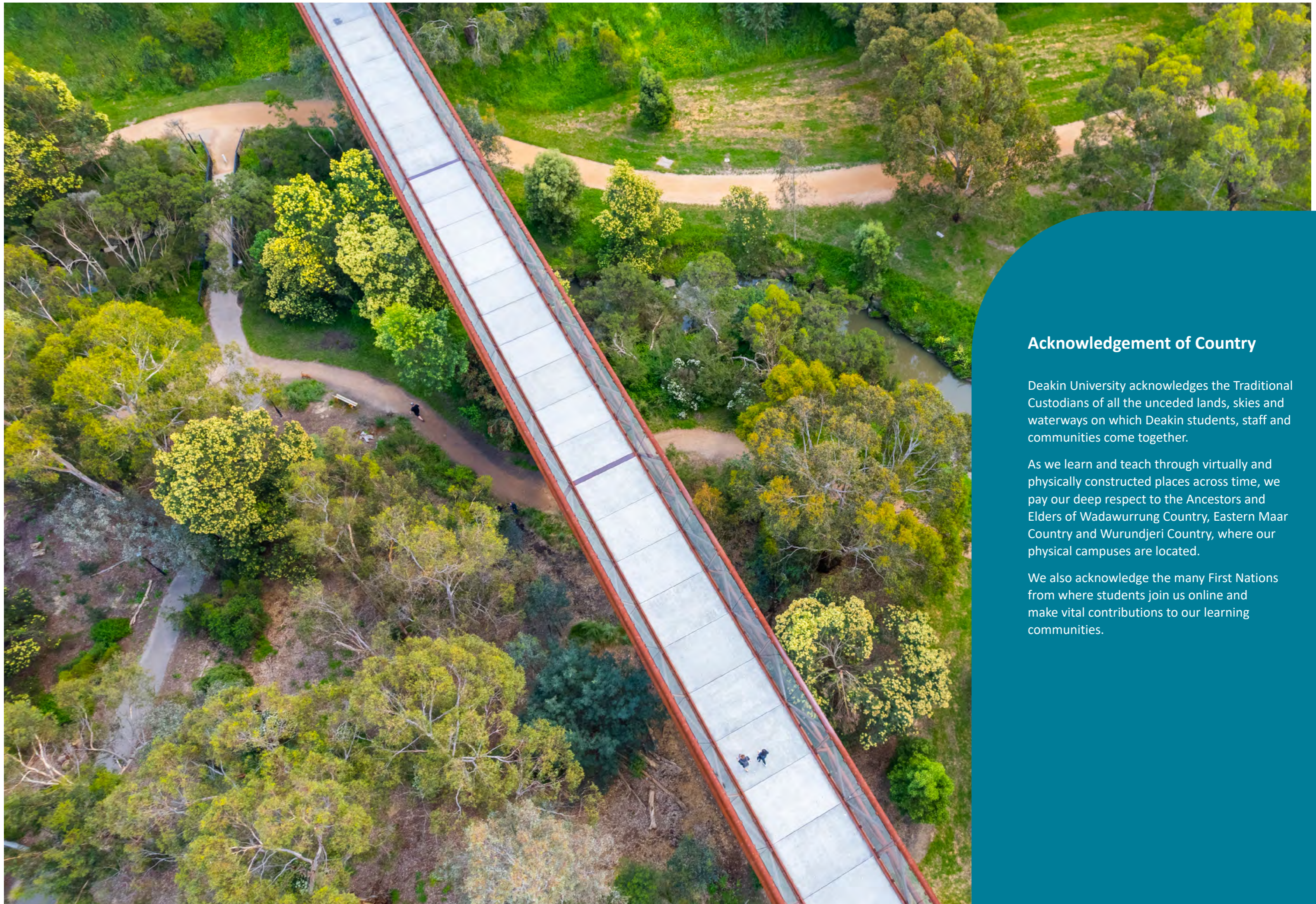




DEAKIN UNIVERSITY
ANNUAL REPORT 2023





Acknowledgement of Country

Deakin University acknowledges the Traditional Custodians of all the unceded lands, skies and waterways on which Deakin students, staff and communities come together.

As we learn and teach through virtually and physically constructed places across time, we pay our deep respect to the Ancestors and Elders of Wadawurrung Country, Eastern Maar Country and Wurundjeri Country, where our physical campuses are located.

We also acknowledge the many First Nations from where students join us online and make vital contributions to our learning communities.

TABLE OF CONTENTS

Letter to the Minister	5
Message from the Chancellor	6
Message from the Vice-Chancellor	8
ABOUT DEAKIN	10
Deakin at a Glance	12
Deakin Online and On Campus	14
Our Strategic Plan	16
Our Integrated Reporting Approach	19
Organisational Chart	22
REPORT OF OPERATIONS	24
Education and Employability	26
Research and Innovation	31
Impact Themes	36
Indigenous Knowledges and Ideas	44
International at Deakin	48
Sustainability	52
Our Staff	58
Alumni and Philanthropy	70
Cyber Security	74
GOVERNANCE	78
The University Council	80
The Academic Board	88
Risk Management	91
Statutory Reporting Responsibilities	94
FINANCIAL REPORT	100
DISCLOSURE INDEX	171

Letter to the Minister

The Hon. Gayle Tierney MP,
Minister for Skills and TAFE and
Minister for Regional Development
Level 1, 2 Treasury Place
East Melbourne
Victoria 3002

21 March 2024

Dear Minister

On behalf of the Council of Deakin University, we are pleased to submit for your information and presentation to Parliament the Deakin University Annual Report for the year ending 31 December 2023. The Report has been completed in accordance with the *Financial Management Act 1994*, the relevant Reporting and Standing Directions and applicable Australian Accounting Standards.

The Annual Report was approved by the Deakin University Council at its meeting on 21 March 2024.

Yours sincerely



John Stanhope AM
Chancellor



Professor Iain Martin
Vice-Chancellor

21 March 2024
Geelong

Message from the Chancellor

Our University's fundamental role is to deliver outcomes that benefit society. We do this by creating a stimulating and supportive learning environment, and by exploring and developing powerful ideas that create impact well beyond the boundaries of our institution.

