Growing ECU: Opportunities in the context of the Federal Government's Higher Education Reforms*, took place in September and provided an opportunity for Council to consider:

- an update on the higher education reforms (including insights obtained from the University Governance & Regulations Forum in Canberra, attended by three Council members);
- Growing ECU: Opportunities arising from our strengths in the area of health and wellness; and

- Growing ECU: Meeting the challenges of the social inclusion agenda.

At its June 2009 meeting Council approved the Budget re-forecast for 2009, and at its December 2009 meeting, considered and approved the Budget for 2010.

Self-Governance of the Council

During 2009 Council continued to implement its governance reform program. The following governance matters were addressed during the year.

- All new Council members signed the Code of Conduct.
- The March workshop included a discussion on the outcomes of the 2008 review of Council members' performance. The discussion helped to highlight the professional development needs of Council members.
- The Corporate Governance Statement was reviewed and an updated document was approved at the October 2009 meeting.
- Council approved a report in relation to ECU's compliance with the National Governance Protocols at its August meeting.
- A review of Council and individual members' performance was undertaken in October 2009, by means of an online survey.
- A revised Nominations Policy was approved by Council at its August 2009 meeting. The policy was simplified to reflect the University's revised policy framework and the nominations process for the South West Campus Advisory Board and Western Australian Academy of Performing Arts Board were aligned with practices for nominations to other Council committees.
- Extensive work was undertaken on developing a pool of potential Council members, culminating in the appointment of two new Council members. This included the engagement of a consultant to assist Nominations Committee identify potential members and to undertake some initial work with potential candidates.
- Building on the work undertaken to develop a pool of potential Council members, Nominations Committee commenced the development of a succession plan to ensure that Council would have an appropriate mix of skills and experience for the future.

Governance of the University

Key Council activities in 2009 relating to the governance of the University included the following.

- Regular meetings of Council Committees (including five meetings of the Resources Committee, five meetings of the Quality & Audit Committee, four meetings of the Governance Committee and of the Nominations Committee and three meetings of the Legislative Committee) were held during the year. Reports from these committees were provided to Council to keep it informed of activities across the academic and operational areas of the University.
- The Vice-Chancellor provided a mid-year and end-of-year report on the achievements of the University in relation to its key performance indicators.
- In June and December 2009, the Vice-Chancellor reported on progress against the annual goals of the University, as previously approved by Council.
- Under the auspices of the ECU Foundation Board, the Statutes and Rules governing the Foundation were reviewed. A consultant was appointed in late 2008 to assist in the development of a long-term fundraising strategy for ECU. The ECU Foundation Board considered the consultant's recommendations relating to the Statutes and Rules, and broader recommendations will be considered in 2010 in the context of developing a fundraising plan.

- Statute and Rule changes were approved by Council, including the gazettal of a revised *Statute 2: Common Seal* and *Statute 6: Chief Executive Officer*.
- Work was undertaken in conjunction with the Western Australian Department of Education Services to progress a number of amendments to the *Edith Cowan University Act (1984)*. These are outlined in more detail in the section in this Annual Report on *Legislative Impacts*.

Compliance

The 2008 Annual Report was approved by Council and submitted to the State Minister for Education in accordance with the required timelines. The Council's monitoring of the University, particularly through the Resources Committee and the Quality and Audit Committee, provided assurance to Council that the University has appropriate risk management, financial and quality controls in place.

Council noted that the University received a bronze award in the WS Lonnie Awards for its 2007 Annual Report for "*distinguished achievement in accountability through annual reporting*".

Highlights of 2009

Student Achievements

Western Australian Business Icon – Business and Psychology student Rebecca Olsen, was named the Western Australian Business Icon for 2009 in a major professional business competition for young people in Western Australia. Fellow students also did well with Ben Hamer progressing to the final round of the competition and Bruno Ribeiro winning the Best Networking award.

Communications students go global – A team of students from the School of Communications and Arts excelled in the global Google Online Marketing Challenge after developing an online marketing campaign for a business client. The Team comprising, Natasha Spykerman, Calli Graham and Sarah Derroisne was placed in the top five teams of the Asia-Pacific region and in the top 15 teams globally.

ECU student wins design challenge – Third year Interior and Spatial Design student Brandur Einarsson won the Art Gallery of Western Australia's Design Challenge for 2009. The competition required students to design a functional chair that would stimulate the senses. Successful entries were exhibited at the Art Gallery of Western Australia.

WAAPA graduates honoured at national awards – Three of WAAPA's star graduates, Eddie Perfect, Tim Minchin and Ewen Leslie, were honoured at the annual Helpmann Awards, recognising distinguished artistic achievement and excellence in the many disciplines of Australia's vibrant performing arts industry.

Graduates recognised for contributions to Western Australia – WAAPA graduate Johannes Luebbers was the winner of the Western Australian Citizen of the Year Youth Arts category for his work as an educator, musician, composer and conductor. Fellow WAAPA graduate Amy Hammond was awarded the Bendat Family Foundation Perpetual Youth Scholarship for her work in Aboriginal theatre and volunteering contributions.

Indigenous students take out Team Spirit Award – ECU's Indigenous students earned success at the National Indigenous Tertiary Education Student Games held in Canberra, taking out the Team Spirit Award. Health Science student Shaydeen Thompson won the female Most Valuable Player award.

Indigenous Scholarships awarded – The Vice-Chancellor's Indigenous Scholarships were awarded to Julieka Stewart and Joyce Dimer in recognition of academic merit, leadership and contributions within the community.

Vice-Chancellor's Student Awards – Three students won the Vice-Chancellor's Student Awards: Janelle Caddy for her achievements in Engagement; and Shane Cuow and Belinda Chan in recognition of their achievements in Contributions to University Life.

Staff Achievements

ECU Professor named Western Australia's Australian of the year – Professor Ralph Martins, one of the world's leading researchers into Alzheimer's disease, was named Western Australia's Australian of the Year for 2010 by the Governor of Western Australia.

ECU lecturer voted one of the best – Dr Lorraine Hammond, an ECU senior lecturer in Education, was awarded second place in the UniJobs Lecturer of the Year awards. One of 39 finalists from 65,000 nominations, ECU students also voted Dr Hammond their best ECU lecturer.

Staff awarded prestigious ALTC citations – Four staff and one team from ECU were honoured by the Australian Learning and Teaching Council (ALTC) with citations for Outstanding Contributions to Student Learning. Citations are awarded to those who have made a significant contribution to the quality of student learning in a specific area of responsibility over a sustained period. The award recipients were Dr Paul Chang, Dr Kayt Davies, Miss Diane Slade, Dr Sandra Woollorton and the ECU Library team, led by Mr Dan Archibald.

NAIDOC Week honours – Head of ECU’s Kurongkurl Katitjin, Professor Colleen Hayward was inducted into the Hall of Fame at the Aboriginal Awards of Achievement presentation held during NAIDOC Week. Professor Hayward was recognised for her significant input to policies and programs, reflecting the needs of minority groups at national, state and community levels.

National Environmental Educator of the Year – School of Education lecturer Dr Jennifer Pearson was named National Environmental Educator of the Year by the Australian Association for Environmental Education for her ongoing and outstanding contributions to environmental education.

Western Australian Nurse Educator of the Year – Helene Metcalfe received the Nurse Educator of the Year Award for her commitment to teaching and learning, her enthusiasm for nurse education and her approach to supporting and mentoring colleagues.

Internet radicalisation award – Dr Anne Aly won the 2009 Australian Institute of Professional Intelligence Officers [AIPIO] Publications Award for her paper exploring the counter terrorism and security challenges of internet radicalisation.

Australian Association of Gerontology recognition – Professor Robert Newton received the Keith Wilson Oration Award at the annual conference for the Australian Association of Gerontology for his contributions to gerontology research. He presented the Keith Wilson Oration on the topic of the importance of physical exercise for older people and the risk of chronic disease.

Scientific and Technical Review Panel – Associate Professor Pierre Horwitz was appointed as a Member of the Scientific and Technical Review Panel for the International Convention on Wetlands, as an expert on wetlands and human health.

Vice-Chancellor’s Staff Awards – Staff were recognised for their contributions in the areas of learning and teaching, engagement, citizenship, service and research through the 2009 Vice-Chancellor’s Staff Awards.

Lonnie Award for the ECU Annual Report – The University received a bronze award in the WS Lonnie Awards for its 2007 Annual Report for “*distinguished achievement in accountability through annual reporting*”.

Engaging and Serving Our Communities

Vice-Chancellor’s Distinguished Oration – The Hon Chief Justice Dr Robert French was the Vice-Chancellor’s Distinguished Orator for 2009, delivering an outstanding oration on the *Constitution and the Protection of Human Rights*.

Edith Cowan Memorial Lecture – Students, staff and members of the ECU community attended the Edith Cowan Memorial Lecture presented by Dr Penny Flett as part of the University’s International Women’s Day celebrations in March. In her presentation entitled *In Honour of Courage and Hope*, Dr Flett spoke of Edith Dircksey Cowan and many other leaders of recent times who have fought and worked towards reducing discrimination and bias.

ECU hosts Australia Day Citizenship Ceremony – ECU hosted the Nation’s largest Australia Day Citizenship Ceremony with 1881 people from 90 countries becoming Australian citizens. The ceremony, held on the Joondalup Campus, was organised by the City of Joondalup in close conjunction with the cities of Stirling and Wanneroo.

US Consul General visit – The US Consul General to Western Australia, Dr Kenneth Chern, presented a public lecture at the South West Campus entitled *Australia, USA, China and the South West of Western Australia: The Future*.

Malaysian Ministry of Education collaboration – ECU commenced a partnership with the Malaysian Ministry of Education to share expertise in teacher education and English literacy. The partnership was formalised in August when the Malaysian Deputy Prime Minister visited the University.

Science for Kids – ECU hosted 165 primary school children who participated in ECU’s fifth annual ‘Science for Kids Day’ with hands-on, fun science activities to encourage enthusiasm for science. Professor Lyn Beazley, Western Australia’s Chief Scientist and S-Kids Patron, opened the event which is organised and sponsored by ECU, the Science Teachers’ Association of Western Australia and Scitech.

Year 12 students get stuck into communication and arts – ECU helped 340 Year 12 students to get a taste of ECU’s arts, media and digital communication units through a one-day intensive course on the Mount Lawley Campus. The students enjoyed a day of lectures and hands-on studio workshops, including the chance to record their own mini film, act as a news reporter, draw portraits of a live model and construct their own virtual games.

Earth Day – More than 750 primary school students took part in the Earth Day Expo hosted by ECU’s School of Education. Year 1 to Year 7 students from 14 Perth schools participated in a range of hands-on environmental education activities presented by organisations including Environment House, the Water Corporation, the Perth Hills National Parks Centre, ECU’s School of Natural Science.

Open Days a great success – ECU welcomed over 15,000 people onto the Joondalup and Mount Lawley campuses for its annual Open Day events. Potential students and their families took the opportunity to find out about the courses available at ECU, tour the facilities, attend information sessions and enjoy live entertainment.

Surf Science students lend a hand – In March ECU Surf Science students gave up their time to help young people with a disability surf the great waves of Bunker Bay in Western Australia’s South West as part of the ‘Surfers Helping Surfers’ initiative.

Childhood Collection gifted to the Western Australian Museum – ECU gifted Australia’s most significant collection of historical childhood artefacts to the Western Australian Museum at a Deed of Gift signing ceremony in March.

Partnership with the City of Stirling – ECU and the City of Stirling entered into a memorandum of understanding which will see the two organisations working together to support the local community. The partnership will promote co-operation and collaboration on community initiatives, research projects and professional development.

Red Cross Blood Service visits ECU – Almost 100 ECU students and staff donated blood when the Red Cross Blood Donormobile visited the Joondalup and Mount Lawley campuses in August.

Women@ECU – The University launched the *Women@ECU* initiative in March with engagement as the theme for 2009. This initiative builds on existing equity action plans, professional development programs, human resources initiatives and family-friendly work practices and is open to all ECU staff. In November 2009 the *Women@ECU* initiative held a coffee conversation event focusing on the value of engaging with research. The event brought together a range of academic and professional female staff members to speak about engagement with research on a personal and professional level.

Providing Programs to Meet the Needs of our Communities, in a Supportive and Stimulating Learning Environment

Five star student experience – The 2009 edition of the Good Universities Guide rated ECU’s student experience as one of the best in Western Australia, with a five star rating for overall student satisfaction, satisfaction with teaching quality and satisfaction with generic skills. This rating is based on 2008 national survey results for graduates, which places ECU above the State averages and the national averages on all three measures.

Partnering in China – ECU announced new partnerships with ECU and four universities in China to advance educational, training and research activities and to provide student and staff exchanges between Australia and China. At a signing ceremony in Beijing, memoranda of understanding were established with North College of Beijing University of Chemical Engineering, Kede College of Capital Normal University, City College of Science and Technology Chong Qing University and Jiangcheng College of China University of Geosciences.

New approaches to teacher education – ECU launched the Graduate Diploma of Education (Residency Mode). This gives students the opportunity to spend the entire year working within a school, gaining additional experience, and leaving the program ‘school ready’. The residency program is being run as a pilot, supported by \$930,000 in funding from the Australian Government.

Roseworth Primary School partnership progresses – The Minister for Education, the Hon Dr Elizabeth Constable, turned the first sod on the site for the new Roseworth Primary School in Girrawheen. ECU will share a collaborative research and observation classroom facility at the school, which will enable pre-service teachers to observe and research a wide range of classroom teaching methods and behaviour management techniques.

Bachelor of Laws goes online – ECU launched its Bachelor of Laws program online and gained the unconditional approval of the Legal Practice Board of Western Australia. ECU is now the first university in Western Australia to deliver a Bachelor of Laws course wholly online.

Promoting equity and diversity – ECU hosted a wide range of equity and diversity events for students, staff and the community including celebrations for Harmony Week, International Women’s Day, NAIDOC Week, International Day of People with Disability, Pride Month and Mental Health Week.

Developing Research Focus, Depth and Impact

Cyber safety report released nationally – In September Senator Stephen Conroy, Minister for Broadband, Communications and the Digital Economy, announced the release of ECU’s Child Health Promotion Research Centre’s review of Australian and international cyber-safety research. Commissioned as part of the Australian Government’s \$125.8 million Cyber-Safety Plan, the report is the most comprehensive review of cyber-safety literature available. The report shows that cyber-bullying is the most common risk associated with inappropriate contact and is a real and important issue for young people in Australia.

Covert bullying in schools – An ECU study involving more than 20,000 students revealed that one in six high school students experience covert bullying on a regular basis. The Australian Covert Bullying Prevalence Study was conducted by the Child Health Promotion Research Centre for the Department of Education, Employment and Workplace Relations.

Improving literacy in disadvantaged schools – Researchers at ECU’s Institute for Educational Research and Development were awarded \$434,000 in funding from the Australian Government to improve

literacy outcomes in disadvantaged schools. 'Principals as Literacy Leaders' is a national project in partnership with the Australian Primary Principals Association, Griffith University and the Australian Catholic University. The project aims to develop a research-based program to enhance the leadership capabilities of primary school principals in order to improve literacy education in disadvantaged schools.

Literacy research commended by Minister – ECU was commended by the Hon John Day, State Minister for Culture and the Arts, for its work into positive early literacy practices in Western Australia. ECU education researchers evaluated the success of the Western Australian Government's 'Better Beginnings' program, which is part of the 'Early Years Strategy' – an early intervention family literacy program designed to provide positive literacy influences for children in their first three years of life.

Fighting breast cancer – Two innovative breast cancer research projects were launched, with ECU researchers from the Vario Health Institute and the Electron Science Research Institute collaborating with the developers of a new breast imaging technology to determine if the system can provide a more accurate, user-friendly alternative to traditional scanning techniques.

Funding boost for Alzheimer's Research – ECU's Professor Ralph Martins and his team was awarded \$939,000 by the National Health and Medical Research Council to further their research into Alzheimer's disease.

Eradicating destructive timber pest – ECU's Associate Professor Adam Osseiran has developed an innovative device to eradicate the destructive timber pest – the European House Borer. His device uses microphones to identify, characterise and differentiate the sounds of the insect larvae.

Research Week – ECU's annual Research Week was a great success with a number of events held to showcase the important research carried out at ECU and to promote higher degrees by research programs. Research Week began with an industry engagement event, followed by a program of seminars and workshops throughout the week.

Research Income for 2009 – ECU's total research income for 2008 was confirmed as \$12.4 million, an increase of \$2.8 million on 2007. Pre-audit figures for research income in 2009 suggest that a further increase to \$12.7 million may be achieved.

Building Organisational Sustainability

ECU wins Western Australian Premier's Award – ECU won the Managing the Environment category of the 2009 Premier's Awards for Excellence in Public Sector Management. The award recognises the 'Sustainable Communities' project through ECU's commitment to developing a heightened awareness within its students, staff and the wider community of a sense of place and value for the environment.

The University's 2009 Operating Result – The University posted a 2009 result of \$25 million, representing an increase of almost \$4 million on the 2008 result. The 2009 operating result excluding non-operating items such as the Churchlands land sales and capital grants was \$11 million, consistent with the original budget.

Student numbers/ load increased – In 2009 the total student load was 17,583 EFTSL, an increase of 10 per cent (1605 EFTSL) on the total student load for 2008. ECU's student load for the Commonwealth Grant Scheme (CGS) – the largest of the funding categories – was 7 per cent (758 EFTSL) above the CGS load for 2008, and above the load agreed with the Department of Education, Employment and Workplace Relations (11,089 EFTSL).

Overall student enrolments also increased in 2009, with domestic postgraduate enrolments up by 13 per cent and international student enrolments up by 12.5 per cent compared to 2008.

Campus accommodation expanded – In response to increasing demand for student housing, ECU has contracted Campus Living Villages to build and operate new student accommodation at its Mount Lawley Campus. The proposed 357-bed facility is under construction and will be in use by Semester One, 2011, increasing accommodation at the campus to more than 500 beds.

ECU recognised for tobacco-free policies – ECU was one of only two Australian universities recognised by Action on Smoking and Health Australia for its tobacco-free policies. The Tobacco-Free University Prize acknowledged ECU's broad range of policies, including preventing tobacco industry involvement in funding, personnel and careers links with the University.

New website launched – ECU's new website was launched in February, with an updated design and user-friendly features for students and staff. Over the next two years, all areas of the ECU website will be moved into the new style. The design and navigation will continue to evolve in response to the needs of ECU users.

Centre for Learning and Development – ECU opened the Centre for Learning and Development (CLD) in July. The CLD will improve learning and teaching at ECU by supporting academic staff in their roles. In addition the CLD will provide opportunities for all staff to participate in a range of face-to-face and online programs that will provide the insights necessary for personal and professional success at ECU.

Survey Research Centre – ECU's Survey Research Centre was officially opened in May. This state-of-the-art facility provides practical data collection services (through telephone surveys, mailouts and focus groups) for clients including the Commonwealth Department of Health, the National Heart Foundation and Healthway.

Edith Cowan University
Annual Report for 2009

Section 2 - Agency Performance

Report on Operations

Engaging and Serving Our Communities

ECU's strategic direction sets engagement as a central priority and seeks to maximise its integration into ECU's core functions of Teaching, Learning and Research. In the long-term, ECU seeks to be recognised for its range and quality of engagement activities, which will be a point of differentiation for ECU, producing mutual benefits and productive relationships with the University's various communities.

In 2009 ECU's goals in this Strategic Priority area were:

- to build a reputation for academic outreach, research and creative output which impact and serve the needs of ECU's communities;
- to ensure that ECU's programs reflect our commitment to engagement; and
- to build engagement throughout the student experience.

A summary of ECU's achievements in this Strategic Priority area is provided below.

Academic Outreach, Research and Creative Output

ECU seeks to build a reputation for academic outreach, research and creative output which impact and serve the needs of ECU's communities. Key achievements are listed below.

- **ECU is partnering with the Malaysian Ministry of Education** to share expertise in teacher education and English literacy. The partnership was initiated in August when the Malaysian Deputy Prime Minister visited ECU. In October ECU staff visited the Ministry of Education in Malaysia to continue collaborative support for the partnership.
- **The Graduate Diploma of Education residency program** was launched in July 2009 supported by \$930,000 in funding from the Australian Government. Students in the program combine at least two days per week in a school environment with classes and theory delivered by ECU lecturers. The program provides a unique approach to teacher education, with theory and practice integrated throughout the entire course. The first cohort of 82 students will commence in 2010. Scholarships for students on the program have been made available by the Western Australian Department of Education. The program is further supported by specific funding to schools from the Association of Independent Schools WA and the Catholic Education Office.
- **ECU joined a new International Communications League** when the Vice-Chancellor attended an international meeting of university representatives with expertise in communications and multi-media, hosted by the President of the Communication University of China. The League of Higher Education Institutions aims to facilitate teaching, research and exchange programs within the broad area of communications.
- **Business i Lab** – ECU, in conjunction with the City of Wanneroo, continued the Business i Lab project designed to cultivate relationships between local businesses and ECU students. The project intends to help local businesses and entrepreneurs by assigning skilled ECU students to develop business submissions.
- **Partnering in China** – ECU announced new partnerships with ECU and four universities in China to advance educational, training and research activities and to provide student and staff exchanges between Australia and China. At a signing ceremony in Beijing, memoranda

of understanding were established with North College of Beijing University of Chemical Engineering, Kede College of Capital Normal University, City College of Science and Technology Chong Qing University and Jiangcheng College of China University of Geosciences.

- **Roseworth Primary School partnership progresses** – The Minister for Education, the Hon Dr Elizabeth Constable MLA, turned the first sod on the site for the new Roseworth Primary School in Girrawheen. ECU will share a collaborative research and observation classroom facility at the school, which will enable pre-service teachers to observe and research a wide range of classroom teaching methods and behaviour management techniques.
- **Partnership with the City of Stirling** – ECU and the City of Stirling entered into a memorandum of understanding which will see the organisations working together to support the local community. The partnership will promote co-operation and collaboration on community initiatives, research projects and professional development.
- **Cyber safety report released nationally** – In September Senator Stephen Conroy, Minister for Broadband, Communications and the Digital Economy announced the release of ECU’s Child Health Promotion Research Centre’s review of Australian and international cyber-safety research. Commissioned as part of the Australian Government’s \$125.8 million Cyber-Safety Plan, the report is the most comprehensive review of cyber-safety literature available. The report shows that cyber-bullying is the most common risk associated with inappropriate contact and is a real and important issue for young people in Australia.
- **Improving literacy in disadvantaged schools** – Researchers at ECU’s Institute for Educational Research and Development were awarded \$430,000 in funding from the Australian Government to improve literacy outcomes in disadvantaged schools.
- **Strengthening relationships with schools** – A range of initiatives in science and mathematics education took place in 2009. These included Earth Day and S-Kids, which attracted hundreds of local school students to events on ECU’s campuses and the School of Communications and Arts’ ‘Intensives’ program, attended by 340 Year 12 students, who were offered a series of art and media intensive workshops.
- **The Museum of Childhood** – Australia’s most significant collection of historical childhood artefacts was gifted by ECU to the Western Australian Museum. The ECU Museum of Childhood collection was officially passed over at a Deed of Gift signing ceremony in March.

In addition, ECU undertook a range of activities to reach out to the communities it serves and to increase the public profile of the University. In 2009 these included:

- **The Vice-Chancellor’s 2009 Distinguished Orator** was the Hon Chief Justice Dr Robert French, AO, who spoke on *The Constitution and Human Rights* to a diverse group of students, staff, business representatives, and the wider community at ECU’s Joondalup Campus.
- **Dr Kenneth Chern, the US Consul General to Western Australia** presented a public lecture at ECU’s South West Campus entitled *Australia, USA, China and the South West of Western Australia: The Future*. Dr Chern spoke about US-Australian relations, and how the associated challenges and opportunities might relate to the South West Region.
- **An Australia Day Citizenship Ceremony** was held at ECU for 1881 people from 90 countries who became Australia’s newest citizens. This event, Australia’s largest Citizenship

- **The Perth International Film Festival** was again supported by ECU. Movies were screened at the Joondalup Pines Picture Garden and attracted strong community support with 21,632 attendees in 2009. This event has become part of Western Australia's annual cultural calendar.
- **Hopman Cup** – In 2009 ECU continued its sponsorship of the prestigious Hyundai Hopman Cup. Through this sponsorship ECU demonstrates its support of an international tennis tournament to a world audience and provides support to local children. Children between the ages of 10 to 16 can apply to become an 'ECU Ballkid' or attend one of the Hyundai Hopman Cup tennis clinics. Support for this event reflects ECU's 'reach your potential' philosophy.

Engagement in ECU's Programs

In 2009, ECU continued to build effective relationships with external stakeholders, including key industry groups, employers and professional bodies. ECU's academic profile reflects its strong relationships with external stakeholders, particularly in the areas of Health, Education, Arts and Entertainment, Law, Policing and Business. Key achievements included:

- **Strategies for enhancing engagement in teaching and learning** – ECU's Engagement Mapping process was undertaken for the second consecutive year in 2009, measuring how embedded engagement is in ECU's undergraduate courses. The mapping process assigned Engagement scores to courses in three bands (low, medium and high). Between 2008 and 2009 there was an 8 per cent growth in engagement overall.
- **Consultative Committees** – Seven additional consultative committees were established in 2009. Through the operation of the 41 consultative committees, business and industry representatives influenced ECU course design in a wide range of disciplines.
- **New engineering courses and practicums** were delivered in 2009 as a result of collaboration with many Western Australian industries and in consultation with WA Main Roads, the Water Corporation, KBR, Western Power, SKM, BHP-Billiton, SKM and Wood & Grieve. Planning for further expansion of industry-connected engineering courses in 2010 and for the future construction of new facilities at ECU was also undertaken in 2009.
- **The University of Western Sydney's Pro-Vice-Chancellor (Engagement)**, Professor Barbara Holland, a renowned international scholar in the field of engagement, facilitated a workshop at ECU entitled 'Exploring, Integrating and Doing: The Real Deal of Engagement'. The workshop aimed to provide participants with tools for further integrating engagement into teaching and research.
- **A series of equity and diversity based events** including: the Edith Cowan Memorial Lecture presented by Dr Penny Flett; an Indigenous Art Exhibition and film night during NAIDOC Week; a Harmony Week fair; a public lecture by disabilities advocate Kerry Allan-Zinner for the International Day of People with Disability; and an exhibition match by the Wheelcats, Western Australia's National Wheelchair Basketball League team.
- The successful **Joondalup Learning Precinct cross-institutional staff mentoring program** involving ECU, the West Coast Institute of Training, the Western Australian Police Academy and the City of Joondalup continued with 52 participants in 2009, an increase from 34 in 2008.

- **An engaged university** – ECU seeks to promote broad understanding within the University of what it means to be an “engaged university”. To this end, during 2009:
 - **the Engagement Reference Group** met throughout 2009, providing a forum to concentrate on University-community engagement and ensure that engagement activities are connected across ECU;
 - **a ‘community page’ was developed for the revised ECU website**, featuring details of engagement projects at ECU; and
 - **ECU appointed an Engagement Consultant** whose report on Engagement at ECU was received in September. The recommendations will help to inform ECU’s engagement strategy in 2010.

ECU and the Student Experience

ECU pursues a range of multi-faceted and complex engagement activities that provide mutually beneficial outcomes for the University and the communities it was established to serve, while enriching the experience of its students. Strategic developments during 2009 are listed below.

- **Workplace Integrated Learning** – ECU aligned with the Australian Co-operative Education Network (ACEN) and hosted the final meeting of the Western Australian chapter of ACEN for 2009. A working party was also established at ECU to contribute to extending the number and the role of workplace integrated learning opportunities in ECU’s courses.
- **The Orion Engineering Equity Scholarship** was introduced in 2009 to support four ECU students from equity backgrounds in the Bachelor of Engineering course. Orion’s involvement with the development of ECU’s engineering program was a major influence in its decision to choose ECU students to receive these scholarships.
- **The Occupational Therapy program** at ECU enrolled its first cohort of honours students in 2009. Ten students are currently completing their honours projects with a range of community partners. These projects cover a number of disability areas and will make an important contribution to evidence-based practice in occupational therapy.
- **ECU’s Faculty of Regional Professional Studies** and Kingston Primary School continued to work together on an innovative internship program whereby ECU final year Education students are selected to work as student teachers for the whole school year.
- **ECU’s School of Communications and Arts** continued to work collaboratively on the Mission Australia Catalyst program (sponsored by Woodside). The program delivers accredited university units in a community setting, with corporate volunteers providing learning partners for each student. In 2009 four students successfully completed the course and enrolled in an ECU Bachelor of Arts course for 2010 with advanced standing.
- **ECU Alumni** – Alumni activities in 2009 included social events, reunions and networking opportunities to further enhance ECU Alumni relationships. ECU facilitated Alumni reunions in Australia, Singapore, Hong Kong, Thailand and Korea, including a very well attended “Alumni movie night” at the Pines Cinema at the Joondalup Campus.
- **Early Career Development Program** – Following the successful delivery of this State Government-funded initiative by ECU’s School of Nursing, Midwifery and Postgraduate Medicine in 2007 and 2008, funding was provided by the Commonwealth Department of Health for two further programs in 2009 and 2010, designed to cultivate and measure Year 10 school students’ interest in nursing as a career and to provide educational and clinical

work experiences. In addition, funding was secured for a specific Indigenous program – ‘HOT 'n' Deadly’ – which will be piloted in 2010.

- **ECU hosted the launch of the Business Higher Education Round Table *Partnerships@Work* – A compendium of case studies.** This small selection of case studies presents clear evidence of the value of collaboration between business and universities. Further, they demonstrate how knowledge transfer underpins innovation to the benefit of the community as a whole. The two ECU partnerships featured in the publication are between the City of Wanneroo’s Economic Development Department, and ECU’s Faculty of Business and Law, and the International Advertising Association and ECU’s School of Communications and Arts.
- **ECU’s Associate Dean (Health)** Professor Cobie Rudd continued to serve as a member of the International Board of Directors for the International Association for Research on Service-Learning and Community Engagement (IARSLCE). Professor Rudd also gave a presentation at the ninth Conference on Service-Learning and Community Engagement in Ottawa, organised jointly by the Experiential Learning Service of the University of Ottawa and the IARSLCE.
- **WAAPA performances** – In 2009 WAAPA staged over 350 performances both at WAAPA and at external venues in Western Australia, with approximately 150 events provided free of charge. WAAPA’s LINK Dance Company performed at the International Theatre Schools Festival in Amsterdam.
- **WAAPA also presented** a range of ‘Explore Extension Courses’ for the general public covering various aspects of Acting, Music Theatre, Arts Management, Music and Dance.

Providing Programs to Meet the Needs of our Communities, in a Supportive and Stimulating Learning Environment

ECU seeks to be recognised for providing world-class and fulfilling educational experiences. In 2009 ECU's goals in this Strategic Priority area were:

- to enhance the quality of teaching;
- to be responsive to students and employers through a relevant and engaged curriculum; and
- to enhance student support services and learning experiences.

A summary of ECU's achievements in this Strategic Priority area is provided below.

Quality in Learning and Teaching

In order to improve the quality of learning and teaching, during 2009 ECU focused on:

- embedding Engagement into the curriculum;
- increasing student participation in work-integrated learning;
- revising the professional development opportunities for academic staff;
- improving the quality and impact of the annual reporting to Course Co-ordinators;
- providing increased support and professional development for sessional teaching staff;
- improving staff capability to implement effective strategies to assess student learning;
- further developing the staff capability in, and use of, learning technologies;
- benchmarking learning and teaching activities through external comparisons;
- increasing staff participation and collaboration in learning and teaching development activities within, and beyond, the University; and
- promoting the scholarship of learning and teaching at ECU.

Recognition of ECU Quality in Learning and Teaching

ECU was recognised for the quality and standing of its learning and teaching with an Australian Government grant of \$2.84 million announced in early 2009. The Learning and Teaching Performance Fund award recognised both excellence and improvement in the University's learning and teaching performance. The assessment was based on indicators of performance from the 2007 Course Experience Survey (Overall Satisfaction; Satisfaction with Teaching; and Satisfaction with Generic Skills), the 2007 Graduate Destination Survey (Full-time Employment; and Further Study), together with two further measures of student success (Progress; and Retention).

These funds were directed to innovative learning and teaching initiatives.

The quality and standing of learning and teaching at ECU was further demonstrated through awards for ECU teaching staff from the Australian Learning and Teaching Council and by means of the Vice-Chancellor's teaching awards for ECU's best teachers.

2009 Australian Learning and Teaching Council Citations for Outstanding Contributions to Student Learning

- Dr Paul Chang, School of Psychology and Social Science.
- Dr Kayt Davies, School of Communications and Arts.
- Miss Diane Slade, School of Communications and Arts.
- Dr Sandra Woollorton, Faculty of Regional Professional Studies.

- Mr Dan Archibald, Ms Julia Gross, Mr David Howard, Ms Lyn Leslie and Ms Agnes Noronha, Library Information Services.

Vice-Chancellor's Citations for Excellence in Teaching in 2009

- Dr Hadrian Djajadikerta, School of Accounting, Finance and Economics.
- Ms Sophie Kennedy, Dean's Office, Faculty of Business and Law.
- Dr Jenny Lane, School of Education.
- Associate Professor Paul Maj, School of Computer and Security Studies.
- Associate Professor Maryam Omari, School of Management.
- Dr Pamela Weatherall, School of Psychology and Social Science.

Vice-Chancellor's Award for Excellence in Teaching in 2009

- Mr Dan Archibald, Ms Julia Gross, Mr David Howard, Ms Lyn Leslie and Ms Agnes Noronha, Library Information Services.
- Dr Paul Chang, School of Psychology and Social Science.
- Dr Kayt Davies, School of Communications and Arts.
- Mr Robert Holt, Faculty of Regional Professional Services.
- Dr Greg Maguire, Faculty of Business and Law and Faculty of Computing, Health and Science.
- Miss Diane Slade, School of Communications and Arts.
- Dr Sandra Wooltorton, Faculty of Regional Professional Studies.

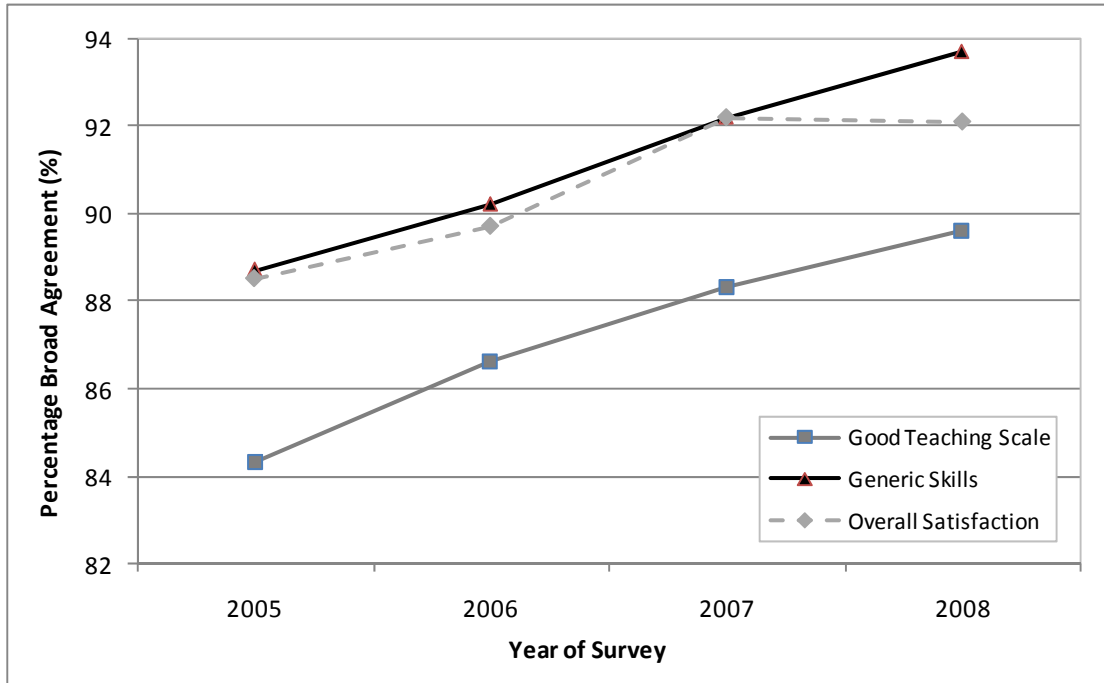
ECU Teaching Outcomes

Throughout 2009 the University community was provided with reliable and timely performance data on learning and teaching at the University. The performance data is derived from: the national Course Experience Questionnaire (CEQ); the Graduate Destination Survey (GDS); ECU's own online Unit and Teaching Evaluation Instrument (UTEI); and a Mid-course version of the CEQ (Mid-course CEQ). The results are analysed and strategies are developed to improve ECU's student satisfaction and graduate outcomes. Performance data is considered by the Council, Quality and Audit Committee and the Academic Board as part of the monitoring of teaching performance and graduate outcomes.

In 2009 the ECU Teaching Quality Index (which uses CEQ, GDS and UTEI results) was again used as a basis for performance funding allocations to recognise and reward good teaching.

Graduate Satisfaction

Figure 3 shows that there is a trend of improvement for results for the three measures: Overall Satisfaction; Satisfaction with Teaching; and Satisfaction with Generic Skills. The most recent CEQ survey results for ECU graduates (those who graduated in 2007, surveyed in 2008) show that ECU graduates rate their learning experience very highly. Overall Satisfaction dropped slightly in 2008, although ECU is ranked second of the Western Australian universities. ECU was ranked highest of the Western Australian universities for Satisfaction with Teaching and Satisfaction with Generic Skills. ECU's result on each of these measures was higher than both the national average and the average for Western Australian universities.

Figure 3: Graduate Satisfaction, 2005-2008

Notes: The three measures record the percentage of ECU Bachelor level graduates who, in responding to the relevant Course Experience Questionnaire survey items, 'broadly agree' with those statements. The percentage broad agreement is the percentage of responses which are 3 (neither agree nor disagree), 4 (agree) or 5 (strongly agree) on the five-point Likert scale.

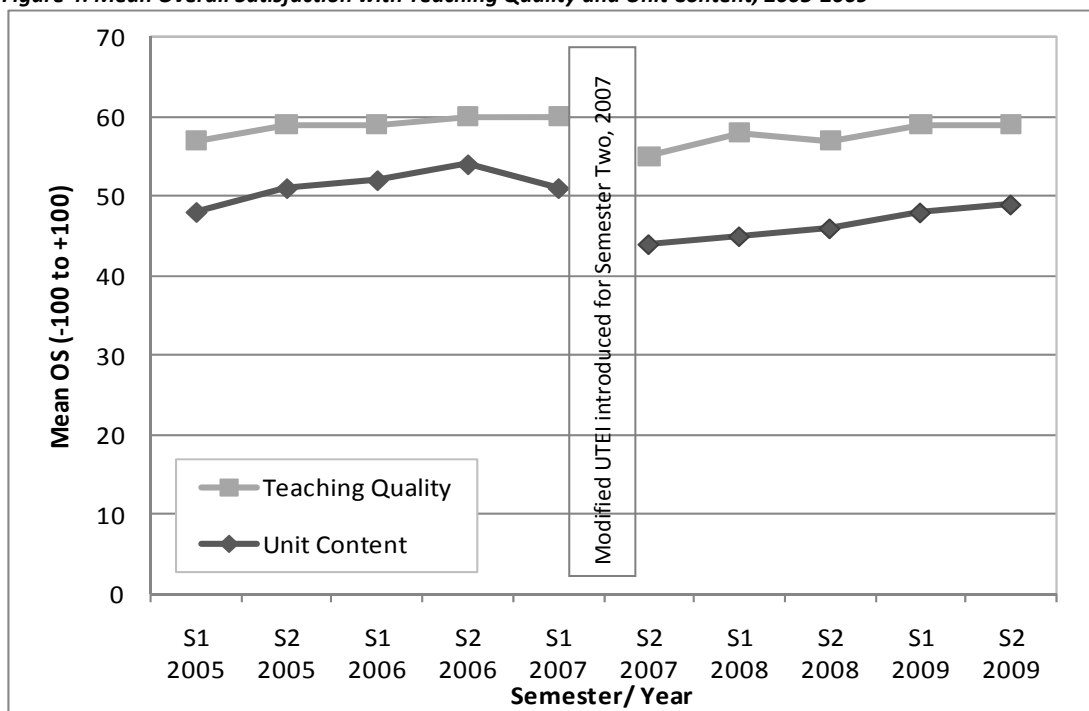
The Key Performance Indicator Report beginning on page 144 of the Annual Report provides further information on ECU's performance on the Overall Satisfaction (KPI 2) and the Satisfaction with Teaching (KPI 3) measures.