Some of our impacts are obvious and undeniable. Some are less obvious, stretched out over many months and years, as we work to address complex social issues, contributing to improving lives and the world around us. These are stories that can be much more difficult to tell, especially while they are unfolding, but I hope this Annual Report succeeds in doing just that: presenting a compelling summary of our efforts in 2023.

Throughout the year, we continued to work with our partners and communities to make progress across our five Impact Themes – interconnected, multidisciplinary themes that align with national priorities and focus our activities to where our ideas will make the biggest difference.

To 'Enable a sustainable world', we want to lead by example, working alongside like-minded partners. In 2023 we placed 66 in the QS World University Rankings for environmental and social impact, and with one of the largest solar farms at an Australian university, our sustainability credentials are well established. The Deakin ASCEND Solar Car is an exemplar multidisciplinary project contributing to this broader societal goal. A partnership between Deakin and ACCIONA Energía, it was the only Victorian entry in the 2023 Bridgestone World Solar Challenge, a design competition to discover the world's most efficient electrical car. Since 2019, the ASCEND Project engaged more than 1,000

students, representing disciplines from mechanical, electrical and aerodynamics engineering to information technology, business, marketing and communication.

In 'Improving health and wellbeing', Deakin celebrated its 20-year research and clinical partnership with Barwon Health by announcing Australia's most innovative Clinician Scientist Pathway and \$1.34 million in funding over the next four years for ten clinician PhD candidates across medicine, nursing and allied health. Our commitment to regional health training expanded with the first year of Deakin's Doctor of Medicine (MD) being made available via our Warrnambool Campus and in Ararat through the East Grampians Health Service. In 2023, Deakin ranked 16 in the world for nursing education – a tribute to our highly skilled staff and their achievements.

'Advancing society, culture and the economy' is a broad theme that involves many community-facing activities across the University. Our Centre for Humanitarian Leadership won an Engagement Australia Excellence Award for its work transforming and improving the humanitarian sector. The Alfred Deakin Institute for Global Citizenship and Globalisation continued to generate world-leading scholarship and inform social policy agendas, which included hosting a cross-sector symposium with the Australian Research Council on 'Appraising Multiculturalism'.



Throughout the year, we continued to work with our partners and communities to make progress across our five Impact Themes – interconnected, multidisciplinary themes that align with national priorities and focus our activities to where our ideas will make the biggest difference.

As the world's number one ranked university for sport science again in 2023, we attract and work with the best educators, researchers and practitioners. During the year, we renewed our support for regional sporting and cultural events and institutions including sporting clubs the Melbourne Vixens (netball), the Melbourne Boomers (basketball) and the Geelong Football Club, as well as the Geelong Arts Centre, the National Gallery of Victoria and the Geelong Symphony Orchestra, and we hosted the 13th annual Deakin University Contemporary Small Sculpture Award.

In 'Building safe and secure communities', Deakin is proud to be an education partner with the Australian War College. In 2023 we completed the first full year of our new contract as the sole Australian university provider of academic and support services to the Australian Defence Force, Australian Public Service and international military students. This strengthens a partnership that began in 2006, one that enhances our country's strategic engagement with key international partners and allies.

Our fifth Impact Theme, 'Creating smarter technologies', also showcases a wide range of our activities and expertise. In just one focus area in 2023, our experts made significant advances in processes for reclaiming battery components and reducing lithium-metal

battery degradation, bringing us ever closer to a new and renewable energy future.

In developments to extend the physical boundaries of our institution and broaden our impact, it was a successful year for Deakin's global engagement with the confirmation that international branch campuses will open in 2024 in Gujarat International Finance Tec-City (GIFT City) in India, and Bandung in Indonesia.

The financial recovery from the pandemic is ongoing, and the broader economic climate continues to present challenges. Deakin's net operating position in 2023 was a net deficit of \$54.8 million, with an underlying deficit position of \$92.3 million. The expected result in 2024 is an operating deficit, but the University remains well placed.

In 2023, we continued to serve our communities well, achieving ambitious goals and progressing many more. My thanks to the strong leadership shown by Deakin's Council and Executive team throughout another year, and to all our staff and partners for the ongoing inspiration and hard work that makes Deakin University the force that it is.

John Stanhope AM
Chancellor

Message from the Vice-Chancellor

For Deakin, 2023 was a year that saw considerable progress in delivering key elements of our University strategy, *Deakin 2030: Ideas to Impact*. Alongside positive developments in our central activities in Education and Employability and Research and Innovation, we had significant engagement with our communities and partners in Australia and internationally, and launched a series of exceptional initiatives that have enhanced the distinctive identity of our University.

We are immensely proud of our balanced excellence in both education and research, which few universities can deliver at scale. Deakin continues to pioneer innovative practices in teaching and learning. Our DeakinDesign program provides a set of principles that help staff transform the design and delivery of teaching, learning, assessment and feedback. This initiative is guided by the globally recognised work of our Centre for Research in Assessment and Digital Learning (CRADLE). In 2023, we launched the Deakin Teaching and Learning Academy which provides a range of programs to further build teaching capability and collaboration, fostering an even stronger community of professional development.

We have earned a reputation for providing one of the best student experiences in the country. Among our undergraduate cohort, 2023 marked 13 consecutive years as the highest overall satisfaction rating for students in Victoria, and seven consecutive years for the best overall student experience. Our commitment to distance and digital education is longstanding, while we continue to build on the sophistication and efficacy of our learning experiences that harness physical, digital and human connections.

In what was a difficult and draining year for First Nations communities, we made advances in better integrating Indigenous knowledges across our curricula through our Graduate Learning Outcome 8 (GLO8) program. Our Office of Indigenous Strategy and Innovation is collaborating with academic teams to embed this knowledge into core curriculum across every faculty and discipline, which will better reflect Australia's full history and help position First Nations voices at the centre of self-determination and an inclusive future. These were just some of our initiatives during the first year of Deakin's new five-year *Indigenous Strategy*.

Throughout 2023, we achieved significant growth in research activity, income and outputs. While ranking measures must be treated with some scepticism, we maintained our position among the top 300 universities globally across all the major rankings. Deakin placed seventh in the inaugural Australian Financial Review Best Universities and was named in the top 12 research institutions in The Australian Research Magazine, being recognised as the leading institute in 13 fields, with six academics named individual leaders in their disciplines. Four Deakin finalists featured in the Research Australia Health and Medical Research Awards, and the Victorian Young Tall Poppy Science Awards – including the winner. Our PhD



We have earned a reputation for providing one of the best student experiences in the country. Among our undergraduate cohort, 2023 marked 13 consecutive years as the highest overall satisfaction rating for students in Victoria.

students are the engine room of our research capability development, and for the first time one of our students won the international Three Minute Thesis competition.

Deakin's industry partnerships and collaborations strengthened markedly. We retained our position as the number one university in Australia for equity held in start-ups and spin-out companies (SCOPR). In March we opened the Battery Research and Innovation Hub (BatTRI-Hub) at our Burwood Campus, a purpose-built centre for battery design and development. Shortly after we launched Australia's most advanced \$9 million motion simulator at our Waurun Ponds Campus. Supported by the Victorian Higher Education State Investment Fund (VHESIF), the Genesis Simulator is the latest addition to Deakin's Institute for Intelligent Systems Research and Innovation (IISRI), the only simulator of its type in Australia, and the only one in the world located at a university. Also supported by VHESIF, we doubled the size of our ManuFutures Hub at the Geelong Future Economy Precinct, paving the way for more businesses to join the diverse range of successful and emerging groups already there.

In August we launched the second iteration of the ARC Research Hub for Future Fibres. Through the capabilities of our Institute for

Frontier Materials (IFM) and industry partners this latest iteration is the largest and most advanced fibre research group in the southern hemisphere.

On 8 March, with Australian Prime Minister Anthony Albanese and India's Minister for Education Dharmendra Pradhan, we announced that Deakin would become the first foreign university in the world to open an international branch campus (IBC) in India, in the heart of Gujarat International Finance Tec-City (GIFT City), Ahmedabad. The IBC will deliver future-ready graduates to meet India's soaring labour demands and bolster Deakin's commitment to providing a world-class education and learning experience for students around the globe. It is set to open in the middle of 2024, during the same year that Deakin celebrates its 50th anniversary and 30 years of engagement in India.

2023 was truly memorable for our University. I extend my gratitude to our students and staff – past and present, and our partners – established and new, for working with us to maximise the social, cultural and economic impact we have delivered for our communities.


Professor Iain Martin
Vice-Chancellor


About Deakin





Deakin at a Glance


Balanced excellence in education and research


 Among the top 1% of all universities worldwide¹

 1st in the world for Sport Science²

 Among the top 1% of researchers worldwide³

 Nine out of 10 Deakin undergraduates are in full time employment three years after graduation⁴

 Best overall undergraduate student experience in Victoria for seven consecutive years⁵

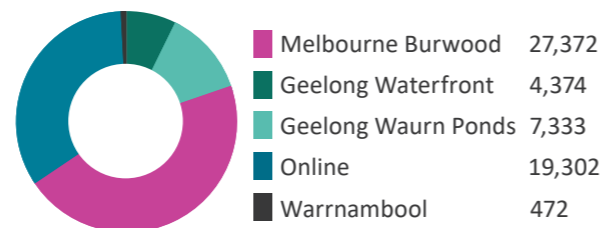
 Highest overall satisfaction for undergraduate students in Victoria for 13 consecutive years⁶

Our students

Enrolments

Total enrolments (+0.1% compared to 2022)	58,853
Equivalent full time student load (EFTSL)	38,199
Undergraduate (-6.5%)	38,815
Postgraduate (+13.1%)	17,198
Higher Degree by Research (HDR) (-0.2%)	2,236
HDR completions (-11%)	280
Non-award (-0.5%)	604

By campus



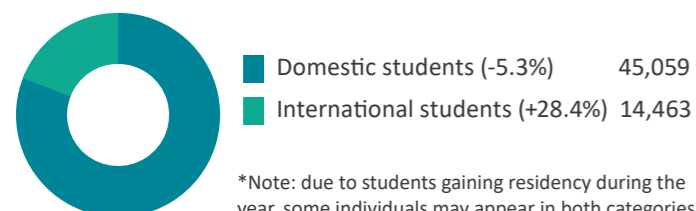
By faculty

Arts and Education	13,979
Business and Law	15,056
Health	16,511
Science, Engineering and Built Environment	12,440
Other	867

Diversity, equity and inclusion⁷

First in family	33.7%
Aboriginal and Torres Strait Islander	1.4%
With a disability	16.1%
From low socio-economic backgrounds	12.6%
From regional or remote areas of Australia	22.0%

Domestic and international*



*Note: due to students gaining residency during the year, some individuals may appear in both categories, resulting in the sum exceeding the total course enrolments figure.