Student Satisfaction

The Unit and Teaching Evaluation Instrument (UTEI) collects data on current students' perceptions of teaching quality and unit content on a semester by semester basis. The UTEI provides more timely feedback on student satisfaction with teaching and course content than the CEQ, and therefore provides an early and more proactive means of identifying areas for improvement. The survey was initially paper-based, but became wholly online from Semester One, 2007 and was modified (and shortened) from Semester Two, 2007, creating a new baseline for measuring performance.

Figure 4 shows that student perceptions of teaching quality and satisfaction with unit content have both improved between Semester Two, 2007 and Semester Two, 2009.

Figure 4: Mean Overall Satisfaction with Teaching Quality and Unit Content, 2005-2009



Notes: Mean overall satisfaction is measured on a scale of -100 to +100. The measure includes all ECU student cohorts and all coursework units.

Academic Staff Development

The Centre for Learning and Development was launched in July 2009. Three main areas of activity support learning and teaching at ECU: Organisational Development; Academic Excellence; and Learning Solutions.

- Organisational Development – This area provides professional development opportunities to improve the capabilities of staff in the design and delivery of units. In 2009 a role-based approach to professional development was developed, mapping training to the individual’s role at ECU, resulting in tailored programs being delivered to faculties, schools and service centres.
- Academic Excellence – This area provides support for curriculum and resource development. In 2009: the inclusion of sustainability principles and engagement within the curriculum was promoted through a range of projects with faculty staff; Engagement and Workplace Integrated Learning was mapped within the curriculum; and resources and professional development opportunities were developed. The Annual ECU learning and teaching research event, *ECUIture*, showcased best practice in learning at ECU and included stimulating presentations by external leaders in learning and teaching.
- Learning Solutions – This area provides technical and technology support for learning and teaching. In 2009 staff were provided with training and infrastructure support for the technology-supported delivery of courses and units. In addition, in November 2009 ECU hosted the Australian Council of Open and Distance Education’s national event – *e-assessment*.

Responsiveness to Students and Employers

ECU seeks to be responsive to student and employers through a relevant and engaged curriculum. Strategies to achieve this included the development of courses in strong demand areas, improving the employability of ECU graduates and embedding engagement in ECU's programs.

New Courses and Units

A range of new programs at undergraduate and postgraduate level was introduced in 2009. The majority of the new courses are postgraduate courses intended to attract more mature-age students.

ECU also responded to demand for students entering science-based courses by introducing a compulsory Combined Science unit for the University Preparation Course.

Additionally, in 2009 ECU undertook a comprehensive strategic review of its curriculum to address the needs of a more diverse and expanded cohort of students with a clear career-orientation. The foci of this curriculum change are on increasing support for student success while at university and on entering the labour market, and embedding these changes within all courses at ECU.

In response to student and employer needs ECU has developed new courses to begin in Semester One, 2010, these include:

- a Bachelor of Laws that will be available wholly online. ECU is the first university in Western Australia to deliver an online Bachelor of Laws course that was approved by the Legal Practice Board of Western Australia in 2009; and
- a Doctor of Physiotherapy course.

"Job-ready" Graduates

Improving the success of ECU graduates in gaining employment and progressing their careers was a priority in 2009 and initiatives included:

- the development of a comprehensive set of workshops delivered to students on topics associated with enhancing their employment and career prospects;
- employer presentations and Career Expos, providing ECU students with information about work experience, vacation work and graduate recruitment; and
- purchase of the CareerHub software to provide students with access to graduate employers across Australia, as well as online tools such as resume builders and career planners.

ECU Graduate Destinations

The Graduate Destinations Survey collects data on two graduate outcomes: Full-time Employment and Further Study. The most recent results are for graduates in 2007, surveyed in 2008.

For the 2008 survey year there was a small (1 percentage point) decrease in the full-time employment rate, but the result remained well above that recorded for 2005 and 2006. While ECU was below both the national average and State average for 2008, ECU's survey result reflects the Western Australian economic and employment conditions for the year in which the graduates were surveyed, and is consistent with a slight decrease in the State average.

The Key Performance Indicator Report beginning at page 144 of the Annual Report (KPI 4) shows ECU's performance on this measure over time.

For the Further Study measure, a second consecutive year of improvement was shown, with 24.9 per cent of ECU graduates going on to further study, based on the 2008 survey. The latest result is 2 percentage points above the average for Western Australian universities.

Engagement in ECU's Curriculum

Engagement and its influence on ECU's programs is reported on page 24 to 25 of the Annual Report.

Student Support Services and Learning Experiences

The University provides a positive learning experience to support students, particularly in their first year of study. In 2009 improved flexible learning options were introduced and learning spaces and campus facilities were upgraded.

Support services, in addition to mainstream services, operated on all campuses during 2009, and the major components are described below.

- Preparation programs were provided for new students (Unistart 1 and 2). Enrolments increased to 2709, from 1995 in 2008.
- The University's co-operative model for providing learning advice services was refined to ensure resources are shared between faculty-based Learning Advisers. The model enables specific programs to be tailored for different student cohorts, whilst still delivering generic workshops that all ECU students can access.
- A new integrated support service model for the delivery of support services to international students. Services are delivered through Student Central on each campus, with a specialist Student Connect team to assist with issues specific to international students. 'Connect Officers' play a major role in the formal intervention strategies required under the *Education Services for Overseas Students Act 2000*.
- The introduction of the Connect Officers and the Student Visa Officer has allowed Counselling Services to be focused on those students in most need of this service. Connect Officers dealt with 3462 student enquiries during 2009 and put in place 264 intervention plans. The Visa Information Officer had 1376 student enquiries during 2009.
- ECU's Counselling Service reduced waiting times for appointments and counsellors introduced a daily triage appointment for students in urgent need. Counsellors held regular case review meetings to develop specific responses for students at significant risk. Approximately 2500 counselling appointments were held during the year.
- 'Vital Information for International Students' sessions were again run in each semester. Almost 800 international students attended in 2009, an increase from 260 who attended in Semester Two, 2008. In addition, in Semester Two, 2009 approximately 300 international students booked to attend visa information sessions.
- In 2009 338 students registered for disability support, an increase of 131 registrations over 2008. There was also an increase in Learning Access Plans/ Alternative Exam Conditions from 173 in 2008 to 257 in 2009.
- Prospective students and their parents were invited to Student Information Nights. Attendance increased from 1200 in 2008 to 1700 in 2009.

Attracting and Retaining Students

ECU seeks to attract and retain students motivated and capable of benefiting from higher education.

During 2009 ECU pursued a number of strategies to improve access to higher education by widening opportunities for study, including: further development of admissions pathways; providing more options for flexible learning; enquiry management and marketing; providing additional support for those

students “at risk” of failing their courses or ceasing their studies; scholarships and financial support; and initiatives to increase the participation of under-represented groups.

ECU’s Marketing Strategies

In 2009 ECU further developed the *ECU Students Speak for Themselves* advertising campaign. Television advertising and extensive press, radio, outdoor and online campaigns employed student and graduate testimonials to deliver ECU’s key brand messages of relevance, engagement and the quality of the University’s facilities and services.

Sponsorships continued to play an important role in ECU’s marketing in 2009. The following sponsorships provided strong brand exposure for ECU: the Hyundai Hopman Cup; Your Tutor online tutoring service for primary and high school children in the cities of Joondalup and Wanneroo; the Joondalup Relay for Life; the Western Australian Environment Awards; the Joondalup Valentines’ Day Concert; the Joondalup Festival; the Western Australian Youth Awards; the Perth International Arts Festival (Pines Picture Theatre); and the Western Australian Curriculum Council Awards.

Online marketing was further strengthened in 2009 with enhancements made to the www.reachyourpotential.com website and the launch of the ECU Youtube channel.

As one measure of ECU’s competitive market position in Western Australia, it is noteworthy that applications to ECU increased for the second successive year to 21.9 per cent for 2009. ECU’s share of first preference applications via the Tertiary Institutions Services Centre is included in the Key Performance Indicator Report (KPI 5) beginning at page 144 of the Annual Report.

Entry Pathways and Enabling Courses

In 2009 ECU’s entry pathways were reviewed and revised to accommodate State Government changes affecting high school students’ subject choices. All Western Australian high schools were provided with advice on ECU’s revised entry pathways.

ECU continued to develop entry pathways other than those based on tertiary entrance rank – now known as the Australian Tertiary Admission Rank (ATAR). In 2009 approximately 73 per cent of ECU’s commencing undergraduates entered Bachelor courses on a basis of admission other than ATAR, up from 62 per cent in 2008.

The Portfolio Entry pathway continued to grow in 2009. In total 706 applications were received and 497 offers were made. Based on revised figures for applications and offers in 2008, this represents a 14 per cent increase in applications and a 4 per cent increase in offers made.

Enabling courses were again expanded in 2009 with the provision of additional Commonwealth-supported places for ECU’s University Preparation Course (UPC). The UPC equips students with learning skills for successful study before they commence an undergraduate course, and provides a pathway for those who might not have otherwise gained entry to ECU. The course consistently elicits positive student responses. In 2009 466 students moved from the UPC into ECU undergraduate courses (433 in 2008) and 916 new students commenced the UPC (798 in 2008). The University Preparation Course (Education Assistant Program) course attracted 154 commencing students (215 in 2008).

Scholarships and Financial Assistance

The ECU-funded Scholarships program provides scholarships, grants, awards and prizes designed to attract and retain a wide variety of students and prospective students including: high academic achievers; Indigenous Australians; students from low-income backgrounds; students from rural and regional areas; and students with ongoing illness or disabilities.

In 2009 the ECU-funded Scholarships program provided around 400 scholarships, grants, awards and prizes with a total value of more than \$350,000. These included 256 awards made to Year 11 and Year 12 students in recognition of their outstanding citizenship qualities, academic endeavour and their demonstrated commitment to ECU's values. Twelve Equity Grants were made to ECU domestic students in difficult financial circumstances and a new Hardship Payment Scheme was implemented in 2009 for ECU international students.

More detail on ECU-funded Scholarships is provided on page 171 of the Annual Report.

ECU also allocated 880 Commonwealth Scholarships to ECU students in 2009, worth more than \$2.8 million. In addition, a total of 37 scholarships and awards in 10 categories funded by external donors were awarded during the year.

Equity Group Participation

Commentary on equity group participation at ECU is included at page 59 to 61 of the Annual Report. ECU's equity management strategies are further described on page 170 to 173.

Flexible Delivery and Off-Campus Options for Study

Flexible delivery uses educational technology to provide students with a different learning experience and enables some personalisation of learning through the use of self-directed learning materials.

Flexible delivery continued to be a high priority for ECU in 2009 and student demand for e-learning and off-campus options for study continued to grow. The number of units with an online presence in ECU's Blackboard system grew from 1377 in 2008 to 1474 in 2009, equating to 50 per cent of all units in 2009.

ECU developed Western Australia's first wholly online law degree during 2009 and enrolments in the online Bachelor of Laws course will begin in 2010.

An e-learning strategy was implemented for the University Preparation Course to allow mature-age students to attend virtual classes during school holidays.

Enquiry Management and Student Admissions

Course and enrolment enquiries to ECU are handled through the Enquiry Management System (EMS). The EMS's knowledge database continued to grow in 2009 and the number of customers who viewed answers provided by the EMS doubled to 90,000, while the number of email enquiries reduced by 15,000 compared to 2008. Eighty two per cent of email enquiries were answered within two working days, compared to 66 per cent in 2008.

Telephone enquiries increased slightly from approximately 188,500 calls in 2008 to approximately 193,000 calls in 2009.

An online admission system – 'e-admissions' – was implemented in 2009 and was in place in time for direct applications for admission to ECU's undergraduate and postgraduate coursework courses.

Retention Strategies for "At Risk" Students

Retention of students continued to be a priority for the University. Retention activities are co-ordinated by a designated manager within ECU's Student Services Centre, with strategies to identify those students most at risk of dropping out or failing their courses and to provide appropriate support. In 2009:

- Orientation Workshops were made available online;

- refined and expanded 'Transition Information' was delivered as part of the 'Vital Information for International Students' sessions for the Orientation Program;
- Drop-in sessions were organised for IT Support (in eLabs) and learning advice (in libraries);
- the contents of the Student Guide were revised; and
- student information, enrolment assistance and assistance with parking permits and textbook purchases was provided as part of Information Evenings and the Super Saturday trial.

ECU's retention rate for undergraduate students commencing in 2008 and continuing in 2009 improved to 78.9 per cent, from the previous year's result of 76.2 per cent.

The Key Performance Indicator Report beginning at page 144 of the Annual Report includes a key performance measure for retention of commencing Bachelor pass students into their second year of study (KPI 1).

Developing Research Focus, Depth and Impact

ECU seeks to be recognised for high impact research providing social, economic, environmental and cultural benefits. In 2009 ECU's goals in the Strategic Priority Area of Research were:

- to build areas of research concentration, depth and sustainability;
- to increase research collaboration within and external to ECU;
- to stimulate knowledge transfer and commercialisation;
- to strengthen research culture, training and support; and
- to increase research higher degree student enrolments and completions.

A summary of ECU's achievements in this Strategic Priority area is provided below.

Research Concentration, Depth and Sustainability

The Research and Research Training Functional Plan identifies eight areas of research activity.

- Business and Society
- Communications and Creative Arts
- Education
- Engineering and Information and Communications Technology
- Environment and Sustainability
- Health and Wellness
- Security, Law and Justice
- Social and Community

Research Income in 2009

The Australian Government's allocation of Research Block Funding is based on an institution's relative research performance in terms of income, publications, and research higher degree enrolments and completions. ECU's funding since 2005 has been relatively stable and in 2009 was \$6.6 million (see Table 1 below).

Table 1: Research Block Funding by Category, 2005-2009

Research Block Funding Category	Income (\$m)					Change 2008-2009
	2005	2006	2007	2008	2009	
Institutional Grants Scheme	1.70	1.83	1.94	1.92	1.87	-2.9%
Research Training Scheme	3.97	4.07	4.22	4.33	4.38	1.2%
Research Infrastructure Block Grant	0.47	0.55	0.54	0.46	0.39	-16.3%
Total	6.14	6.45	6.70	6.71	6.63	-1.2%

Note: The 2009 income figures are preliminary (unaudited) and are as at 31 December 2009.

Research grant funding in 2009 totalled \$12.7 million (unaudited), a 2.5 per cent increase in funding compared to 2008 (see Table 2 below). Of this, \$2.16 million comprised Australian Competitive Research Grants, a slight increase compared to 2008.

ECU's continuing high level of engagement with external funding providers (government, industry and community bodies) is reflected in Other Public Sector Funding and Industry and Other Funding. In 2009 grant funding in these two categories totalled \$10.35 million, compared to \$10.17 million in 2008.

Table 2: Research Grant Funding by Category, 2005-2009

Research Grant Funding Category	Income (\$m)					Change 2008-2009
	2005	2006	2007	2008	2009	
Australian Competitive Research Grants	1.95	2.03	1.62	2.15	2.16	0.2%
Other Public Sector Research Funding	5.47	4.83	5.51	7.24	7.64	5.6%
Industry and Other Funding	3.06	3.07	2.34	2.93	2.71	-7.2%
Co-operative Research Centre Funding	0.03	0.09	0.11	0.08	0.19	153.1%
Total	10.51	10.02	9.58	12.39	12.70	2.5%

Notes: The 2009 income figures are preliminary (unaudited) and are as at 11 January 2010. The 2008 income figures are final (audited) figures and differ from those quoted in the Report on Operations in the ECU 2008 Annual Report.

The Key Performance Indicator Report beginning on page 144 of the Annual Report includes a key performance measure for research income (KPI 7).

Significant grants included those for research in the following areas:

- meso-scale watershed development - \$1.53 million from the Australian Centre for International Agricultural Research;
- bullying and cyber bullying - \$1.05 million from Healthway (WA Health Promotion Foundation);
- the Australian Indigenous HealthInfoNet - \$1.01 million from the Commonwealth Department of Health and Ageing;
- teacher shortages - \$930,000 from the Department of Education, Employment and Workplace Relations;
- Alzheimer's disease - \$938,650 from the National Health and Medical Research Council;
- literacy and principals' leadership capacity - \$434,000 from the Australian Primary Principals Association;
- Huntington's disease - \$337,317 from the Australian Huntington Disease Association (Inc) WA;
- ecohydrology - \$337,200 from the State Centre of Excellence in Ecohydrology; and
- high-speed optical interconnect technologies - \$290,000 from the Australian Research Council.

Excellence in Research for Australia

ECU responded positively to the Australian Government's Excellence in Research for Australia (ERA) initiative. The Research Activity System was further developed to comply with the submission requirements of the ERA trial and two submissions (the Physical, Chemical and Earth Sciences cluster and the Humanities and Creative Arts cluster) were successfully uploaded in 2009.

In 2009 ECU also provided submissions on a series of reviews and consultations on crucial aspects of national research policy and practice.

Building Areas of Concentration, Depth and Sustainability

In 2009 strategies for building areas of research concentration, depth and sustainability included: strategic allocation of research resources; recruitment of high-achieving research-active staff; successful participation in the Australian Competitive Grants Scheme (and other competitive research funding programs); and promotion of ECU's research profile.

Strategic Funding of Research

Strategic funding allocations to areas of research strength were increased in 2009, in order to build research productivity and research collaboration. Some outcomes are listed below.

- Postdoctoral researchers are the backbone of many research groups and essential to the development of the research culture at ECU. In order to grow postdoctoral numbers, funding for ECU-funded Postdoctoral Fellowships increased by \$48,000 to \$651,000 in 2009. An additional \$504,000 was allocated to fund postdoctoral research fellows via the Strategic Co-investment Fund and 23 strategic appointments were made, significantly expanding the cohort of early-career researchers and enhancing their impact on ECU's research goals.
- ECU's Early Career Researcher Grant Scheme remains a key strategy for building capacity and organisational sustainability. In 2009 the Scheme provided seed funding on a competitive basis totalling \$150,000 for projects in designated areas of research strength and opportunity, helping researchers to develop skills in grant writing, project management and reporting procedures.
- ECU provided a suite of professional development courses in grant and research management to assist all researchers, including early-career researchers.
- The Strategic Initiatives Budget for 2009 was increased by \$1.85 million, to \$7.45 million, and aligned with the University's Research and Research Training Functional Plan. The funds were used to support strategic initiatives by matching funding for centres of excellence and similar programs and by part-funding other research institutes.
- The ECU Industry Collaboration Scheme (\$500,000 in 2009) continued to be an effective tool in building collaborative links with industry partners.
- The Research Activity Index (RAI) Scheme allocated funding of \$700,000 to reward more than 450 students and staff for their research efforts. The top 10 RAI performers from each faculty and the top 20 RAI performers across the University were recognised by the Vice-Chancellor at the annual *Celebration of Success* event.

Research Appointments

Six professorial appointments were made in 2009. The recruitment of these additional senior research-active staff is expected to build ECU's future research productivity.

Success in Australian Competitive Grants Scheme

ECU continued to build support for researchers undertaking research projects and applying for grants, including through:

- Improved support for Australian Research Council (ARC) Linkage applications, which included grant writing workshops conducted by College of Expert panel members, and external peer review of applications prior to submission. ECU achieved a 50 per cent success rate for ARC Linkage applications in 2009 compared to 2008.

- Professional development opportunities in grant and research management for ECU researchers and an external review process for Australian Competitive Grants applications.
- Development and implementation of the Research Activity System, an online publication database to make the reporting of publications more efficient and complete.

Promoting ECU's Research Profile

ECU's world-class research activities were promoted through a number of events and activities in 2009.

- Six recipients of Australian Research Council (ARC) grants took part in the ARC Major Grants Expo at Parliament House, Canberra. This provided the opportunity to promote ECU's research to Members of Parliament, Government representatives, and other researchers.
- ECU's leading health research featured in the National Health and Medical Research Council publication *Working to Build a Healthy Australia*.
- The inaugural Research Week in August 2009 included an Industry Engagement event, a public lecture series and ECU participation in National Science Week.
- The University hosted a number of visits including by senior officials from the State Government, the Chief Scientist of Western Australia and the CEO of the National Centre of Excellence in Desalination.
- The *Research@ECU Capability* publication, brochure and DVD was updated and re-released to capture the significant number of new research outcomes at ECU.

Research Collaboration

ECU Industry Collaboration (ECUIC) grants are an effective tool in building collaborative links with industry. Funding for ECUIC grants increased from \$450,000 in 2008 to \$500,000 in 2009.

During 2009 key international research partnerships were forged with:

- Shenzhen Institute of Advanced Technology, China;
- Nanjing University, China;
- Zhejiang University of Technology, China;
- China Daheng Group Inc.;
- Mara University of Technology, Malaysia;
- Korea Optron Corp.;
- Gwangju Institute of Science and Technology, South Korea; and
- the University of London.

ECU became a partner in a number of research collaborations in 2009, including:

- the \$25 million National Centre of Excellence in Desalination;
- the \$80 million Pawsey High-Performance Computing Centre for SKA Science; and
- the Dementia Co-operative Research Centre.

Engagement with Industry and the Community

During 2009 ECU sponsored and participated in a range of seminars, public lectures and industry events.

- ECU was the Principal Sponsor of the Australia-Israel Chamber of Commerce Innovation Series.

- ECU sponsored: the Student Prize at the Australian Society for Medical Research Conference; the New Investigator and Student Prize for the Combined Biological Sciences Meeting; the 11th Trans-Tasman Community Psychology Conference; and the Financial Crisis: Causes, Consequences and Effects Conference.
- The *Engaging with Research@ECU* event in August 2009 showcased ECU's eight areas of research and provided the opportunity to build further links with potential collaborative partners.
- A joint study by ECU and the Western Australian Department of Commerce commenced in mid-2009 looking at the feasibility of establishing an Innovation Hub in the Perth Northern Metropolitan area.
- Meetings were held with companies (Southern Cross Ventures, Stoneridge Ventures, Imprimatur Capital, Yuuwa Capital, OrbisIP, Cylite, AMEDCO, IBM, Omiron) seeking to partner with ECU or invest in commercialisation projects at ECU.
- ECU competed, as one of two universities, in the Sanofi-Aventis International BioGENEius Challenge in the United States.

Knowledge Transfer and Commercialisation of Research

ECU seeks to bring together its inventors and industry partners to create and develop early stage technologies.

During 2009 a review of the University's commercialisation processes was undertaken in order to introduce world best practice processes.

ECU's commercialisation portfolio increased from 12 projects in 2007, to 45 in 2008, and to 50 in 2009. Key commercialisation initiatives included:

- preparations for the establishment of ECU's first technology spinout company based on High-speed Optical Interconnect Technology; and
- a license and option agreement with Alzhyme, giving the company first option to license new intellectual property from commercialisations in the field of diagnosis and treatment of Alzheimer's disease.

In 2009 income from commercialisation of intellectual property was \$1,801,000.

Strengthening the Research Culture, Training and Support

In 2009 ECU continued to strengthen its research training culture through a number of initiatives, which included those listed below.

- Research Week provided a wide range of opportunities for Higher Degree by Research students to engage with the ECU research community through events such as public lectures, skills development workshops, seminars, presentations, exhibitions and concerts.
- The HDR SOAR (Higher Degree by Research Support Opportunities Advice and Resource) Centre was established. The Centre employs Higher Degree by Research student ambassadors to provide other Higher Degree by Research students with: peer-to-peer research training; a referral point for information and services; and support for career development. The ambassadors are themselves provided with professional development and skills assessment opportunities, and are assisted in developing a career portfolio.

- Higher Degree by Research Student Online Induction. An online, seven module, induction program was developed in 2009, for implementation in 2010.
- Thirteen postgraduate research seminars were held across ECU's campuses for students and staff. These included workshops on strategies for effective research supervision, research policy and practices, and guest speakers on successfully completing a doctorate. These events attracted 356 attendees and were complemented by formal research training workshops and social networking events, such as regular 'Brainstorm Your Research' peer review and feedback sessions, international student welcome sessions, barbeques, coffee mornings and orientation sessions.
- A Research Training Co-ordinator position was established, responsible for co-ordinating, delivering and assessing quality research training and support services for students and staff.
- To further improve the quality of supervision, ECU developed a supervisor register prototype, revised the supervisor policy, increased the frequency of supervisor training, and revised supervisor training content.

Postgraduate Research Students' Experience

The Postgraduate Research Experience Questionnaire (PREQ) is administered to recent graduates as part of the national Australian Graduate Survey. The results from the 2008 survey (based on 2007 graduates and made available in late 2009) indicate that ECU postgraduate research students were generally satisfied with their study experience and ECU was at, or above, the State average and national average on three of the seven scales – Supervision, Infrastructure, and Goals and Expectations.

To inform initiatives aimed at improving the experience of ECU's current Higher Degree by Research students, an in-progress Postgraduate Research Experience Questionnaire (iPREQ) was conducted for enrolled Higher Degree by Research students. An analysis of results was provided to faculties, the Library Services Centre and the IT Services Centre for action and the results of the iPREQ, with agreed action items, were provided to ECU's Higher Degree by Research students via the ECU website, in order to close the feedback loop.

Higher Degree by Research Load and Research Completions

Student load in Higher Degrees by Research programs at ECU increased in 2009, following period of stasis for 2007 and 2008. The increase between 2008 and 2009 was 43 EFTSL (13 per cent) to 380 EFTSL (see Table 3 below).

All targets (except for the domestic tuition fee category) were exceeded, with International fee-paying student load exceeding target by almost 50 per cent. Compared with 2008 student load, Commonwealth-supported student load showed the largest growth (10.8 per cent).

Table 3: Higher Degree by Research Load, 2007-2009

	2007			2008			2009		
	Target	Actual	Variance	Target	Actual	Variance	Target	Actual	Variance
Commonwealth-supported	191	186	-2.6%	190	185	-2.6%	188	205	9.0%
ECU Funded	79	61	-22.8%	99	64	-33.3%	63	81	28.6%
International	50	84	68.0%	76	82	7.9%	59	88	49.2%
Domestic Tuition Fee	8	4	-50.0%	7	6	-14.3%	6	5	-16.7%
Total	328	335	2.1%	372	337	-9.4%	316	380	19.9%

Note: Student load, expressed in Equivalent Full-time Student Load (EFTSL), is for the full year. 2009 figures estimates are as at 7 January 2010.

Research completions for 2008 totalled 93 (2.1 per 10 Academic staff full-time equivalent). This is an improvement on the 81 completions (1.8 per 10 Academic staff full-time equivalent) in 2007.

The Key Performance Indicator Report beginning on page 144 of the Annual Report includes details of research completions (KPI 8).

Strategies to increase the Higher Degree by Research student load and completions at ECU are listed below.

- An almost 20 per cent increase in the number of scholarships, with the total funding for stipends increasing by 41 per cent from 2008 to 2009.
- Recruitment events for postgraduate and honours programs, as part of Research Week.
- Promotion of research and research training opportunities for undergraduate and postgraduate students.
- A major media campaign in September 2009 to attract prospective students for entry into research programs in 2010. The campaign featured current Higher Degree by Research students and focused on applied research that “makes a difference”.

Building Organisational Sustainability

The Strategic Priority area of building organisational sustainability comprises three elements: Staffing, Financial Positioning and Infrastructure and Services.

A summary of ECU's achievements in this Strategic Priority area is provided below.

Staffing

ECU seeks to attract, develop and retain the staff required for ECU to achieve its strategic priorities.

ECU set five staffing goals for 2009:

- to develop and implement effective processes for workforce planning, succession planning and a high performance culture;
- to reconceptualise the services and activities related to organisational development at ECU, by bringing together the Centre for Learning and Teaching and Professional Development under a single management structure, focusing on outcomes aligned with ECU's strategic priorities;
- to enhance the ECU employee value proposition by expanding the range of employee-assistance options;
- to develop the customer service competency of staff when dealing with prospective and current students, colleagues and other stakeholders; and
- to provide a safe, healthy and positive work environment.

Workforce Planning and Succession Planning

During 2009 ECU undertook a major analysis of its research workforce, to determine the likely implications for the workforce profiles and staffing strategies arising from the Australian Government's higher education reforms. This project was funded by the Commonwealth Workplace Productivity Program (WPP). As a result of this analysis, a series of actions to grow research productivity and develop staffing strategies were put in train.

The WPP funding was also used to investigate and implement an e-recruitment system for ECU, which will go live in 2010. This will deliver a range of improvements to the recruitment process such as a reduced average time to appoint, improved access to quality candidate pools and a better public profile for ECU.

Improvements to the management for performance process, coupled with the introduction of targeted 'staffing review meetings', were developed during 2009 to identify and implement appropriate talent management and succession planning strategies and thereby strengthen the performance culture across the University.

Staff survey results from 2008 were communicated and discussed through University-wide focus groups in 2009, with a particular emphasis on two key issues raised by survey respondents:

- the need for improved performance feedback from supervisors and line managers; and
- the expectations that staff have of those in leadership roles.

Feedback from the focus groups will be used to improve the quality of management for performance processes, in order to better align staff effort with University priorities and to help staff fulfil their own aspirations and potential.

A High Performance Culture

ECU's leadership capacity was strengthened by a number of appointments across key areas. These included those listed below.

- Dr Gengshen Shen, who was appointed Associate Dean (International), Faculty of Education and Arts.
- Professor Mark Hackling, who was appointed Associate Dean (Research & Higher Degrees), Faculty of Education and Arts.
- Professor Joseph Luca, who was re-appointed to the position of Dean, Graduate Research School.
- Professor Beth Armstrong, who was appointed as the Foundation Chair in Speech Pathology.
- Professor Cobie Rudd, who was appointed Associate Dean (Health), Faculty of Computing, Health and Science.
- Professor Di Twigg, who was appointed Acting Head of School, School of Nursing, Midwifery and Postgraduate Medicine.
- Professor Robert Newton, who was appointed Head of School, School of Exercise, Biomedical and Health Sciences.
- Dr Sandra Wooltorton, who was appointed Acting Associate Dean (Academic Programs), Faculty of Regional Professional Studies.
- Ms Joanne Quinn, who was appointed University Lawyer/ Manager, Legal Services.

The *Leadership@ECU Accredited Program (LEAP)* – an internally-developed course articulating into formal University programs and management qualifications – continued to receive strong support from ECU staff in 2009, with a total of 16 staff (14 general staff and two academic staff) participating in the program. *LEAP* is delivered through a flexible and blended learning approach with a strong focus on workplace situated learning and assessment.

ECU continued to lead and co-ordinate the Joondalup Learning Precinct (JLP) Mentoring program which had 52 participants in 2009. The formally structured program matched 14 ECU mentees with mentors from the other JLP partner organisations. ECU contributed 16 volunteer mentors to the program.

The Vice-Chancellor hosted the *ECU 2012* forum at which students, senior staff and Council members considered the implications for ECU of the higher education sector reforms. The Vice-Chancellor also chaired a number of high-level briefings for senior staff throughout the year.

The Centre for Learning and Development

The establishment of the Centre for Learning and Development in 2009, with a revised charter and new expertise, supported ECU's staffing goals and introduced new programs based on an organisational development approach to building ECU staff capabilities.

The Centre for Learning and Development will also provide the structure for a more integrated approach to leadership development in 2010.

Employee Support Programs

ECU continued to expand and develop the employee-value proposition through *StaffPlus*. The benefits to employees were extensively promoted through *StaffPlus* Expos at the Joondalup and Mount Lawley campuses. ECU also developed salary packaging options linked to ECU Health and Wellness programs and *EnviroECU*, the University's green initiative program.

Salary packaging and corporate discount provider 'drop-in' sessions were run at the Joondalup and Mount Lawley campuses during October 2009. The range of staff benefits and discounts was expanded further including Employee Journey Accident Insurance and salary packaging of ECU corporate clothing.

Customer Service

The University further developed its customer service competence through a wide range of tailored programs throughout 2009. A new customer service program was developed for the ECU Student Services Centre to enhance the skills of staff dealing with prospective and current students, colleagues and other stakeholders. The first training event was run in November 2009.

A Safe, Healthy and Positive Work Environment

The *ECU Live Life Longer* campaign was re-launched in March 2009 with the appointment of a Health and Wellness Co-ordinator. In the seven months since the launch, 43 activities have been organised across ECU's three campuses, including Wellness Expos with 477 attendees. The campaign covered physical, mental, nutrition and social activities and involved the Vario Health Institute, the School of Exercise, Biomedical and Health Sciences, the Facilities and Services Centre, ECU Sports, Nutrition Australia and local community organisations and members. Approximately 20 per cent of staff participated in one or more event.

ECU's occupational safety and health framework continues to be based on a formal committee structure, together with area safety representatives and devolved responsibility to business units. In 2009 technical and professional support was improved through the development of new online support for accident reporting.

The University has an excellent long-term record of low workers' compensation costs, as described on page 157 of the Annual Report. The number of claims continues to remain low.

A Strong Financial Position

In 2009, ECU's goals in relation to its financial positioning were:

- to maintain a strong financial position and ensure that its financial resources continued to be managed efficiently and effectively; and
- over time, to build alternative sources of revenue such as fee-paying courses, commercial activities, fundraising and its investment portfolio.

ECU adopts a prudent approach to financial management. Its overall financial position remains sound and the University received a "clean bill of health" from the Department of Education, Employment and Workplace Relations, which undertakes an annual review of the financial position of Australian universities.

The University once again received an unqualified external audit opinion for 2009.

The University posted a 2009 operating result of \$25.4 million for the year, which was an increase of \$3.7 million from 2008 (\$21.7 million). The 2009 operating result excluding non operating items was \$11 million which was consistent with the original budget of 2009. Non-operating items include the net Churchlands result and capital grants.

In terms of performance against the 2009 financial targets set by Council, the following financial ratios were achieved:

- operating margin of 8.2 per cent, (favourable), well in excess of the target of 3 per cent;
- interest cover on borrowings of seven times, (favourable) against a target of three times;
- current ratio of 1.4, above the target of 0.8; and
- debt to equity ratio of 7 per cent against a maximum agreed level of 30 per cent.

Managing ECU's Financial Resources

The four strategic priorities in *Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020* provided the context within which the ECU Budget for 2009 was developed. These strategic priorities are reflected in University-wide strategic budget allocations, as well as the expenditure plans of individual business units. In this way, the ECU Budget for 2009 acted as a key driver for the University's ongoing strategic growth and development.

ECU has implemented a number of strategies at both the University-wide and business unit level to ensure that ECU is in a position to respond quickly to change, but importantly, at the same time is able to keep to, and progress, its Mission, Vision, Values and Strategic Priorities.

These budget initiatives work in parallel with complementary initiatives designed to:

- continue to focus the University's academic activities and staff profile in areas of strength;
- improve the quality of activities, services and outcomes in teaching and research; and
- ensure that ECU remains financially viable by a combination of strategies aimed at cost savings and improved efficiencies, but particularly by achieving revenue targets.

Throughout 2009 ECU operated within the key budget parameters approved by Council.

The ECU Budget for 2010 was approved by Council at its December 2009 meeting. It includes key financial performance measures for 2010.

Building Alternative Revenues

Total revenue for the University in 2009 was \$308 million, compared to \$290 million in 2008.

International On-shore student fees revenue in 2009 was \$48 million and for International Off-shore activities revenue was \$9 million. In total, revenue from international student fees increased by \$10 million (21 per cent).

Total research income from all sources was \$20 million. In 2008 total research income was \$20 million.

Early in 2008 the University implemented a number of strategies to minimise the impact on ECU's investment portfolio of the fluctuations in global financial markets. These strategies minimised ECU's exposure to volatility in share markets in late 2008 and resulted in ECU's investment portfolio delivering 2009 returns within expectations.

Teaching and Learning Capital Program funding of \$10.9 million was received from the Australian Government in 2009. The funding will assist with the construction of teaching laboratories and tutorial rooms for the delivery of ECU's Engineering programs at the Joondalup Campus.

Quality Infrastructure and Services

In 2009 ECU's goals in relation to its infrastructure and services were to:

- deliver major building and C&IT projects on time, within agreed budget and to a high quality;
- develop an IT Plan to modernise and integrate interoperable IT services to meet business needs;
- develop and commence implementation of an Enterprise Information Management System;
- complete design and documentation, and let contracts for the construction of a major facility on the Joondalup Campus, for engineering and related activities;
- develop and release Stage 4 of the Churchlands Green Development;
- develop and implement a Sustainable Communities Plan for ECU;
- reduce duplication in, and streamline, administration processes; and
- measure the effectiveness of ECU services and develop a plan for improved service delivery.

Major Building and C&IT Projects

2009 saw the contractual and financial completion for new Student Accommodation Services under a Private Public Partnership arrangement, together with the transfer of services to Campus Living Villages. Construction of the 357 bed Student Housing facility at the Mount Lawley Campus commenced and this will increase student accommodation to 500 beds at the campus. The project is due for completion and use by Semester One, 2011.

Major C&IT projects undertaken in 2009 included:

- the outsourcing of Student Email (to be implemented for Semester One, 2010);
- the selection of a replacement Service Desk Management System; and
- the implementation of automated software licensing management system for ECU-owned computer assets.

In 2008 the University received \$9,188,000 from the Australian Government's Better Universities Renewal Fund (BURF). In 2009 six of the eight funded projects at the Mount Lawley Campus were completed including:

- teaching spaces for the Faculty of Education and Arts;
- teaching spaces for the School of Visual Arts;
- Media and Broadcasting facilities;
- TV studio facilities;
- five student study areas; and
- site works for the new Student Housing facility.

In 2010 all funding will be expended from BURF with the completion of:

- a crèche facility at the Mount Lawley Gymnasium; and
- laboratories for the Faculty of Computing, Health and Science at the Joondalup Campus.

A New IT Plan

In 2009 an Information and Communications Technology (ICT) Strategy Plan was developed to provide a roadmap for future work programs. The ICT Strategy Plan will inform ECU's ICT service delivery model and ensure alignment with ECU's strategic priorities.

A process for integrating ICT resources located in faculties and service centres with the central IT Services Centre commenced in 2009 and the integration process will be extended so that all faculties and service centres are covered by the end of 2010.

Enterprise Information Management System

In 2009 ECU successfully implemented the first phase of the University's Enterprise Information Management (EIM) System. The EIM System will deliver a foundation Enterprise Data Warehouse and associated business intelligence reporting across ECU's four core information categories – Teaching and Learning, Research, Staffing and Finance. The key benefits of the project are the more efficient access to consistent and timely information in support of strategic and operational decision-making.

September 2009 saw the first release of the EIM System with Teaching and Learning and Finance information included. The project is scheduled for completion in mid-2010 with later releases covering the remaining information categories.