Top countries of origin

Deakin hosts students from 134 countries

India	43.1%
China	10.3%
Sri Lanka	8.1%
Vietnam	4.5%
Pakistan	4.1%

Our staff and alumni

Staff

Total staff / FTE	6,051/ 4,519
Academic (FTE)	1,880
Professional (FTE)	2,639

Alumni and philanthropy

Alumni community	300,000+
Global distribution	164 countries
Number of donors	8,300+

International reputation

Rankings organisation

Ranking

ShanghaiRanking (ARWU) 2024	201–300
Times Higher Education (THE) 2024	265
Quacquarelli Symonds (QS) 2024	233

International presence

International offices	12
Research institutes	7
Strategic research centres	7

Finances

Operating income

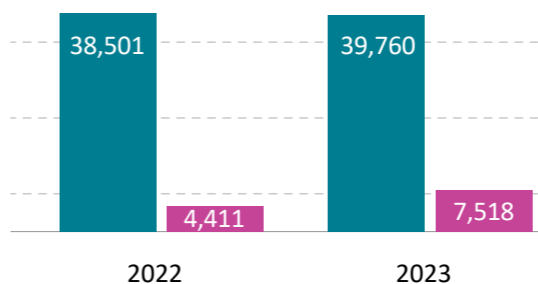
\$1.32 billion operating income (2022: \$1.18 billion)
\$54.8 million net deficit (2022: \$77.8 million net deficit)

Research income

\$171.2 million research income (+34%)
\$123.0 million spinout equity value
Australia's #1 university for equity held in start-up and spin-out companies⁸

Environment

Emissions



■ Net emissions (tCO₂e scope 1, 2, 3)
■ Carbon offsets retired

Sustainability

Committed to becoming carbon neutral with 100% renewable electricity by 2025
Committed to becoming carbon negative by 2030
Net emissions decreased by 1.26% (from 38,501 tonnes CO₂e in 2022 to 38,014 in 2023)

1. ARWU 2024, QS 2024, THE 2024
2. ShanghaiRanking Global Ranking of Sport Science Schools and Departments 2023
3. Highly Cited Researchers, Institute for Scientific Information™, Clarivate
4. Graduate Outcomes Survey Longitudinal 2023, Commonwealth Government
5. Student Experience Survey (2016-2022)
6. Graduate Outcomes Survey (2016-2022), Australian Graduate Survey (2010-2015)
7. % of total enrolments
8. Survey of Commercialisation Outcomes from Public Research (SCOPR) 2022, Knowledge Commercialisation Australasia

Deakin Online and On Campus

Deakin blends the best of digital and on campus learning and working. We excel in combining digital capability with our distinctive campus precincts. Our campuses facilitate partnerships to deliver social, cultural and economic benefits. Headquartered in Geelong, we have campuses in central Geelong, Waurm Ponds, Melbourne and Warrnambool and vibrant online education. In 2024, Deakin will operate its first-ever international branch campus in India within Gujarat International Finance Tech-City (GIFT City) in Ahmedabad, while plans continue apace to establish an international campus in Bandung Indonesia later in the year.



Melbourne Burwood Campus

Distinguished by its striking modern architecture, our Melbourne Burwood Campus is Deakin's largest with more than 27,000 students. The campus features innovative and technology-rich learning spaces, including the Motion.Lab professional motion capture facility, professional television studio, industry-standard food nutrition labs and robotics laboratories. Our commitment to contemporary teaching with group learning in flexible learning spaces is apparent in our most recently completed facilities, including the Deakin Law School Building, clinical nursing simulation centre and Exercise and Sport Science Teaching Facility.



Geelong Waterfront Campus

Geelong Waterfront Campus is Deakin's headquarters. In the heart of Geelong, the campus is close to the Geelong railway and bus stations and overlooks Corio Bay. Its heritage buildings have been transformed to contain cutting-edge learning spaces including professional standard architecture and creative arts studios, and occupational therapy laboratories.



Geelong Waurm Ponds Campus

Geelong Waurm Ponds Campus is set on expansive landscaped grounds and is Deakin's third largest campus by student numbers. It's home to world-class sporting facilities, a solar energy microgrid, the Geelong Future Economy Precinct, state-of-the-art engineering facilities, and Deakin's School of Medicine and Regional Community Health Hub.



Warrnambool Campus

Set along the beautiful coast of regional Victoria, the Warrnambool Campus offers a base for community partnerships and a supportive and engaged community. The campus has a Clinical Simulation Centre replicating a real hospital ward and all equipment that students will encounter on nursing clinical placement. The campus is home to the ground-breaking hydrogen research facility, Hycl.



Online education and interaction

For 49 years we've been perfecting distance and digital learning. Our dynamic community of almost 60,000 students use our digital learning technologies to access classes, seminars, support and resources, with one third of our students studying exclusively online.

Premium digital systems are a core part of learning and teaching at Deakin contributing, alongside our Library, to our learning resources being rated consistently by students as among the best in Australia. Our digital learning environment provides all students with comprehensive academic support and personal assistance to create a supported learning experience.

Our Strategic Plan

*'Deakin University aims to be a catalyst for positive change for the individuals and the communities it serves. We aspire to be recognised as Australia's most progressive university.'*¹

This underpins our Strategic Plan *Deakin 2030: Ideas to Impact*, which sets out our ambition and shared values.

Ambition

Our innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia's most progressive and responsive university, leading in blending digital capability with our distinctive campus precincts.

We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.

Values

Our values reflect what we believe and guide our actions and decisions. They are enduring, informing who we are, what we believe in, how we behave and what we stand for as individuals and as a university contributing to the public good.

Excellent

We strive for excellence in all aspects of our work

Inclusive

We value diversity, embrace difference, respect and welcome all

Brave

We make bold decisions, demonstrate courage and ambition, and we support personal responsibility and accountability

Dynamic

We are innovative and entrepreneurial, solving problems with creativity and flexibility

Sustainable

We care about our shared future, integrating economic, environmental and social dimensions of sustainability in all we do