Computing, Engineering and Technology Building at the Joondalup Campus

Design, documentation and tendering for the Computing, Engineering and Technology Building (CET) were completed in 2009 and construction will commence early in 2010.

The \$46 million facility at the Joondalup Campus will provide 7900m² of space comprising:

- learning areas, lecture rooms and tutorial rooms;
- laboratory and workshop facilities;
- academic workplace and administrative offices; and
- breakout spaces for informal learning in meeting areas.

Construction is scheduled to be completed in late 2011 and the facility will be fully operational from Semester One, 2012.

Churchlands Green Development

The demolition, decontamination and bulk earthworks for the Churchlands Green Development were completed in 2009. The economic downturn negatively impacted sales of blocks of land at the Churchlands Green Development and this has delayed the Stage 4 development.

A new website www.churchlandsgreen.com.au was developed to complement marketing initiatives and to accelerate sales. Sales in the last quarter of 2009 showed a marked upturn, including pre-sales of Stage 4 blocks. Construction of Stage 4 will commence in early 2010, for completion in the third quarter of 2010.

ECU's contractor for Stage 3 of the Churchlands Green Development, Ertech Pty Ltd, was the 2009 winner of the Western Australian Civil Contractors Earth Awards Category 2.

ECU's Sustainable Communities Action Plan

Following an external review of ECU's social and environmental impacts, the University developed a Sustainable Communities Action Plan. The broad objectives of the Action Plan are:

- to develop a heightened awareness and practice of social and environmental sustainability amongst ECU students, staff and communities;
- to embed the principles of social and environmental sustainability as knowledge and skills into the curriculum and research programs; and

- to seek continuous improvement in reducing the University’s environmental footprint in areas of water, waste, materials, energy, biodiversity and transport.

Progress against the Sustainable Communities Action Plan is described under the Sustainability Performance section beginning on page 176 of the Annual Report.

ECU received the Managing the Environment Category award at the 2009 Premier’s Award for Excellence in Public Sector Management for its achievements in social and environmental sustainability.

Streamlined Administration Processes and Improving Service Delivery

ECU continued to pursue a range of value-for-money strategies in 2009, while taking into account the need for sound business planning and risk management. This has enabled additional resources to be re-allocated to teaching and research and other areas of high priority.

The Operational Excellence program, which commenced in early 2009, identified a number of opportunities to reduce duplication, streamline processes and improve the service delivery models for finance, services to students, international and research management. The program has successfully completed its first two phases and will commence the last phase in 2010.

As part of the Operational Excellence program, ECU concluded the process of identifying a new Research Management System to increase efficiency of grants administration, and entered the negotiation phase with the preferred supplier.

During 2009 ECU completed the development of an Integrated Management System for facilities and services, based on ISO 9001:2000, ISO 14001:2004 and AS/NZS 4801:2001 and external certification was achieved.

As part of the Council of Australian University Directors of IT [CAUDIT] benchmarking initiative, ECU was one of 28 Australian universities participating in the IT Service Quality survey. The results of the 2008 survey were used to review and update service delivery processes in 2009, under a continuous improvement program.

In 2009 the University commenced a two year University-wide program to review the service delivery models for the major administration functions. The program has identified a number of improvement opportunities and is focused on achieving a number of results, such as:

- consolidating and reducing duplicated efforts to provide a more efficient administration service delivery model that focuses on the end to end process;
- releasing faculty administration funding to be redirected towards growing teaching and learning, research and engagement activities;
- improving the service level, responsiveness, and quality of administrative functions;
- improving staff capability, level of empowerment and value through clarifying role accountabilities and responsibilities and providing relevant training opportunities and career progression;
- introducing a more formalised partnership approach between faculties and service centres;
- using technology investments to deliver new high quality services to students and staff; and
- supporting the University's continuous improvement culture.

Summary Statistics

Table 4: Student and Staff Data, 2001-2009

	2001	2002	2003	2004	2005	2006	2007	2008	2009
Students									
Full-time Students	11,735	12,920	13,731	12,930	14,151	13,707	13,211	14,074	14,728
Part-time Students	4,815	4,849	5,338	6,631	4,765	4,872	4,820	4,541	4,760
External Students	3,379	3,430	2,642	2,108	2,188	2,514	2,574	2,413	2,786
Total Students	19,929	21,199	21,711	21,669	21,104	21,093	20,605	21,028	22,274
Higher Degree by Research Students	707	638	597	559	488	504	481	471	512
Master and Doctorate by Coursework Students	1,015	1,217	1,217	1,501	1,704	2,071	2,307	2,604	3,072
Other Postgraduate Students	1,061	1,540	1,654	2,024	2,015	1,992	1,939	1,883	1,979
Undergraduate Students	17,027	17,804	18,273	17,585	16,897	16,526	15,878	16,070	16,711
Equivalent Full-time Student Load (EFTSL)	15,324	16,599	17,126	17,104	16,445	16,391	15,730	16,657	17,735
Course Completions ¹	4,458	5,173	5,366	5,616	5,809	6,411	6,392	6,698	
Fee-paying Overseas Students	2,559	3,069	3,393	3,638	3,567	4,016	4,398	4,859	5,387
Staff									
Full-time Equivalent (FTE) Staff ²	1,794	1,817	1,813	18,342	1,869	1,820	1,637	1,678	1,758
Library Volumes Held	626,766	700,591	661,420	651,980	647,644	651,829	643,561	637,931	653,575
Serial Subscriptions	16,343	18,693	15,005	19,279	21,109	32,003	33,982	36,044	52,078
Total Income (\$000) ³	191,730	205,708	204,613	278,685	251,131	254,786	269,764	290,042	308,449

Notes: Student data is as at 31 March and includes non-award and VET courses. Student load has been annualised to provide a full year figure. Staff data is as at 31 March. 1. Course Completions for 2009 will not be available until 31 March 2010. 2. Includes an estimate of casual staff FTE. 3. Total Income for the General University 2003-2009 (external reporting) is based on current IFRS classification requirements. 2008 total income in the 2008 Annual Report (\$296,997,000) is re-stated here due to a change in accounting treatments.

Summary Comment on Performance against Financial and Key Performance Indicator Targets

Performance against Financial Targets

2009 Operating Result

The University posted a 2009 operating result of \$25.4 million for the year, representing an increase of \$3.7 million from 2008 (\$21.7 million). The 2009 operating result excluding non-operating items (such as Churchlands land sales and capital grants) was \$11 million, which is consistent with the original 2009 budget of \$11 million.

2009 Revenue

Total revenue for the University in 2009 is \$308 million, which represents an increase of \$18 million compared to 2008 (\$290 million).

Operating revenue for 2009 excluding non-operating items is \$295 million which compares favourably to the 2009 original budget of \$276 million. Non-operating revenue for 2009 is \$15 million which also compares favourably to the 2009 original budget of \$7 million due to higher than forecast capital grants.

2009 Financial Ratios

Table 5: Financial Ratios, 2009

	Actual	Target	Variance/ Comment
Operating Margin	8.2%	At least 3%	The operating margin is above the Target set for 2009.
Interest cover on borrowings	7x	At least 3x	The interest cover on borrowings is above the Target set for 2009.
Liquidity – Current Ratio	1.4	At least 0.8	The current ratio is above the Target set for 2009.
Debt to equity ratio	7.2%	Not more than 30%	The debt to equity ratio is within the Target set for 2009.
Cash Reserves (no. of weeks)	11	At least 4	The number of week's revenue in cash assets is above the Target set for 2009.

The Financial Statements begin on page 71 of this Annual Report.

Performance against Key Performance Indicator Targets

The Key Performance Indicator Report begins on page 144 of this Annual Report and gives detailed information on the University's performance against nine Key Performance Indicators (KPIs). These are a sub-set of the KPIs in ECU's comprehensive KPI Framework, which is used for performance monitoring and operational purposes.

A summary of performance using the latest audited data against KPI targets is provided in Table 6 below.

Table 6: Summary of Performance against KPI Targets

Performance Indicator	Actual	Target	Variance/ Comment
Retention (%) – 2008 commencements	78.9	80.0	Student retention increased by 2.7 percentage points from 2007 to 2008, but was 1.1 percentage points below Target.
Course Satisfaction (%) – 2008 survey	92.1	93.0	ECU's Graduate Course Satisfaction is above both the National Average (88.5%) and the State Average (90.0%) and ECU is ranked second out of the Western Australian universities. Performance was 0.9 of a percentage point below Target.
Quality of Teaching (%) – 2008 survey	89.6	90.0	ECU's Good Teaching satisfaction is above both the National Average (82.8%) and the State Average (85.0%), and ECU's result is the highest of all Western Australian universities. Performance was 0.4 of a percentage point below Target.
Graduate Employment (%) – 2008 survey	84.7	87.0	ECU Graduate Employment result declined between 2007 and 2008. This is in line with the State Average and reflects the economic and employment conditions for the year in which the graduates were surveyed. The 2008 result was 2.3 percentage points below Target.
Share of First Preference (%) – 2009 Admissions	21.9	21.0	ECU's share of first preference applications for undergraduate courses processed through TISC increased between the 2008 and 2009 entry years and was above Target.
Teaching-related Expenditure per Student Load (\$/ EFTSL) – 2009	14,336	14,756	Teaching-related expenditure per Student Load decreased between 2008 and 2009 and showed greater than targeted efficiency.
Research Income (\$m) – 2008	12.390	10.015	ECU's total research income increased between 2007 and 2008 and was \$2.4m above Target.
Higher Degree Research Completions (per 10 Academic Staff FTE) – 2008	2.1	1.9	Higher degree research completions per 10 Academic Staff FTE increased between 2007 and 2008 and was above Target.
Research Publications (per 10 Academic Staff FTE) – 2008	12.2	11.5	Weighted Research Publications per 10 Academic Staff FTE increased between 2007 and 2008 and was above Target.

Notes: Actual results are for the most recent data available. Full definitions are provided in the Key Performance Indicator Report.

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Section 3 – Significant Issues and Trends

Economic Conditions

Most economies in the developed world were in recession throughout 2009, while previously strong economic growth in major developing nations, such as China and India, slowed. Low levels of economic growth are expected to continue into 2010. Unemployment rose rapidly in many developed economies and consumer confidence remained weak throughout 2009.

The Australian economy withstood the difficult global economic conditions better than many Western economies. Supported by the Australian Government's economic stimulus package and infrastructure investment, consumer spending remained steady and the Australian economy avoided a "technical recession" in 2009. However, economic growth was very modest compared to that in the past few years and throughout 2009 performance was weak on a range of economic indicators, including the labour, housing and share markets, and consumer and business confidence.

While low demand for higher education had prevailed in the strong economic conditions of recent years, the economic downturn in 2009 contributed to increased student demand across Australia.

Impact and ECU Strategies

- Few of the University's revenue streams are supplemented by income from investments and therefore reductions in returns on investment during 2009 had minimal effect on ECU's operations and asset management planning.
- ECU's Senior Leadership Team continued to monitor changes in economic conditions and Council meetings provided opportunities to discuss whether ECU needed to adjust its strategic priorities.
- The economic conditions in Australia and elsewhere were highlighted to ECU's Council in the context of the ECU Budget for 2010, approved by Council in December 2009. The purpose of the ECU Budget is to advance the University's Council-approved Mission, Vision, Values and Strategic Priorities while being prudent and responsive to the changes in the economy.

Australian Government Policy

The Australian Government is the major provider of funding for the Australian higher education sector and plays a significant role in policy setting. During 2009 the Australian Government responded to a number of sector-related reviews from 2008, including the *Review of Australian Higher Education* (the "Bradley Review"), the *Excellence in Research for Australia* review, the *Review of the National Innovation System* and a consultation process on the impact of Voluntary Student Unionism.

The 2009/10 Commonwealth Budget document: *Transforming Australia's Higher Education System* (May 2009) outlined the Australian Government's response to the recommendations of the final report of the "Bradley Review" and committed the Australian Government to \$5.4 billion funding for the higher education and research sectors. Many initiatives which provide additional funding to universities will be phased-in over the period 2010-2014 – none impacted on ECU revenue in 2009 – and if the national economic downturn persists, funding commitments might be adjusted in light of reduced Government revenue forecasts.

Commonwealth Grant Scheme base funding to higher education providers in 2009 was indexed at between 2 and 3 per cent, a rate well below the full annual cost of salary and non-salary cost increases, estimated to be in excess of 4 per cent.

Australian Government policy reforms of relevance in 2009 included the following.

- A consultation exercise on mission-based funding compacts was undertaken, in which ECU participated. Through the compacts, from 2011, each university is required to outline its future direction, describe the ways in which it will contribute to the Australian Government reforms and set targets for teaching and equity performance. An Interim Agreement for 2010 was negotiated between the Australian Government and ECU in late 2009.
- In December 2009 the Department of Education, Employment and Workplace Relations initiated consultations with the sector on: an indicator framework of performance measures (to be used from 2012); draft guidelines for a new equity funding program (the Higher Education Participation and Partnerships Program); and ways to better measure the socio-economic status of higher education students.
- In December 2009 the Department of Education, Employment and Workplace Relations also initiated a consultation exercise with the sector on regional higher education. There is wide recognition that the additional costs of providing higher education opportunities in regional and rural locations is not adequately provided for by the current Regional Loading funding scheme. There are however, indications that any additional funding will be limited.
- Funding rounds for the Education Investment Fund (EIF) and the Capital Development Pool were undertaken in 2009. ECU failed to obtain Commonwealth support and a poor success rate was shown overall for the Western Australian universities, which have so far received only 7 per cent of the funding awarded under the EIF.
- The Excellence in Research for Australia (ERA) initiative progressed in 2009. ERA will measure research quality through a combination of metrics and expert review and ERA outcomes will inform research funding in the future. As requested, in 2009 ECU indicated to the Australian Government its intention to participate in ERA and to undertake 'Transparent Costing' in order to ensure eligibility for the Sustainable Research Excellence program.

Legislative changes in 2009 and their impact on the University's operations are described on page 65 of the Annual Report.

Reforms foreshadowed during 2009 included the following.

- From 2010 Commonwealth Grant Scheme funding arrangements for over-enrolments will fully fund 10 per cent above the agreed funding targets, an increase from the 5 per cent over-enrolment "cap" in 2009.
- From 2012 the Commonwealth Grant Scheme "safety net" provision for under-enrolments will cease. Under-enrolments of up to 1 per cent below target will continue to receive the agreed funding target amount only until 2012.
- There will be increased indexation of teaching grants from 2012 and indexation increases will apply conditionally from 2011, for those institutions agreeing performance targets.
- From 2010 the Higher Education Participation and Partnerships Program (HEPPP) will provide additional funding to the sector to support access, participation, retention and completion of students from low Socio-economic Status (SES) backgrounds. Funding of \$56 million in 2010, \$112 million in 2011 and around \$168 million per year thereafter will be provided through two components: a distribution of funds to universities based on low SES enrolments; and a fund for school outreach initiatives. ECU is likely to receive approximately \$1.1 million in HEPPP funding in 2010.

- Workplace Reform Program funding and funding under the Improving the Practical Component of Teacher Education Program will be rolled into base teaching grants from 2010.
- The Learning and Teaching Performance Fund was discontinued and will be replaced with a new performance funding program from 2012. Under this new program performance funding equivalent to 2.5 per cent of teaching grants will be available from 2012, based on the achievement of agreed targets across a range of (yet to be agreed) teaching performance and equity targets.
- From 2011 there will be increased indexation of research grants, with progressive increases in Research Infrastructure Block Grants and Joint Research Engagement funding, to reduce cross-subsidisation from teaching grants. Funding for Collaborative Research Networks will also be available and ECU will seek funding to support its research collaborations with other universities, industry and non-Government partners.
- Revised regulatory and quality auditing arrangements which will apply to universities from 2012, bringing additional compliance costs and potentially increasing competition within the sector. A new body – the Tertiary Education Quality and Standards Agency (TEQSA) – will be established to oversee quality assurance and regulation in both the higher education and vocational education and training sectors.
- Changes relating to Voluntary Student Unionism, through provisions for a compulsory Student Services and Amenities Fee, failed to pass into legislation and at the end of 2009 uncertainty remained about the timing of any introduction of the proposed new arrangements.
- As part of the Higher Education Reform Agenda, in August 2009 the Australian Government removed provisions for new Commonwealth Scholarships. Proposals for new scholarships and changes to youth allowance for 2010 were put forward in the *Social Security and Other Legislation Amendment (Income Support for Students) Bill 2009*, which was voted down by the Senate in November.

Impact and ECU Strategies

- It is clear that the Australian Government's reforms will create fluidity, change and increased competition. While cognisant of, and responsive to, external factors, ECU will continue to progress its Council-approved Mission, Vision, Values and Strategic Priorities which are highly consistent with the objectives of the Australian Government.
- During 2009 ECU's Council was provided with updates on the implications of the Australian Government's reform agenda. Likely funding implications were considered in developing the ECU 2010 Budget.
- Members of ECU's Senior Leadership Team attended three briefing sessions – on Mission-based Compacts, Sustainable Research Excellence and Regional Loading – held by the Department of Education, Employment and Workplace Relations.
- In November 2009 students, senior staff and Council members of the University participated in the *ECU 2012* forum, providing an opportunity to discuss adjustments ECU may need to make to ensure its continuing development and ongoing success in the context of a rapidly changing Higher Education system.
- Proposals for new Commonwealth Scholarships and youth allowance provisions from 2010 have been placed on hold following the defeat of the *Social Security and Other Legislation Amendment*

(Income Support for Students) Bill 2009 in the Senate. The Australian Government will seek to re-introduce the legislation to the Senate, although the earliest that this can occur is February 2010. This uncertainty will make planning and preparation by universities and prospective students for Semester One, 2010, extremely difficult.

State Government Policy

While the Australian Government is the main funding provider and policy determiner for higher education, the State Government's role in primary and secondary school education and VET provision is of direct relevance to ECU, particularly in terms of school-leaver transition to higher education, TAFE graduate articulation to higher education and ECU's Teacher Education programs.

The following issues and trends are relevant.

- Apparent Year 12 retention rates have been historically lower in Western Australia than the national average and the gap has increased in recent years. These rates are also much lower for Government schools in Western Australia than for non-Government schools. Year 12 completion rates impact on transition to, and success in, higher education.
- The possible integration of Year 7 students into public secondary schools and the establishment of "independent public schools" may require adjustments to ECU's Teacher Education programs.
- A change in the school starting age in Western Australia will reduce student numbers entering high school in 2010, resulting in a drop in demand for high school teachers and fewer opportunities for Teacher Education student placements in 2010. The half-year cohort of students will enter Year 12 in 2014, and an estimated 3000 fewer school-leavers will enter higher education in the following year. This will have an adverse impact on university enrolments and revenues in 2015 and beyond.
- There are continuing State Government and employer concerns about skills shortages and the less skilled and less educated may face increasing periods of unemployment, unless they gain appropriate education and training. The State Government's 2009/10 Budget made provision for eligible unemployed Western Australians to be exempt from trade training course fees in the next three years – an incentive for up-skilling which is not applicable to higher education courses.

In August 2009 the Premier of Western Australia announced the creation of the Department of Training and Workforce Development (from the previous combined Department of Education and Training) to ensure a more focused delivery of both education and training services to the community. In September 2009 the State Government announced a "re-prioritisation" of training courses offered by TAFE colleges, to provide more skilled workers for Western Australia's next round of mining, oil and gas projects.

Impact and ECU Strategies

- State-level initiatives in areas such as teacher education, regional development, health and law and order are relevant to ECU and important collaborations between the State Government and ECU have been undertaken in the past. ECU will continue to work with the State Government on the implementation and delivery of programs in response to policy developments.

- During 2010, ECU will continue to engage with the State Government and the Australian Government on the possibility of assistance to help Western Australian universities cope with the student enrolment downturn and its consequences for revenue in 2015 and later years.

Social Conditions

The Western Australian economy and labour market weakened in 2009, with a downturn in the resources sector brought about by a contraction in demand for mineral exports. There was an inevitable flow-through to other sectors of the Western Australian economy and unemployment rose from a low of 2.7 per cent in September and October 2008 to a peak of 5.4 per cent in July to September 2009, but had trended downwards to 5.2 per cent by November 2009. China's resurgent demand for resources and large export contracts for gas and oil extraction are expected to bring about (at least a partial) economic recovery for Western Australia in 2010.

Western Australia's unemployment rate at the end of 2009 was lower than all other states at 5.2 per cent, compared to a national average of 5.6 per cent.

Youth (aged 15-19 years) unemployment in Western Australia was 17.9 per cent, compared to a national average of 23.8 per cent: again lower than all other states, but higher than has been the case over recent years.

The social consequences of a weakened economy are various. Rising unemployment will limit the ability of people from disadvantaged groups in particular, to provide for themselves and their families and to play an active role in their communities. Research activities and social assistance programs reliant on philanthropy and charitable donations may also be limited by declining revenues.

During 2009 many self-funded retirees found the value of their investments greatly diminished and living standards have declined sharply for many "baby-boomers". Many of those close to retirement may now continue in work for longer and work longer hours than they had planned previously, impacting on the make-up of the workforce, the need for re-training, prevailing levels of skills shortage and demand for goods and services. This will require a continued focus on re-training and skills upgrading at professional and sub-professional levels, highlighting the need to increase higher education provision for Western Australia's people.

Western Australia, like other parts of Australia and other developed countries, continued to face the dual challenge of population growth and an ageing population. The State will continue to face important challenges in health care provision, as well as increased pressure on other services, with proportionately fewer workers available to support a growing aged population.

Droughts persist in several regions of Australia and current and future droughts will have economic, social and environmental impacts for rural communities. In addition, Australia, like other nations, faces challenges around climate change, sustainable energy production and terrorism.

The economic and social disadvantages faced by Indigenous Australians remain a significant challenge for Australia.

The intellectual capital of the nation's higher education institutions will play an important part in providing for economic recovery, the wealth and well-being of communities and the development of effective and sustainable solutions to global and national challenges.

Social Inclusion

The Australian Government has a particular focus on social inclusion and its higher education reform agenda sets ambitious targets to increase the educational attainment levels of the population, recognising that this will not be achieved without raising participation rates for currently under-represented groups, and in particular of those from low SES backgrounds.

It is a concern to all in the sector that participation (both nationally and in Western Australia) has been static or falling over the last ten years for a number of under-represented, or “Equity” groups, including those from low SES backgrounds, Indigenous Australians, those from regional and rural areas and those with disabilities.

As noted earlier in this Section, the Australian Government will provide additional funding support from 2010 to improve participation and success for low SES background students in higher education. In 2012 universities will receive performance funding for the achievement of targets for performance measures, which are likely to include specific performance measures for the low SES student cohort.

Table 7 below compares the higher education participation rates of Equity groups in Western Australia with representation rates in the general Western Australian population and the Australian population.

Table 7: Equity Group Participation and Representation, Western Australia and Australia, 2007

	Participation – WA universities (%)	Representation – WA population (%)	Representation – Aus population (%)
Low SES	10.67	21.90	25.00
Regional	12.89	21.70	25.37
Remote	2.14	6.60	2.45
Indigenous Australians	1.50	3.04	2.20
Disability	3.28	9.87	8.35
Non-English Speaking Background	3.29	3.21	3.68

Source: DEEWR Selected Student Statistics, 2007. Representation rates derived from ABS data, modified according to DEEWR methodology.

As Equity group representation rates for the State differ from those at the national level, it will be important for ECU to negotiate participation targets with the Department of Education, Employment and Workplace Relations which are appropriate to local circumstances and conditions.

Equity Group Participation at ECU

ECU maintains a strong commitment to promote equality of opportunity in higher education by removing barriers to access for disadvantaged students.

The University has identified, as its key focus, students from low SES backgrounds, from regional areas, from Indigenous Australian backgrounds and with disabilities.

Table 8 shows that the number of low SES students and regional students at ECU has increased slightly in recent years, while Indigenous Australian student numbers have been in steady decline. The number of students with disabilities increased in 2009 following a decline between 2007 and 2008.

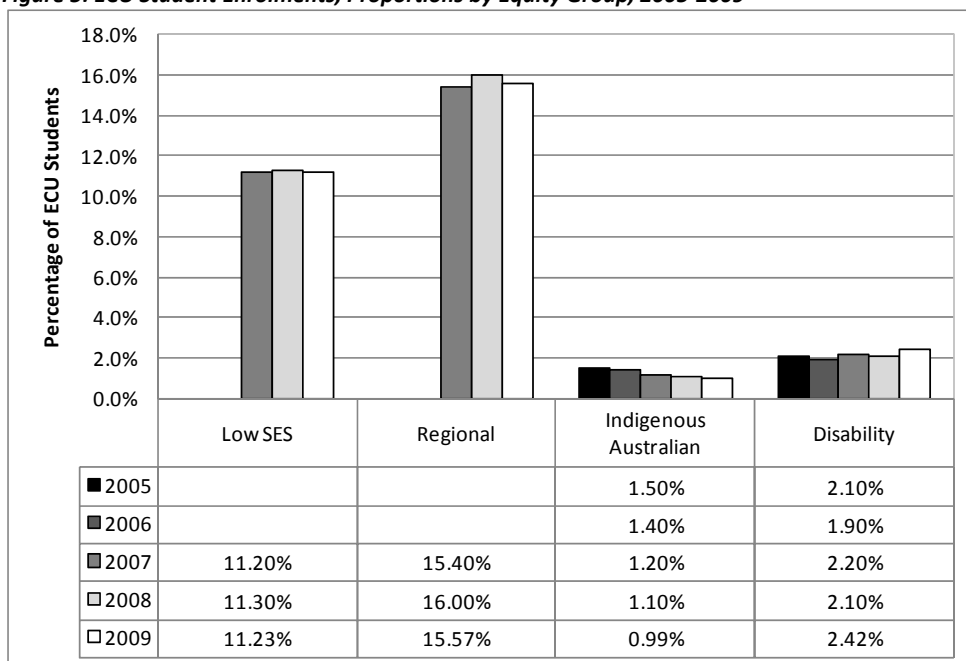
Table 8: ECU Student Enrolments by Equity Group, 2005-2009

	2005	2006	2007	2008	2009
Low SES			1,765	1,779	1,842
Regional			2,452	2,531	2,554
Indigenous Australian	268	237	196	170	163
Disability	380	324	355	336	397

Notes: Shows the ECU Equity group student enrolments for all domestic students (Australian and New Zealand Citizens, Permanent Residents and those with Humanitarian Visas), at all course levels (excluding VET). Low SES and Regional status are determined by the postcode of a student’s permanent home, as per ABS SEIFA IEO classifications from the 2006 Census. Indigenous Australian and Disability status are determined by self-declaration at the time of enrolment. Recalculation of student numbers for Low SES and Regional Equity Groups with the latest ABS data means that 2007 and 2008 figures are not comparable with those in the 2008 Annual Report.

Figure 5 shows that the proportion of low SES students and regional students at ECU has been relatively static over the last three years, while over the last five years the proportion of Indigenous Australian students has declined. The proportion of students with disabilities has shown some recovery in 2009. The trends may be linked to a strong local economy, as low unemployment rates (until October 2008) and high demand in skill shortage employment areas has encouraged people into employment rather than study.

Figure 5: ECU Student Enrolments, Proportions by Equity Group, 2005-2009



Notes: Shows the ECU Equity group student enrolments as a proportion of all ECU domestic students. As for Table 8, the 2007 and 2008 figures reported here for Low SES and Regional are not comparable with those in the 2008 Annual Report.

Based on comparable (lagging) national data, ECU’s participation rates for low SES students and regional students were above the State averages for 2008, while ECU’s participation rates for Indigenous Australian students and students with disabilities were below the State averages in 2008. The State averages were below the national averages for all four Equity groups in 2008.

Impact and ECU Strategies

- ECU’s Council-approved Mission, Vision, Values and Strategic Priorities are highly consistent with the Australian Government’s social inclusion policy objectives. The University is well positioned to contribute to, and benefit from, these reforms and acknowledges the need for significant improvement in participation for disadvantaged groups.
- ECU welcomes the enhanced monitoring and reporting of institutions’ Equity group performance and has engaged in consultations with the Department of Education, Employment and Workplace Relations including through submissions responding to draft guidelines and discussion papers on initiatives to improve participation and success for low SES students.

ECU’s governance arrangements for equity matters are reported on page 159 of the Annual Report, while ECU’s ongoing commitment to equity matters and its strategies in 2009 are further described from page 170.

Trends in Student Participation

There was a significant increase in domestic student demand for places at ECU in 2009, resulting in a second consecutive year of growth in participation, following three years of decline.

A contributing factor to this increase was growth in demand in the mature-age student cohort, a cohort for which demand dropped sharply between 2005 and 2007. This pattern of mature-age student demand has also been evident at State and national levels. Mature-age demand seems more strongly influenced by the job market than school-leaver demand, with mature-age demand declining markedly when the job market is strong and returning when job opportunities are less prevalent.

Student participation is usually described in terms of student load, measured in full-time equivalents (EFTSL), across funding categories. ECU’s student load for the period 2007 to 2009 is set out in Table 9 below and shows that 2009 total student load was 1605 EFTSL (10 per cent) above 2008 total student load and was also well above (1502 EFTSL) the 2009 target. In addition:

- the Commonwealth Grant Scheme (CGS) category continued to make up the majority of the University’s student load (65 per cent in 2009);
- CGS category load in 2009 was 11,380 EFTSL, an increase of 758 EFTSL (7 per cent) on 2008 and above the CGS load agreed with the Department of Education, Employment and Workplace Relations; and
- Fee-paying Overseas (On-shore and Off-shore) load has increased in each year from 2007 to 2009 and now makes up 27 per cent compared with 22 per cent of total student load in 2007.

Table 9: Student Load by Funding Category, 2007-2009

Funding Category	2007		2008		2009 ²		Change 2008-2009 Actual
	Target	Actual	Target	Actual	Target	Actual	
Commonwealth Grant Scheme	10,868	10,279	10,648	10,622	11,089	11,380	7.1%
Research Training Scheme ¹	270	247	289	249	251	285	14.5%
Fee-paying Overseas On-shore	2,318	2,220	2,233	2,390	2,350	2,649	10.8%
Fee-paying Overseas Off-shore	1,196	1,202	1,260	1,659	1,396	2,056	23.9%
Fee-paying Australian Postgraduate	798	841	631	570	562	703	23.3%
Fee-paying Australian Undergraduate	24	78	47	70	0	65	-7.1%
Vocational Education and Training	434	388	431	418	433	446	6.7%
TOTAL (all categories)	15,908	15,254	15,539	15,978	16,081	17,583	10.0%

Notes: Student load is expressed in Equivalent Full-time Student Load (EFTSL). The table excludes those in Tuition Fee exempt (Higher Degree by Research exchange), Tuition waivers and not yet determined funding categories. 1. Research Training Scheme includes ECU-funded Higher Degree by Research. 2. 2009 Actual load is provisional and calculated as at 7 February 2010 and includes total official load figures reported to DEEWR for 31 March 2009 and 31 August 2009 (includes preliminary load figures for Summer School and post August [Trimester 3 and Term 4]). Figures cannot be compared to figures shown in the Summary Statistics table on page 50 of the Annual Report.

Domestic Student Numbers at ECU

In 2009 ECU's total domestic student enrolments grew for the first time in five years. Table 10 shows that domestic student enrolments as at 31 March were 16,169 in 2008 and 16,402 in 2009, an increase of 1.4 per cent. Although undergraduate enrolments again declined slightly, the increase in domestic postgraduate enrolments was substantial.

Table 10: Domestic Student Enrolments, 2005-2009

Domestic Student Enrolments	2005	2006	2007	2008	2009	Change 2008-2009
Undergraduate and other	14,448	13,975	13,253	13,273	13,119	-1.2%
Postgraduate	3,089	3,102	2,954	2,896	3,283	13.3%
Total	17,537	17,077	16,207	16,169	16,402	1.4%

Notes: Cross-institutional and Non-award enrolments have been allocated to the Undergraduate and other category. VET course enrolments are excluded. Estimates are based on official enrolments after each census date. 3. Domestic student enrolments include Australian and New Zealand Citizens, Permanent Residents and those with Humanitarian Visas.

Outlook for Domestic Student Demand

Applications for places in 2010 indicate increased demand for higher education courses across all Western Australian universities and therefore ECU expects to grow its domestic student cohort further in 2010. The 2010 Commonwealth Grant Scheme load target agreed with the Department of Education, Employment and Workplace Relations for 2010 is 11,242 EFTSL, slightly above the 2009 target. Application trends suggest this target will be exceeded.

Impact and ECU Strategies

- Local, national and international environmental factors (such as demographic changes, labour market and economic conditions, secondary and tertiary education participation rates and government policy developments) are considered in ECU's student load planning and informed the development of the ECU Budget for 2010. Applications were monitored carefully in the lead up to the 2010 enrolment period and will be throughout 2010.
- ECU's planning is focused on ways to grow enrolments and to further differentiate and position ECU in a competitive environment. The University has implemented steps to help attract and retain more students, including by:
 - broadening alternative entry pathways to improve the accessibility of higher education;
 - increasing outreach to local schools;
 - extending and promoting ECU-funded scholarships;
 - introducing new courses; and
 - a greater focus on the student experience and the support provided to students, throughout their studies and into employment.
- More broadly, ECU continues to emphasise engagement with its many communities, including with professions and industries. This engagement is intended to better position ECU to respond to the needs of students and employers and to contribute to the social and economic betterment of ECU's graduates and the communities it serves.

International Student Numbers at ECU

International students make a vital contribution to the internationalisation of teaching, learning and research and widening the cultural experiences of all students – domestic and international. The additional income that international students bring to the University helps to fund enhancements in academic programs and research activities, and thus the University's on-going competitive positioning in Australian tertiary education.

In 2009 ECU's international student numbers grew for the fourth consecutive year and showed an increase of 12.5 per cent (610) compared to 2008. Table 11 below shows that growth in international on-shore and international off-shore enrolments was 10.6 per cent and 14.9 per cent respectively.

Table 11: International Student Enrolments, 2005-2009

International Student Enrolments	2005	2006	2007	2008	2009	Change 2008 – 2009
International On-shore	2,440	2,616	2,579	2,689	2,976	10.6%
International Off-shore	1,127	1,400	1,819	2,170	2,493	14.9%
Total	3,567	4,016	4,398	4,859	5,469	12.5%

Note: Data is for official enrolments as at 31 March. International student enrolments are fee-paying overseas students studying with ECU on-shore (in Australia with a student visa) and off-shore (not residing in Australia).

ECU attracted international students from more than 80 countries to study on-shore at its campuses. In 2009 some 20 per cent were from China and 17 per cent from India. Other major source countries included Singapore, Sri Lanka, Malaysia, Zambia, Kenya, Zimbabwe and Indonesia. This diverse country of origin mix provides ECU with some protection against downturn in demand from particular source countries.

International on-shore enrolments in higher education courses across Australia grew by 12.5 per cent in the year to November 2009 and citizens of China and India represented 45 per cent of total enrolments. Although student numbers from India dropped in the second part of 2009 following some concerns about Indian students' safety, there seems to have been little enduring damage to the reputation of Australia's international education industry.

Outlook for International Student Demand

Economic downturn in source countries may have a negative impact on the number of students wishing to come to Australia to study in 2010. A range of other factors will also continue to affect decisions about whether to study in Australia, including: the strength of the Australian dollar; increasing options for study in other countries; former source countries becoming more self-sufficient in providing higher education for their citizens; and perceptions of safety (crime, terrorism).

Growth in the dominant China market and in emerging markets such as Vietnam and Indonesia is expected to continue, but the India market is likely to decline.

ECU has therefore adopted a prudent approach to setting 2010 targets for international students, with targets set to exceed only marginally the 2009 student load.

Impact and ECU Strategies:

- Local, national and international factors impacting on international student demand are monitored and considered for student load planning purposes.
- ECU enjoys good brand recognition and effective marketing which will continue to contribute to growth in international student enrolments in 2010.
- The strengthening of academic governance in international activities and the continuing improvement of operations in marketing, administration and partnerships will continue to enhance the quality of programs and services to international students, helping to attract more international students to ECU.

Legislative Impacts

The following legislative changes impacted on ECU's operations in 2009:

- *Fair Work Act 2009* (Cwlth)

The *Fair Work Act 2009* replaced the *Workplace Relations Act 1996* and the *Workplace Relations Amendment (Work Choices) Act 2005*. Some of the provisions of the *Fair Work Act* apply from 1 July 2009 and the remainder from 1 January 2010. There are a number of provisions in the Act which may impact on the University, particularly around flexible working arrangements and contract employment. ECU is developing policy and supporting documentation to ensure that the University is prepared for the impact of these changes.

- *Higher Education Support Act 2003* (Cwlth)

Changes to the Commonwealth Higher Education Grant Scheme included a reduced maximum student contribution amount from 2009 for commencing Commonwealth-supported students in Mathematics, Statistics and Science units.

Other legislative developments in 2009 which may impact on ECU's future operations include those listed below:

- *Higher Education Support Act 2003* (Cwlth)

Commonwealth Higher Education Grant Scheme changes have been legislated, increasing maximum student contribution amounts from 2010 for commencing Commonwealth-supported students in Nursing and Education units. During 2009 the University included these changes in its fee setting arrangements for 2010 and in the ECU Budget for 2010.

- *The Social Security and Other Legislation Amendment (Income Support for Students) Bill 2009* (Cwlth)

The Australian Government attempted to introduce changes to Student Income Support (Youth Allowance and ABSTUDY) from 2010. Under the proposed amendments the parental income test threshold would be raised and the age of independence lowered incrementally from 24 in 2010, to 23 in 2011 and 22 from 2012 onwards. A tightening of the workforce participation criterion for financial independence was planned for January 2010, but was delayed by six months following concerns that those currently working in their gap year would be disadvantaged. The proposed increase in personal income threshold from 2010 was delayed until July 2011, to maintain the cost-neutrality of the Commonwealth Budget changes. While having no direct impact on ECU revenues, these changes may, as intended, improve participation and retention for ECU's low SES students. This legislation did not pass through the Senate in 2009 and this will impact on the planning and preparation by the University and prospective students for 2010.

- *Higher Education Legislation Amendment (Student Services and Amenities, and Other Measures) Bill 2009* (Cwlth)

The Commonwealth Minister for Youth announced in November 2008 that the *Higher Education Support Act 2003* would be amended to enable universities to impose a fee, capped at a maximum of \$250 per annum, to fund student services and amenities. Under the proposed new arrangements, higher education providers will be required to meet new benchmarks to ensure students have information on, and access to, student services. Higher education providers will also be required to fulfil *National Student Representation and Advocacy Protocols*. The Bill did not pass through the Senate in 2009 and therefore funding for student services remains limited.

During 2009 ECU worked with the Western Australian Department of Education Services (WA DES) and the other three public universities in the State to propose amendments to the enabling acts of the universities to better accommodate a new Commonwealth-legislated services and amenities fee.

- *Information Privacy Bill 2007 (WA)*

The Information Privacy Bill 2007 will amend the *Freedom of Information Act 1992* (FOI Act) and other relevant legislation. At the end of 2007, the Bill's second reading was adjourned by the Legislative Council of the Western Australian Parliament. The Bill provides for policies and procedures for obtaining, storing and dealing with the personal and health information of students, staff, suppliers, customers and others.

ECU has put in place policy and supporting documentation for staff in anticipation of the passing of the Bill.

- *Freedom of Information Amendment Bill 2007 (WA)*

The Freedom of Information Amendment Bill 2007 includes amendments relating to access to documents under the FOI Act and addresses practical issues relating to the operation of that Act. The Bill's second reading in the Legislative Council of the Western Australian Parliament was in December 2007. There was no progress on the Bill during 2009, and the outcome of the proposed amendments to the FOI Act is still unknown.

- *Edith Cowan University Act 1984 (WA)*

As outlined above, ECU worked with WA DES during 2009 to propose amendments to the ECU enabling act to facilitate the implementation of the proposed Student Services and Amenities Fee. ECU also took the opportunity to propose other amendments to its Act, in consultation with WA DES.

- *Education Services for Overseas Students Act 2000 (Cwlth)*

The Australian Government brought forward the planned 2010-11 review of the *Education Services for Overseas Students Act 2000* (ESOS Act) in the context of:

- significant growth in the number of overseas students;
- the changing composition of the international student body; and
- emerging issues in the sector.

An issues paper was published to facilitate discussion with stakeholders on the future of international education in Australia. The ESOS Act review final report is expected to be released in early 2010.

Edith Cowan University
Annual Report for 2009

Section 4 - Disclosures and Legal Compliance

Auditor General's Statement



Auditor General

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

**EDITH COWAN UNIVERSITY
FINANCIAL STATEMENTS AND KEY PERFORMANCE INDICATORS
FOR THE YEAR ENDED 31 DECEMBER 2009**

I have audited the accounts, financial statements, controls and key performance indicators of the Edith Cowan University and the consolidated entity.

The financial statements comprise the Statement of Financial Position as at 31 December 2009, and the Income Statement, Statement of Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows of the University and the consolidated entity for the year then ended, a summary of significant accounting policies and other explanatory Notes.

The key performance indicators consist of key indicators of effectiveness and efficiency.

Edith Cowan University Council's Responsibility for the Financial Statements and Key Performance Indicators

The University's Council is responsible for keeping proper accounts, and the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards and the Treasurer's Instructions, and the key performance indicators. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements and key performance indicators that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; making accounting estimates that are reasonable in the circumstances; and complying with the Financial Management Act 2006 and other relevant written law.

Summary of my Role

As required by the Auditor General Act 2006, my responsibility is to express an opinion on the financial statements, controls and key performance indicators based on my audit. This was done by testing selected samples of the audit evidence. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion. Further information on my audit approach is provided in my audit practice statement. This document is available on the OAG website under "How We Audit".

An audit does not guarantee that every amount and disclosure in the financial statements and key performance indicators is error free. The term "reasonable assurance" recognises that an audit does not examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the financial statements and key performance indicators.

Edith Cowan University
Financial Statements and Key Performance Indicators for the year ended 31 December 2009

Audit Opinion

In my opinion,

- (i) the financial statements are based on proper accounts and present fairly the financial position of the Edith Cowan University and the consolidated entity at 31 December 2009 and their financial performance and cash flows for the year ended on that date. They are in accordance with Australian Accounting Standards and the Treasurer's Instructions;
- (ii) the controls exercised by the University provide reasonable assurance that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and
- (iii) the key performance indicators of the University are relevant and appropriate to help users assess the University's performance and fairly represent the indicated performance for the year ended 31 December 2009.

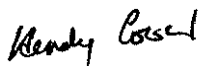


COLIN MURPHY
AUDITOR GENERAL
8 March 2010

Certification of Financial Statements

The accompanying financial statements of Edith Cowan University and the accompanying consolidated financial statements have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the financial year ended 31 December 2009 and the financial position as at 31 December 2009.


At the date of signing we are not aware of any circumstances which would render the particulars included in the financial statements misleading or inaccurate.



Hendy Cowan
Chancellor
2 March 2010



Kerry O. Cox
Vice-Chancellor
1 March 2010

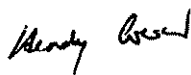


Warren Snell
Chief Financial Officer
1 March 2010

Certification of financial statements required by DEEWR

I declare that:

- at the time of this certification there are reasonable grounds to believe that Edith Cowan University will be able to pay its debts as and when they fall due; and
- the amount of Commonwealth financial assistance expended during the financial year ended 31 December 2009 was for the purpose(s) for which it was provided.



Hendy Cowan
Chancellor
2 March 2010



Kerry O. Cox
Vice-Chancellor
1 March 2010

Financial Statements

Edith Cowan University Annual Financial Report for the year ended 31 December 2009

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This financial report covers both Edith Cowan University as an individual entity and the consolidated entity consisting of Edith Cowan University and its subsidiary. The financial report is presented in the Australian currency.

The financial report was authorised for issue by the Council on 25/02/2010. The University has the power to amend and reissue the financial statements.

Edith Cowan University
Income statements
For the year ended 31 December 2009

	Notes	Consolidated		Parent	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Revenue from continuing operations					
Australian Government financial assistance					
Australian Government grants	5	133,337	125,904	133,337	125,904
HECS-HELP Australian Government payments	5	50,148	46,357	50,148	46,357
FEE-HELP	5	5,365	4,170	5,365	4,170
State and Local Government financial assistance	6	13,317	11,499	13,317	11,499
HECS-HELP - Student payments		9,948	8,668	9,948	8,668
Fees and charges	7	66,240	56,369	66,240	56,369
Investment income	8	2,205	4,032	2,170	3,997
Royalties	9	9,536	7,370	5,900	5,211
Consultancy and contracts	10	3,352	5,914	3,304	5,883
Sale of goods		8,160	7,301	8,160	7,301
Other revenue	11	8,519	7,926	6,044	4,909
Total revenue from continuing operations		<u>310,127</u>	285,510	<u>303,933</u>	280,268
Gains on disposal of assets	12	1,187	3,148	1,194	3,148
Other investment income	8	3,117	6,238	3,117	6,238
Other income	11	375	456	205	388
Total revenue and income from continuing operations		<u>314,806</u>	295,352	<u>308,449</u>	290,042
Expenses from continuing operations					
Employee related expenses	13	165,002	149,147	162,577	146,924
Repairs and maintenance	14	7,354	7,113	7,354	7,113
Depreciation and amortisation	15	18,924	17,102	18,866	17,083
Borrowing costs	16	4,387	4,290	4,387	4,288
Impairment of assets	17	773	10,465	720	10,465
Investment losses	8	709	-	709	-
Cost of goods sold		4,232	3,677	4,232	3,677
Other expenses	18	87,312	81,213	84,192	78,838
Total expenses from continuing operations		<u>288,693</u>	273,007	<u>283,037</u>	268,388
Operating result before income tax		26,113	22,345	25,412	21,654
Income tax expense	19	(241)	(233)	-	-
Operating result attributable to members of Edith Cowan University	35(b)	<u>25,872</u>	22,112	<u>25,412</u>	21,654

The above income statements should be read in conjunction with the accompanying notes.

**Edith Cowan University
Statements of comprehensive income
For the year ended 31 December 2009**

		Consolidated		Parent	
	Notes	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Operating result after income tax for the period		25,872	22,112	25,412	21,654
Gain on revaluation of land and buildings, net of tax	35	3,409	100,539	3,409	100,539
Gain/(loss) on value of available for sale financial assets, net of tax	35	2,983	(11,410)	2,983	(11,410)
Cash flow hedges, net of tax	35	36	(37)	36	(37)
Exchange differences on translation of foreign operations	35	(60)	(52)	-	-
Impairment adjustments	35	50	10,621	50	10,621
Total comprehensive income		6,418	99,661	6,478	99,713
	35				
Total comprehensive income attributable to members of Edith Cowan University		32,290	121,773	31,890	121,367

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

Edith Cowan University
Statements of financial position
As at 31 December 2009

	Notes	Consolidated		Parent	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
ASSETS					
Current assets					
Cash and cash equivalents	20	33,361	18,656	31,433	16,873
Receivables	21	13,144	10,952	12,379	10,253
Inventories	22	2,392	1,970	2,029	1,688
Derivative financial instruments	23	79	273	79	273
Other financial assets	24	13,484	12,346	13,475	12,337
Non-current assets classified as held for sale	25	14,318	23,129	14,318	23,129
Other non-financial assets	26	10,081	5,890	9,921	5,719
Total current assets		86,859	73,216	83,634	70,272
Non-current assets					
Receivables	21	25,972	29,359	25,972	29,481
Other financial assets	24	20,726	20,738	20,726	20,738
Property, plant and equipment	27	811,389	799,609	811,281	799,483
Investment properties	28	13,534	14,243	13,534	14,243
Deferred tax assets	29	147	257	-	-
Intangible assets	30	-	75	-	-
Total non-current assets		871,768	864,281	871,513	863,945
Total assets		958,627	937,497	955,147	934,217
LIABILITIES					
Current liabilities					
Trade and other payables	31	15,753	15,717	15,005	14,861
Borrowings	32	5,899	6,777	5,899	6,777
Derivative financial instruments	23	80	310	80	310
Provisions	33	22,393	21,307	21,996	21,149
Other current liabilities	34	19,309	21,832	18,861	21,206
Total current liabilities		63,434	65,943	61,841	64,303
Non-current liabilities					
Trade and other payables	31	85	171	-	-
Borrowings	32	57,588	63,488	57,588	63,488
Provisions	33	32,275	34,821	32,129	34,727
Deferred tax liabilities	29	77	196	-	-
Total non-current liabilities		90,025	98,676	89,717	98,215
Total liabilities		153,459	164,619	151,558	162,518
Net assets		805,168	772,878	803,589	771,699
EQUITY					
Reserves	35(a)	428,431	424,995	428,526	425,030
Retained surplus	35(b)	376,737	347,883	375,063	346,669
Total equity		805,168	772,878	803,589	771,699

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

Edith Cowan University
Statements of changes in equity
For the year ended 31 December 2009

Consolidated 2009	Property plant and equipment revaluation reserve \$'000	Investments revaluation reserve \$'000	Foreign currency revaluation reserve \$'000	Hedging reserve - cash flow hedges \$'000	Retained surplus \$'000	Total \$'000
Balance at 1 January 2009	425,468	(401)	(35)	(37)	347,88	772,878
Total comprehensive income for the year	3,409	3,033	(60)	36	25,87	32,290
Transfers between reserves	(2,982)	-	-	-	2,982	-
Balance at 31 December 2009	425,895	2,632	(95)	(1)	376,737	805,168
Balance at 1 January 2008	327,133	388	17	-	323,567	651,105
Total comprehensive income for the year	100,539	(789)	(52)	(37)	22,11	121,773
Transfers between reserves	(2,204)	-	-	-	2,20	-
Balance at 31 December 2008	425,468	(401)	(35)	(37)	347,88	772,878

Parent 2009	Property plant and equipment revaluation reserve \$'000	Investments revaluation reserve \$'000	Foreign currency revaluation reserve \$'000	Hedging reserve - cas h flow hedges \$'000	Retained surplus \$'000	Total \$'000
Balance at 1 January 2009	425,468	(401)	-	(37)	346,66	771,699
Total comprehensive income for the year	3,409	3,033	-	36	25,41	31,890
Transfers between reserves	(2,982)	-	-	-	2,98	-
Balance at 31 December 2009	425,895	2,632	-	(1)	375,06	803,589
Balance at 1 January 2008	327,133	388	-	-	322,81	650,332
Total comprehensive income for the year	100,539	(789)	-	(37)	21,65	121,367
Transfers between reserves	(2,204)	-	-	-	2,20	-
Balance at 31 December 2008	425,468	(401)	-	(37)	346,66	771,699

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

Edith Cowan University
Statements of cashflows
For the year ended 31 December 2009

	Notes	Consolidated		Parent	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Cash flows from operating activities					
Australian Government Grants received	5(i)	185,879	175,815	185,879	175,815
HECS-HELP - Student payments received		9,948	8,668	9,948	8,668
State and Local Government Grants received	6	13,317	11,499	13,317	11,499
OS - HELP (net)	5(i)	8	(10)	8	(10)
Receipts from student fees and other customers		95,747	89,963	89,757	84,739
Superannuation Supplementation		3,455	3,897	3,455	3,897
Dividends and distributions received		2,060	3,571	2,060	3,571
Interest received	8	2,205	4,032	2,167	3,994
Payments to suppliers and employees (inclusive of goods and services tax)		(265,392)	(236,858)	(259,731)	(232,675)
Interest and other cost of finance paid		(4,387)	(4,290)	(4,387)	(4,288)
Income taxes paid		(11)	(147)	-	-
Net cash provided by operating activities	44	42,829	56,140	42,473	55,210
Cash flows from investing activities					
Proceeds from sale of property, plant and equipment and non-current assets held for sale		4,319	5,462	4,319	5,462
Payments for property, plant and equipment, non-current assets held for sale and intangibles		(27,462)	(58,616)	(27,437)	(58,518)
Payments for financial assets		(1,188)	(1,474)	(1,188)	(1,474)
Proceeds from sale of financial assets		-	1,596	-	1,596
Proceeds from loans to related parties		-	-	125	-
Proceeds from other financial assets		3,045	4,832	3,045	4,832
Net cash used in investing activities		(21,286)	(48,200)	(21,135)	(48,103)
Cash flows from financing activities					
Proceeds from borrowings		-	10,350	-	10,350
Repayment of borrowings		(6,778)	(11,374)	(6,778)	(11,374)
Net cash used in financing activities		(6,778)	(1,024)	(6,778)	(1,024)
Net increase in cash and cash equivalents		14,765	6,916	14,560	6,083
Cash and cash equivalents at the beginning of the financial year		18,656	11,792	16,873	10,790
Effects of exchange rate changes on cash and cash equivalents		(60)	(52)	-	-
Cash and cash equivalents at the end of the financial year	20	33,361	18,656	31,433	16,873
Financing arrangements	32				
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The above statements of cashflows should be read in conjunction with the accompanying notes.

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1 University Organisation

Edith Cowan University (the University) is a Statutory Authority of the Government of Western Australia and is domiciled in Australia. The address of its registered office is 270 Joondalup Drive, Joondalup, Western Australia.

The University is a public not-for-profit institution of higher education, funded primarily through Commonwealth grant funding. Established in 1902, when it began as a teaching college, the University gained university status in 1991. Its principal activities cover teaching, learning and research.

The University Council is the governing body which controls the operations, affairs, concerns and property of the University. The Vice-Chancellor has been delegated the responsibility of managing the operations, affairs, concerns and property of the University.

2 Australian equivalents to International Financial Reporting Standards

General

The University's financial statements for the year ended 31 December 2009 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRS), which comprise a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

In preparing these financial statements the University has adopted, where relevant to its operations, new and revised Standards and Interpretations from their operative dates, as issued by the AASB and formerly the Urgent Issues Group (UIG).

Early adoption of standards

The University has adopted Treasurer's instruction 1101 'Application of Australian Accounting Standards and Other Pronouncements' where the University will not early adopt an Australian Accounting Standard or Interpretation unless specifically permitted by Treasurer's instruction 1101.

No Standards and Interpretations that have been issued or amended but are not yet effective, have been early adopted by the University for the annual reporting period ended 31 December 2009.

3 Summary of significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

General Statement

The financial statements constitute a general purpose financial report which has been prepared in accordance with Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board as applied by the Treasurer's instructions. Several of these are modified by the Treasurer's instructions to vary application, disclosure, format and wording.

The Financial Management Act and the Treasurer's instructions are legislative provisions governing the preparation of financial statements and take precedence over Australian Accounting Standards, the Framework, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board.

Where modification is required and has a material or significant financial effect upon the reported results, details of that modification and the resulting financial effect are disclosed in the notes to the financial statements.

Reporting Entity

The reporting entity comprises the University and its controlled entity, E.C.U. Resources for Learning Ltd (ECURL).

Specific details of controlled entities appear in note 42

3 Summary of significant accounting policies (continued)

(a) Basis of preparation

The financial statements have been prepared on the accrual basis of accounting using the historical cost convention, modified by the revaluation of land, buildings, investment properties, works of art and available-for-sale financial assets which have been measured at fair value.

The consolidated financial report is presented in Australian dollars and all values are rounded to the nearest thousand dollars (\$'000).

Critical accounting estimates

The preparation of financial statements in conformity with Australian Accounting Standards requires the use of certain critical accounting estimates. It also requires management to exercise its judgements in the process of applying the University's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 4.

(b) Principles of consolidation

Subsidiary

The consolidated financial statements incorporate the assets and liabilities of all entities controlled by Edith Cowan University ("University" or "parent entity") as at 31 December 2009 and the results of all controlled entities for the year then ended. Edith Cowan University and its controlled entities together are referred to in this financial report as the Group or the consolidated entity.

Control is achieved where the University has the power to govern the financial and operating policies of the subsidiary to obtain benefits from its activities. A list of controlled entities appears in note 42. Consistent accounting policies have been employed in the preparation and presentation of the consolidated financial statements.

The consolidated financial statements include the information and results of the controlled entities from the date on which the University obtains control and until such time as the University ceases to control such entities.

Inter-entity transactions, balances and unrealised gains on transactions between the University and the controlled entity are eliminated in full on consolidation.

3 Summary of significant accounting policies (continued)

(c) Income

Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Revenue is recognised for the major business activities as follows:

(i) Grants, donations, gifts and other non-reciprocal contributions

Grants received from Government are recognised as revenue when the University obtains control over the asset comprising the contribution. When the University does not have control over the contribution, does not have the right to receive the contribution or, in case of reciprocal grants, has not fulfilled grant conditions, the grant contribution is treated as a liability in the statement of financial position as deferred income.

Donations, gifts and other contributions are recognised as revenue when the University obtains control over the assets comprising the contributions.

(ii) Rendering of services

Revenue is recognised on delivery of the service to the client or by reference to the stage of completion of the transaction.

(iii) Interest revenue

Revenue is accrued on a time-proportion basis, by reference to the principal outstanding and at the effective interest rate applicable.

(iv) Sale of goods

Revenue is recognised from the sale of goods and disposal of other assets when the significant risks and rewards of ownership control transfer to the purchaser and can be measured reliably.

(v) Royalties

Royalty income is recognised on an accrual basis in accordance with the substance of the relevant agreements.

Income recognition

(vi) Land development and resale

Land is not sold until the development work is completed, and income is recognised when the significant risks and rewards of ownership control transfer to the purchaser and can be measured reliably.

(vii) Gains

Gains may be realised or unrealised. Realised gains are determined on a net basis as the difference between the sale proceeds received or receivable and the carrying amount of the non-current asset. Unrealised gains are determined on a net basis as the difference between the fair value and the carrying amount of an asset.

The policies adopted for the recognition of significant categories of gains are as follows:

Realised gains on disposal of non-current assets

Gains arising on the disposal or retirement of a non-current asset are recognised when control of the asset and the significant risks and rewards of ownership transfer to the purchaser. Net gains are included in income for the period in which they arise.

Unrealised gains associated with investment property at fair value

Gains arising from changes in the fair value of an investment property are included in income for the period in which they arise.

Gains or losses associated with financial assets

Gains arising on the retirement of financial assets are recognised when control of the asset and the significant risks and rewards of ownership transfer from the University. Net gains are included in income for the period in which they arise.

(viii) Parking and library fines

Income from parking and library fines are recognised on a cash basis, as the purpose of the fine is to act as a deterrent and not for raising revenue. Non-payment of these fines is not actively pursued.

3 Summary of significant accounting policies (continued)

(ix) Lease income

Lease income from operating leases is recognised in income on a straight-line basis over the lease term.

(d) Income tax

The University is exempt from income tax in Australia under the Income Tax Assessment Act 1997.

The University is subject to foreign income tax for overseas operations. Deferred tax assets are only recognised where it is probable that future amounts will be available to utilise those temporary differences and unused tax losses.

The controlled entity, ECURL, is subject to income tax in Australia under the Income Tax Assessment Act 1997. Authority has been granted to ECURL to adopt a calendar tax year.

The overseas branches are subject to income tax relating to income and expenditure items attributable to permanent establishments in the United Kingdom, the United States of America and New Zealand. The taxation expense represents the sum of tax currently payable and is measured at 31 December each year.

Taxable profit differs from net profit as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The liability for current tax is calculated using tax rates that have been enacted by the reporting date.

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

Deferred tax assets and liabilities are recognised using the liability method, for temporary differences at the tax rates expected to apply when the assets are recovered or liabilities are settled, based on those tax rates which are enacted or substantively enacted for the jurisdiction where the entity is situated. The relevant tax rates are applied to the cumulative amounts of deductible and taxable temporary differences to measure the deferred tax asset or liability. An exception is made for certain temporary differences arising from the initial recognition of an asset or a liability. No deferred tax asset or liability is recognised in relation to these temporary differences if they arose in a transaction, other than a business combination, that at the time of the transaction did not affect either accounting profit or taxable profit or loss.

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

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

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

(e) Borrowing costs

Borrowing costs that have been incurred for the construction of any qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed when incurred.

3 Summary of significant accounting policies (continued)

(f) Impairment of assets

Property, plant and equipment, investment properties, intangible assets, non-current assets held for sale and financial assets are tested for any indication of impairment at each reporting date. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, and the decline in the carrying value is considered significant and prolonged, the asset is considered impaired. The asset is written down to the recoverable amount and an impairment loss is recognised. As the University is a not-for-profit entity, unless an asset has been identified as a surplus asset, the recoverable amount is the higher of an asset's fair value less costs to sell and depreciated replacement cost.

The risk of impairment is generally limited to circumstances where an asset's depreciation is materially understated, where the replacement cost is falling or where there is a significant change in useful life. Each relevant class of asset is reviewed annually to verify that the accumulated depreciation/amortisation reflects the level of consumption or expiration of the asset's future economic benefits and to evaluate any impairment risk from falling replacement costs.

The recoverable amount of assets identified as surplus assets is the higher of fair value less costs to sell and the present value of future cash flows expected to be derived from the asset. Surplus assets carried at fair value have no risk of material impairment where fair value is determined by reference to market-based evidence. Where fair value is determined by reference to depreciated replacement cost, surplus assets are at risk of impairment and the recoverable amount is measured. Surplus assets at cost are tested for indications of impairment at each reporting date.

(g) Financial instruments

In addition to cash and cash equivalents, the University has following categories of financial instruments:

1. Loans and receivables;
2. Available-for-sale investments;
3. Held-to-maturity investments; and
4. Derivative financial instruments.

These have been disaggregated into the following classes:

Financial Assets

- Cash and cash equivalents
- Receivables
- Term deposits
- Available for sale financial assets
- Derivative financial instruments (assets)

Financial Liabilities

- Payables
- WATC borrowings
- Derivative financial instruments (liability)

Initial recognition and measurement is at fair value. The transaction cost or face value is equivalent to the fair value. Subsequent measurement is at amortised cost using the effective interest method.

The fair value of short-term receivables and payables is the transaction cost or the face value because there is no interest rate applicable and subsequent measurement is not required as the effect of discounting is not material.

(h) Cash and cash equivalents

For the purpose of the cash flow statement, cash and cash equivalents includes restricted cash and cash equivalents. These include cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

3 Summary of significant accounting policies (continued)

(i) Restricted cash

Endowment and bequest funds are classified as restricted cash assets. Endowment and bequest funds have been received from benefactors who, by the terms of their conveying instruments, have stipulated that the use of funds is limited in future years to the purposes designated by the benefactors.

(j) Receivables

Receivables are recognised and carried at the original invoice amount less an allowance for any uncollectible amounts. The collectability of receivables is reviewed on an ongoing basis and any receivables identified as uncollectible are written-off against the allowance for impairment. The allowance for impairment (doubtful debts) is raised for all amounts overdue more than 90 days. The carrying amount is equivalent to the fair value as it is due for settlement within 30 days.

(k) Inventories

Inventories are measured at the lower of cost and net realisable value. Cost comprises direct materials and where applicable, import duties, transport and handling costs that have been incurred to bring the inventories to their present location and condition. Cost is calculated using the weighted average method. Net realisable value represents the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

(l) Investments and other financial assets

The University classifies its investments into the following categories: loans and receivables, held-to-maturity investments and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and re-evaluates this designation at each reporting date. Investments not at fair value are initially recognised at cost being the fair value of consideration given, including directly attributable transaction costs.

After initial recognition, investments classified as available-for-sale, are measured at fair value. Gains or losses on available-for-sale investments are recognised as a separate component of equity until the investment is sold or otherwise disposed of, or until the investment is determined to be impaired, at which time the cumulative gain or loss previously reported in equity is included in the income statement.

In circumstances, where an investment is liquidated and capital distributions are received, the capital distributions are accounted for as a reduction in the carrying value of the investment.

Fair values of quoted investments are based on current bid prices. If the market for a financial asset is not active (e.g. unlisted securities), the University assesses fair value using valuation techniques. These include the use of recent arm's length transactions and reference to other instruments that are substantially the same.

Non-derivative financial assets with fixed or determinable payments and fixed maturity dates are classified as held-to-maturity when management has a positive intention and ability to hold to maturity. Investments intended to be held for an undefined period are not included in this classification. The University invests in term deposits which are classified in this category. The University records term deposits at cost and accrues the interest on a monthly basis until that interest is recorded at maturity.

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

3 Summary of significant accounting policies (continued)

(m) Property, plant and equipment

Items of property, plant and equipment costing \$5,000 or more are recognised as assets and the cost of utilising assets is expensed (depreciated) over their useful lives. Items of property, plant and equipment costing less than \$5,000 are expensed direct to the income statement (other than where they form part of a group of similar items which are significant in total).

All items of property, plant and equipment are initially recognised at cost. For items of property, plant and equipment acquired at no cost or for nominal cost, cost is their fair value at the date of acquisition.

After recognition as an asset, the University uses the revaluation model for the measurement of land, buildings and works of art and the cost model for all other property, plant and equipment. Land, buildings and works of art are carried at fair value less accumulated depreciation on buildings and accumulated impairment losses. Land and works of art are not depreciated. All other items of property, plant and equipment are carried at cost less accumulated depreciation and accumulated impairment losses.

The fair value of land and works of art is determined on the basis of current market buying values determined by reference to recent market transactions.

The fair value of buildings is determined on the basis of existing use. Fair value for existing use assets is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e. the written-down current replacement cost.

Revaluations are performed with sufficient regularity to ensure that the carrying amount does not differ materially from fair value at the reporting date. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amounts of the asset and the net amount is restated to the revalued amount of the asset.

Any revaluation increase arising on the revaluation of land and buildings is credited to the property, plant and equipment revaluation reserve in shareholders' equity, except to the extent that it reverses a revaluation decrease for the same asset class previously recognised in profit or loss, in which case the increase is credited to the income statement to the extent of the decrease previously charged on an asset class basis. A decrease in carrying amount arising on the revaluation of land and buildings are charged as an expense to the extent that it exceeds the balance, if any, held in the property, plant and equipment revaluation reserve relating to a previous revaluation of that asset class.

Upon disposal or derecognition of an item of property, plant and equipment, any revaluation reserve relating to that asset is transferred directly to retained surplus.

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. Depreciation on assets, other than land and works of art, is calculated using the straight line method.

Estimated useful life for each class of depreciable asset are:

Asset category	Life
Land	Not depreciated
Buildings	50 years
Computing Equipment	4 years
Other equipment and furniture	6-10 years
Motor vehicles	4-6 years
Leased motor vehicles	6 years
Works of art	Not depreciated
Leasehold improvements	Depreciated over life of lease
Library collections	Depreciated at 100% in the fourth year after acquisition

3 Summary of significant accounting policies (continued)

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each statements of financial position date.

Library Collections are stated at cost of the last three years' acquisition of library books. In each year, that year's cost of acquisition is added to the carrying value and the earliest year's cost of acquisition within the carrying value is expensed to the income statement.

Works of art controlled by the University are classified as heritage assets. These artefacts are protected and preserved for public exhibition, education, research and the furtherance of public service. They are neither disposed of for financial gain nor encumbered in any manner. Accordingly, such collections are capitalised, irrespective of value and are not depreciated as it is anticipated that they have indefinite useful lives. Their service potential has not, in any material sense, been consumed during the 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 (note 3(f)).

(n) Investment properties

Investment properties exclude properties held to meet service delivery objectives of the University and comprises of land and/or buildings which are held to earn rentals and/or capital appreciation.

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

Subsequent to initial recognition at cost, investment property is carried at fair value, which is based on active market prices, adjusted, if necessary, for any difference in the nature, location or condition of the specific asset. Changes in fair values are recorded in the income statement as part of other investment income. The properties are not depreciated.

Rental revenue from the leasing of investment properties is recognised in the income statement in the periods in which it is receivable and is accounted for on a straight line basis over the lease term.

(o) Leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases (note 40). The University leases certain property and equipment by way of operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statements on a straight-line basis, over the period of the lease.

(p) Intangible assets

Computer software

Intangible assets comprise of externally acquired computer software that is customised by the University. All acquired and internally developed intangible assets are initially measured at cost. For assets acquired at no cost or for nominal cost, cost is their fair value at the date of acquisition.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, where appropriate, only when it is probable that future economic benefits associated with the item will flow to the University and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Computer software is amortised using the straight line method, over its estimated useful life of 2-5 years.

3 Summary of significant accounting policies (continued)

(q) Unfunded superannuation

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education, Employment and Workplace Relations (DEEWR), the effects of the unfunded superannuation liabilities of the Edith Cowan University and its controlled entities were recorded in the Income statements and the Statements of financial position for the first time in 1998. The prior years' practice had been to disclose liabilities by way of a note to the financial statements.

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for the Edith Cowan University's beneficiaries of the State Superannuation Scheme on an emerging cost basis. This arrangement is evidenced by the *State Grants (General Revenue) Amendment Act 1987*, *Higher Education Funding Act 1988* and subsequent amending legislation. Accordingly, the unfunded liabilities have been recognised in the statements of financial position under Provisions with a corresponding asset recognised under Receivables. The recognition of both the asset and the liability consequently does not affect the year-end net asset position of the Edith Cowan University and its controlled entities.

(r) Non-current assets held for sale

Non-current assets classified as held for sale are stated at the lower of carrying amount and fair value less costs to sell where the carrying amount will be recovered principally through a sale transaction rather than through continuing use.

An impairment loss is recognised for any initial or subsequent write down of the asset to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset, but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset is recognised at the date of derecognition.

Non-current assets classified as held for sale are not depreciated or amortised and are presented separately from other assets in the statement of financial position.

(s) Payables

Payables are recognised when the consolidated entity becomes obliged to make future payments as a result of a purchase of assets or services. Accounts payable are not interest bearing and are stated at their nominal value.

The carrying amount is equivalent to its fair value, as they are generally settled within 30 days.

(t) Borrowings

Interest-bearing loans are recorded at cost when the proceeds are received, net of direct issued costs. Finance charges are accounted for on an accrual basis.

Borrowings are classified as current liabilities unless the University has an unconditional right to defer settlement of the liability for at least 12 months after the statements of financial position date.

3 Summary of significant accounting policies (continued)

(u) Provisions

Provisions are liabilities of uncertain timing and amount and are recognised where there is a present legal or constructive obligation as a result of a past event and when the outflow of resources embodying economic benefits is probable and a reliable estimate can be made of the amount of the obligation. Provisions are reviewed at each reporting date.

(i) Employee benefits

Annual leave and long service leave

The liability for annual leave expected to be settled within 12 months after reporting date is recognised and measured at the undiscounted amounts expected to be paid when the liabilities are settled. Annual leave expected to be settled more than 12 months after the reporting date is measured at the present value of amounts expected to be paid when the liabilities are settled. Leave liabilities are in respect of services provided by employees up to the reporting date.

When assessing expected future payments consideration is given to expected future wage and salary levels including non-salary components such as employer superannuation contributions.

A liability for long service leave is recognised after an employee has completed four years of service. An actuarial assessment of long service leave undertaken by PriceWaterhouseCoopers Securities Ltd at 30 June 2007 determined that the liability measured using the short hand method was not materially different from the liability measured using the present value of expected future payments.

All annual leave and unconditional long service leave provisions are classified as current liabilities as the University does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

Employment on-costs

Employment on-costs, including workers' compensation insurance and payroll tax, are not employee benefits and are recognised as liabilities and expenses when the employment to which they relate have occurred. Employment on-costs are not included as part of the University's employee related expenses and the related liability is included in the employment on-costs provision.

Other compensated absences

Employees accrue and accumulate sick leave and study leave in accordance with University policies. It is the policy of the University to recognise the cost of sick leave and study leave when paid. Employees who leave University employment are not entitled to be paid for accrued sick leave or study leave. Therefore, no liability is recognised in the financial statements.

(ii) Superannuation

The University contributes to a number of superannuation schemes, including both defined contribution and defined benefit schemes. Payments to defined contribution schemes are charged as an expense as they fall due. The University's obligation is limited to these contributions.

Defined benefit schemes provide a defined lump-sum benefit to scheme members based on years of service and final average salary. A defined benefit liability is included in the statement of financial position equal to the present value of the defined benefit obligation at the reporting date (less any past service costs not yet recognised) less the fair value of scheme assets at the reporting date.

Actuarial gains and losses are recognised immediately as income or expense in the income statement in the year in which they occur.

For details relating to the individual schemes, refer to note 49.

3 Summary of significant accounting policies (continued)

(v) Foreign currency translation and hedge accounting

Transactions denominated in currencies other than Australian dollars are recorded at the rates of exchange prevailing on the dates of the transactions. At each reporting date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rate of exchange prevailing at the reporting date. Non-monetary assets and liabilities carried at fair value that are denominated in foreign currencies are translated at the rates prevailing at the reporting date when the fair value was determined. Exchange gains and losses arising on retranslation are included in the income statement for the period.

Forward foreign exchange contracts are entered into as hedges to avoid or minimise possible adverse financial effects of movements in exchange rates. Such derivative financial instruments are stated at fair value. Changes in the fair value of derivative financial instruments that are designated and effective as hedges of future cash flows are recognised directly in equity and the ineffective portion is recognised immediately in the income statement.

When the hedged firm commitment results in the recognition of an asset or a liability, then, at the time the asset or liability is recognised, the associated gains or losses that had previously been recognised in equity are included in the initial measurement of the acquisition cost or other carrying amount of the asset or liability. For all other cash flow hedges, the gains or losses that are recognised in equity are transferred to the income statement in the same year in which the hedged firm commitment affects the net profit and loss, for example when the future sale actually occurs.

(w) Comparative figures

Comparative figures are, where appropriate, reclassified to be comparable with the figures presented in the current financial year.

(x) New accounting standards and Interpretations

Certain new Accounting Standards and Interpretations have been published that are not mandatory for 31 December 2009 reporting periods. The Edith Cowan University's assessment of the impact of these new Standards and Interpretations is set out below:

The University has adopted Treasurer's instructions 1101 'Application of Australian Accounting Standards and Other Pronouncements' where the University will not early adopt an Australian Accounting Standard or Australian Accounting Interpretation unless specifically permitted by TI 1101. Consequently, the University has not applied the following Australian Accounting Standards and Australian Accounting Interpretations that have been issued which may impact the University but are not yet effective. Where applicable, the University plans to apply these Standards and Interpretations from their application date:

(i) *AASB 1 First-time Adoption of Australian Accounting Standards and AASB 2009-9 Amendments to Australian Accounting Standards – Additional Exemptions for First-time Adopters*

AASB 1 and AASB 2009-9 are effective to annual reporting periods beginning on or after 1 January 2010. The changes improve the transitional requirements on initial adoption relating to oil and gas assets and lease arrangements affected by IFRIC 4 Determining Whether an Arrangement Contains a Lease. The University does not expect that any adjustments will be necessary as the result of applying the revised rules.

(ii) *AASB 2 Shared-based Payment and AASB 2009-8 Amendments to Australian Accounting Standards - Group Cash-Settled Share-based Payment Transactions*

AASB 2 and AASB 2009-8 are effective to annual reporting periods beginning on or after 1 January 2010. The amendments clarify the scope of AASB 2 by requiring an entity that receives goods or services in a share-based payment arrangement to account for those goods or services regardless of which entity in the group settles the transaction, and regardless of whether the transaction is settled in shares or cash. The University does not expect that any adjustments will be necessary as the result of applying the revised rules.

3 Summary of significant accounting policies (continued)

(iii) AASB 9 *Financial Instruments and AASB 2009-11 Amendments to Australian Accounting Standards arising from AASB 9 [AASB 1, 3, 4, 5, 7, 101, 102, 108, 112, 118, 121, 127, 128, 131, 132, 136, 139, 1023 & 1038 and Interpretations 10 & 12]* AASB 9 and AASB 2009-11 are effective to annual reporting periods beginning on or after 1 January 2013 with the aim of replacing AASB 139 *Financial Instruments: Recognition and Measurement*. AASB 9 simplifies the classification of financial assets into those to be carried at amortised cost, and those to be carried at fair value. It also simplifies requirements for embedded derivatives and removes the tainting rules associated with held-to-maturity assets. Entities will be required to reclassify their financial assets when there is a change in the entity's business. The University will consider adopting these provisions when it is applicable.

(iv) AASB 132 *Financial Instruments: Financial Instruments: Presentation and AASB 2009-10 Amendments to Australian Accounting Standards – Classification of Rights Issues* AASB 132 and AASB 2009-10 are effective to annual reporting periods beginning on or after 1 February 2010. Previously, rights issues (rights, warrants and options) that were denominated in a currency other than the entity's functional currency were classed as derivative liabilities, and accounted for accordingly. However, the new amendment provides that these rights issues must now be classed as equity, regardless of denomination, provided that the entity offers the rights, options or warrants pro rata to all existing owners of the same class of its own non-derivative equity instruments. The University does not have any rights issues, and therefore will not be affected by the revised rules.

(v) AASB 2009-12 *Amendments to Australian Accounting Standards (AASB 5, 8, 108, 110, 112, 119, 133, 137, 139, 1023 & 1031 and Interpretations 2, 4, 16, 1039 & 1052)* AASB 2009-12 is effective to annual reporting periods beginning on or after 1 January 2011. The major changes introduced by AASB 2009-12 are:

AASB 8: requires an entity to exercise judgement in assessing whether a government and entities known to be under the control of that government are considered a single customer for the purposes of certain operating segment disclosures.

AASB 124: simplifies the definition of a related party, clarifying its intended meaning and eliminating inconsistencies for the definitions

The University does not expect that any adjustments will be necessary as the result of applying the revised rules.

(vi) AASB 2009-5 *Improvements to the Australian Accounting Standards* AASB 2009-5 are applicable to annual reporting periods beginning on or after 1 January 2010. The changes does not have a significant impact to the University, as most seek to clarify meaning or remove unintended consequences relating to new or revised standards.

4 Critical accounting estimates and judgements

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the University and that are believed to be reasonable under the circumstances.

(a) Critical accounting estimates and assumptions

The key assumptions made concerning the future, and other key sources of estimating uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

- Allowances for impairment of financial assets;
- Estimating useful life of key assets – the useful life reflects the consumption of the key assets' future economic benefits.

Defined benefit superannuation plans

In determining the University's ultimate cost of its defined benefit superannuation plans, actuarial assumptions are required to be made. The principal actuarial assumptions used are disclosed in note 49.

4 Critical accounting estimates and judgements (continued)

(b) Critical judgements in applying the entity's accounting policies

The judgements that have been made in the process of applying accounting policies which have the most significant effect on the amounts recognised in the financial report include:

- Estimating the useful life of key assets;
- Impairment of property, plant and equipment, investment properties, receivables and other financial assets;
- Classification of financial assets;
- Discount rates used in estimating provisions;
- Long service retention rates and discount rates.