Ethical

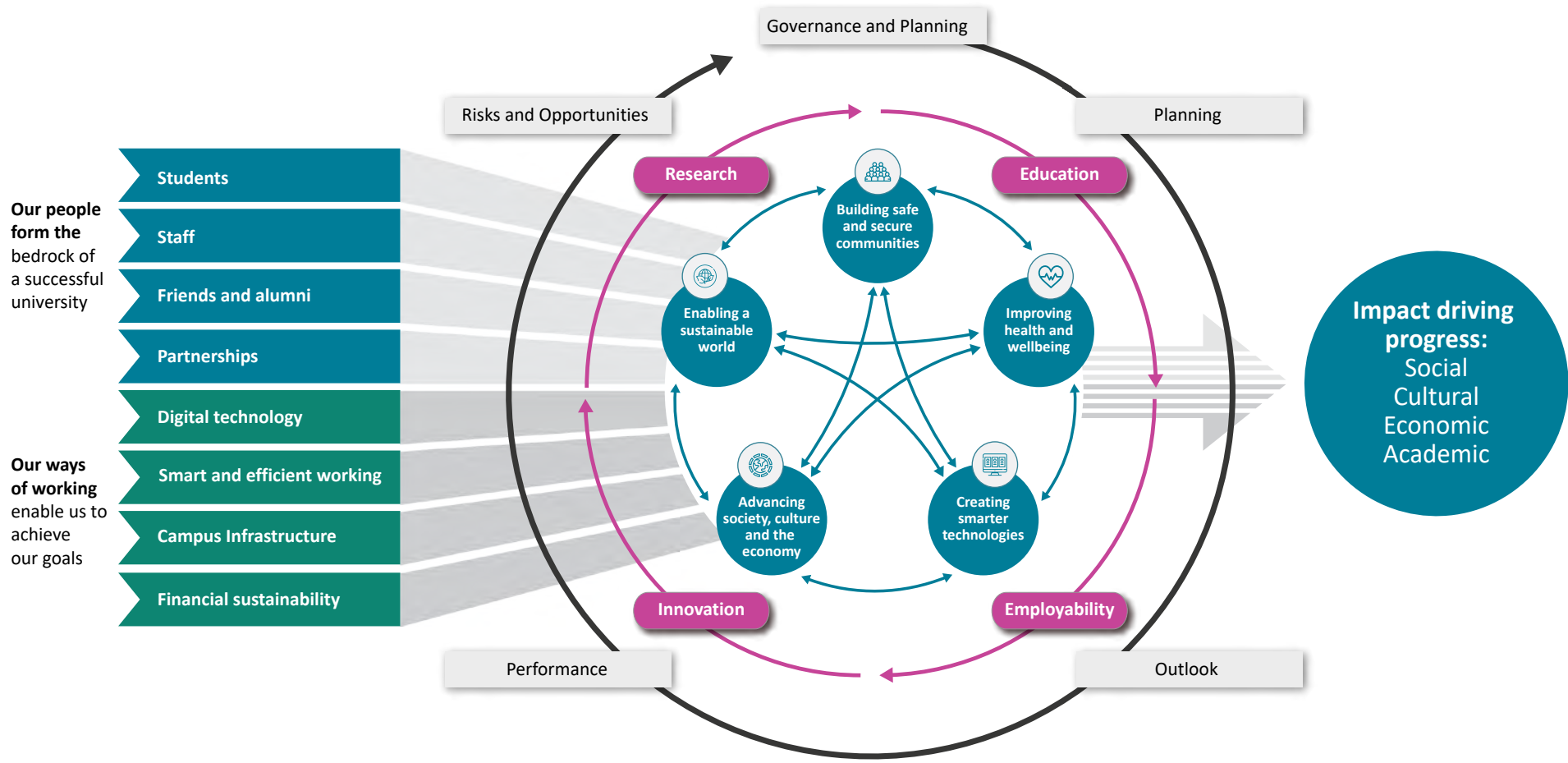
We conduct our business with the highest standards of professional behaviour and integrity

¹ Preamble to the *Deakin University Act 2009*

Figure 1: Deakin 2030 – Strategic Plan on a Page

AMBITION

Our innovation and excellence in both education and research generate ideas that transform lives and communities. We will be Australia’s most progressive and responsive university, leading in blending digital capability with our distinctive campus precincts. We will leverage strong partnerships to maximise the social, cultural and economic impact we deliver regionally, nationally and globally.



VALUES

Our values reflect what we believe and guide our actions

- Excellent
- Inclusive
- Brave
- Dynamic
- Sustainable
- Ethical



Our Integrated Reporting Approach

Our Strategic Plan is informed by integrated thinking. It draws on consultation and input from our stakeholders and places emphasis on how we engage with them to deliver positive outcomes. We seek out and pay close attention to feedback from our stakeholders – students, employers, partners and our friends and alumni. This inspires us to continually improve what we do.

Deakin was the first university in Australia to develop a speciality in, and to teach, integrated reporting through the establishment of the Deakin Integrated Reporting Centre: combining business practice, research and professional education and training.

Integrated Reporting aims to improve transparency and trust in reporting. The approach recognises that to create value, organisations rely on more than financial capital.

We have identified eight enablers that underpin how we create value. They encompass our people, partners and ways of working. They are shown in the left-hand column of the Strategic Plan diagram at Figure 1 above and are detailed in Tables 1 and 2 below.