Edith Cowan University
Notes to the financial statements
31 December 2009
(continued)

5 Australian Government financial assistance

	Notes	Consolidated		Parent	
		2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Commonwealth Grant Scheme and other grants	50.1				
Commonwealth Grant Scheme*		97,263	92,347	97,263	92,347
Indigenous Support Fund		719	828	719	828
Equity Support Program		198	242	198	242
Disability Support Program		24	61	24	61
Workplace Reform Program		1,252	1,188	1,252	1,188
Workplace Productivity Program		265	265	265	265
Learning & Teaching Performance Fund		2,838	1,583	2,838	1,583
Capital Development Pool		1,766	2,601	1,766	2,601
Improving the Practical Component of Teacher Education Initiative		830	897	830	897
Transitional Cost Program		800	1,020	800	1,020
Total Commonwealth Grants Scheme and other grants		105,955	101,032	105,955	101,032
(b) Higher Education Loan Programs	50.2				
HECS-HELP		50,148	46,357	50,148	46,357
FEE-HELP**		5,365	4,170	5,365	4,170
Total Higher Education Loan Programmes		55,513	50,527	55,513	50,527
(c) Scholarships	50.3				
Australian Postgraduate Awards		1,056	879	1,056	879
International Postgraduate Research Scholarships		164	179	164	179
Commonwealth Education Cost Scholarships***		1,481	1,498	1,481	1,498
Commonwealth Accommodation Scholarships***		1,598	1,786	1,598	1,786
Indigenous access scholarships		71	61	71	61
Total Scholarships		4,370	4,403	4,370	4,403
(d) DIISR Research	50.4				
Institutional Grants Scheme		1,865	1,923	1,865	1,923
Research Training Scheme		4,380	4,335	4,380	4,335
Research Infrastructure Block Grants		385	458	385	458
Implementation Assistance Program		85	89	85	89
Australian Scheme for Higher Education Repositories		197	188	197	188
Commercialisation Training Scheme		46	48	46	48
Total DIISR Research Grants		6,958	7,041	6,958	7,041
(e) Voluntary Student Unionism	50.5				
VSU transition fund		925	700	925	700
Total VSU		925	700	925	700
(f) Other Capital Funding	50.5				
Better University Renewal Funding		-	9,188	-	9,188
Teaching and Learning Capital Fund		10,902	-	10,902	-
Total Other Capital Funding		10,902	9,188	10,902	9,188

5 Australian Government financial assistance (continued)

(g) Australian Research Council	50.7				
(i) Discovery	50.7(a)				
Discovery - Projects		233	258	233	258
(ii) Linkages	50.7(b)				
Linkage - Projects		957	446	957	446
Total Australian Research Council		<u>1,190</u>	<u>704</u>	<u>1,190</u>	<u>704</u>

(h) Other Australian Government financial assistance

National competitive		967	812	967	812
Other research grants		1,899	1,371	1,899	1,371
Other non-research grants		171	653	171	653
Total Other Australian Government financial assistance		<u>3,037</u>	<u>2,836</u>	<u>3,037</u>	<u>2,836</u>

Total Australian Government financial assistance

	<u>188,850</u>	176,431	<u>188,850</u>	<u>176,431</u>
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Reconciliation

Australian Government grants [(a) + (c) + (d) + (e) + (f) + (g) + (h)]	133,337	125,904	133,337	125,904
HECS-HELP payments	50,148	46,357	50,148	46,357
FEE-HELP payments	5,365	4,170	5,365	4,170
Total Australian Government financial assistance	<u>188,850</u>	<u>176,431</u>	<u>188,850</u>	<u>176,431</u>

*Includes the basic CGS grant amount, CGS - Regional Loading and CGS - Enabling Loading and Science and Maths Transitional Loading.

**Program in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP.

***Includes National Priority and National Accommodation Priority Scholarships respectively.

(i) Australian Government Grants received - cash basis (Ref note 50)

CGS and Other DEEWR Grants	50.1	106,013	99,625	106,013	95,728
Higher Education Loan Programs	50.2	52,484	51,867	52,484	51,867
Scholarships	50.3	4,370	4,403	4,370	4,403
DIISR Research Grants	50.4	6,958	7,041	6,958	7,041
Voluntary Student Unionism	50.5	925	700	925	700
Other Capital Funding	50.6	10,902	9,188	10,902	9,188
ARC grants - Discovery	50.7(a)	233	258	233	258
ARC grants - Linkages	50.7(b)	957	445	957	446
Other Australian Government Grants		3,038	6,185	3,038	6,185

Total Australian Government Grants received - cash basis

	<u>185,880</u>	179,712	<u>185,880</u>	<u>175,815</u>
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OS-Help (Net)	50.8	8	(10)	8	(10)
Superannuation Supplementation	50.9	3,455	3,897	3,455	3,897

Total Australian Government funding received - cash basis

	<u>189,343</u>	183,599	<u>189,343</u>	<u>179,702</u>
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Edith Cowan University
Notes to the financial statements
31 December 2009
(continued)

6 State and Local Government financial assistance

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
State financial assistance				
WA State Department of Education and Training*	7,586	7,311	7,586	7,311
WA State and Local Government research grants	5,731	4,188	5,731	4,188
Total State and Local Government financial assistance	13,317	11,499	13,317	11,499

* The funding relates to West Australian Academy of Performing Arts (WAAPA@ECU)

7 Fees and charges

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Course fees and charges				
Continuing education	415	433	415	433
Fee-paying overseas students	57,099	47,214	57,099	47,214
Fee-paying domestic postgraduate students	3,199	2,811	3,199	2,811
Fee-paying domestic undergraduate students	48	53	48	53
Total course fees and charges	60,761	50,511	60,761	50,511
Other non-course fees and charges				
Amenities and service fees	97	63	97	63
Course consumable fees	57	312	57	312
Examination, registration and photocopying fees	468	382	468	382
Late fees	170	111	170	111
Library fines	61	52	61	52
Other fees and charges	766	607	766	607
Parking fees	1,410	1,191	1,410	1,191
Rental charges	645	244	645	244
Student accommodation	1,045	2,013	1,045	2,013
Seminar and workshop fees	760	883	760	883
Total other non-course fees and charges	5,479	5,858	5,479	5,858
Total fees and charges	66,240	56,369	66,240	56,369

8 Investment revenue and income

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Investment revenue				
Interest revenue from loan to subsidiary	-	-	3	3
Interest revenue from operating account	293	555	255	517
Interest revenue from bank bills	1,912	3,477	1,912	3,477
Total investment revenue	2,205	4,032	2,170	3,997
Other investment income				
Dividends received	1,209	450	1,209	450
Distributions from managed funds	852	3,121	852	3,121
Rental income from investment properties	1,056	917	1,056	917
Change in fair value of investment properties	-	1,750	-	1,750
Total other investment income	3,117	6,238	3,117	6,238
Other investment losses				
Change in fair value of investment properties	709	-	709	-
Net investment income	4,613	10,270	4,578	10,235

9 Royalties

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Royalties	9,536	7,370	5,900	5,211

10 Consultancy and contracts

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Research				
Consultancy	385	713	337	682
Contract research	2,967	5,201	2,967	5,201
Total consultancy and contracts	3,352	5,914	3,304	5,883

Edith Cowan University
Notes to the financial statements
31 December 2009
(continued)

11 Other revenue and income

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Other revenue				
Donations, bequests and scholarships	585	341	585	341
Prizes, contributions and scholarships	1,254	181	1,254	181
Proceed from sale of non-capitalised equipment	380	145	380	145
Other revenue	403	336	403	336
Commissions, recoveries and rebates received	1,998	2,383	1,998	2,383
Expense recoups	108	117	108	117
Box office - WAAPA	387	361	387	361
Sundry Income	842	952	842	952
Medical practitioners fees	87	93	87	93
Professional development courses	2,475	3,017	-	-
Total other revenue	8,519	7,926	6,044	4,909
Other income				
Insurance claims	-	229	-	229
Bad debts recovered	18	124	18	124
Other	357	103	187	35
Total other income	375	456	205	388
Total other revenue and income	8,894	8,382	6,249	5,297

12 Gains on disposal of assets

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
(a) Disposal of property, plant and equipment and non-current assets held for sale				
Proceeds from sale of property, plant and equipment and non-current assets held for sale	10,177	7,615	10,177	7,615
Carrying amount of property, plant and equipment and non-current assets held for sale sold	(8,990)	(6,051)	(8,983)	(6,051)
Net gain on disposal of property, plant and equipment and non-current assets held for sale	1,187	1,564	1,194	1,564
(b) Sale of shares				
Proceeds from sale of shares	-	1,596	-	1,596
Carrying amount of shares sold	-	(12)	-	(12)
Net gain on sale of shares	-	1,584	-	1,584
Total net gain on disposal of assets	1,187	3,148	1,194	3,148

13 Employee related expenses

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Academic				
Salaries	67,159	59,815	67,159	59,815
Contribution to funded superannuation and pension schemes	9,330	8,513	9,330	8,513
Long service leave expense	1,620	1,728	1,620	1,728
Annual leave	360	226	360	226
Other	2,660	2,072	2,660	2,072
Total academic	81,129	72,354	81,129	72,354
Non-academic				
Salaries	70,750	65,179	68,588	63,228
Contribution to funded superannuation and pension schemes	9,992	9,222	9,776	9,019
Long service leave expense	1,889	1,408	1,836	1,386
Annual leave	385	357	391	310
Redundancy payouts	508	193	508	193
Other	349	434	349	434
Total non-academic	83,873	76,793	81,448	74,570
Total employee related expenses	165,002	149,147	162,577	146,924

The employment on-costs liability is included at note 33. Employment on-cost such as workers' compensation insurance and payroll tax are included at note 18.

14 Repairs and maintenance

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Buildings maintenance	5,754	4,754	5,754	4,754
Grounds maintenance	532	612	532	612
Other equipment maintenance	1,068	1,747	1,068	1,747
Total repairs and maintenance	7,354	7,113	7,354	7,113

Edith Cowan University
Notes to the financial statements
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(continued)

15 Depreciation and amortisation

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Depreciation				
Buildings	11,256	9,194	11,256	9,194
Leasehold improvements	901	767	897	763
Other equipment and furniture	2,650	2,753	2,641	2,749
Computing equipment	1,397	1,278	1,375	1,268
Motor vehicles	46	42	45	41
Library collections	2,652	3,068	2,652	3,068
Total depreciation	<u>18,902</u>	<u>17,102</u>	<u>18,866</u>	<u>17,083</u>
Amortisation				
Intangible assets	22	-	-	-
Total amortisation	<u>22</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total depreciation and amortisation	<u>18,924</u>	<u>17,102</u>	<u>18,866</u>	<u>17,083</u>

16 Borrowing costs

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Interest paid	4,387	4,806	4,387	4,804
Less: Amount capitalised	-	(516)	-	(516)
Total borrowing costs expensed	<u>4,387</u>	<u>4,290</u>	<u>4,387</u>	<u>4,288</u>

17 Impairment of assets

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Impairments of receivables provided for*	670	(156)	670	(156)
Impairment of investments	50	10,621	50	10,621
Impairment of intangibles	53	-	-	-
Total impairments of assets	<u>773</u>	<u>10,465</u>	<u>720</u>	<u>10,465</u>

There were no indications of impairment to property, plant and equipment and investment properties at the reporting date.

*Additional details on impairments of receivables are included at note 21.

18 Other expenses

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Advertising and marketing expenses	5,927	6,719	5,586	6,484
Audit fees, bank charges, legal costs and insurance	2,290	935	1,263	422
Computer software and maintenance	7,339	5,634	7,308	5,618
Employment on-costs*	10,006	8,985	9,803	8,840
General consumables	4,834	5,066	4,229	4,573
Hire and lease Costs	1,779	2,075	1,777	2,072
Non-capitalised equipment	3,296	4,615	3,296	4,615
Operating lease rental expenses	437	451	385	413
Printing, postage and stationery	3,434	3,353	3,324	3,242
Professional and consulting fees	11,035	9,893	10,921	9,725
Student related expenditure	14,527	12,246	14,527	12,246
Telecommunications	1,814	1,678	1,779	1,647
Travel, staff development & entertainment	7,418	8,035	7,071	7,673
Utilities and rates	5,480	4,321	5,227	4,071
Write-offs during the year**	45	132	45	122
Other	7,651	7,075	7,651	7,075
Total other expenses	87,312	81,213	84,192	78,838

*Includes workers' compensation insurance, payroll tax and other employment on-costs. The on-costs liability associated with the recognition of annual leave and long service leave liability is included at note 33. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

**Additional details on write-offs during the year are included at note 48.

Edith Cowan University
Notes to the financial statements
31 December 2009
(continued)

19 Income tax

	Consolidated	
	2009	2008
	\$'000	\$'000
(a) Income tax expense / (benefit)		
Current tax	236	97
Deferred tax	2	136
Adjustments for current tax of prior periods	3	-
Total Income tax expense	<u>241</u>	<u>233</u>
Income tax expense is attributable to:		
Operating result from continuing operations	<u>241</u>	<u>233</u>
Aggregate income tax (benefit)/expense	<u>241</u>	<u>233</u>
Deferred income tax (revenue) / expense included in income tax expense comprises:		
Decrease / (increase) in deferred tax assets (note 29)	77	94
Increase in deferred tax liabilities (note 29)	<u>(75)</u>	<u>42</u>
	<u>2</u>	<u>136</u>

Income tax is only in relation to the controlled entity ECURL which includes overseas branches.

	Consolidated	
	2009	2008
	\$'000	\$'000
(b) Numerical reconciliation of income tax expense to prima facie tax payable		
Operating result from continuing operations before income tax expense	26,113	22,345
Less: Non taxable operating result from parent entity	<u>(25,412)</u>	<u>(21,654)</u>
	701	691
Tax at the Australian tax rate of 30% (2008 - 30%)	210	207
Difference in overseas tax rates	(7)	20
Adjust for current tax of prior years	-	-
Changes in rates during the reporting period	59	(12)
Deferred tax under-provision	(65)	(5)
Previously unrecognised tax losses used to reduce deferred tax expense	-	-
Tax effect of amounts which are not deductible (assessable) in calculating taxable income:		
Depreciation and amortisation	16	1
Sundry items	3	-
Income tax expense adjusted for permanent differences	<u>19</u>	<u>1</u>
Tax losses carried forward not recognised	<u>25</u>	<u>22</u>
Total income tax expense	<u>241</u>	<u>233</u>

(c) Amounts recognised directly in equity

Aggregate current and deferred tax arising in the reporting period and not recognised in net profit or loss but directly debited or credited to equity		
Net deferred tax - credited directly to equity	<u>(12)</u>	<u>(12)</u>
	<u>(12)</u>	<u>(12)</u>

19 Income tax (continued)

	Consolidated	
	2009	2008
	\$'000	\$'000
(d) Tax losses		
Unused tax losses for which no deferred tax asset has been recognised	<u>223</u>	<u>207</u>
Potential tax benefit @ 30%	<u>67</u>	<u>62</u>

All unused tax losses were incurred by the New Zealand branch.

20 Cash and cash equivalents

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Cash at bank and on hand	11,260	6,258	9,332	4,850
Bank Bills	22,077	12,375	22,077	12,000
Cash held in imprests	<u>24</u>	<u>23</u>	<u>24</u>	<u>23</u>
Total cash and cash equivalents	<u>33,361</u>	<u>18,656</u>	<u>31,433</u>	<u>16,873</u>

Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the financial year as shown in the cash flow statement as follows:

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Unrestricted cash assets	27,720	13,168	25,792	11,385
Restricted cash assets (note 36)	<u>5,641</u>	<u>5,488</u>	<u>5,641</u>	<u>5,488</u>
Balances per cash flow statement	<u>33,361</u>	<u>18,656</u>	<u>31,433</u>	<u>16,873</u>

Edith Cowan University
Notes to the financial statements
31 December 2009
(continued)

21 Receivables

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Trade receivables and student fees	9,904	6,655	9,139	5,956
Less: Provision for impaired receivables	(1,268)	(875)	(1,268)	(875)
	<u>8,636</u>	<u>5,780</u>	<u>7,871</u>	<u>5,081</u>
Deferred Government contribution for superannuation	3,106	3,516	3,106	3,516
GST and withholding tax receivable	1,402	1,656	1,402	1,656
Total current receivables	<u>13,144</u>	<u>10,952</u>	<u>12,379</u>	<u>10,253</u>
Non-current				
Deferred Government contribution for superannuation	25,972	29,359	25,972	29,359
Loans to related parties*	-	-	-	122
Total non-current receivables	<u>25,972</u>	<u>29,359</u>	<u>25,972</u>	<u>29,481</u>
Total trade and other receivables	<u>39,116</u>	<u>40,311</u>	<u>38,351</u>	<u>39,734</u>

*The loan to related parties relates to a non-interest bearing loan to ECURL that has been settled during 2009.

Impaired receivables

As at 31 December 2009 current receivables of the group with a nominal value of \$1.3m (2008: \$0.9m) were impaired. It was assessed that a portion of the receivables is expected to be recovered.

Consolidated	
2009 \$'000	2008 \$'000
933	500
<u>335</u>	<u>375</u>
<u>1,268</u>	<u>875</u>

The ageing of these receivables is as follows:

3-6 months	933	500
Over 6 months	<u>335</u>	<u>375</u>
	<u>1,268</u>	<u>875</u>

As of 31 December 2009, trade receivables of \$2.5m (2008: \$1.6m) were past due but not impaired. These relate to a number of independent customers for whom there is no recent history of default.

The ageing analysis of these receivables is as follows:

	Consolidated	
	2009 \$'000	2008 \$'000
Not more than 3 months	2,164	1,425
More than 3 months but less than 6 months	280	98
More than 6 months but less than 1 year	12	-
More than 1 year	<u>76</u>	<u>28</u>
	<u>2,532</u>	<u>1,551</u>

21 Receivables (continued)

Movements in the provision for impaired receivables are as follows:

	Consolidated	
	2009	2008
	\$'000	\$'000
At 1 January 2009	875	1,782
Provision for impairment recognised during the year	670	(156)
Receivables written off during the year as uncollectible	(258)	(627)
Amounts recovered during the year	(19)	(124)
At 31 December 2009	<u>1,268</u>	<u>875</u>

The creation and release of the provision for impaired receivables has been included in 'Impairment of assets' in the income statements. Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash.

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

22 Inventories

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Current				
<i>Trading stock</i>				
- at cost	<u>2,392</u>	<u>1,970</u>	<u>2,029</u>	<u>1,688</u>

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23 Derivative financial instruments

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current assets				
Forward foreign exchange contracts - cash flow hedges	<u>79</u>	<u>273</u>	<u>79</u>	<u>273</u>
Total derivative financial instruments (asset)	<u>79</u>	<u>273</u>	<u>79</u>	<u>273</u>
Current liabilities				
Forward foreign exchange contracts - cash flow hedges	<u>80</u>	<u>310</u>	<u>80</u>	<u>310</u>
Total derivative financial instruments (liability)	<u>80</u>	<u>310</u>	<u>80</u>	<u>310</u>
Net derivative financial instruments	<u>(1)</u>	<u>(37)</u>	<u>(1)</u>	<u>(37)</u>

(a) Instruments used by the University

The University is party to derivative financial instruments in the normal course of business in order to hedge exposure to fluctuations in foreign exchange rates in accordance with the University's financial risk management policies (refer to note 47).

Forward exchange contracts - cash flow hedges

In order to protect against exchange rate movements, the University has entered into a forward exchange contract to purchase United States Dollars and Great British Pounds.

These contracts are hedging obligations for payments for the ensuing financial year. The contracts are timed to mature when payments for major shipments of component parts are scheduled to be made.

The portion of the gain or loss on the hedging instrument that is determined to be an effective hedge is recognised directly in equity. When the cash flows occur, the University adjusts the initial measurement of the component recognised in the balance sheets by the related amount deferred in equity.

(b) Interest rate and foreign exchange risk

For an analysis of the sensitivity of derivatives to interest rate and foreign exchange risk refer to note 47.

24 Other financial assets

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Held to maturity				
Term deposits	13,484	12,346	13,475	12,337
Total current other financial assets	13,484	12,346	13,475	12,337
Non-current				
Available for sale investments				
Investment in shares	1,640	960	1,640	960
Investment in managed funds*	19,086	19,778	19,086	19,778
Total non-current other financial assets	20,726	20,738	20,726	20,738
Total other financial assets	34,210	33,084	34,201	33,075

*During 2009, the University received \$3.0m capital distributions from a fund that is in the process of being gradually wound-up. These capital distributions have been accounted for as a reduction in the carrying value of the investment. Fair value changes of this fund continue to be recognised in equity (refer note 35). The cumulative gains and losses of this fund will be included in the income statement once the winding-up of the fund is completed and the investment in the fund is derecognised.

25 Non-current assets classified as held for sale

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Land				
Opening balance	23,129	10,590	23,129	10,590
Assets reclassified as held for sale	-	16,120	-	16,120
Additions	135	297	135	297
Sold during the year	(8,946)	(3,878)	(8,946)	(3,878)
Closing balance	14,318	23,129	14,318	23,129

The University is redeveloping the Churchlands campus into residential blocks to be developed and sold in 6 stages. The redevelopment of stages 1 to 3 has now been completed and all blocks are expected to be sold within the next 12 months. The undeveloped stages 4 to 6 are accounted for as property plant and equipment.

26 Other non-financial assets

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Accrued income	8,498	3,483	8,389	3,374
Advances and prepayments	1,583	2,407	1,532	2,345
Total current other non-financial assets	10,081	5,890	9,921	5,719

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27 Property, plant and equipment

Consolidated	Work in progress \$'000	Land \$'000	Buildings \$'000	Works of art \$'000	Motor vehicles \$'000	Leasehold improvements \$'000	Other equipment and furniture \$'000	Library \$'000	Computing equipment \$'000	Total \$'000
At 1 January 2008										
- Cost	25,773	-	-	-	361	-	24,761	11,213	10,930	73,038
- Valuation	-	189,076	433,346	9,029	-	11,446	-	-	-	642,897
Accumulated depreciation	-	-	(10,189)	-	(272)	(628)	(18,090)	(2,510)	(8,879)	(40,568)
Net book amount	<u>25,773</u>	<u>189,076</u>	<u>423,157</u>	<u>9,029</u>	<u>89</u>	<u>10,818</u>	<u>6,671</u>	<u>8,703</u>	<u>2,051</u>	<u>675,367</u>
Year ended 31 December 2008										
Opening net book amount	25,773	189,076	423,157	9,029	89	10,818	6,671	8,703	2,051	675,367
Additions	52,744	-	-	260	120	5	4,127	-	1,890	59,146
Disposals	-	(2,132)	-	-	(75)	-	(705)	-	(1,335)	(4,247)
Accumulated depreciation on disposals	-	-	-	-	70	-	674	-	1,330	2,074
Write-offs during the year	-	-	(1,906)	(15)	-	-	(275)	(2,510)	(177)	(4,883)
Accumulated depreciation on write-offs	-	-	1,906	-	-	-	249	2,510	170	4,835
Depreciation	-	23,090	74,450	-	-	2,999	-	-	-	100,539
Classified as non-current assets held for sale	-	(16,120)	-	-	-	-	-	-	-	(16,120)
Depreciation	-	-	(9,194)	-	(42)	(767)	(2,753)	(3,068)	(1,278)	(17,102)
Transfers	(49,085)	5,416	39,509	-	-	542	-	3,618	-	-
Carrying amount at end of year	<u>29,432</u>	<u>199,330</u>	<u>527,922</u>	<u>9,274</u>	<u>162</u>	<u>13,597</u>	<u>7,988</u>	<u>9,253</u>	<u>2,651</u>	<u>799,609</u>
At 31 December 2008										
- Cost	29,432	-	-	-	406	-	27,908	12,321	11,307	81,374
- Valuation	-	199,330	527,922	9,274	-	13,617	-	-	-	750,143
Accumulated depreciation	-	-	-	-	(244)	(20)	(19,920)	(3,068)	(8,656)	(31,908)
Net book amount	<u>29,432</u>	<u>199,330</u>	<u>527,922</u>	<u>9,274</u>	<u>162</u>	<u>13,597</u>	<u>7,988</u>	<u>9,253</u>	<u>2,651</u>	<u>799,609</u>

27 Property, plant and equipment (continued)

Consolidated	Work in progress \$'000	Land \$'000	Buildings \$'000	Works of art \$'000	Motor vehicles \$'000	Leasehold improve- ments \$'000	Other equipment and furniture \$'000	Library \$'000	Computing equipment \$'000	Total \$'000
Year ended 31 December 2009										
Opening net book amount	29,432	199,330	527,922	9,274	162	13,597	7,988	9,253	2,651	799,609
Additions	20,958	-	-	196	66	-	4,706	-	1,401	27,327
Disposals	-	-	(210)	-	(68)	-	(1,729)	-	(2,473)	(4,480)
Accumulated depreciation on disposals	-	-	210	-	53	-	1,701	-	2,471	4,435
Write-offs during the year	-	-	-	(7)	(8)	-	-	(3,068)	-	(3,083)
Accumulated depreciation on write-offs	-	-	-	-	6	-	-	3,068	-	3,074
Revaluation increments/(decrements)	-	(25,682)	26,120	2,922	-	49	-	-	-	3,409
Classified as non-current assets held for sale	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	(11,256)	-	(46)	(901)	(2,650)	(2,652)	(1,397)	(18,902)
Transfers	(32,408)	3,705	25,027	-	-	-	-	3,676	-	-
Closing net book amount	<u>17,982</u>	<u>177,353</u>	<u>567,813</u>	<u>12,385</u>	<u>165</u>	<u>12,745</u>	<u>10,016</u>	<u>10,277</u>	<u>2,653</u>	<u>811,389</u>
At 31 December 2009										
- Cost	17,982	-	-	-	402	-	30,880	12,929	10,236	72,429
- Valuation	-	177,353	567,813	12,385	-	12,769	-	-	-	770,320
Accumulated depreciation	-	-	-	-	(237)	(24)	(20,864)	(2,652)	(7,583)	(31,360)
Net book amount	<u>17,982</u>	<u>177,353</u>	<u>567,813</u>	<u>12,385</u>	<u>165</u>	<u>12,745</u>	<u>10,016</u>	<u>10,277</u>	<u>2,653</u>	<u>811,389</u>

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Notes to the financial statements
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(continued)

27 Property, plant and equipment (continued)

Parent	Work in progress \$'000	Land \$'000	Buildings \$'000	Works of art \$'000	Motor vehicles \$'000	Leasehold improvements \$'000	Other equipment and furniture \$'000	Library \$'000	Computing equipment \$'000	Total \$'000
At 1 January 2008										
- Cost	25,773	-	-	-	333	-	24,666	11,213	10,718	72,703
- Valuation	-	189,076	433,346	9,029	-	11,388	-	-	-	642,839
Accumulated depreciation	-	-	(10,189)	-	(249)	(612)	(18,025)	(2,510)	(8,720)	(40,305)
Net book amount	<u>25,773</u>	<u>189,076</u>	<u>423,157</u>	<u>9,029</u>	<u>84</u>	<u>10,776</u>	<u>6,641</u>	<u>8,703</u>	<u>1,998</u>	<u>675,237</u>
Year ended 31 December 2008										
Opening net book amount	25,773	189,076	423,157	9,029	84	10,776	6,641	8,703	1,998	675,237
Additions	52,744	-	-	260	120	-	4,116	-	1,883	59,123
Disposals	-	(2,132)	-	-	(75)	-	(705)	-	(1,335)	(4,247)
Accumulated depreciation on disposals	-	-	-	-	70	-	674	-	1,330	2,074
Write-off during the year	-	-	(1,906)	(15)	-	-	(273)	(2,510)	(87)	(4,791)
Accumulated depreciation on write-offs	-	-	1,906	-	-	-	248	2,510	87	4,751
Revaluation increments	-	23,090	74,450	-	-	2,999	-	-	-	100,539
Depreciation	-	-	(9,194)	-	(41)	(763)	(2,749)	(3,068)	(1,268)	(17,083)
Classified as non-current assets held for sale	-	(16,120)	-	-	-	-	-	-	-	(16,120)
Transfers	(49,085)	5,416	39,509	-	-	542	-	3,618	-	-
Carrying amount at end of year	<u>29,432</u>	<u>199,330</u>	<u>527,922</u>	<u>9,274</u>	<u>158</u>	<u>13,554</u>	<u>7,952</u>	<u>9,253</u>	<u>2,608</u>	<u>799,483</u>
At 31 December 2008										
- Cost	29,432	-	-	-	378	-	27,804	12,321	11,178	81,113
- Valuation	-	199,330	527,922	9,274	-	13,554	-	-	-	750,080
Accumulated depreciation	-	-	-	-	(220)	-	(19,852)	(3,068)	(8,570)	(31,710)
Net book amount	<u>29,432</u>	<u>199,330</u>	<u>527,922</u>	<u>9,274</u>	<u>158</u>	<u>13,554</u>	<u>7,952</u>	<u>9,253</u>	<u>2,608</u>	<u>799,483</u>

27 Property, plant and equipment (continued)

Parent	Work in progress \$'000	Land \$'000	Buildings \$'000	Works of art \$'000	Motor vehicles \$'000	Leasehold improve- ments \$'000	Other equipment and furniture \$'000	Library \$'000	Computing equipment \$'000	Total \$'000
Year ended 31 December 2009										
Opening net book amount	29,432	199,330	527,922	9,274	158	13,554	7,952	9,253	2,608	799,483
Additions	20,958	-	-	196	66	-	4,705	-	1,377	27,302
Disposals	-	-	(210)	-	(70)	-	(1,713)	-	(2,463)	(4,456)
Accumulated depreciation on disposals	-	-	210	-	53	-	1,693	-	2,462	4,418
Write-offs during the year	-	-	-	(7)	-	-	(8)	(3,068)	-	(3,083)
Accumulated depreciation on write-offs	-	-	-	-	-	-	6	3,068	-	3,074
Revaluation increments/(decrements)	-	(25,682)	26,120	2,922	-	49	-	-	-	3,409
Depreciation	-	-	(11,256)	-	(45)	(897)	(2,641)	(2,652)	(1,375)	(18,866)
Classified as non-current assets held for sale	-	-	-	-	-	-	-	-	-	-
Transfers	(32,408)	3,705	25,027	-	-	-	-	3,676	-	-
Carrying amount at end of year	<u>17,982</u>	<u>177,353</u>	<u>567,813</u>	<u>12,385</u>	<u>162</u>	<u>12,706</u>	<u>9,994</u>	<u>10,277</u>	<u>2,609</u>	<u>811,281</u>
At 31 December 2009										
- Cost	17,982	-	-	-	374	-	30,788	12,929	10,093	72,166
- Fair value	-	177,353	567,813	12,385	-	12,706	-	-	-	770,257
Accumulated depreciation	-	-	-	-	(212)	-	(20,794)	(2,652)	(7,484)	(31,142)
Net book amount	<u>17,982</u>	<u>177,353</u>	<u>567,813</u>	<u>12,385</u>	<u>162</u>	<u>12,706</u>	<u>9,994</u>	<u>10,277</u>	<u>2,609</u>	<u>811,281</u>

27 Property, plant and equipment (continued)

Valuations of land, buildings and works of art

Land, buildings and leasehold improvements were revalued as at 31 December 2009 by independent professional valuers. The fair value of all land has been determined by reference to recent market transactions and the fair value of buildings and leasehold improvements have been determined by reference to the cost of replacing the remaining future economic benefits, refer to note 3(m).

Works of art are heritage assets and have been valued as at 31 December 2009 by independent professional valuers, the fair value of works of art has been determined by reference to recent market transactions.

28 Investment property

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
At fair value				
Opening balance at 1 January	14,243	12,493	14,243	12,493
Gain/(loss) on revaluation	(709)	1,750	(709)	1,750
Closing balance as at 31 December	<u>13,534</u>	<u>14,243</u>	<u>13,534</u>	<u>14,243</u>

(a) Amounts recognised in profit and loss for investment properties

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Fair value of investment property	(709)	1,750	(709)	1,750
Net rental income	1,056	917	1,056	917
Total recognised in the income statements	<u>347</u>	<u>2,667</u>	<u>347</u>	<u>2,667</u>

(b) Valuation basis

The basis of the valuation of investment properties is fair value being the amounts for which the properties could be exchanged between willing parties in an arm's length transaction, based on current prices in an active market for similar properties in the same location, condition and subject to similar leases. The 2009 revaluations were based on independent assessments made by a professional valuer.

(c) Leasing arrangements

The investment properties are leased to tenants under long-term operating leases with rentals payable monthly. Minimum lease payments receivable on leases of investment properties are as follows:

28 Investment property (continued)

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Minimum lease payments under non-cancellable operating leases of investment properties not recognised in the financial statements are receivable as follows:				
Within one year	666	651	666	651
Later than one year but not later than 5 years	2,872	2,846	2,872	2,846
Later than 5 years	773	1,581	773	1,581
	<u>4,311</u>	<u>5,078</u>	<u>4,311</u>	<u>5,078</u>

29 Deferred tax assets and liabilities

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Deferred tax assets	147	257	-	-
Total deferred tax assets	<u>147</u>	<u>257</u>	<u>-</u>	<u>-</u>

The balance comprises temporary differences attributable to:*Amounts recognised in profit or loss*

Employee benefits	93	78	-	-
Provision for employee on costs	25	25	-	-
Accrued expenses	23	21	-	-
Accounts payable	1	2	-	-
Customer deposits	15	37	-	-
Sundry other	8	11	-	-
Tax losses	14	33	-	-
	<u>179</u>	<u>207</u>	<u>-</u>	<u>-</u>

Amounts recognised directly in equity

Revaluation of deferred tax opening balance	(32)	50	-	-
Net deferred tax assets	<u>147</u>	<u>257</u>	<u>-</u>	<u>-</u>

Deferred tax assets to be recovered within 12 months	30	129	-	-
Deferred tax assets to be recovered after more than 12 months	117	128	-	-
	<u>147</u>	<u>257</u>	<u>-</u>	<u>-</u>

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Notes to the financial statements
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(continued)

29 Deferred tax assets and liabilities (continued)

Movements	Consolidated \$'000
At 1 January 2008	303
Charged to the income statements	(94)
Charged directly to equity	48
At 31 December 2008	<u>257</u>
At 1 January 2009	257
Credited to the income statements	(78)
Charged directly to equity	(32)
At 31 December 2009	<u>147</u>

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Deferred tax liabilities				
Deferred tax liability	<u>77</u>	196	-	-
Total deferred tax liabilities	<u>77</u>	<u>196</u>	<u>-</u>	<u>-</u>

The balance comprises temporary differences attributable to:

Amounts recognised in profit or loss

Accounts receivable	63	122	-	-
Accrued income	44	21	-	-
Sundry other	3	6	-	-
Accelerated capital allowance	5	3	-	-
Depreciation	6	5	-	-
	<u>121</u>	<u>157</u>	<u>-</u>	<u>-</u>

Amounts recognised directly in equity

Revaluation of deferred tax opening balance	(44)	39	-	-
Net deferred tax liabilities	<u>77</u>	<u>196</u>	<u>-</u>	<u>-</u>

Deferred tax liabilities to be settled within 12 months	-	-	-	-
Deferred tax liabilities to be settled after more than 12 months	77	196	-	-
	<u>77</u>	<u>196</u>	<u>-</u>	<u>-</u>

Movements	Consolidated \$'000
At 1 January 2008	118
Charged to the income statements	42
Charged directly to equity	36
At 31 December 2008	<u>196</u>
At 1 January 2009	196
Charged to the income statements	(75)
Charged directly to equity	(44)
At 31 December 2009	<u>77</u>

30 Intangible assets

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Cost	7,224	7,224	7,149	7,149
Accumulated amortisation	(7,224)	(7,149)	(7,149)	(7,149)
Net book amount	-	75	-	-

31 Trade and other payables

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current				
Trade payables	14,734	14,952	14,483	14,510
OS HELP and Superannuation Supplementation Liability to Australian Government	271	(7)	271	(7)
Department of Education and Training GST Payable	440	340	-	-
	308	432	251	358
Total current payables	15,753	15,717	15,005	14,861
Non-current				
Department of Education and Training	85	171	-	-
Total non-current payables	85	171	-	-
Total trade and other payables	15,838	15,888	15,005	14,861

The fair value of trade and other payables is equal to their carrying value.

Foreign currency risk

The carrying amounts of the consolidated entity's trade and other payables are denominated in the following currencies:

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Australian Dollars	15,794	15,491	14,997	14,542
GB Pounds	31	62	3	-
NZ Dollar	-	2	-	-
US Dollar	13	333	5	319
	15,838	15,888	15,005	14,861

For an analysis of the sensitivity of trade and other payables to foreign currency risk refer to note 47.

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Notes to the financial statements
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32 Borrowings

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current - unsecured				
WA Treasury Corporation	<u>5,899</u>	6,777	<u>5,899</u>	6,777
Total current borrowings	<u>5,899</u>	6,777	<u>5,899</u>	6,777
Non-current- unsecured				
WA Treasury Corporation	<u>57,588</u>	63,488	<u>57,588</u>	63,488
Total non-current borrowings	<u>57,588</u>	63,488	<u>57,588</u>	63,488
Total borrowings	<u><u>63,487</u></u>	70,265	<u><u>63,487</u></u>	70,265

(a) Financing arrangements

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

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Credit standby arrangements				
Total facilities				
WA Treasury Corporation	<u>63,487</u>	70,265	<u>63,487</u>	70,265
Bank facilities	<u>19,328</u>	19,250	<u>19,328</u>	19,250
Total facilities	<u>82,815</u>	89,515	<u>82,815</u>	89,515
Used at balance date				
WA Treasury Corporation	<u>63,487</u>	70,265	<u>63,487</u>	70,265
Bank facilities	<u>1,221</u>	1,282	<u>1,221</u>	1,282
Total used at balance date	<u>64,708</u>	71,547	<u>64,708</u>	71,547
Unused at balance date				
WA Treasury Corporation	-	-	-	-
Bank facilities	<u>18,107</u>	17,968	<u>18,107</u>	17,968
Total unused at balance date	<u>18,107</u>	17,968	<u>18,107</u>	17,968

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Bank loan facilities				
Total facilities	<u>82,815</u>	89,515	<u>82,815</u>	89,515
Used at balance date	<u>64,708</u>	71,547	<u>64,708</u>	71,547
Unused at balance date	<u>18,107</u>	17,968	<u>18,107</u>	17,968

The WATC Loan facility is fully drawn as at the reporting date.

The current interest rates on loans from WATC range between 5.39% and 7.10%, depending on the type of borrowing (2008: 5.96% and 7.10%).

A majority of the used bank facilities of \$1.221m (2008 - \$1.282m) represent credit card balances outstanding as at year end which are included in trade payables.

32 Borrowings (continued)

(b) Fair value

The carrying amounts and fair values of borrowings at balance date are:

Consolidated	2009		2008	
	Carrying amount \$'000	Fair value \$'000	Carrying amount \$'000	Fair value \$'000
On-statement of financial position*				
<i>Non-traded financial liabilities</i>				
WA Treasury Corporation	63,487	63,487	70,265	70,265
	<u>63,487</u>	<u>63,487</u>	<u>70,265</u>	<u>70,265</u>
Parent				
On-statement of financial position*				
<i>Non-traded financial liabilities</i>				
WA Treasury Corporation	63,487	63,487	70,265	70,265
	<u>63,487</u>	<u>63,487</u>	<u>70,265</u>	<u>70,265</u>

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

(c) Risk exposures

The exposure of the consolidated entity's borrowings to interest rate changes and the contractual repricing dates at the balance dates are as follows:

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
6 months or less	4,934	5,874	4,934	5,874
6 - 12 months	965	903	965	903
1 - 5 years	57,343	63,071	57,343	63,071
Over 5 years	245	417	245	417
	<u>63,487</u>	<u>70,265</u>	<u>63,487</u>	<u>70,265</u>
These borrowings are classified as follows:				
Current borrowings	5,899	6,777	5,899	6,777
Non-current borrowings	57,588	63,488	57,588	63,488
	<u>63,487</u>	<u>70,265</u>	<u>63,487</u>	<u>70,265</u>

The carrying amounts of the consolidated entity's borrowings are denominated in Australian Dollars.

For an analysis of the sensitivity of borrowings to interest rate risk refer to note 47.

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33 Provisions

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Current provisions expected to be settled within 12 months				
Employee benefits				
Annual leave (AL)	2,719	2,164	2,555	1,999
Long service leave (LSL)	1,303	1,353	1,303	1,353
Deferred government benefits for superannuation	3,106	3,516	3,106	3,516
Time off in lieu (TOIL)	85	83	85	83
Staff bonuses	732	894	732	894
Superannuation attributable to LSL, AL and TOIL	641	558	641	558
Provision for Income Tax	233	(7)	-	-
Employee on-costs	283	236	283	236
Subtotal	<u>9,102</u>	<u>8,797</u>	<u>8,705</u>	<u>8,639</u>
Current provisions expected to be settled after more than 12 months				
Employee benefits				
Annual leave	1,453	1,477	1,453	1,477
Long service leave	9,270	8,637	9,270	8,637
Superannuation attributable to LSL and AL	1,790	1,690	1,790	1,690
Employee on-costs	778	706	778	706
Subtotal	<u>13,291</u>	<u>12,510</u>	<u>13,291</u>	<u>12,510</u>
Total current provisions	<u>22,393</u>	<u>21,307</u>	<u>21,996</u>	<u>21,149</u>
Non-current				
Employee benefits				
Long service leave (LSL)	4,906	4,145	4,760	4,051
Deferred government benefits for superannuation	25,972	29,359	25,972	29,359
Provision for deferred salary	255	362	255	362
Superannuation attributable to LSL	797	673	797	673
Employee on-costs	345	282	345	282
Total non-current provisions	<u>32,275</u>	<u>34,821</u>	<u>32,129</u>	<u>34,727</u>
Total provisions	<u>54,668</u>	<u>56,128</u>	<u>54,125</u>	<u>55,876</u>

Current provisions expected to be settled after more than 12 months represents a current obligation of the University, however it is the view of the management that they are expected to be settled after more than 12 months.

Annual leave liabilities have been classified as current as there is no unconditional right to defer settlement for at least 12 months after reporting date.

Long service leave liabilities have been classified as current where there is no unconditional right to defer settlement for at least 12 months after the reporting date.

The settlement of annual and long service leave liabilities gives rise to the payment of employment on-costs including workers' compensation premiums and payroll tax. The provision is measured at the present value of expected future payments. The associated expense, apart from the unwinding of the discount (finance cost), is included at note 18.

33 Provisions (continued)

(a) Movements in provisions

Movements in provision during the financial year, other than employee benefits, are set out below:

	Provision for Income Tax \$'000	Employment on costs \$'000
Consolidated - 2009		
Current		
Carrying amount at start of year	(7)	942
Additional provisions recognised	<u>209</u>	<u>119</u>
Carrying amount at end of year	<u>202</u>	<u>1,061</u>

Consolidated - 2009

Non-current

Carrying amount at start of year	-	282
Additional provisions recognised	<u>-</u>	<u>63</u>
Carrying amount at end of year	<u>-</u>	<u>345</u>

34 Other current liabilities

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Fees received in advance	8,800	8,774	8,515	8,313
Financial assistance received in advance	3,450	4,707	3,450	4,707
Accrued expenses	<u>7,059</u>	<u>8,351</u>	<u>6,896</u>	<u>8,186</u>
Total other current liabilities	<u>19,309</u>	<u>21,832</u>	<u>18,861</u>	<u>21,206</u>

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Notes to the financial statements
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35 Reserves and retained surplus

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Property plant and equipment revaluation reserve	425,895	425,468	425,895	425,468
Investments revaluation reserve	2,632	(401)	2,632	(401)
Hedging reserve - cash flow hedges	(1)	(37)	(1)	(37)
Foreign currency translation reserve	(95)	(35)	-	-
	<u>428,431</u>	<u>424,995</u>	<u>428,526</u>	<u>425,030</u>

(a) Reserves

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000

Movements:

Property, plant and equipment reserves

Balance 1 January	425,468	327,133	425,468	327,133
Revaluation - gross	3,409	100,539	3,409	100,539
Transfers to retained surplus	(2,982)	(2,204)	(2,982)	(2,204)
Balance 31 December	<u>425,895</u>	<u>425,468</u>	<u>425,895</u>	<u>425,468</u>

Investments revaluation reserve

Balance 1 January	(401)	388	(401)	388
Gain/(loss) on revaluation	2,983	(11,410)	2,983	(11,410)
Impairments	50	10,621	50	10,621
Balance 31 December	<u>2,632</u>	<u>(401)</u>	<u>2,632</u>	<u>(401)</u>

Hedging reserve - cash flow hedges

Balance 1 January	(37)	-	(37)	-
Revaluation - gross	(1)	(37)	(1)	(37)
Transfer to inventory and other assets - gross	37	-	37	-
Balance 31 December	<u>(1)</u>	<u>(37)</u>	<u>(1)</u>	<u>(37)</u>

Foreign currency translation reserve

Balance 1 January	(35)	17	-	-
Currency translation differences arising during the year	(60)	(52)	-	-
Balance 31 December	<u>(95)</u>	<u>(35)</u>	<u>-</u>	<u>-</u>

35 Reserves and retained surplus (continued)

(b) Retained surplus

Movements in retained surplus were as follows:

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Retained surplus at the beginning of the year	347,883	323,567	346,669	322,811
Operating result for the period	25,872	22,112	25,412	21,654
Transfer from property, plant and equipment reserve*	2,982	2,204	2,982	2,204
Retained surplus at 31 December	<u>376,737</u>	<u>347,883</u>	<u>375,063</u>	<u>346,669</u>

*Transfer from revaluation reserve of \$2,982,000 (2008: \$2,204,000) represents realisation of revaluation surplus on assets retired.

(c) Nature and purpose of reserves

(i) Property, plant and equipment reserve

The property, plant and equipment revaluation reserve is used to record increments and decrements on the revaluation of non-current assets, as described in note 3(m).

(ii) Investments revaluation reserve

Changes in the fair value and exchange differences arising on revaluation of investments, such as equities, classified as available-for-sale financial assets, are taken to the investments revaluation reserve, as described in note 3(l). Amounts are recognised in profit and loss when the associated assets are sold or impaired.

(iii) Hedging reserve - cash flow hedges

The hedging reserve is used to record gains or losses on a hedging instrument in a cash flow hedge that are recognised directly in equity, as described in note 3(v). Amounts are recognised in profit and loss when the associated hedged transaction affects profit and loss.

(iv) Foreign currency translation reserve

Exchange differences arising on translation of the foreign controlled branches of the University's subsidiary are taken to the foreign currency translation reserve, as described in note 3(v).

36 Restricted cash

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Restricted cash				
ECU Foundation	<u>5,641</u>	<u>5,488</u>	<u>5,641</u>	<u>5,488</u>

The purpose of the ECU Foundation is to hold funds received from external sources. These funds are appropriated for a variety of educational and research purposes ranging from scholarships, research, prizes and special lecture programs. The Foundation was established to aid and promote excellence in educational and research activities by seeking, receiving and administering private gifts for the benefit of the University and its community.

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37 Remuneration of members of the accountable authority and senior officers

Remuneration of members of the accountable authority

For the purposes of the Financial Management Act the University Council is the accountable authority of the University.

The number of members of the accountable authority, whose total of fees, salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are:

	Consolidated		Parent	
	2009	2008	2009	2008
Nil to \$10,000	17	17	17	17
\$100,001 to \$110,000	1	2	1	2
\$130,001 to \$140,000	1	-	1	-
\$240,001 to \$250,000	-	1	-	1
\$260,001 to \$270,000	1	-	1	-
\$480,001 to \$490,000	-	1	-	1
\$550,001 to \$560,000	1	-	1	-
The total aggregate remuneration of members of the accountable authority ('000)	\$ 1,059	\$ 958	\$ 1,059	\$ 958

Council members include University employees who may be ex-officio members or elected staff members. No council member has received any remuneration in his/her capacity as a council member. 17 members (2008:16 members) of the accountable authority receive no remuneration, fees, superannuation or benefits.

The total remuneration includes the superannuation expense incurred by the University in respect of members of the accountable authority.

No members of the accountable authority are members of the pension scheme.

Remuneration of senior officers

The number of senior officers, other than senior officers reported as members of the accountable authority, whose total fees, salaries, superannuation, non-monetary benefits and other benefits for the financial year, fall within the following bands are:

\$200,001 to \$210,000	1	-	1	-
\$210,001 to \$220,000	-	1	-	1
\$230,001 to \$240,000	-	1	-	1
\$250,001 to \$260,000	1	1	1	1
\$260,001 to \$270,000	-	1	-	1
\$270,001 to \$280,000	-	2	-	2
\$280,001 to \$290,000	1	-	1	-
\$300,001 to \$310,000	1	-	1	-
\$310,001 to \$320,000	1	1	1	1
\$330,001 to \$340,000	2	-	2	-
\$420,001 to \$430,000	1	-	1	-
The total aggregate remuneration of senior officers ('000)	\$ 2,460	\$ 1,845	\$ 2,460	\$ 1,845

The superannuation included here represents the superannuation expense incurred by the University in respect of senior officers other than senior officers reported as members of the accountable authority.

2 senior officers are members of the pension scheme.

38 Remuneration of auditors

Remuneration to the Auditor General and non-related audit firms for the financial year is as follows:

	Consolidated		Parent	
	2009 \$000	2008 \$000	2009 \$000	2008 \$000
Assurance services				
<i>Audit services</i>				
Office of the Auditor General (OAG)				
Auditing the accounts, financial statements and performance indicators	255	245	209	198
Non-OAG audit firms for the audit or review of financial reports of any entity in the Group	31	49	-	-
Total remuneration for audit services	<u>286</u>	<u>294</u>	<u>209</u>	<u>198</u>

39 Contingencies

Contingent liabilities

In addition to the liabilities incorporated in the financial statements, the University has the following contingent liabilities:

Native title claims

Native title claims have been made on the University land for which judgement was handed down on 19 September 2006. It was held that Native Title exists in the area which was the subject of the claim. The existence of these Native Title rights is currently being appealed.

Workers compensation claims

The University may have some potential liability towards workers compensation claims. The process of defending the claims are still at an early stage, however the claims are not material and sufficient insurance is in place to cover the potential liability.

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40 Commitments

(a) Capital expenditure commitments

Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, including amounts for infrastructure, are payable as follows:

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
<i>Property, plant and equipment</i>				
Within one year	<u>1,152</u>	<u>7,772</u>	<u>1,152</u>	<u>7,772</u>
	<u>1,152</u>	<u>7,772</u>	<u>1,152</u>	<u>7,772</u>

(b) Lease commitments : The Group as lessee

(i) Operating leases

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

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Within one year	513	544	287	304
Later than one year but not later than five years	564	774	159	189
Later than five years	81	109	-	-
	<u>1,158</u>	<u>1,427</u>	<u>446</u>	<u>493</u>
Representing:				
Cancellable operating lease	<u>1,158</u>	<u>1,427</u>	<u>446</u>	<u>493</u>

(c) Other expenditure commitments

Commitments in relation to purchase orders in existence at the reporting date, but not recognised as liabilities, are payable as follows:

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Within 1 year	<u>6,606</u>	<u>8,117</u>	<u>6,606</u>	<u>8,117</u>

41 Related parties

Subsidiaries

The University had one related party during the financial year. Interests in subsidiaries are set out in note 42.

Loans to related parties

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
<i>Loans to subsidiaries</i>				
Beginning of the year	-	-	122	119
Loan repayments received	-	-	(125)	-
Fair value adjustment for loan advanced	-	-	3	3
End of year	<u>-</u>	<u>-</u>	<u>-</u>	<u>122</u>

The 2008 fair values was based on cash flows discounted using the Reserve Bank of Australia's indicative mid rates of selected Commonwealth Government securities which was 2.875% as at 31 December 2008. As at 31 December 2009, the Loan was restated to its face value and the accumulated fair value adjustments reversed as the loan was settled.

42 Subsidiaries

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiary in accordance with the accounting policy described in note 3(b):

Name of entity	Country of incorporation	Class of shares	Equity holding	
			2009	2008
E.C.U. Resources for Learning Ltd (ECURL)*	Australia	Australian public company limited by guarantee	100%	100%

* The principle activity of the business is to develop and deliver professional development resources for teaching professions.

The address of ECURL is 234 Great Eastern Highway, Ascot. WA 6104.

43 Events occurring after the reporting date

No events have occurred since the reporting date that are likely to have a material impact on the financial statements or notes of the consolidated entity.

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44 Reconciliation of operating result after income tax to net cash flows from operating activities

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Operating result for the period	25,872	22,112	25,412	21,654
Non-cash items:				
Depreciation and amortisation expense	18,924	17,102	18,866	17,083
Revaluation of investment property	709	(1,750)	709	(1,750)
Provision for impairment of receivables	670	(105)	670	(107)
Profit on sale of assets	(1,187)	(1,564)	(1,194)	(1,563)
Net loss on asset write-offs	45	80	45	72
Profit on sale of investments	-	(1,584)	-	(1,584)
Impairment of investments	50	10,621	50	10,621
Impairment of intangibles	53	-	-	-
Subtotal	<u>45,136</u>	44,912	<u>44,558</u>	44,426
Change in assets and liabilities				
(Increase) / decrease in receivables	2,194	1,129	2,242	933
(Increase) / decrease in tax assets	110	46	-	-
(Increase) / decrease in inventories	(459)	(249)	(378)	(116)
Increase / (decrease) in accounts payable	(2,573)	5,682	(2,198)	5,455
Increase / (decrease) in tax liabilities	(119)	78	-	-
Increase/(decrease) in provisions	(1,460)	4,542	(1,751)	4,512
Subtotal of change in operating assets and liabilities	<u>(2,307)</u>	11,228	<u>(2,085)</u>	10,784
Net cash provided by operating activities	<u>42,829</u>	56,140	<u>42,473</u>	55,210

45 Non-cash financing and investing activities

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Proceeds accrued from sale of property, plant and equipment	<u>8,011</u>	2,153	<u>8,011</u>	2,153

During the financial year, there were sales of Churchlands property that has been sold but not yet settled and therefore not reflected in the cash flow statement.

46 Explanatory statement

This statement provides details of any significant variations between the actual results for 2008 and 2009 and estimates and actual results for 2009. Significant variations are considered to be those greater than 10%.

Significant variances between actual and prior year actual revenues and expenditures:

Category	Ref:	Parent		Variance \$'000	%
		2009 Actual \$'000	2008 Actual \$'000		
Revenue					
Australian Government grants- FEE HELP	1	5,365	4,170	1,195	29
State and Local Government financial assistance	2	13,317	11,499	1,818	16
HECS-HELP - Student payments	3	9,948	8,668	1,280	15
Fees and charges	4	66,240	56,369	9,871	18
Investment income	5	2,170	3,997	(1,827)	(46)
Royalties	6	5,900	5,211	689	13
Consultancy and contracts	7	3,304	5,883	(2,579)	(44)
Sale of goods	8	8,160	7,301	859	12
Other revenue	9	6,044	4,909	1,135	23
Gains on disposals of assets	10	1,194	3,148	(1,954)	(62)
Other investment income	11	3,117	6,238	(3,121)	(50)
Other income	12	205	388	(183)	(47)
Expenses					
Employee related expenses	13	162,577	146,924	15,653	11
Depreciation and amortisation	14	18,866	17,083	1,783	10
Impairment of assets	15	720	10,465	(9,745)	(93)
Investment losses	16	709	-	709	
Cost of goods sold	17	4,232	3,677	555	15

Ref:	Commentary
1	The increase in FEE-HELP relates to growth in the CGS student cohort.
2	The increase in State and Local Government financial assistance is due to growth in the number of Research grants.
3	The increase in HECS-HELP Student payments relates to growth in the CGS student cohort.
4	The increase in Fees and charges relates to growth in the number of overseas students.
5	The decrease in investment income relates to both lower investment balances and smaller returns due to lower interest rates in 2009.
6	The increase in royalties relates to increased student numbers from Perth Institute of Business and Technology.
7	The decrease in consultancy and contracts relates to lower contract research grants from industry (non-government).
8	The increase in Sale of Goods relates to higher bookshop sales.
9	The increase in other revenue relates to \$1m contribution from University of Western Australia for the Rural Clinical School at the Faculty of Regional Professional Studies (Bunbury).
10	The reduction in gains on disposal of asset is due to fewer land sales relating to the Churchlands development project.
11	The decrease in other investment income relates to lower returns from investments as a result of lower interest rates in 2009 compared to 2008.
12	The decrease in other income relates to insurance recoveries that were reported in 2008 (no recoveries in 2009).
13	The increase in employee related expenses is as a result of the growth in teaching and research activities.
14	The increase in depreciation and amortisation is due to the number of new buildings that were completed during the year.

46 Explanatory statement (continued)

15	Impairment of assets significantly reduced due to the stabilisation of the Australian stock exchange market.
16	Investment losses in 2009 relate to decrease in fair value as a result of revaluation of investment properties.
17	The increase in cost of goods sold relates to higher bookshop sales.

Significant variances between actual and estimates – revenues and expenditures

Category	Ref:	Parent		Variance \$'000	%
		2009 Actual \$'000	2009 Estimate \$'000		
Revenue					
Investment income	1	2,170	1,898	272	14
Other revenue	2	6,044	5,432	612	11
Gains on disposal of assets	3	1,194	1,037	157	15
Other investment income	4	3,117	3,892	(775)	(20)
Other income	5	205	35	170	486
Expenses					
Repairs and maintenance	6	7,354	6,055	1,299	21
Impairment of assets	7	720	2,380	(1,660)	(70)
Investment losses	8	709	-	709	

Ref:	Commentary
1	The increase in investment income was a result of higher than forecasted interest rates achieved in 2009.
2	The increase in other revenue relates to \$1m contribution from University of Western Australia for the Rural Clinical School at the Faculty of Regional Professional Studies (Bunbury).
3	The increase in gains of disposal of assets was as a result of higher than expected demand for land sales on the Churchlands Development Project.
4	The decrease in other investment income is a result of lower than expected distributions from managed funds.
5	The increase in other income is as a result of miscellaneous recoveries and rebates.
6	The increase in repairs and maintenance was as a result of higher than forecasted buildings maintenance.
7	The decrease in impairment of assets is a result of lower than expected impairment adjustment required for managed funds.
8	Investment losses include a decrease in fair value of investment properties that was not estimated.

47 Financial risk management

The consolidated entity is exposed to the following financial risks as a result of its activities:

	Consolidated		Parent	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Financial assets				
Cash and cash equivalents	33,361	18,656	31,433	16,873
Trade and other receivables	8,636	5,780	7,871	5,203
Derivative financial instruments	79	273	79	273
Available-for-sale financial assets	20,726	20,738	20,726	20,738
Held-to-maturity investments	13,484	12,346	13,475	12,337
	76,286	57,793	73,584	55,424
Financial liabilities				
Trade and other payable	15,530	15,456	14,754	14,503
Borrowings	63,487	70,265	63,487	70,265
Derivative financial instruments	80	310	80	310
	79,097	86,031	78,321	85,078

(a) Market risk

(i) Foreign exchange and interest risk

The University does not trade in foreign currency and is not materially exposed to other price risks (for example, equity securities or commodity price changes). The University's exposure to market risk for changes in interest rates relates primarily to the long-term debt obligations. The University's borrowings are all obtained through the Western Australian Treasury Corporation (WATC) and are at fixed rates with varying maturities. The risk is managed by WATC through portfolio diversification and variation in maturity dates. Other than as detailed in the interest rate sensitivity analysis table below, the University has limited exposure to interest rate risk because it has no borrowings other than the WATC borrowings.

(ii) Price risk

The University investment portfolios' are exposed to fluctuations in the prices of equity securities. The University's investment policy provides strategies for minimisation of price risk with the diversification of that risk through a number of investment managers and regular independent expert monitoring to ensure that there is no concentration of risk in any one area.

47 Financial risk management (continued)

(iii) Summarised sensitivity analysis

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

Consolidated	Carrying amount \$'000	Interest rate risk				Foreign exchange risk				Other price risk			
		-1%		+1%		-10%		+10%		-10%		+10%	
		Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000
31 December 2009													
Financial assets													
Cash and cash equivalents	33,361	(334)	(334)	334	334	(57)	(57)	57	57	-	-	-	-
Accounts receivable	8,636	-	-	-	-	(10)	(10)	10	10	-	-	-	-
AFS investments	20,726	-	-	-	-	-	-	-	-	(2,073)	(2,073)	2,073	2,073
Held to maturity investments	13,484	(135)	(135)	135	135	(1)	(1)	1	1	-	-	-	-
Derivatives - cash flow hedges	79	-	-	-	-	(8)	(8)	8	8	-	-	-	-
Sub Total		(469)	(469)	469	469	(76)	(76)	76	76	(2,073)	(2,073)	2,073	2,073
Financial liabilities													
Derivatives - cash flow hedges	80	-	-	-	-	-	-	-	-	-	-	-	-
Trade payables	15,530	-	-	-	-	(4)	(4)	4	4	-	-	-	-
Borrowings	63,487	(13)	(13)	13	13	-	-	-	-	-	-	-	-
Sub Total		(13)	(13)	13	13	(4)	(4)	4	4	-	-	-	-
Total increase/ (decrease)		(482)	(482)	482	482	(80)	(80)	80	80	(2,073)	(2,073)	2,073	2,073
Consolidated													
31 December 2008													
Financial assets													
Cash and cash equivalents	18,656	(187)	(187)	187	187	(63)	(63)	63	63	-	-	-	-
Accounts receivable	5,780	-	-	-	-	(76)	(76)	76	76	-	-	-	-
AFS investments	20,738	-	-	-	-	-	-	-	-	(2,074)	(2,074)	2,074	2,074
Held to maturity investments	12,346	(123)	(123)	123	123	-	-	-	-	-	-	-	-
Derivatives - cash flow hedges	273	-	-	-	-	(27)	(27)	27	27	-	-	-	-
Sub Total		(310)	(310)	310	310	(166)	(166)	166	166	(2,074)	(2,074)	2,074	2,074
Financial liabilities													
Derivatives - cash flow hedges	310	-	-	-	-	-	-	-	-	-	-	-	-
Trade payables	15,456	-	-	-	-	(40)	(40)	40	40	-	-	-	-
Borrowings	70,265	(15)	(15)	15	15	-	-	-	-	-	-	-	-
Sub Total		(15)	(15)	15	15	(40)	(40)	40	40	-	-	-	-
Total increase/ (decrease)		(325)	(325)	325	325	(206)	(206)	206	206	(2,074)	(2,074)	2,074	2,074

(b) Credit risk

Credit risk arises when there is the possibility of the University's receivables defaulting on their contractual obligations resulting in financial loss to the University. The University measures credit risk on a fair value basis and monitors risk on a regular basis.

The maximum exposure to credit risk at the reporting date in relation to each class of recognised financial assets is the gross carrying amount of those assets inclusive of any provisions for impairment.

The University trades only with recognised, credit worthy third parties. In addition, receivable balances are monitored on an ongoing basis with the result that the University's exposure to bad debts is minimal. There are no significant concentrations of credit risk.

Provision for impairment of financial assets is calculated based on past experience, and current and expected changes in client credit ratings. For financial assets that are either past due or impaired, refer to note 21.

47 Financial risk management (continued)

(c) Liquidity risk

The University is exposed to liquidity risk through its trading in the normal course of business. Liquidity risk arises when the University is unable to meet its financial obligations as they fall due.

The University's objective is to maintain a balance between continuity of funding and flexibility through the use of bank loans and finance leases. The University has appropriate procedures to manage cash flows by monitoring forecast cash flows to ensure that sufficient funds are available to meet its commitments.

The tables below analyse the University's financial assets and liabilities based on the remaining period at the reporting date to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

Consolidated - At 31 December 2009	Less than 1 year	Between 1 and 2	Between 2 and 5	Over 5 years	Total
	\$'000	years \$'000	years \$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	33,361	-	-	-	33,361
Trade and other receivables	8,636	-	-	-	8,636
Derivative financial instruments	79	-	-	-	79
Available for sale financial assets	-	-	-	20,726	20,726
Held to maturity investments	13,484	-	-	-	13,484
Financial liabilities					
Trade and other payables	15,445	85	-	-	15,530
Borrowings	5,899	13,030	44,313	245	63,487
Derivative financial liabilities	80	-	-	-	80
Consolidated - At 31 December 2008	Less than 1 year	Between 1 and 2	Between 2 and 5	Over 5 years	Total
	\$'000	years \$'000	years \$'000	\$'000	\$'000
Financial assets					
Cash and cash equivalents	18,656	-	-	-	18,656
Trade and other receivables	5,780	-	-	-	5,780
Derivative financial instruments	273	-	-	-	273
Available for sale financial assets	-	-	-	20,738	20,738
Held to maturity investments	12,346	-	-	-	12,346
Financial liabilities					
Trade and other payables	15,285	171	-	-	15,456
Borrowings	6,777	5,899	57,172	417	70,265
Derivative financial liabilities	310	-	-	-	310

The following are the average interest rates for the above financial assets and liabilities as at 31 December 2009:

Financial assets

1. Cash and cash equivalents - 4.41% p.a (2008: 5.23%)
2. Trade and other receivables - Non interest bearing financial asset
3. Available for sale financial assets - Non interest bearing financial asset
4. Held to maturity investments - 4.74% p.a (2008: 8.77%)

Financial liability

1. Trade and other payable - Non interest bearing financial liability
2. Borrowings - 6.52% p.a (2008: 6.55%)

The University's derivative financial instruments will be settled on a gross basis within the next 12 months.

47 Financial risk management (continued)

(d) Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and available-for-sale securities) is based on quoted market prices at the reporting date. The quoted market price used for financial assets held by the University is the current bid price.

The fair value of forward exchange contracts is determined using forward exchange market rates at the reporting date.

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.

48 Write-offs

	Consolidated		Parent	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Total write-offs as approved by the accountable authority during the financial year				
Receivables written off against provision*	258	627	258	627
Receivables directly written off to the income statement	-	51	-	49
Property plant and equipment	8	48	8	40
Inventory	37	33	37	33
Total write-offs	303	759	303	749

* The vast majority of the receivables write-offs are relating to international student debts incurred in 2008 and before which have been identified as irrecoverable.

49 Superannuation

(a) Unisuper Limited

Defined Benefit Division (DBD) / Investment Choice (ICP)

The vested benefit and accrued benefit liabilities were determined by the Fund's actuary, Russell Employee Benefits, using the actuarial demographic assumptions outlined in their report dated 12 June 2009 on the actuarial investigation of the DBD as at 31 December 2008. The financial assumptions used were:

	<i>Vested benefits</i>	<i>Accrued benefits</i>
Gross of tax investment return	7.25% p.a	8.50% p.a
Net of tax investment return	6.75% p.a	8.00% p.a
Consumer price index	2.75% p.a	2.75% p.a
Inflationary salary increases long term	3.75% p.a	3.75% p.a

Assets have been included at their net market value, i.e. allowing for realisation of costs.

(b) Government Employees Superannuation Board

Unfunded Pension and Unfunded Gold State (Lump sum) Schemes

The University has in its staffing profile a number of employees who are members of the Government Employees Superannuation Board (GESB) Scheme. As the Employer, the University is required to contribute to the scheme as employees are paid a pension or lump sum pay out. Consequently, an unfunded liability has been created. The Commonwealth Government is committed to reimbursing the University for payments actually made to the scheme for these emerging costs.

Pension Scheme

Pension Scheme members receive pension benefits on retirement, death or invalidity. The Fund Share of the pension benefit, which is based on the member's contributions plus investment earnings, may be commuted to a lump sum benefit. The employers do not bear the cost associated with indexation of any pension arising from the Fund Share. The State Share of the pension benefit, which is fully employer-financed, cannot be commuted to a lump sum benefit.

Gold State Super (transferred benefits)

Some former Pension Scheme members have transferred to Gold State Super. In respect of their transferred benefit the members receive a lump sum benefit at retirement, death or invalidity which is related to their salary during their employment and indexed during any deferral period after leaving public sector employment.

Reconciliation of the assets and liabilities recognised in the statement of financial position

	Pension Scheme		Gold State Super	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Defined benefit obligation	27,931	31,777	1,147	1,098
(+) Fair value of assets	-	-	-	-
Deficit/(surplus)	27,931	31,777	1,147	1,098
(-) Unrecognised past service cost	-	-	-	-
(-) Unrecognised net (gain)/loss	-	-	-	-
Liability/(asset)	27,931	31,777	1,147	1,098

Edith Cowan University
Notes to the financial statements
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(continued)

49 Superannuation (continued)

Reconciliation of the present value of the defined benefit obligation

	Pension Scheme		Gold State Super	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Balance at the beginning of the year	31,777	28,509	1,098	1,308
Current service cost	-	-	-	-
Interest cost	1,400	1,641	47	75
Contributions by plan participants	-	-	-	-
Actuarial (gains) and losses	(2,243)	4,683	2	173
Benefits paid	(3,003)	(3,056)	-	(458)
Past service cost	-	-	-	-
Balance at the end of the year	27,931	31,777	1,147	1,098

These defined benefit obligations are wholly unfunded, such that there are no Assets. The employer contributes, as required, to meet the benefits paid.

	Pension Scheme		Gold State Super	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
<i>Reconciliation of the fair value of plan assets:</i>				
Balance at the beginning of the year	-	-	-	-
Expected return on plan assets	-	-	-	-
Actuarial gains and (losses)	-	-	-	-
Contributions by employers	3,003	3,056	-	458
Contributions by plan participants	-	-	-	-
Benefits paid	(3,003)	(3,056)	-	(458)
Balance at the end of the year	-	-	-	-

	Pension Scheme		Gold State Super	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
<i>Superannuation expense/(income) recognised in the income statement</i>				
Current service cost	-	-	-	-
Interest cost	1,400	1,641	47	75
Expected return on plan assets	-	-	-	-
Net actuarial losses (gains) recognised in year	(2,243)	4,683	2	173
Total included in employee benefits expense (note 13)	(843)	6,324	49	248

49 Superannuation (continued)

Scheme Assets

There are no assets in the pension scheme or Gold State Super for current employees to support the transferred benefits. Hence, there is

- No fair value of Scheme assets;
- No asset allocation of Scheme assets;
- No assets used by the employer;
- No expected return of Scheme assets;
- No actual return on Scheme assets.

The principal actuarial assumptions used were as follows:

	Pension Scheme		Gold State Super	
	2009	2008	2009	2008
Discount rate (active members)	5.30%	4.63%	5.30%	4.63%
Discount rate (pensioners)	5.30%	4.63%	5.30%	4.63%
Expected salary increase rates	4.50%	4.50%	4.50%	4.50%
Expected pension increase rates	2.50%	2.50%	2.50%	2.50%

The discount rate is based on the 10 year Government bond rate at the relevant date. The decrement rates used (e.g. mortality and retirement rates) are based on those used at the last actuarial valuation for the Schemes.

(c) Historic summary

	2009	2008	2007	2006	2005
	\$'000	\$'000	\$'000	\$'000	\$'000
Present value of defined benefit plan obligation - pension scheme	27,931	31,777	28,509	30,742	32,310
Fair value of scheme assets - pension scheme	-	-	-	-	-
Present value of defined benefit plan obligation- gold state super	1,147	1,098	1,308	2,050	3,212
Fair value of scheme assets - gold state super	-	-	-	-	-
(Surplus) / deficit in scheme	<u>29,078</u>	<u>32,875</u>	<u>29,817</u>	<u>32,792</u>	<u>35,522</u>
Experience adjustments loss- scheme liabilities - pension scheme	(1,536)	2,541	790	874	194
Experience adjustments loss- scheme liabilities - gold state super	45	63	53	223	111

The experience adjustment for Scheme liabilities represents the actuarial loss due to a change in the liabilities arising from the Scheme's experience (e.g. membership movements, unit entitlements) and excludes the effect of the changes in assumptions (e.g. movements in the bond rate and changes in pensioner mortality assumptions).

Expected contributions

	Pension scheme		Gold state super	
	2010	2010	2010	2010
	\$000		\$000	
Expected employer contributions	<u>2,942</u>		<u>164</u>	

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50 Acquittal of Australian Government financial assistance

50.1 DEEWR - CGS and Other DEEWR Grants

	Commonw'lth Grant Scheme ¹		Indigenous support fund		Equity Support Program		Disability Support Program		Workplace Reform Program		Workplace Productivity Program		Learning & teaching performance fund	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	97,321	87,043	719	828	198	242	24	61	1,252	1,188	265	265	2,838	1,583
Net accrual adjustments	(58)	5,304	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the period	97,263	92,347	719	828	198	242	24	61	1,252	1,188	265	265	2,838	1,583
Surplus / (deficit) from the previous year	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total revenue including accrued revenue	97,263	92,347	719	828	198	242	24	61	1,252	1,188	265	265	2,838	1,583
Less expenses including accrued expenses	(97,263)	(92,347)	(719)	(828)	(148)	(242)	(77)	(61)	(1,252)	(1,188)	(75)	(265)	(2,838)	(1,583)
Surplus / (deficit) for reporting period	-	-	-	-	50	-	(53)	-	-	-	190	-	-	-

50 Acquittal of Australian Government financial assistance (continued)

50.1 DEEWR - CGS and Other DEEWR Grants (continued)

	Transitional Cost Program		Capital Development Pool		Improving the Practical Component of Teacher Education Initiative		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	800	1,020	1,766	2,601	830	897	106,013	95,728
Net accrual adjustments	-	-	-	-	-	-	(58)	5,304
Revenue for the period	800	1,020	1,766	2,601	830	897	105,955	101,032
Surplus / (deficit) from the previous year	-	-	-	461	-	-	-	461
Total revenue including accrued revenue	800	1,020	1,766	3,062	830	897	105,955	101,493
Less expenses including accrued expenses	(800)	(1,020)	(1,766)	(3,062)	(830)	(897)	(105,768)	(101,493)
Surplus / (deficit) for reporting period	-	-	-	-	-	-	187	-

¹Includes the basic CGS grant amount, CGS-Regional Loading, CGS-Enabled Loading and Science and Maths Transition Loading.

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50 Acquittal of Australian Government financial assistance (continued)

50.2 Higher Education Loan Program

	HECS-HELP		FEE-HELP ¹		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	49,511	46,120	2,972	5,747	52,483	51,867
Net accrual adjustments	637	237	2,393	(1,577)	3,030	(1,340)
Revenue for the period	50,148	46,357	5,365	4,170	55,513	50,527
Surplus / (deficit) from the previous year	-	-	-	-	-	-
Total revenue including accrued revenue	50,148	46,357	5,365	4,170	55,513	50,527
Less expenses including accrued expenses	(50,148)	(46,357)	(5,365)	(4,170)	(55,513)	(50,527)
Surplus / (deficit) for reporting period	-	-	-	-	-	-

¹Program is in respect of FEE-HELP for Higher Education only and excludes funds received in respect of VET FEE-HELP.

50 Acquittal of Australian Government financial assistance (continued)

50.3 Learning scholarships

	Australian postgraduate awards		International postgraduate research scholarship		Commonwealth education cost scholarships*		Commonwealth accommodation scholarships*		Indigenous Access Scholarships		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,056	879	164	179	1,481	1,498	1,598	1,786	71	61	4,370	4,403
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the period	1,056	879	164	179	1,481	1,498	1,598	1,786	71	61	4,370	4,403
Surplus / (deficit) from the previous year	423	395	73	28	-	-	-	-	-	-	496	423
Total revenue including accrued revenue	1,479	1,274	237	207	1,481	1,498	1,598	1,786	71	61	4,866	4,826
Less expenses including accrued expenses	(1,111)	(851)	(207)	(134)	(1,351)	(1,498)	(1,466)	(1,786)	(71)	(61)	(4,206)	(4,330)
Surplus / (deficit) for reporting period	368	423	30	73	130	-	132	-	-	-	660	496

*Includes National Priority and National Accommodation Priority Scholarships respectively

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50 Acquittal of Australian Government financial assistance (continued)

50.4 Commonwealth research

	Institutional grants scheme		Research training scheme		Research infrastructure block grants		Implementation assistance programme		Australian scheme for higher education repositories		Commercialisation training scheme		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	1,865	1,923	4,380	4,335	385	458	85	89	197	188	46	48	6,958	7,041
Net accrual adjustments	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Revenue for the period	1,865	1,923	4,380	4,335	385	458	85	89	197	188	46	48	6,958	7,041
Surplus / (deficit) from the previous year	-	-	-	-	15	-	96	25	128	11	-	-	239	36
Total revenue including accrued revenue	1,865	1,923	4,380	4,335	400	458	181	114	325	199	46	48	7,197	7,077
Less expenses including accrued expenses	(1,865)	(1,923)	(4,380)	(4,335)	(400)	(443)	(154)	(18)	(200)	(71)	(36)	(48)	(7,035)	(6,838)
Surplus / (deficit) for reporting period	-	-	-	-	-	15	27	96	125	128	10	-	162	239

50 Acquittal of Australian Government financial assistance (continued)

50.5 Voluntary Student Unionism and Better Universities

Parent entity

	VSU transition fund		Total	
	2009	2008	2009	2008
	\$'000	\$'000	\$'000	\$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	925	700	925	700
Revenue for the period	925	700	925	700
Surplus / (deficit) from the previous year	-	-	-	-
Total revenue including accrued revenue	925	700	925	700
Less expenses including accrued expenses	(925)	(700)	(925)	(700)
Surplus / (deficit) for reporting period	-	-	-	-

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(continued)

50 Acquittal of Australian Government financial assistance (continued)

50.6 Other Capital Funding

	Better University Renewal Funding		Teaching and Learning Capital Fund		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	-	9,188	10,902	-	10,902	9,188
Net accrual adjustments	-	-	-	-	-	-
Revenue for the period	-	9,188	10,902	-	10,902	9,188
Surplus / (deficit) from the previous year	7,364	-	-	-	7,364	-
Total revenue including accrued revenue	7,364	9,188	10,902	-	18,266	9,188
Less expenses including accrued expenses	(6,470)	(1,824)	-	-	(6,470)	(1,824)
Surplus / (deficit) for reporting period	894	7,364	10,902	-	11,796	7,364

50 Acquittal of Australian Government financial assistance (continued)

50.7 Australian Research Council Grants

(a) Discovery

	Project		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	233	258	233	258
Net accrual adjustments	-	-	-	-
Revenue for the period	<u>233</u>	<u>258</u>	<u>233</u>	<u>258</u>
Surplus / (deficit) from the previous year	<u>102</u>	129	<u>102</u>	129
Total revenue including accrued revenue	335	387	335	387
Less expenses including accrued expenses	<u>(258)</u>	<u>(285)</u>	<u>(258)</u>	<u>(285)</u>
Surplus / (deficit) for reporting period	<u>77</u>	<u>102</u>	<u>77</u>	<u>102</u>

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50 Acquittal of Australian Government financial assistance (continued)

50.7 Australian Research Council Grants (continued)

(b) Linkages

	Linkage - Other		Total	
	2009 \$'000	2008 \$'000	2009 \$'000	2008 \$'000
Financial assistance received in CASH during the reporting period (total cash received from the Australian Government for the Programmes)	957	446	957	446
Net accrual adjustments	-	-	-	-
Revenue for the period	<u>957</u>	<u>446</u>	<u>957</u>	<u>446</u>
Surplus / (deficit) from the previous year	<u>176</u>	210	<u>176</u>	210
Total revenue including accrued revenue	<u>1,133</u>	656	<u>1,133</u>	656
Less expenses including accrued expenses	<u>(658)</u>	(480)	<u>(658)</u>	(480)
Surplus / (deficit) for reporting period	<u>475</u>	176	<u>475</u>	176

50 Acquittal of Australian Government financial assistance (continued)**50.8 OS-HELP**

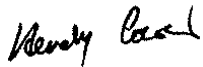
	2009	2008
	\$'000	\$'000
Cash Received during the reporting period	62	29
Cash Spent during the reporting period	(54)	(39)
Net Cash received	<u>8</u>	<u>(10)</u>
Cash Surplus / (deficit) from the previous period	<u>(7)</u>	<u>3</u>
Cash Surplus / (deficit) for reporting period	<u>1</u>	<u>(7)</u>

50.9 Superannuation Supplementation

	2009	2008
	\$'000	\$'000
Cash Received during the reporting period	3,455	3,897
University contribution in respect of current employees	297	291
Cash available	<u>3,752</u>	<u>4,188</u>
Cash Surplus / (deficit) from the previous period	<u>(256)</u>	<u>(676)</u>
Cash available for current period	3,496	3,512
Contributions to specified defined benefit funds	<u>(3,226)</u>	<u>(3,768)</u>
Cash Surplus / (deficit) this period	<u>270</u>	<u>(256)</u>

Key Performance Indicator Report Certification

We hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess Edith Cowan University's performance, and fairly represent the performance of Edith Cowan University for the financial year ended 31 December 2009.