Table 1: Deakin’s value model – Our People and Partners

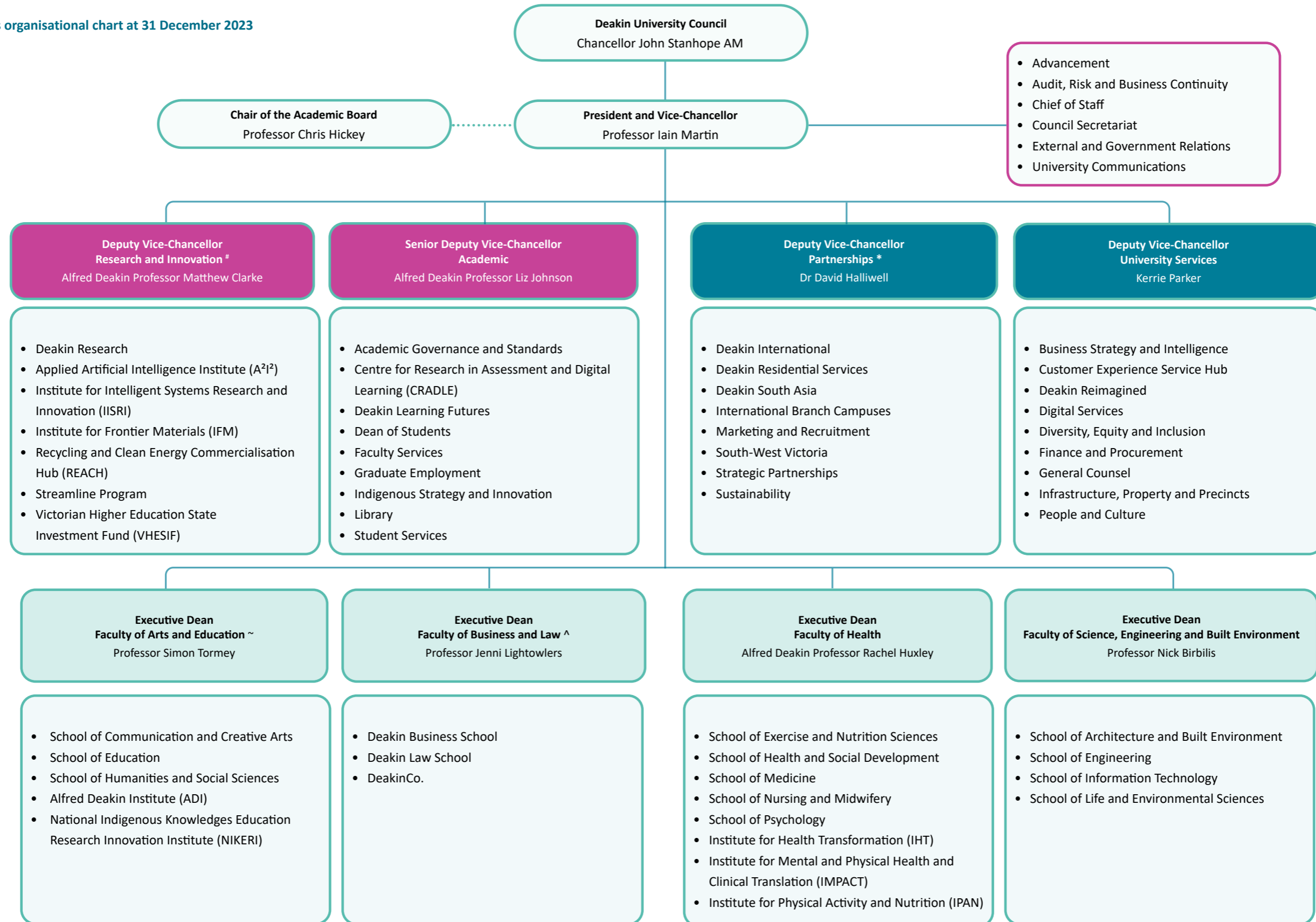
OUR ENABLERS	HOW WE CREATE VALUE	OUR OUTPUTS	IMPACTS
Students <i>Students are the heart of Deakin.</i>	<ul style="list-style-type: none"> - Provide opportunities for students regardless of background. - Partner with students to create successful learning, rewarding experiences and engaging and inclusive communities. - Deliver premium teaching online and on campus with high-value learning resources and authentic work-integrated assessment. - Support student health and wellbeing. - Assist students to balance study and other responsibilities. 	<ul style="list-style-type: none"> - Leading Victorian university for student satisfaction. - Students empowered with knowledge and skills for the future. - Resilient entrepreneurial graduates. - High percentage of graduates in employment after graduation and prepared for lifelong learning. 	<ul style="list-style-type: none"> - Career-ready graduates prepared to contribute to a sustainable, diverse and resilient economy. - A more educated and equitable society with strong cultural, artistic, creative and sporting industries. - Strengthened democratic and civil society.
Staff <i>Staff who excel and inspire.</i>	<ul style="list-style-type: none"> - Support and enable staff to build successful and fulfilling careers. - Build a culture of trust and transparency with high levels of personal integrity, empowered and accountable staff. - Champion and progress workforce diversity and inclusion. - Empower our knowledge creators to learn, develop, excel and inspire others. 	<ul style="list-style-type: none"> - High performing educators. - Skilled researchers and entrepreneurs. - Optimise Australia’s international reputation for education, innovation and excellence. 	<ul style="list-style-type: none"> - Evidence-informed social policies. - Social progress through new products, services and infrastructure. - Pioneer innovations that promote a sustainable work-life blend in society.
Friends and Alumni <i>Our friends and alumni are integral to our success now and in the future.</i>	<ul style="list-style-type: none"> - Build a strong sense of community with our students, staff, alumni and supporters. - Act on input and feedback about the University. - Build connections to place that emphasise our links with Aboriginal and Torres Strait Islander Peoples, their communities and organisations. 	<ul style="list-style-type: none"> - University plans informed by rich input and comments from friends and alumni. - <i>Deakin Indigenous Strategy 2023-2028</i> informed by community input and with strong community outreach. 	<ul style="list-style-type: none"> - Robust, mutually-reinforcing relationships between the University and community. - Friends and alumni are ambassadors for Deakin in the community. - Friends and alumni provide incisive comment and feedback on the University’s impact in the community.
Partnerships <i>Our relationships with academic, community, industry and government partners are integral to our success now and in the future.</i>	<ul style="list-style-type: none"> - Foster and maintain partnerships with government, industry and community. - Develop targeted national and international academic and research partnerships. - Collaborate to maximise the value of our intellectual property. 	<ul style="list-style-type: none"> - Translation of high-quality research and research training into outcomes to improve the future of our communities. - Global linkages and partnerships to support international exchange and Australia’s international relationships and trade. - Delivery of an effective and sustainable community engagement strategy attuned to regional and national priorities, which brings community, industry and alumni on to our campuses. 	<ul style="list-style-type: none"> - Job creation and future industries. - Enhanced health and wellbeing of society. - Expertise to address local and global problems. - Advance research and outcomes in National Research Priority Areas and National Manufacturing Priority Areas. - Partners empowered by latest research. - Collaboration with organisations and communities to achieve social, environmental and economic sustainability.