Hendy Cowan
Chancellor
2 March 2010



Kerry O. Cox
Vice-Chancellor
1 March 2010

Key Performance Indicators

Introduction

ECU's Key Performance Indicators (KPIs) focus on the University's core business (teaching, learning and research) and key stakeholders (students). The KPIs are informed by the functions of the University as set out in Section 7 of the *Edith Cowan University Act 1984* (ECU Act), particularly:

- S7(a) "to provide...courses of study appropriate to a university to meet the needs of the community in this State."
- S7(c) "to support and pursue research and scholarship and aid the advancement, development, and practical applications to education, industry, commerce and the community, of knowledge or any techniques."

The University's strategic directions document: *Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020* specifies ECU's mission and four strategic priorities which articulate the University's commitment to the communities it serves.

ECU's Mission is:

To further develop valued citizens for the benefit of Western Australia and beyond, through teaching and research inspired by engagement and partnerships.

ECU's four Strategic Priorities are:

1. *Engaging and Serving Our Communities;*
2. *Providing Programs to Meet the Needs of Our Communities, in a Supportive and Stimulating Learning Environment;*
3. *Developing Research Focus, Depth and Impact; and*
4. *Building Organisation Sustainability.*

The Annual Report's Report on Operations section has been structured around these strategic priorities, reflecting their importance in setting direction for the University's operations.

In this Key Performance Indicator Report, the functions specified in the ECU Act and reflected in ECU's current strategic priorities, provide the basis for the following outcomes, against which the University's performance is measured:

Outcome 1: ECU's courses of study meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

Outcome 2: ECU's research and scholarship advance and develop education, industry, commerce and the community, through the practical application of knowledge.

For each KPI, the Key Performance Indicator Report provides:

- ECU's performance over the last four or five years;
- a comparison to Target for the most recent year; and
- wherever possible, comparisons to the overall performance of universities in Australia ("National Average") and to public universities in Western Australia ("State Average").

Outcome 1: ECU’s courses of study meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

This outcome has the following measures:

Key Effectiveness Indicators	1. Retention
	2. Course Satisfaction
	3. Quality of Teaching
	4. Graduate Employment
	5. Share of First Preferences
Key Efficiency Indicator	6. Teaching–Related Expenditure per Student Load

1. Retention

Many factors influence whether students decide to remain in their studies (Retention), including the relevance of those studies to their needs, and the learning environment in which that study takes place. Student retention is therefore an indicator of the extent to which ECU’s courses meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

Retention is here defined as the percentage of all domestic and international students who commence a Bachelor Pass course in a given year (Year of Commencement) and either complete, defer or are still enrolled in the same course or another ECU course one year later.

Table 1 – Retention Commencing Bachelor Pass Students

	Year of Commencement				
	2005	2006	2007	2008	2009 ¹
ECU	79.3%	79.6%	76.2%	78.9%	
Target			80.0%	80.0%	
National Average		80.9%	82.7%	n/a ²	

Notes: 1. Retention data for students commencing in 2009 will not be available until March 2010. 2. The National Average for 2008 will not be available until mid-2010.

ECU’s retention rate for students commencing in 2008 increased considerably (by 2.7 percentage points) compared with that for students who commenced in 2007. The 2008 retention rate is returning to the levels of 2005 and 2006, after a decline in 2007. Despite the recent increase, the retention rate for 2008 commencing students is 1.1 percentage points below Target.

2. Course Satisfaction

Graduates are more likely to rate their course highly, in terms of overall satisfaction, if the course was relevant to their needs, provided in a supportive learning environment and has proven useful and relevant in an employment context following graduation. Graduate satisfaction with the quality of their course is therefore an indicator of the extent to which ECU's courses of study meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

Comparative data on how ECU's graduates rate the quality of their courses is available from responses to the Course Experience Questionnaire (CEQ), a national survey of graduates conducted four to six months after course completion.

Course Satisfaction is here defined as the percentage of all domestic and international Bachelor level (Bachelor Pass, Bachelor Honours and Bachelor Graduate Entry) graduates who 'broadly agree' with the statement: "Overall, I was satisfied with the quality of this course" from the Course Experience Questionnaire. The percentage broad agreement is the percentage of responses which are 3 (neither agree nor disagree), 4 (agree) or 5 (strongly agree) on the five-point Likert scale.

Table 2 – Undergraduate CEQ Course Satisfaction

	Year of Survey				
	2005	2006	2007	2008	2009 ¹
ECU	88.5%	89.7%	92.2%	92.1%	
Target			90.0%	93.0%	
National Average	89.7%	89.5%	89.8%	88.5%	
State Average	90.4%	90.1%	91.2%	90.0%	

Notes: 1. CEQ data for the 2009 survey was not made available by Graduate Careers Australia in sufficient time to allow inclusion in this Report. 2. The performance results are shown here by "Year of Survey", as is common practice across the sector. 3. For the 2008 survey 3128 ECU Bachelor graduates were surveyed, of whom 1645 responded to this item, equating to a response rate of 52.6%.

ECU graduates' Course Satisfaction level in the 2008 survey decreased slightly (by 0.1 of a percentage point), compared with the 2007 survey, although it remains above the 2005 and 2006 survey results. The 2008 survey result is 0.9 of a percentage point below Target, but above both the National Average and the State Average.

3. Quality of Teaching

Graduates are more likely to rate highly the quality of the teaching in their course, if the content and teaching style was relevant to their needs and the course was provided in a supportive learning environment. Graduate satisfaction with the teaching they experienced during their course is therefore an indicator of the extent to which ECU’s courses of study meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

Comparative data on how ECU’s graduates rate the quality of the teaching they experienced is available from responses to the Course Experience Questionnaire (CEQ), a national survey of graduates conducted four to six months after course completion. Six items in the CEQ make up the Good Teaching Scale which is used to indicate how satisfied graduates were with the teaching experience during their course.

The Good Teaching Scale is here defined as the average of survey respondents’ percentage Broad Agreement. Percentage Broad Agreement is the proportion of a respondent’s scores on the six items which are 3 (neither agree nor disagree), 4 (agree) or 5 (strongly agree) on the five-point Likert scale and expressed as a percentage. Respondents are domestic and international Bachelor level (Bachelor Pass, Bachelor Honours and Bachelor Graduate Entry) graduates.

Table 3 – Undergraduate CEQ Good Teaching Scale

	Year of Survey				
	2005	2006	2007	2008	2009 ¹
ECU	84.3%	86.6%	88.3%	89.6%	
Target			86.6%	90.0%	
National Average	81.7%	82.3%	83.4%	82.8%	
State Average	83.5%	84.1%	85.4%	85.0%	

Notes: 1. CEQ data for the 2009 survey were not made available by Graduate Careers Australia in sufficient time to allow inclusion in this Report. 2. The performance results are shown here by “Year of Survey”, as is common practice across the sector. 3. For the 2008 survey 3128 ECU Bachelor graduates were surveyed, of whom 1651 responded to this item, equating to a response rate of 52.8%.

ECU graduates’ level of satisfaction with the quality of teaching in their course has increased in each survey year for the period 2005 to 2008, and showed an increase (1.3 percentage points) between the 2007 and 2008 survey years. The level of satisfaction in the 2008 survey year is slightly below Target by 0.4 of a percentage point, but above both the National Average and the State Average.

4. Graduate Employment

There is strong evidence that many students undertake higher education for employment-related reasons (i.e. to gain employment, or to advance their career). The employers, on whom the job prospects of graduates largely depend, seek employees who have the skills and attributes needed in their professions and occupations. Graduate employment is therefore an indicator of the extent to which ECU's courses of study meet the needs of the Western Australian community and are provided in a supportive and stimulating learning environment.

Comparative data on employment outcomes for ECU graduates is available from the Graduate Destination Survey (GDS), a national survey of graduates, conducted four to six months after course completion.

Graduate Employment is here defined as the percentage of domestic Bachelor level (Bachelor Pass, Bachelor Honours and Bachelor Graduate Entry) graduates in full-time employment as a proportion of all domestic Bachelor level graduates in, or seeking, full-time work (including those who were working part-time or on a casual basis while seeking full-time employment).

Table 4 – Domestic Bachelor Course Level Graduates in Full-time Employment

	Year of Survey				
	2005	2006	2007	2008	2009 ¹
ECU	68.1%	73.4%	85.7%	84.7%	
Target			85.0%	87.0%	
National Average	79.2%	82.4%	85.2%	86.1%	
State Average	75.9%	80.2%	88.0%	87.9%	

Notes: 1. GDS data for the 2009 survey were not made available by Graduate Careers Australia in sufficient time to allow inclusion in this Report. 2. The performance results are shown here by "Year of Survey", as is common practice across the sector. 3. For the 2008 survey 2617 ECU Bachelor graduates were surveyed, of whom 1522 responded to this item, equating to a response rate of 58.2%.

There is a small (1 percentage point) decrease for the 2008 survey year in the proportion of ECU's graduates in full-time employment, but the proportion remains well above that recorded for 2005 and 2006. The 2008 survey result is 2.3 percentage points below Target and below both the National Average and the State Average. The 2008 ECU survey result reflects the Western Australian economic and employment conditions for the year in which the graduates were surveyed, and is also reflected in a slight decrease in the State Average. Marked decreases in employment opportunities in areas in which the University has large numbers of graduates (e.g. IT) have contributed to the downturn in the proportion of ECU graduates in full-time employment.

5. Share of First Preferences

The relevance of courses and quality of the learning environment in which they are taught, as perceived by prospective students and the wider community, will influence demand for places at a university. ECU's Share of First Preferences, processed through the Western Australian Tertiary Institutions Service Centre (TISC), is an indicator of the level of demand for the University's undergraduate courses within the broader competitive market in the State. It is therefore an indicator of the extent to which ECU's courses of study meet the needs of the Western Australian community.

Share of First Preferences is here defined as the number of first preference applications for ECU's undergraduate courses, expressed as a percentage of all first preference applications to Western Australia's public universities as processed by TISC. Data is taken at the end of the applications process for that year's entry to university.

Table 5 – Undergraduate Share of First Preferences

	Entry Year				
	2005	2006	2007	2008	2009
ECU	26.1%	20.2%	19.4%	21.0%	21.9%
Target				20.0%	21.0%
Curtin	30.2%	32.4%	33.0%	30.8%	30.7%
Murdoch	17.4%	16.3%	15.3%	14.8%	14.1%
UWA	26.2%	31.1%	32.4%	33.4%	33.3%

ECU's share of first preference applications for undergraduate courses processed through TISC increased (by 0.9 of a percentage point) between the 2008 and 2009 entry years, in contrast to the decrease shown for the other three Western Australian public universities. In 2009, ECU's first preference share is above Target by 0.9 of a percentage point.

6. Teaching-related Expenditure per Student Load

Teaching-related expenditure per Student Load shows the cost associated with providing teaching and learning support to a full-time equivalent student in a given year. Over time, the measure shows whether such costs are decreasing or increasing, which could be interpreted as indicating, respectively, either increased efficiency or reduced efficiency.

This measure must, however, be interpreted in the context of other KPIs associated with Outcome 1. A decrease in cost does not necessarily indicate improved efficiency if it leads to, for example, lower retention, graduate satisfaction or graduate employment outcomes. For example, a substantial increase in class size (student: staff ratio) may reduce costs, but might adversely impact on performance against other indicators.

Trends on this measure can also be affected by factors such as changes in the overall ECU student load, the proportion of costs which are fixed, and the proportion of student load in higher cost disciplines.

Teaching-related Expenditure per Student Load is here defined as the total expenditure less research-only expenditure, divided by total full-time equivalent students (EFTSL) in the year.

Table 6 – Teaching-related Expenditure per Student Load

	2005	2006	2007	2008	2009 ³
Teaching-Related Expenditure (\$'000)	210,833	222,541	228,321	246,399	252,064
Total Student Load (EFTSL)	15,693	15,747	15,254	15,978	17,583 ²
Teaching-Related Expenditure/Total Student Load (\$)	13,435	14,132	14,968	15,417	14,336
Teaching-Related Expenditure/Total Student Load (2009 \$ equiv) ¹	15,121	15,405	15,847	15,746	14,336
Target				15,619	14,756 ⁴

Notes: 1. CPI is based on December 2009 Qtr. 2. 2009 student load figure is as at 7 February 2010 (the sum of the March, August and preliminary post-August census date load) and includes VET course load. 3. 2009 Actual figures will be available in early 2010. 4. Target for 2009 is derived from Teaching-Related Expenditure based on the Original 2009 Full year Budget (\$237,292,000) divided by the total EFTSL (16,080) from the 2009 Budget.

Teaching-related expenditure per Student Load (2009 \$ equivalent) shows increased efficiency between 2008 and 2009. The improved efficiency was achieved while still maintaining quality, as evidenced by the results for the Retention, Course Satisfaction and Quality of Teaching indicators (KPIs 1, 2 and 3 respectively). The 2009 figure also shows greater than targeted efficiency.

Outcome 2: ECU’s research and scholarship advance and develop education, industry, commerce and the community, through the practical application of knowledge.

This outcome has the following measures:

Key Effectiveness Indicator	7. Research Income
Key Efficiency Indicators	8. Higher Degree Research Completions
	9. Research Publications

7. Research Income

Universities attract research income as a result of their: historical competitiveness in winning grants; previous research outcomes; and perceived ability to deliver quality research and scholarship. Research income, across the four categories listed below, reflects the relevance and potential impact of ECU’s research as perceived by various funders. It is therefore an indicator of the extent to which ECU’s research and scholarship advance and develop education, industry, commerce and the community.

Research Income is here defined as the level of external research funding obtained during a year, in total and in each of the four categories defined by the Department of Innovation, Industry, Science and Research (DIISR).

Table 7 – Research Income (\$m)

Category	2005	2006	2007	2008	2009 ¹
1 - National Competitive Research Grants	1.948	2.025	1.619	2.154	
2 - Other Public Sector Research Funding	5.471	4.829	5.512	7.235	
3 - Industry and Other Funding for Research	3.058	3.069	2.341	2.926	
4 - Co-operative Research Centre Funding	0.026	0.091	0.112	0.075	
Total	10.502	10.015	9.584	12.390	
Target			10.015	10.015	

Note: 1. Research income for 2009 is unavailable until verified by audit in June 2010.

Between 2007 and 2008, research income increased in three of the four categories defined by DIISR, with total research income increasing by \$2.806m. Total research income in 2008 is above Target by \$2.375m.

8. Higher Degree Research Completions

Doctorate and Masters by Research completions is a measure of ECU's success in training new researchers, who will undertake research activity and scholarship, to advance and develop education, industry, commerce and the community.

Higher Degree Research Completions per 10 Academic FTE is a measure of the efficiency of ECU's higher degree research programs in providing new researchers to education, industry, commerce and the community.

Higher Degree by Research Completions is defined here as the number of Research Doctorates and Masters by Research theses passed in a year. Completions are also expressed per 10 full-time equivalent (FTE) academic staff, where academic staff are those at Level B and above, classified as 'teaching and research' or 'research only'.

Table 8 – Higher Degree Research Completions by level, total number and per 10 Academic FTE

	2005	2006	2007	2008	2009 ¹
Doctorate by Research	45	61	53	58	
Masters by Research	35	29	28	35	
Total Completions	80	90	81	93	
Total State Completions	678	685	746	639 ²	
Total National Completions	6,820	7,103	7,141	7,178 ²	
Academic Staff FTE	477	482	444	448	
Completions per 10 FTE	1.7	1.9	1.8	2.1	
Target			1.8	1.9	

Notes: 1. Research completions for 2009 are unavailable until verified by audit in June 2010. 2. State and National Higher Degree by Research completions for 2008 are from table 8 of the 2008AwardCourseCompletions.xls listings on the DEEWR website at:

<http://www.deewr.gov.au/HigherEducation/Publications/HEStatistics/Publications/Documents/2008/2008AwardCourseCompletions.xls>

Total completions for both Research Doctorates and Research Masters increased between 2007 and 2008. Completions per 10 Academic Staff FTE also increased (from 1.8 to 2.1) and is above Target by 0.2 completions per 10 Academic Staff FTE.

9. Research Publications

The number of recognised research and development publications produced in a year, as reported to the Department of Innovation, Industry, Science and Research (DIISR), is a direct measure of research output.

The number of weighted research and development publications per 10 Academic Staff FTE is a measure of the efficiency of research output and an indicator of how efficiently ECU’s research and scholarship advance and develop education, industry, commerce and the community.

Research and Development “Weighted Publications” is defined as the number of publications in the DIISR-defined categories A1, B, C1, E1 and J1 in a year. The number of publications is assessed annually in a rigorous, externally audited system prior to submission to DIISR. Weighted publications are expressed per 10 full-time equivalent (FTE) academic staff, where academic staff are those at Level B and above, classified as ‘teaching and research’ or ‘research only’.

Table 9 – Research and Development Weighted Publications per 10 Academic FTE

	2005	2006	2007	2008	2009 ¹
Unweighted Publications per 10 FTE					
A1 – Authored Research Books	0.11	0.14	0.21	0.37	
B - Book Chapter	0.99	0.89	1.16	0.59	
C1 - Articles in Scholarly Refereed Journal	4.29	4.78	5.00	5.48	
E1 - Full Written Paper - Refereed Proceedings	4.97	4.25	3.91	4.25	
J1 – Major Original Creative Works	0.0	0.0	0.0	0.0	
Total Unweighted Publications	494.6	484.2	456.2	479.0	
Total Weighted Publications	516.0	510.6	493.2	545.8	
Academic Staff FTE	477	482	444	448	
Weighted Publications per 10 FTE	10.8	10.6	11.1	12.2	
Target			10.6	11.5	

Note: 1. Research publications figures for 2009 are unavailable until verified by audit in June 2010.

Both Total Unweighted Publications and Total Weighted Publications increased in number between 2007 and 2008, by 22.8 and 52.6 publications respectively. Weighted Publications per 10 Academic Staff FTE also increased between 2007 and 2008 (from 11.1 to 12.2), and is above Target by 0.7 publications per 10 Academic Staff FTE.

Other Financial Disclosures

Pricing Policies

ECU sets the level of the student contribution for Commonwealth-supported places at the maximum allowed under the *Higher Education Support Act 2003*, as is the case for most Australian universities.

Fees for fee-paying courses are determined on the basis of cost and market conditions and take into account Australian Government requirements regarding fees set for non-Commonwealth-supported places.

Major Capital Projects

Major capital projects completed during 2009 are shown in Table 12 below.

Table 12: Major Capital Projects Completed, 2009

Project	Estimated total cost (\$m)	Actual total cost (\$m)
JOONDALUP CAMPUS		
Refit for Campus Consolidation	7.1	6.7
MOUNT LAWLEY CAMPUS		
Business and Law Building	28.7	29.2
Refit for Campus Consolidation	5.8	7.2 ¹
Additional Student Housing Contract and Site Works	6.0	6.0
SOUTH WEST CAMPUS		
Campus Developments	5.3	5.4

Note: 1. Cost increase due to increased scope of works, which now includes projects funded under the Commonwealth Better Universities Renewal Fund.

Major capital projects that were in progress as at 31 December 2009 are shown in Table 13 below.

Table 13: Major Capital Projects in Progress, 2009

Project	Estimated total cost (\$m)	Actual total cost to complete (\$m)	Expected year of completion
JOONDALUP CAMPUS			
Computing, Engineering and Technology Building	46.0	43.6	2012
Sports and Fitness Centre	12.0	11.9	2015
MOUNT LAWLEY CAMPUS			
Library/ Student Centred Precinct	25.0	25.0	2014
WAAPA Infrastructure	4.5	4.4	2011
Crèche	1.0	0.8	2010

Employees and Employee Relations

Employees

The number of ECU staff, excluding casual staff, in full-time, part-time, permanent and contract employment is shown in Table 14 below.

Table 14: Characteristics of the Workforce (excluding casual staff), 2008-2009

Headcount		As at 30 June 2008			As at 30 June 2009		
		Academic Staff	General Staff	Total	Academic Staff	General Staff	Total
Full-time	Ongoing	389	622	1,011	366	635	1,001
	Contract	119	154	273	154	187	341
Full-time Total		508	776	1,284	520	822	1,342
Part-time	Ongoing	30	162	192	44	171	215
	Contract	54	155	209	68	150	218
Part-time Total		84	317	401	112	321	433
Grand Total		592	1,093	1,685	632	1,143	1,775

In 2009 ECU had 1775 staff (excluding casual staff) compared to 1685 staff in 2008. Preliminary casual staff figures for 2009 were 219 (expressed as a conversion to full-time equivalent (FTE) of casual hours paid), compared to 223 in 2008.

Industrial Relations

In 2009 the University completed negotiations for two Collective Agreements. ECU achieved the sector's first finalised Agreements and without the industrial action experienced by other universities.

The University was not subject to any industrial action during 2009 and all staff concerns, grievances and disputes were successfully resolved by internal processes. At no time during 2009 was the University required to attend any conciliation conferences or arbitration hearings relating to staff, including in the Western Australian Industrial Relations Commission, the Australian Industrial Relations Commission, Fair Work Australia, the Human Rights and Equal Opportunity Commission or the Equal Opportunity Commission.

Occupational Safety, Health and Injury Management

Commitment to Occupational Safety, Health and Injury Management

ECU places a high priority on creating and maintaining a safe and healthy environment for all students, staff and visitors; one which is conducive to study, job satisfaction and productivity. ECU aims to exceed the requirements for compliance with the State Government's Code of Practice: *Occupational Safety and Health in the Western Australian Public Sector*.

The University's policies for Occupational Safety and Health and for Workers' Compensation and Injury Management were developed in consultation with employees and elected safety and health representatives. Faculties and service centres have developed, in consultation with safety representatives and committees, individual occupational safety and health plans which include measurable performance indicators. The University's target is for zero lost time injuries.

Formal Mechanism for Consultation with Employees on Occupational Safety, Health and Injury Management Matters

ECU has a well-established committee structure for occupational safety and health matters, comprising four levels:

- Occupational Safety and Health Policy Committee (reporting to the Vice-Chancellor);
- Institutional Bio-safety Committee/ Radiation Committee (reporting to the Occupational Safety and Health Policy Committee);
- Occupational Safety and Health Campus Working Groups (reporting to the Director, Facilities and Services); and
- faculty and service centre-level Occupational Safety and Health Committees and working parties (reporting to business managers).

Each of these committees engages with elected safety and health representatives and employee representatives to ensure consultation is inclusive of all key stakeholders.

In addition to its statutory responsibilities, the University expects all managers and supervisors to provide information, instruction, training and supervision on safety and health procedures and work practices to ensure a safe and healthy working environment. This responsibility is achieved via the consultative committee process where hazards, risks and all matters relating to occupational safety and health are discussed and aligned to business unit operational safety plans.

A Statement of Compliance with the Workers' Compensation and Injury Management Act

ECU is fully compliant with the *Workers' Compensation and Injury Management Act 1981* (WA) and is committed to adherence to these requirements in the event of a work-related injury or work-related illness.

The University is committed to assisting injured employees to return to work as soon as medically appropriate and recognises the importance of early intervention injury management to facilitate this process.

Table 15 shows ECU's performance for the 2008/09 period (July 2008 to June 2009) against injury management targets and against 2007/08 results.

Table 15: Performance against 2008/09 Injury Management Targets

Indicator	Target 2008/09	Result 2008/09	Result 2007/08
Number of fatalities	Zero (0)	0	0
Lost time injury/diseases incident rate ¹	Zero or 10% reduction on previous year	0.15	0.20
Lost time injury severity rate	Zero or 10% improvement on previous year	0	0
Percentage of injured workers returned to work within 28 weeks	100%	100%	100%
Percentage of managers trained in occupational safety and health and injury management ²	50% or greater	75%	75%

Notes: 1. Lost time injury/ disease incident rate and lost time injury severity rate are defined as the incidents per 100 employees. 2. ECU does not provide separate training for Injury Management obligations as this is an integral part of broader briefings and information sessions provided to managers and supervisors.

Occupational Safety and Health Management Systems

The University has developed and implemented a self-assessment occupational safety and health management system based on the primary functions and supporting principles of the Australian and New Zealand Standard AS/NZS 4801:2000. All business units are required to participate in the self-assessment process and, in consultation with safety and health representatives, employees and business unit committees, develop operational plans and strategies to achieve best practice. Some business units of the University have elected to be formally accredited against the Standard.

Staff attitudes and perceptions about the safety of their work environment are monitored through a biennial survey. The results from the last survey were reported in ECU's 2008 Annual Report.

ECU's occupational safety and health statistics and performance are reported to two committees of Council: the Resources Committee and the Quality and Audit Committee.

Figure 6 below shows that the University's workers' compensation liability (in terms of total projected costs and costs paid) has remained low, consistent with the University's active and effective workers' compensation claims management processes. It is noteworthy that 2008/09 project costs are substantially below that of 2007/08.

The University's annual premium costs are substantially lower than Western Australian averages for educational institutions.

Figure 6: Workers' Compensation Costs and Annual Premium, 1999/00-2009/10

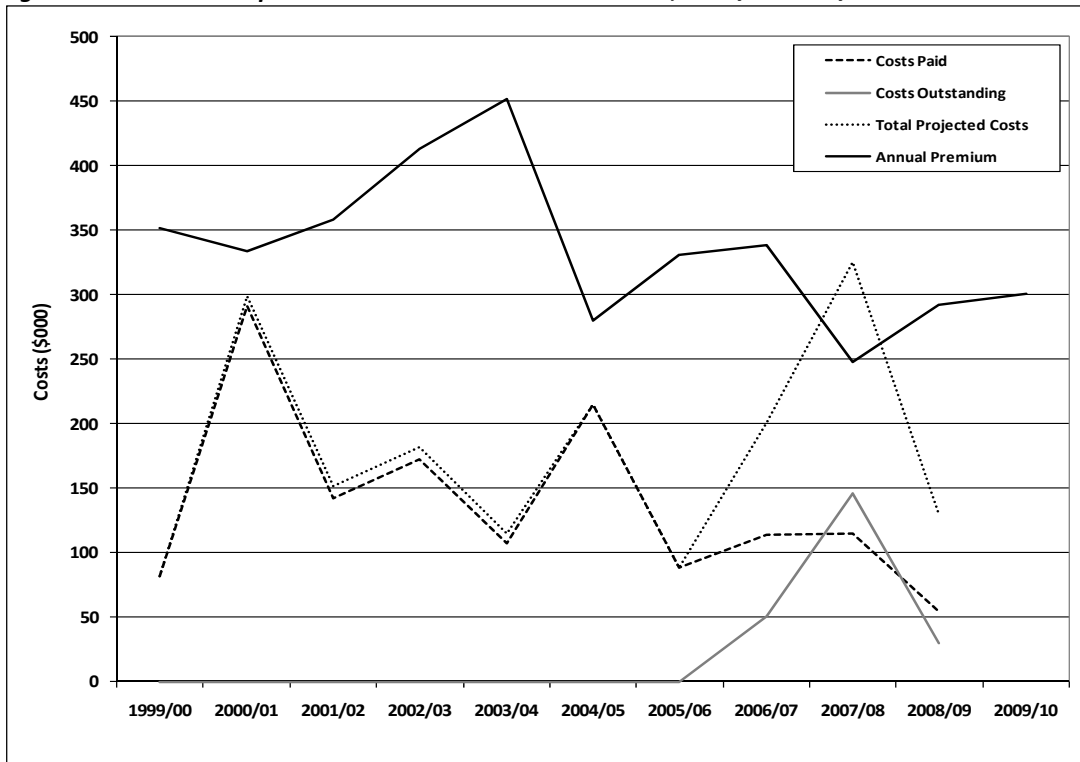
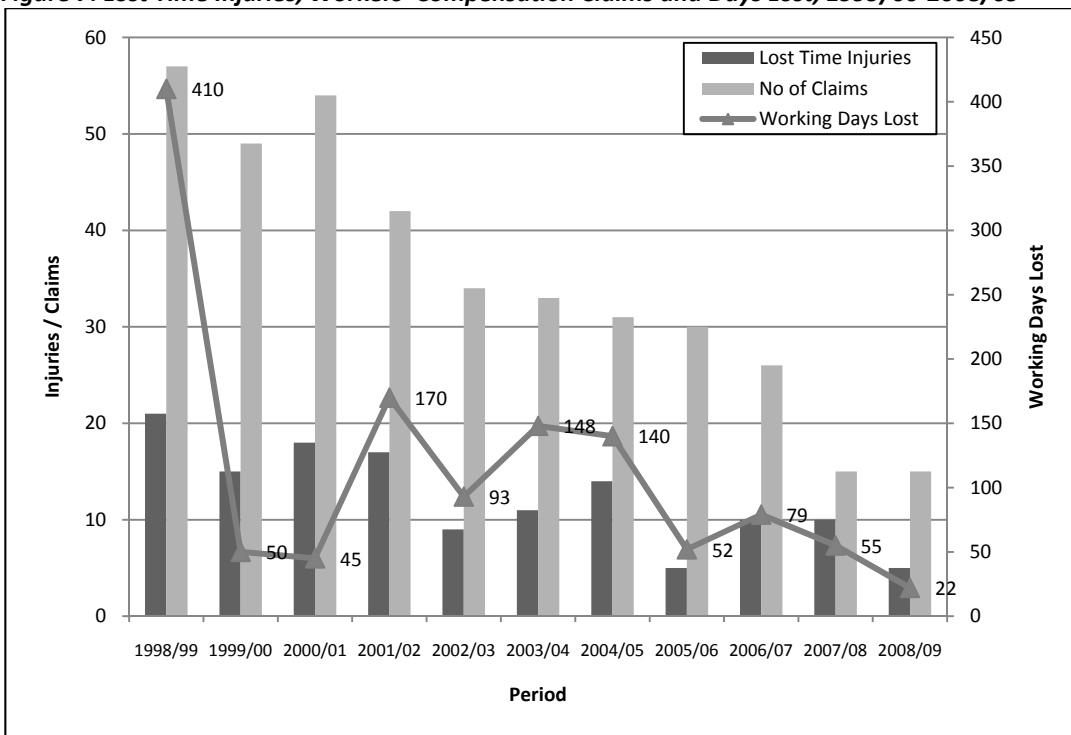


Figure 7 shows that the number of workers' compensation claims remained at the same level in 2008/09 as 2007/08, after a steady decline from 2000/01. The number of lost time injuries and working days lost, continued to fall further on the 2008/09 levels, reflecting effective application of the University's return to work program.

Figure 7: Lost Time Injuries, Workers' Compensation Claims and Days Lost, 1999/00-2008/09



Governance Disclosures

Corporate Standards and Risk Management

Equity

ECU prides itself on its diverse and contemporary learning and working environment. The University values diversity and seeks to ensure that its policies and processes foster a culture that is welcoming, supportive and inclusive. Discrimination, harassment, victimisation and bullying are not tolerated.

ECU's Equity Action Plan, together with the separate, but linked, Indigenous Action Plan, reflect a whole-of-University approach to mainstreaming equity principles and practices and to improving equity outcomes for students and staff.

Reflecting the requirements of the *Disability Services Act 1993 (WA)*, the University continued to deliver against its commitments as set down in ECU's Disability Access and Inclusion Plan 2006-2010. A report on achievements against the Plan's strategies in 2008/09 was submitted to the Western Australian Disability Services Commission (see page 172 of the Annual Report). The University's Annual Implementation Plan for 2009/10 was developed by ECU's Disability Access Working Party and endorsed by the University's Equity Committee.

As reported in 2008, ECU will not be required to report to the Equal Opportunity for Women in the Workplace Agency (EOWA) until 2011, having demonstrated to the EOWA that the University is not only compliant with all aspects of the *Equal Opportunity for Women in the Workplace Act 1999 (Cwlth)*, but has gone further by taking all practicable steps to advance women and remove barriers to their employment and promotion. Building on this achievement, ECU recently undertook a pay equity analysis and submitted an application to be certified as an *EOWA Employer of Choice for Women*.

During 2009, in consultation with the Office of Equal Employment Opportunity, the University finalised its Equal Employment Opportunity (EEO) Management Plan, as required under section 145 of the *Equal Employment Opportunity Act 1984 (WA)*. The ECU EEO Management Plan includes goals and strategies to further equal employment opportunities and diversity at ECU, and maximise human resource potential and productivity. The EEO Management Plan is linked to other relevant ECU plans to ensure effective implementation and reporting.

ECU's Indigenous Australian Employment Strategy has been in operation for a number of years and is required for Commonwealth funding support under the Indigenous Support Program. During 2009 ECU revised its Indigenous Australian Employment Strategy to include an increased focus on attracting and retaining Indigenous Australian staff and to offer ongoing support and professional development opportunities.

The University committee structure for matters relating to equity comprises: the Equity Committee; the Indigenous Consultative Committee; the Indigenous Employment (Development and Implementation) Sub-committee; and the Disability Access Working Party. During 2009 these committees continued to advise on equity matters within the University.

During 2009 the number of University Contact Officers (UCOs) grew from nine to 17. UCOs are volunteers, trained in equal opportunity legislation and who help to resolve equal opportunity issues by providing an alternative point of contact for students and staff and giving referral advice on equity policies and practices, as well as information on services and support available through the University.

ECU also has 34 volunteer ALLY network members. "Allies" provide a visible network of trained contacts for Gay, Lesbian, Bisexual, Transgender and Intersex students and staff on ECU's campuses.

For more information on equity visit: www.ecu.edu.au/equ/.

Events, Initiatives and Other Equity Activities in 2009

ECU undertook a number of events and equity activities during 2009, including those listed below.

- A range of successful equity events to commemorate NAIDOC Week, International Women's Day, PRIDE Month, Mental Health Week, Harmony Day, and International Day for People with Disability. International Women's Day activities included an Edith Cowan Memorial Lecture presented by Dr Penny Flett CEO-Brightwater Care Group and the announcement of the *Women@ECU* initiative. This initiative is supported by ECU's Senior Leadership Team, and provides a framework that builds on existing initiatives and strategies, while also exploring ways to further support female staff through specific and targeted programs such as seminars, coffee conversations, networking opportunities, speakers and special events.
- Three qualitative research projects, jointly titled *Investigating General Attitudes Towards University Study and Perceived Barriers to University Entry Among Equity Groups*. The projects identified a range of strategies to attract, retain, support and market to Indigenous Australian students, regional students, and non-English speaking background students.
- A new Social Justice Research Centre was established to conduct research with a focus on social justice, social inclusion, and wellbeing. The Centre has researchers from an array of disciplines working in partnership with the community, governments and other organisations.
- Developing and implementing a Cultural Awareness Training Program that is now part of the Centre for Learning and Development's training schedule.
- A range of projects to attract and retain students from equity groups, utilising Commonwealth funding under the Higher Education Equity Support Program, including:
 - a pilot peer mentoring program across ECU's faculties and schools;
 - regional outreach activities, including inviting Year 12 students in the South West Region to ECU's campus at Bunbury for a day to work on their English skills and to receive lectures and assistance from Australian Tertiary Admission Rank assessors;
 - evaluating the delivery of online research training among disadvantaged groups;
 - promoting scholarships which target low SES students, Indigenous Australian students, students with disabilities, and regional and remote students;
 - providing professional development to inform and educate ECU staff on the challenges faced by students from equity groups, and encourage inclusive behaviour; and
 - developing resources to provide mature-age students with information on advanced standing/ recognition of prior learning.
- Establishing a network of colleagues, both academic and general staff, as part of the *Indigenous Knowledge and Engagement @ECU* initiative, to increase staff awareness and knowledge and improve practice in this area. The first two gatherings were very successful with over 100 ECU staff members attending one or both sessions. Membership has been extended to external partners and the network will conduct three seminars in 2010 with national and international guest speakers, confirm research links and opportunities and link colleagues to funding opportunities with government and other bodies.

Quality

The *Quality@ECU* model consisting of the *Plan-Do-Review-Improve* cycle of continuous improvement continued to guide the University's approach to quality during 2009.

During 2009 the Quality Reviews Policy was developed to align ECU's various quality review processes. The policy defines the purpose, function and frequency of quality reviews conducted at ECU in the context of the *Quality@ECU* framework. The policy is supported by guidelines for each type of quality review including Annual Reviews, School Reviews, and Off-shore Program Reviews. Each of the guidelines was updated and the processes aligned to provide a consistent and robust approach to quality reviews at ECU. Research Centre Review guidelines are currently being updated and will be finalised in early 2010.

The process for faculty and service centre annual reviews was streamlined and changed to a template data-based reporting format. The timing of the annual reviews was moved to September-November to better align with operational planning and budgeting cycles. This allowed opportunities for improvement identified during the annual reviews to be integrated into planning for the next year. The changes made to the annual review process have resulted in a more robust and evidence-based approach, which have highlighted opportunities for improvements for the University and have been well received by participants.

As part of the five-yearly cycle of external school reviews, eight schools were reviewed in 2009 and a further four schools are scheduled for review in 2010. All schools have now completed the process of external review at least once.

In order to better support and drive benchmarking activities throughout the University, a benchmarking policy was developed to articulate ECU's approach to benchmarking. The policy is underpinned by guidelines that provide practical advice and a set of procedures for faculty and service centre benchmarking activities. Benchmarking is also supported by an online professional development program.

Faculties and service centres are expected to benchmark performance against suitable partners as part of their ongoing review of practices, and to incorporate formal benchmarking activities into their operational plans.

In 2009 faculties were invited to apply for seed funding to support projects that benchmarked academic programs. This funding was allocated on merit and encouraged faculties to integrate benchmarking into their academic quality processes.

Edith Cowan University's AUQA Cycle II audit is scheduled for October 2011 and a steering group was established in 2009 to guide preparations. The University's existing policies and practices in relation to quality, reviews and benchmarking are expected to provide good evidence of a commitment to continuous improvement and a quality approach to ECU's operations.

For more information on quality visit www.ecu.edu.au/equ

Risk Management

A major component of corporate governance at ECU is effective risk management. During 2009 the ECU Council approved an updated Strategic Risk Register that articulates the key risks and the treatment plans associated with the University's strategic direction. The updated register reflects impending changes to the higher education sector arising from the Australian Government's reform agenda.

During 2009 ECU participated in a risk management outcomes benchmarking exercise hosted by the Association of Commonwealth Universities, an international body. Eleven universities participated in the exercise and ECU was assessed as having the best risk management outcomes of this group.

Training was provided to senior staff on ECU's Fraud and Misconduct Policy and included presentations by the Corruption and Crime Commission and ECU's Vice-Chancellor. A fraud risk assessment was finalised in 2009 and the outcomes presented to staff in a workshop held during December 2009.