Table 2: Deakin’s value model – Our Ways of Working

OUR ENABLERS	HOW WE CREATE VALUE	OUR OUTPUTS	IMPACTS
Digital Technology <i>Outstanding digital capabilities that seamlessly blend online and on campus activities.</i>	<ul style="list-style-type: none"> - Support integrated learning and blended learning. - Create innovative teaching, learning and research environments online. - Maintain robust cyber security and protect private data. 	<ul style="list-style-type: none"> - Enhanced student and staff experience. - Keep Deakin cyber safe. - Engagement beyond Deakin using effective online outreach and communication. 	<ul style="list-style-type: none"> - Deeper understanding of the effective and ethical use of technologies. - Technically adept staff, students and graduates to underpin a sustainable economic future. - Contribute to strengthening the cyber security of other organisations through education, research and partnerships.
Campus Infrastructure <i>Contemporary and sustainable campuses.</i>	<ul style="list-style-type: none"> - Provide a welcoming and stylish campus environment that is a community asset. - Develop industry-connected future economy precincts. - Advance as a world-leading blended university, with infrastructure demands driven by experience, industry and research opportunities. 	<ul style="list-style-type: none"> - Fit-for-purpose adaptable infrastructure for teaching and research. - High quality, accessible facilities for friends, alumni and partners. - Innovation hubs. - Sporting and cultural spaces. 	<ul style="list-style-type: none"> - Safe and secure campus community. - Make our campuses a demonstration of sustainable living laboratories to become carbon neutral by 2025 and carbon negative by 2030. - Advance the circular economy through innovative resource management technologies.
Smart and Efficient Working <i>Our processes and how we work enable our staff and students to achieve their best and support our partnerships.</i>	<ul style="list-style-type: none"> - Maximise the time and resources available for our core activities by improving our systems and processes, including our data usage. - Automate all that can and should be, while personalising processes and services when it matters, allowing staff to focus on high value activities. 	<ul style="list-style-type: none"> - Highest quality delivery of education and research projects. - Efficient professional services. 	<ul style="list-style-type: none"> - Efficient use of public funds and student fees. - Sustainable and responsible work practices.
Financial Sustainability <i>Ensure sustained financial security.</i>	<ul style="list-style-type: none"> - Ensure the efficient and effective management of our operations, resources, assets and investment. - Build financial resilience, revenue growth and the diversification of income sources including philanthropy and commercialisation. - Balance current versus future investment. - Incorporate environmental and social considerations into our investment decisions. 	<ul style="list-style-type: none"> - Delivery of financial resources to fund our strategy. - Reinvestment of financial surpluses into teaching and research. 	<ul style="list-style-type: none"> - Responsible use of public funds and philanthropic donations and investments. - Mutually beneficial relationships with supporters to achieve positive social outcomes.

Organisational Chart

Figure 2: Deakin's organisational chart at 31 December 2023



Alfred Deakin Professor Julie Owens served as Deputy Vice-Chancellor Research until 9 August 2023

* Kean Selway served as Executive Vice-President Futures until 23 June 2023

~ Associate Professor Meghan Kelly served as Acting Executive Dean Faculty of Arts and Education until 14 August 2023

^ Alfred Deakin Professor Mike Ewing served as Executive Dean Faculty of Business and Law until 12 May 2023

Report of Operations



Education and Employability

Deakin University has a core commitment to providing outstanding education, an excellent student experience and the tools and capabilities to optimise graduate employability. In 2023, Deakin staff and students settled into a new 'normal' after three years of disruption through the global pandemic.

Deakin courses have embedded the best of our long record of outstanding digital education to enable students to study wherever they are while also offering a welcoming and supportive campus experience and building career-ready skills. Deakin also understands the imperative to develop digital fluency to prepare our students for a digital life and work.

Deakin's established commitment to outstanding student experience was again recognised in the feedback from current students. In response to changing student needs, we've improved support for international arrivals and redesigned our orientation program to meet changing student needs and focus on connection and belonging.

A buoyant employment market has introduced new pressures for students, affecting student success and retention which have dropped relative to the high levels experienced during the pandemic years. Analysis suggests more students have placed study on hold or slowed their progress through courses while they increase work commitments. Deakin continues to explore innovative study modes including stackable microcredentials and nested degrees to ensure students derive best value suited to their circumstances. In parallel, Deakin is re-shaping its curriculum through its DeakinDesign program which emphasises assessment and feedback practice that builds student learning capability for the long term. This work is guided by the globally recognised work of our Centre for Research in Assessment and Digital Learning (CRADLE).

In 2023, CRADLE and Deakin established their reputations as leading centres of expertise in generative artificial intelligence (genAI). CRADLE was invited to run a series of five webinars on the topic, in partnership with the Tertiary Education Quality and Standards Agency (TEQSA), receiving more than 12,000 registrants in total. CRADLE co-lead the development of guiding principles on generative AI and assessment for TEQSA and Assessment Reform for the Age of Artificial Intelligence was launched at the TEQSA conference. A third project, Assessment in a time of genAI, was launched in late 2023 to commence delivery in 2024.

Deakin remains at the forefront of best practice in student academic integrity. A significantly revised student academic integrity policy suite clarifies academic expectations, improves the student experience and reduces case handling times. We have implemented, at scale, innovative and proactive contract-cheating detection methods to assure the validity and rigour of Deakin's degrees.

To ensure the best possible learning for students, Deakin has developed a comprehensive cross-institutional program of students-as-partners initiatives, ensuring our students' voices are embedded in co-creation of resources across teaching, learning, assessment and the student experience. This sector-leading work includes students mentoring staff, testing digital and physical infrastructure, developing policy and joining projects as team members. During 2023, Deakin undertook major policy revisions, notably implementation of the new admission

policy and rebuild of associated processes to improve information, facilitate timely response rates and reduce administrative load.

Deakin also implemented robust academic governance and oversight for its new international branch campuses in GIFT City and Bandung; applying existing policies, processes and procedures where practical to avoid duplication of effort and confusion for students and staff.