The University Risk Register is currently being populated and some reports are now available on aggregated risk data.

ECU assessed its operations for legislative compliance with the *Trade Practices Act 1974* (Cwlth) and the *Higher Education Support Act 2003* (Cwlth) during 2009. The University was assessed as being materially compliant with both acts. Comments on legislative trends are provided at page 65 of the Annual Report.

An audit report on research grant administration, academic consultancies and research income accounts was issued in 2009. The report will inform the implementation of improvements in research management, supervision and training, as part of the Operational Excellence Program.

Business Continuity Plans are in place for most of the Joondalup Campus and for the South West Campus. These plans were tested in 2009, resulting in revisions to the University Critical Incident Management Plans. The documentation and testing of IT disaster recovery plans and key IT systems was also completed in 2009. In addition to regular testing of IT disaster recovery plans, acceptance criteria for IT systems now require new or upgraded IT systems to have had their backup and recovery plans tested before being brought into production. The Mount Lawley Campus will have its Business Continuity Plans in place by the end of 2010.

For more information on Risk Management, visit: <http://www.ecu.edu.au/RMAA/rm/rm.html>.

Risk Management Statement

This statement is consistent with National Governance Protocol 9.

Edith Cowan University has an Integrated Risk Management Framework and policy that was revised and approved by the University Council in June 2008. It is compliant with ISO 31000:2009 – Risk Management. During 2009 ECU reviewed and updated its Strategic Risk Register.

Strategic oversight of risk management is included in the terms of reference for the Council's Quality and Audit Committee, as well as in the Quality and Audit Committee Charter approved by Council in December 2006. A Risk Reference Forum, chaired by the Deputy Vice-Chancellor (Academic), assists with the exchange of experiences of best practice and dissemination of risk management-related material within the University.

Functionally, the Office of Risk Management and Audit Assurance is responsible for the development and implementation of risk management strategies, such as the maintenance of risk registers, risk management methodology, legislative compliance, business continuity and fraud and misconduct prevention.

The Finance and Business Services Centre is responsible for the day-to-day operation of the insurance portfolio. The Human Resources Services Centre is responsible for the day-to-day operation of occupational safety and health strategies and workers' compensation. Legal risk is handled by the Legal Services Office, a part of the Governance and Planning Services Centre.

Corporate Governance Statement

Council endorsed a statement on corporate governance in December 2002. The statement was amended by Council in December 2004 and in June 2007 pursuant to the implementation of the National Governance Protocols (the “Protocols”). The document was revised in 2009 to reflect changes that had occurred in relation to *Statute 6: Vice-Chancellor*, revisions to the evaluation of Council Performance and changes to the status of the National Governance Protocols.

The following is an abridged and updated version of ECU’s Corporate Governance Statement. The full statement can be viewed at: www.ecu.edu.au/GPPS/committees/corp_gov_stmt.html.

Statutory Framework

The governance of the University takes place within a specific statutory framework. At the highest level of that framework is the *Edith Cowan University Act 1984 (WA)* (‘the Act’), as amended, which establishes the University as a body corporate, consisting of the Council, the members of staff and the enrolled students (s.5).

Functions of the University

Section 7 of the Act sets out, in non-exhaustive terms, the functions of the University which include: providing courses of study to meet the needs of the community in Western Australia; encouraging and providing for tertiary education; supporting and pursuing scholarship and research; fostering the welfare and development of all enrolled students; promoting and encouraging collaboration and consultation with other institutions; and providing such facilities that relate to its functions.

Council: its authority, functions and duties, powers and responsibilities

Section 8 of the Act provides that the Council is *the governing authority of the University*.

Section 16 specifies the functions and duties of Council, with s.16(1)(c) encapsulating the full scope of the Council’s functions.

(1) Subject to this Act the Council shall –

(a) perform any function or duty conferred or imposed upon the University under this Act;

(b) act in all matters concerning the University in such manner as appears to it best calculated to promote the objects and interests of the University; and

(c) control and manage the operation, affairs, concerns and property of the University.

Council has, however, exercised its power of delegation to delegate to the Vice-Chancellor powers to manage the University.

Section 17 relates to the powers of Council and provides in the preamble that:

Subject to this Act and the Statutes the Council has power to do all things necessary or convenient to be done for or in connection with the operation, affairs, concerns and property of the University.

Section 17 then specifies a number of specific matters relating to contracts, courses of study, use of facilities, and award degrees, diplomas and certificates.

Under the Act, Council has responsibility for University lands (s.28), finance (s.36), the appointment, termination, terms and conditions of academic and other staff, including the chief executive officer (ss.30 and 31), and to make Statutes, and By-laws and Rules under the Statutes (s.26).

Responsibilities of Council

Pursuant to the National Governance Protocols, Council has adopted the following responsibilities:

- a) appointing the Vice-Chancellor as the chief executive officer of the University, and monitoring his/ her performance;
- b) approving the mission and strategic direction of the University, as well as the annual budget and business plan;
- c) overseeing and reviewing the management of the University and its performance;
- d) establishing policy and procedural principles, consistent with legal requirements and community expectations;
- e) approving and monitoring systems of control and accountability, including general overview of any controlled entities. A controlled entity is one that satisfies the test of control in s.50AA of the Corporations Act;
- f) overseeing and monitoring the assessment and management of risk across the University, including commercial undertakings;
- g) overseeing and monitoring the academic activities of the University; and
- h) approving significant commercial activities of the University.

These are high order responsibilities and should be read in conjunction with the functions and duties of Council as specified in the Act.

Duties and Responsibilities of Council Members

The University Council Code of Conduct is designed to:

- a) ensure that members of Council are aware of the legal duties, liabilities and protections arising from their membership of the Council;
- b) promote good practice among Council members by describing the general responsibilities they have to the University, the Council and fellow members and to the students and staff of ECU; and
- c) describe the University's obligations to Council members, which will assist them to carry out their duties and responsibilities to the best of their abilities.

The legal duties of members of Council are set out in Schedule 1 of the Act. Under the Act, each member:

- a) must at all times act honestly in the performance of the functions of a member, whether within or outside the State;
- b) must at all times exercise the degree of care and diligence in the performance of the functions of a member, whether within or outside the State, that a reasonable person in that position would reasonably be expected to exercise in the Council's circumstances;
- c) must at all times act in the best interests of the University and give precedence to the interests of the University over the interests of any person appointing or electing a member;
- d) must not, whether within or outside the State, make improper use of information acquired by virtue of the position of member to gain, directly or indirectly, an advantage for any person or to cause detriment to the University; and
- e) must not, whether within or outside the State, make improper use of the position of member to gain, directly or indirectly, an advantage for any person or to cause detriment to the University.

Furthermore, under the Act a member who has a material personal interest in a matter being considered or about to be considered by Council must, as soon as possible after the relevant facts have come to the member's knowledge, disclose the nature and extent of the interest at a meeting of the Council.

Under the Code of Conduct, in addition to these legal duties, the responsibilities of members in respect of the general operation of Council include:

- a) attend, unless unavoidably absent, and be prepared to constructively contribute to all Council meetings and meetings of committees on which they serve;
- b) draw relevant matters to the attention of the Chancellor for the information of or possible action by the Council or the Vice-Chancellor;
- c) inform the Chancellor if at any time they consider that the information provided is insufficient to permit the Council to discharge its responsibilities;
- d) inform the Chancellor of any concerns that they might hold about any Council decisions or actions that appear contrary to its public duties, and to do so as soon as these concerns arise;
- e) inform the Chancellor of the possible material interests of other members of the Council in matters before or about to come before the Council, if those interests are not declared by the member or members concerned; and
- f) accept collective responsibility for decisions of the Council and support University management in the implementation of these decisions.

To assist Council members to carry out their duties and responsibilities to the best of their abilities, under the Code of Conduct, the obligations of the University include:

- a) provide Council members with such comprehensive, accurate and timely information as is required for members to act with the degree of care, skill and diligence required of them by the Act, other relevant Statutes and the general law;
- b) provide such legal and financial advice as may be necessary to enable Council members to discharge their duties; and
- c) provide, subject to any contrary legal restrictions, Council members with access to any University documentation required to perform their duties.

Maintaining the Distinction between Governance and Executive Management

In order for Council and executive management to perform their respective roles effectively, Council recognises that a distinction needs to be maintained between governance and executive management.

In recognising the importance of this distinction, Council considers that the advice given in the *Higher Education Management Review Report* (Hoare 1995:42) is relevant and pertinent:

The governing body should have strategic planning oversight for the university. It should set the broad strategic framework within which the Vice-Chancellor and senior university administrators can operate. It is important that the governing body does not get caught up in a 'local response syndrome' but should confine itself to strategic and policy issues.

Clarity as to which matters require Council approval is an important foundation for good governance and helps define decision-making boundaries. In 2006 Council approved a schedule of items which it determined that it would not delegate. The document *Matters to be Reserved to Council* outlines these items. The *Matters to be Reserved to Council* is amended by Council from time to time. The University

also has an appropriate system of delegations in place to ensure the effective discharge of other responsibilities.

Evaluating Council Performance

Council is committed to both collective and individual performance appraisal.

Council Performance and Effectiveness

Council undertakes a survey regularly (normally every year) seeking feedback from members on:

- the extent to which Council as a whole is meeting its corporate governance responsibilities;
- the functionality of meetings of Council, including the performance of the Chair and the utility of reports and other input from Council committees; and
- logistics and practical support for Council and individual members.

Council commissions a more extensive review of the operations of Council at least every three-to-five years. The precise timing, focus and methodology for such in-depth reviews will be approved by Council, on advice from the Governance Committee.

Individual Council Member Performance and Effectiveness

The survey includes a section on 'Self Reflection' designed to assist individual members to reflect on their own performance and any resources or training needs that would assist them in their role.

Induction of Members

Council is committed to its members being well informed about:

- a) their role and responsibilities;
- b) the role of Council as the governing body of the University; and
- c) the strategic direction and key features of the University.

As soon as practicable after appointment, each Council member shall receive:

- a) an invitation to meet with the Chancellor, Pro-Chancellor and Vice-Chancellor;
- b) appropriate materials including those listed below:
 - i. *Edith Cowan University Act 1984*
 - ii. Corporate Governance Statement
 - iii. Council Standing Orders
 - iv. University Council Code of Conduct
 - v. Council Membership list and profiles
 - vi. University Organisational Chart and profiles of Executive Staff
 - vii. Key committees and the University's Meeting Schedule
 - viii. ECU Budget Principles
 - ix. ECU Strategic Plan
 - x. Annual Report
 - xi. Policies approved by Council; and
- c) ECU promotional material.

Professional Development

The University aims to provide a structured but flexible professional development program for members of the Council. Accordingly, Council has adopted a professional development program that consists of the following components:

- a) series of discussions on agreed topics of strategic interest;
- b) workshops on agreed themes; and
- c) individual professional development activities based on need.

Council Committees

Council establishes committees to assist it to meet its responsibilities. The Standing Committees of Council are:

- i. Council Executive;
- ii. Resources Committee;
- iii. Quality and Audit Committee;
- iv. Governance Committee;
- v. Nominations Committee;
- vi. Remuneration Committee;
- vii. Legislative Committee; and
- viii. Honorary Awards Committee.

Academic Board

The Academic Board has a special role within the governance framework of the University. This is indicated by the fact that, while Council can determine its committee structure, the Act under which the University operates specifies that there “shall be an Academic Board of the University” (s18(1)), the constitution of which may be prescribed by Statute.

The Act specifies that the functions of the Academic Board shall include:

the discussion and submission to the Council of opinions and recommendations on academic policy, academic development, the admission of students, instruction, studies and examinations, research, the admission to degrees, the discipline of the University and any other matters which in the opinion of the Academic Board are relevant to the objects of this Act (s.18(3)(a)).

The Council views the Academic Board as a forum through which senior academics within the University can provide advice to Council on the University’s core business of teaching, learning and research. It also looks to the Academic Board to ensure that appropriate quality assurance processes are in place relating to academic programs and services, and that academic standards are maintained.

Role of the Chancellor

The Chancellor is elected by Council to facilitate its work and collegiality by effective and ethical means, providing a focal point to ensure the high standing of the University in the wider community. As part of this role, the Chancellor presides over Council meetings.

Role of the Vice-Chancellor

The Act provides that Council shall appoint a person to be the chief executive officer of the University (s.30(1)). University Statute 6 provides that the person appointed as the chief executive officer is the

Vice-Chancellor of the University (s.2). This Statute further provides that, the functions of the Vice-Chancellor are to:

- (a) provide strategic leadership and manage the academic, administrative, financial and other affairs of the University;
- (b) promote the interests and further the development of the University, and represent the University;
- (c) ensure that advice and information is given to the Council to enable the Council to make informed decisions in carrying out its functions;
- (d) liaise with the Chancellor on the affairs of the University and the performance of its functions;
- (e) implement policies and decisions of the Council;
- (f) report to the Council from time to time on the affairs of the University;
- (g) administer University Statutes, by-laws and rules and approve University policies, other than policies reserved for approval by the Council;
- (h) exercise supervision over the activities and welfare of the enrolled students of the University;
- (i) administer the recruitment, appointment, management and supervision of the University's officers and employees; and
- (j) perform any other function conferred by the Act, Statutes, by-laws and rules of the University or any other written law as a function to be performed by the Vice-Chancellor.

In addition, the role of Vice-Chancellor encompasses:

(a) In relation to the University:

- ensuring that appropriate quality assurance processes are in place for all major functions of the University, including systems to monitor the performance of the University against agreed strategic directions and operational plans; and
- providing leadership to the senior leadership team of the University.

(b) In relation to the University Council:

- ensuring that Council is thoroughly informed of administrative or academic implications, fiduciary, and other risks or legal constraints which affect the operations of the University, policy recommendations and strategic direction; and
- working with the Chancellor and Pro-Chancellor to ensure that Council, Council committees and senior leadership team work together in the best interests of the University and as a cohesive team characterised by integrity, confidentiality, transparency of process and mutual trust and respect.

(c) In relation to the external community:

- ensuring that the University is represented externally in the political, cultural and business life of the community at large and amongst its various constituencies in a manner which promotes its best interests; and
- acting as the key representative of the University with the wider community, sharing that responsibility with the Chancellor and, as appropriate, with other Council members and nominated officers.

Role of the Pro-Chancellor

The Act provides that there shall be a Pro-Chancellor and that the Pro-Chancellor presides at meeting of Council in the absence of the Chancellor (s.12). The role of the Pro-Chancellor is to act for the Chancellor in the absence of that Officer and on other occasions support the Chancellor in all the Chancellor's roles.

EDITH COWAN UNIVERSITY

Compliance with Relevant Written Laws

In the performance of its functions during the year ended 31 December 2009 the University has operated within the provisions of the *Edith Cowan University Act 1984*.

Having made or caused to be made on our behalf all relevant enquiries, but noting the very broad extent of application of written laws to the University, to the best of our knowledge, information and belief, the University has complied with all relevant written law.

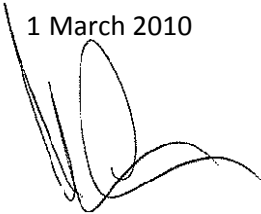
We are aware of no fact or circumstance apparent or existing at the date of signing this statement, to lead us to conclude otherwise.



Professor Kerry O. Cox

Vice-Chancellor

1 March 2010



Warren Snell

Vice-President (Resources) and Chief Financial Officer

1 March 2010

Other Legal Requirements

Advertising

In accordance with the requirements of section 175ZE of the *Electoral Act 1907 (WA)* the University is required to report all expenditure incurred by, or on behalf of, the University on advertising, market research, polling, direct mail and media advertising during the financial year.

Advertising expenditure in 2009 totalled \$3,728,000. The amount in each expenditure class and the organisations paid, are listing in Table 16 below.

Table 16: Advertising Expenditure, 2009

	\$'000
Advertising agencies	1,044
303 Group Pty Ltd	
Hobsons Australia Pty Ltd	
Market research organisations	87
Customer Service Benchmarking Australia	
Other	
Polling organisations	0
Direct mail organisations	0
Media advertising organisations	487
Mitchell and Partners Australia Pty Ltd	
Media Decisions OMD	
Anita Chauhan	
Starcom Worldwide (WA) Pty Ltd	
Total Expenditure	3,728

Commitments to Equity

Equity Management Strategies

ECU's high order *Equity Statement of Commitment* and *Statement of Commitment to Indigenous Australians* align with the strategic priorities of the University articulated in *Edith Cowan University: Engaging Minds; Engaging Communities. Towards 2020*.

The University's governing Council receives reports on equity issues and performance trends. ECU has four committees which focus on equity issues. These are:

- the Equity Committee;
- the Indigenous Consultative Committee;
- the Indigenous Employment (Development and Implementation) Sub-committee; and
- the Disability Access Working Party.

Membership comprises relevant University staff and, in the case of the Indigenous Consultative Committee, also includes students and members from the wider community. The Disability Access

Working Party also includes student representatives. The committees advise on the implications of University policies and practises and inform institutional responses to equity and disability policy initiatives by government and other external agencies.

ECU's Equity Action Plan provides for a whole-of-ECU approach to improving equity outcomes for students and staff. ECU's Indigenous Action Plan, which is aligned to the Equity Action Plan, allows for a greater focus on Indigenous Australian issues, with more targeted strategies and accountabilities.

Strategies within the Equity Action Plan and the Indigenous Action Plan are progressively being embedded in the functional and operational plans of the University. Monitoring takes place through the Equity Committee, but also through the University's standard review processes, including annual reviews of faculties and service centres and five yearly school reviews.

During 2010, the University will commence development of an Indigenous Reconciliation Action Plan (RAP) building on ECU's existing Indigenous Action Plan. ECU's RAP will aid the University in engaging in the national effort to improve the well-being of Indigenous Australians.

ECU has also, through its new Collective Agreements, reaffirmed its commitment to implementing its Indigenous Australian Employment Strategy 2009-2011, together with a new Indigenous Australian Employment Action Plan.

Scholarships and Grants

In 2009 ECU continued to offer support to students and prospective students through its ECU-funded Scholarships program, including those students specifically identified as belonging to under-represented and/ or disadvantaged groups. The ECU-funded Scholarships program in 2009 comprised the following.

- Equity scholarships:
 - ECU Equity Scholarships (\$3000 each) assist students from specified disadvantaged groups with the costs associated with university study. Twenty five new scholarships and 21 ongoing scholarships were awarded.
 - ECU Indigenous Scholarships (\$3000 each) assist Indigenous Australian students with the costs associated with university study. Five scholarships were awarded.
 - ECU Vice-Chancellor's Indigenous Scholarships (\$5000 each) assist Indigenous Australian students with the costs associated with university study. Two scholarships were awarded.
 - ECU Equity Grants assist current students at risk of ceasing studies because of financial difficulties. Nineteen grants totalling \$23,300 were awarded during 2009.
- Excellence scholarships, aimed at Year 12 students:
 - ECU Excellence Scholarships (\$4000 each). Fourteen new and 30 continuing scholarships were awarded.
 - ECU South West Campus Scholarships (\$3000 each). One new and two continuing scholarships were awarded.
 - Edith Cowan Scholarships (\$1000 each). Twenty-nine students received these awards.
- School awards:
 - Year 12 Personal Excellence Awards. A total of 116 students received awards of \$250 each.
 - Year 11 Citizenship Awards. Awards of \$100 each were made to 167 school students.

In 2009 ECU also administered the allocation of 880 Commonwealth Scholarships worth about \$2.8 million. These included seven new Specialist Commonwealth Accommodation Scholarships (to a total value of \$30,000), and 49 National Priority Education Costs scholarships (to a total value of \$108,000).

Disability Access and Inclusion Plan Outcomes

During 2009 ECU reported on achievements against its Disability Access and Inclusion Plan (DIAP) for the 2008/09 reporting year, as required under Schedule 3 of the Disability Services Regulations 2004. This report was submitted to the Disability Services Commission (DSC) by the due date, in a template prescribed by the DSC.

It is important to acknowledge that ECU’s DAIP covers a five-year period (2006-2010) and many of the strategies will continue throughout that timeframe. Some examples of achievements against ECU’s DIAP Outcomes in 2008/09 are listed below.

<p>Outcome One: People with disabilities have the same opportunities as other people to access the services of, and any events organised by, the University.</p> <ul style="list-style-type: none"> • A clause in relation to agents and contractors complying with ECU’s DAIP was developed and is being inserted into all new contracts/ leases. Tendering documents were also updated to include reference to ECU’s DAIP, and discussions commenced in relation to adding a DAIP slide to the contractors induction. • Students with disabilities were supplied with appropriate equipment and resources as per legislative requirements. • A Flexible Delivery Policy was developed, which included Inclusive Delivery Guidelines. • Principles for Inclusive Curriculum Design and Delivery were developed. • Work commenced on improving the layout of ECU’s Learning Access Plans and on developing Reasonable Adjustments Guidelines. • A register of practicum placement ‘accommodations’ was created. • Work commenced on updating ECU’s Virtual Information Pack to include further details on practicum requirements. • ECU’s Course Handbook was updated to include details on inherent practicum requirements. • Events/ social activities were planned in accordance with the Disability Service Commission’s <i>Guidelines for Creating Accessible Events</i>.
<p>Outcome Two: People with disabilities have the same opportunities as other people to access the buildings and other facilities of the University.</p> <ul style="list-style-type: none"> • Discussions commenced with the Department of Transport to make ECU’s campus maps more readily available, interactive, customisable, and practical for people with disabilities. • An investigation of the University’s current medical and parenting facilities took place, which informed the provision of additional facilities into new buildings at ECU’s Mount Lawley and Joondalup campuses. • Priority items that were identified in ECU’s 2006 Disability Access Audit (DAA) were completed. • A report on ECU’s building plans was provided as a standing item at each meeting of ECU’s DAWP.
<p>Outcome Three: People with disabilities receive information from the University in a format that will enable them to access the information as readily as other people are able to access it.</p> <ul style="list-style-type: none"> • All students requiring special consideration were supplied with appropriate equipment and resources as per legislative requirements. • ECU implemented a Web Content Management System, which meets W3C WCAG 1.0 Priority 2 (Double-A) guidelines. • ECU developed a Website Quality Assurance Checklist, including a section on accessibility. • A staff member was appointed to build accessibility requirements into ECU’s curriculum.
<p>Outcome Four: People with disabilities receive the same level and quality of service from the staff of the University as other people receive from the staff of the University.</p> <ul style="list-style-type: none"> • A Mental Health First Aid kit was finalised, and Mental Health Workshops were made available to staff to aid them in supporting students and colleagues with mental health issues.

<ul style="list-style-type: none"> • Disability Awareness training sessions were made available to students and staff. • Accessible toilet alarm systems were wired directly to the University's security services and included in each campus' emergency procedures.
<p>Outcome Five: People with disabilities have the same opportunities as other people to make complaints to the University.</p>
<ul style="list-style-type: none"> • A revised Student Complaints Policy was developed, and work commenced on an over arching dispute resolution framework. • Eight new University Contact Officers (UCOs) were appointed from areas that previously did not have UCO representation. Refresher training was provided to existing UCOs.
<p>Outcome Six: People with disabilities have the same opportunities as other people to participate in any public consultation by the University.</p>
<ul style="list-style-type: none"> • ECU's DAIP annual plan underwent significant consultation via the University's Equity Committee structures, and was made available for viewing on the Quality & Equity Unit website along with ECU's DAIP Annual Implementation Plan. • ECU made increased usage of online surveys during 2008-2009, and the University's primary online survey tool, Inquisite, was deemed to have met Section 508 US Federal Govt standards for web accessibility.
<p>Outcome Seven: People with disabilities have the same opportunities as other people to seek employment and work experience placements with the University.</p>
<ul style="list-style-type: none"> • Staff vacancies were promoted via specific disability employment agency arrangements, including those offered by Edge, PEP, CRS, Drake and Infowork. • ECU finalised an EEO Management Plan as required by Section 145 of the <i>Equal Opportunity Act 1984</i> (WA). The plan includes strategies to increase employment among people with disabilities.
<p>Outcome Eight: The University promotes an inclusive culture that values diversity, does not tolerate harassment or discrimination and encourages a secure and safe environment for all students and staff.</p>
<ul style="list-style-type: none"> • A series of events to raise the profile of people with disabilities were delivered in September around the theme of International Day of People with Disability. • A range of activities for students and staff were also held at ECU to commemorate Mental Health Week, including Mental Health Workshops for staff to provide information and advice to assist them in supporting students and colleagues with mental health issues. A range of de-stress activities and advice was also offered in conjunction with ECU Occupational Therapy students around the theme of Mental Health Week. • EO Online Training was promoted to staff and ECU's educational service providers.

Equal Employment Opportunities Outcomes

The *Equal Opportunity Act 1984* (WA) (EEO Act) requires outcomes against an Equal Opportunity (EEO) Management Plan, as described on page 159 of the Annual Report, to be reported annually.

In line with the requirements of the EEO Act, during 2009 ECU finalised its EEO Management Plan, in consultation with the Office of Equal Employment Opportunity.

The ECU EEO Management Plan draws on the University's Equity Action Plan, Indigenous Action Plan and Staffing Plan, and includes goals and strategies to further equal employment opportunity and diversity at ECU.

Record keeping

ECU is subject to the requirements of the *State Records Act 2000* (WA) and is committed to compliance in its record keeping activities.

ECU's Record Keeping Plan, a requirement under the *State Records Act*, was updated and submitted to the State Records Office in December 2005. The plan was approved for a five-year term. The University's Retention and Disposal Schedule was reviewed and was approved in 2008.

The Electronic Document and Records Management System (EDRMS) is the University's approved record keeping system, which allows emails and documents from the Microsoft Office Suite to be saved electronically, using the TRIM record keeping software. A project is in train to roll out EDRMS across the University. With an increasing number of work areas having access to EDRMS, in excess of 295,000 records have been created in TRIM and during 2009 approximately 2200 electronic records were saved each month.

State Records Commission Standard 2 Record Keeping Plans: Principle 6 – Compliance

The efficiency and effectiveness of the organisation's record keeping system is evaluated not less than once every 5 years.

The University's Retention and Disposal Schedule was approved in January 2008 and collaborative work is underway to develop a common University Disposal Schedule. The Disaster Management Plan for vital records has been approved and a University-wide plan is under review.

Record keeping surveys have been conducted as part of the EDRMS project roll out.

The organisation conducts a record keeping training program.

The Records Awareness Training System was implemented in 2008 to raise record keeping awareness for staff, and has continued to be offered to staff as part of the University's strategy to increase understanding of records management. Since implementation, around 900 staff have completed, or are working through, the course.

A basic record keeping induction training package was introduced which is integrated with the University's overall professional development and training program and run on a monthly basis. Monthly training courses on the University's record keeping software (TRIM) are provided at Basic and Intermediate levels.

The efficiency and effectiveness of the record keeping training program is reviewed from time to time.

The outcomes of the Records Awareness Training are monitored and staff feedback is reviewed to ensure that the training is effective.

As part of the EDRMS roll out and associated

training, questionnaires are used to seek feedback on how to improve the training. An intermediate user course was developed and offered as the result of this feedback.

The EDRMS team also runs ‘before and after’ surveys to determine if training is successful in changing record keeping behaviours.

The organisation’s induction program addresses employees’ roles and responsibilities with regards to their compliance with the organisation’s record keeping plan.

All new ECU employees undergo an induction course which addresses employee roles and responsibilities in regard to the compliance aspects of the Record Keeping Plan. Additionally, this material is included in a handbook issued to employees when they join ECU. The record keeping induction training package is also available to all new staff and is run on a monthly basis. Since inception, some 180 staff have attended the course.

Sustainability Performance

ECU received the Managing the Environment Category award at the 2009 Premier's Award for Excellence in Public Sector Management for its achievements in social and environmental sustainability.

In 2009 ECU developed the Sustainable Communities Action Plan to set out responsibilities for a sustainable community at ECU. The Sustainable Communities Action Plan spans environmental sustainability and social sustainability and identifies 12 sustainability areas, each with objectives and targets to drive improved outcomes.

The Sustainable Communities Action Plan encapsulates the following broad objectives:

- to develop a heightened awareness and practice of social and environmental sustainability amongst ECU students, staff and communities;
- to embed the principles of social and environmental sustainability as knowledge and skills into the curriculum and research programs; and
- to seek continuous improvement in reducing the University's environmental footprint in areas of water, waste, materials, energy, biodiversity and transport.

Environmental Sustainability

ECU aims to promote sustainability principles and to continue to act responsibly by reducing negative impacts on the environment.

ECU's environmental sustainability framework was extended in 2009 to seven programs to include procurement and sustainable delivery in teaching and research, in addition to the five programs (water, waste, energy, biodiversity and travel) reported in the Annual Report for 2008.

The original five environmental programs now operate under an environmental management system that has received third party certification to AS/NZS ISO 14001:2004.

Water Consumption and Discharge

The key achievements in 2009 for water consumption and discharge at ECU were accomplished by:

- the development of a Water Efficiency Management Plan for the South West Campus;
- installing waterless urinals, with over 20 additional systems installed; and
- water flow regulators fitted to all taps across the University's campuses.

Table 17 shows that ECU's water consumption declined by more than 22,000kL in 2009 and water consumption per student and staff full-time equivalent also declined substantially.

ECU's Water Management Group now includes a representative from the Water Corporation.

Table 17: ECU Water Use, 2005-2009

	2005	2006	2007	2008	2009
Potable kL/yr	119,033	103,944	109,583	116,231	93,620
Potable kL/(EFTSL + FTE)	6.96	6.59	7.29	8.71	5.42
Bore kL/yr	Data unavailable	152,259	158,576	132,362	152,565

Notes: Water consumption figures are exclusive of Student Housing and prior to 2009 figures also exclude the South West Campus. EFTSL is student full-time equivalent load. FTE is staff "full-time equivalent".

Waste Produced

In 2009 the following outcomes were achieved for this program:

- a recycling collection system was established for University events at each ECU campus;
- a Packaging Stewardship Forum Grant for Public Place Recycling totalling \$28,800 was received;
- a Waste Management Framework was developed and consultants engaged to assist with a Waste Services Tendering Specification and Waste Audits;
- annual waste audits were completed at all campuses; and
- a battery and mobile phone recycling system was established at each ECU campus.

Table 18 illustrates that the total waste to landfill for all campuses in 2009 was 190 tonnes. The proportion of paper to landfill increased in 2009 to 26 per cent, from 14 per cent in 2008. During 2010, ECU will develop a waste strategy, which will include tendering for a waste provider to improve data collection for the waste program.

Table 18: ECU Waste to Landfill, Joondalup Campus, 2005-2009

	2005	2006	2007	2008	2009
Waste to Landfill (t)	87	87	95	290	190
Paper to Landfill (t)	43	24	6	41	50
Percentage of Paper to Landfill (%)	49.9	27.2	6.2	14.2	26.3

Notes: Waste is shown in tonnes. Waste data is based on two day annual waste audits. Figures do not include construction, gardening, electronic or furniture waste. 2009 data is for all three campuses, 2008 data excluded the South West Campus and 2005 to 2007 data is for the Joondalup Campus only.

Energy Consumption and CO₂ Production

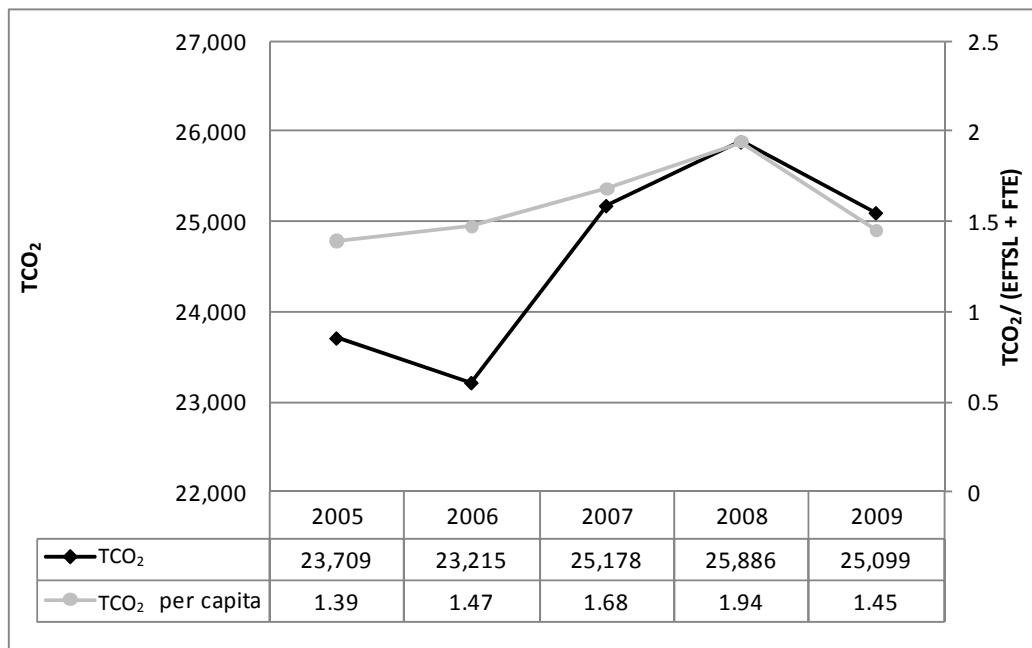
Extrapolated from both electricity and gas usage, ECU's carbon emissions in 2009 were 25,099 tonnes of CO_{2-e} in total for all three campuses, compared to 25,886 tonnes of CO_{2-e} in 2008. This places the University below the targets required for reporting under the *National Greenhouse and Energy Reporting Act 2007*.

It is noteworthy that ECU reduced its electricity consumption by 3.1 per cent in 2009.

The 2008 Benchmarking Report from the Tertiary Education Facilities Management Association, released in 2009, places ECU 11th of 37 Australian universities for energy efficiency.

Figure 8 shows that CO₂ emissions (as extrapolated from energy use) declined in 2009, while CO₂ emissions per student and staff full-time equivalent also declined.

Figure 8: ECU Carbon Emissions based on Electricity and Gas Use, 2005-2009



Notes: Total TCO₂ was calculated using the coefficients 1.052 kg CO₂ per kWh electricity and 68 kg CO₂ per GJ gas consumed. Energy use figures are exclusive of Student Housing and for 2005-2008 exclude the South West Campus. EFTSL is student full-time equivalent load. FTE is staff “full-time equivalent”.

The key achievements in 2009 for reducing the energy consumption and CO₂ production at ECU were accomplished by:

- the implementation of a five year energy reduction initiative to incorporate co-generation and renewable energy capabilities into ECU facilities;
- the identification of Energy reduction projects for 2010 including improvements in efficient lighting, air-conditioning, and engineering options;
- Green IT being incorporated in the University’s ICT Strategy Plan;
- developing Sustainable Building Design Guidelines which include a set of environmental key performance indicators for ECU’s buildings;
- the completion of a sub-metering plan to incorporate energy and water metres on all buildings – to begin roll out in 2010; and
- World Environment Day including a Carbon Conference, with over 150 guests attending a sit-down breakfast.

Biodiversity of Managed Land (South West) Program

The Biodiversity of Managed Land (South West) Program ensures that ECU is wholly compliant with relevant State and Commonwealth legislation and that the biodiversity of the South West Campus bush land is protected.

In 2009 the following was achieved under this program:

- a fauna assessment of the South West Campus bush land found that three species of black cockatoos, including the endangered Carnaby’s Black Cockatoo, visit and use the site;
- the Biodiversity Management Group was formed, comprising students and staff; and
- events were held to support the management of the bush land, including a litter pick up, planting of seedlings, removal of weed species and education and awareness bush walks.

Travel

Public transport (including CAT buses), facilities for cyclists and good walking paths are all essential parts of ECU's efforts to limit its environmental impact and ECU participates in the TravelSmart Workplace Program – a joint initiative of the Western Australian Department of Environment and Conservation and the Western Australian Department of Transport – in order to play its part in reducing dependency on car travel in Western Australia.

During 2009 ECU continued its work to implement its Green Transport Plan, and initiatives included:

- developing a customised report to show ECU's vehicle emissions and fuel usage;
- an ECU car pooling webpage to provide staff with a means to identify car sharing opportunities for business trips;
- reviewing past transport survey results and developing a new survey to be administered in 2010, in line with ECU's environmental objectives and targets; and
- a 'Bike to Breakfast' event as part of Bike Week to promote riding to work.

The University continued to partly fund the Joondalup CAT bus service which runs between the Joondalup Campus and the Joondalup train station and CBD. The CAT bus service provides approximately 355,000 passenger trips each year and patronage increased slightly in 2009.

The University also continued to operate its carbon neutral vehicle fleet in 2009 through an offset program and continued to investigate and implement measures to increase the efficiency of the fleet vehicles.

Procurement - Recycled and Non-Recycled Materials

Procurement guidelines were revised to include qualitative criteria relating to ECU's environmental sustainability objectives. In addition, investigation of possible "green supply chain" initiatives was conducted in 2009.

Table 19 shows that ECU's paper purchases for 2009 decreased to 1.78 reams per student and staff full-time equivalent, which is the lowest yet recorded at ECU. This decrease in per capita paper use is attributable to behaviour change strategies promoted by ECU. Almost all (more than 99 per cent) of paper purchased was recycled paper.

Table 19: ECU Paper Purchases, 2005-2009

	2005	2006	2007	2008	2009
Total paper purchased	38,815	31,110	35,133	35,776	34,395
Recycled paper purchased	4,803	8,771	34,603	34,237	34,277
Proportion of recycled paper purchased	12.4%	28.2%	98.5%	95.7%	99.6%
Paper/(EFTSL + FTE)	2.27	1.97	2.34	2.03	1.78

Notes: All figures are in reams (500 sheets/ ream). EFTSL is student full-time equivalent load. FTE is staff "full-time equivalent". FTE and EFTSL are for Joondalup, Mount Lawley and South West campuses.

Sustainable Delivery in Teaching and Research

In 2009 ECU began reviewing education delivery methods to seek ways to improve environmental sustainability in ECU's core functions of teaching and research.

The University intends to introduce teaching initiatives such as increased use of learning technologies, use of flexible timetables, alternative delivery forms and strategies to reduce use of paper.

Strategies for conducting research in a sustainable manner, without compromising quality, were also considered. Research initiatives may include: increased use of video-conferencing for meetings; sustainable practices in data collection; and the adoption of electronic thesis publishing.

Social Sustainability

ECU's achievement of its social sustainability goals is described elsewhere in the Annual Report. Five areas of activity have been defined by the Sustainable Communities Action Plan and these are listed below.

- **Teaching and Researching Sustainability** – ECU seeks to embed sustainability principles in its core functions of teaching and research. Students are provided with opportunities to learn about sustainability principles through the curriculum, while many of ECU's research activities involve working directly to create solutions and new knowledge in the fields of social and environmental sustainability.
- **Occupational Safety and Health and Wellness** – ECU's obligations to provide a safe and healthy working and study environment are supplemented by sporting and social programs and activities designed to improve the health and wellbeing of students and staff.
- **Training and Education** – ECU provides staff with opportunities for professional and personal development so that they are able to undertake their roles effectively, but also for development of staff beyond their existing roles, to provide for organisational development and support for social and environmental sustainability.
- **Diversity and Equal Opportunities** – ECU's obligations to provide equal opportunities for students and staff and to promote diversity underpin activities and initiatives designed to position ECU as the University of choice for Indigenous Australian students and staff.
- **Community Interactions** – Engagement is a strategic priority for ECU and ECU seeks to provide value and mutual benefit to its communities through projects and programs in collaboration with its various stakeholders. For example, the Vario Health Institute provides medical and health programs for the community and the Northern Suburbs Legal Justice Centre provides free legal advice to local citizens.