The implementation of the new Library Plan and operating model continued with the launch of an exciting exhibitions program, designed to showcase unique collections and scholarly outputs, create new connections and inspire Deakin's communities. We were delighted that campus library visitors increased by 20% against 2022 numbers. Usage of the Library's electronic collection increased by 10% compared with 2022, with over 10.6 million articles and e-book downloads. Students and researchers have benefited from major improvements to the Library's website and discovery layer, resulting in more efficient and seamless access to the information they need for study and research. The Library is driving adoption of Open Educational Resources (OER), this year supporting Deakin academic staff to publish seven new OER, with six more in

development. Using OER reduces barriers to education and enhances student equity and access by replacing expensive textbooks. To facilitate greater global reach and impact of Deakin's research, we've signed up for 12 new read and publish subscription agreements enabling Deakin academic staff to publish over 600 journal articles with open access; previously these would have been behind a paywall.

In 2023, we were proud to launch the Deakin Teaching and Learning Academy, designed in collaboration with Faculties and the People and Culture division. The Academy provides a range of programs to build teaching capability and collaboration, giving greater visibility to, and accessibility for, teaching and learning staff. The Academy welcomes all staff who design, deliver, enable and lead teaching and learning at Deakin. Its activities include leadership development for associate heads of schools and directors of teaching, peer reflection for teachers, support and guidance for writing internal and external award nominations and applications for Higher Education Fellowships and the annual teaching and learning conference.



DeakinTALENT

DeakinTALENT continues to lead the sector in providing a digital-first careers service available 24/7 to all students and alumni. In 2023 two new platforms supporting career development were introduced: Targetconnect enables a flexible and personalised approach to career guidance, resources, workshops, skills reflection, job notification emails, career coaching and work-integrated learning. CareerSet is an AI tool providing high-quality CV and cover letter feedback, enabling scale and increased efficiency of the service. In both cases, Deakin is the first university in Australia to adopt these platforms.

Deakin's career services experienced strong engagement from students throughout 2023. Most pleasing was the attendance at employer events and workshops. More than 1,100 students and 56 employers participated in employer expos. Deakin held 36 industry-focused workshops, involving over 100 employers and 1,200 students. In addition:

- 7,000+** vacancies advertised on the DeakinTALENT Jobs and Internship Board.
- 17,500+** students engaged in career education within their studies.
- 7,300+** students had instantaneous feedback on their resume.
- 4,400+** students completed a career interests assessment.
- 3,200+** students practised and received feedback on a video interview.
- 1,200+** students participated in a talent development program.
- 1,800+** had a one-on-one career coaching appointment.

DeakinTALENT increased support for students seeking casual and entry-level roles, recognising that these enable students to develop their professional work-ready skills while they study. The Jobs and Internships board has a dedicated section for these roles as well as opportunities to work on campus. In addition, Deakin arranged events and workshops with large casual employers to assist students identifying and applying for casual roles.

National and international awards

Australian Awards for University Teaching

These prestigious national awards celebrate excellence in higher education and recognise learning and teaching programs or services that have a positive impact on the student experience.

Deakin staff received the following Citations for Outstanding Contributions to Student Learning.

- Learning and Automation in Accounting team: Dr Peter Vuong, Dr Egor Evdokimov, Dr Lawrence Huang – for revolutionising foundational accounting education at Deakin through the development of individualised assessments and feedback automation, significantly enhancing student engagement and academic performance
- Virtual Simulation in Optometry team: Amanda Edgar, Susie Macfarlane, Dr Luke Chong, Professor James Armitage, Dr Ryan Wood-Bradley, Nadeeka Arambewela-Colley, Jane Kiddell – for excellence in optometric education through the scholarly innovation of a virtual practice simulation promoting evidence-based practice and clinical reasoning through immersive learning.

QS Reimagine Education Awards

These global awards celebrate innovative approaches that enhance student learning outcomes and employability.

Deakin staff were the Silver Winner in the Science of Learning Category.

Dr Reza Kachouie and Stephen Williams – for 'Data-Driven Solutions: Empowering to Address Real-World Business Challenges.'





Research and Innovation

Deakin's research mission is to translate ideas to impact, provide evidence-based solutions that strengthen the economy, create local jobs and enable a sustainable world. The University's vision is to be a leader in research, innovation and collaboration, with sustainability at the heart of everything Deakin does. In 2023, Deakin's researchers continued to realise this vision – delivering positive change for local and global communities.

Securing our place in the top 1% of universities globally, we improved our position in the *Times Higher Education (THE)* World University Rankings. The prestigious *THE* index ranks universities across five performance indicators: teaching, research environment, research quality, international outlook and industry. Deakin climbed to 265, continuing a positive trend of recent years, with an overall increase of 68 places since 2020. Deakin's researchers rank highest for equity value generated from commercialisation of all universities and research and development organisations across Australia and New Zealand (Knowledge Commercialisation Australasia 2021).

Farewell and welcome

Alfred Deakin Professor Matthew Clarke was appointed Deputy Vice-Chancellor Research and Innovation after the retirement of Alfred Deakin Professor Julie Owens. Professor Owens joined Deakin in December 2018, steering a series of initiatives that transformed research performance across the University, generating record research income and firmly establishing Deakin in the second group of eight in Australia for research performance.

Professor Owens led Deakin's successful \$50 million Federal government Trailblazer Universities Program bid for the Recycling and Clean Energy Commercialisation Hub (REACH) project, oversaw several critical projects through the Victorian Higher Education Strategic Investment Fund (VHESIF)

to develop a range of new research facilities and infrastructure, and led the University's Streamline project to deliver new and better ways of working for the Deakin research community.

Professor Clarke brings to the role of Deputy Vice-Chancellor Research and Innovation the deep experience and insights gained while Pro Vice-Chancellor Researcher Development, along with significant knowledge acquired whilst serving as a key member of the Deakin Research Executive, and in leadership positions at Deakin over the past 15 years. With over 20 years' experience, Professor Clarke is a leading Australian scholar in development studies, with an international reputation for his work. He has led Deakin's partnership with the Australian War College, positioning the University at the centre of the Defence Force's education strategy for its senior leaders. He also co-established the Centre for Humanitarian Leadership in collaboration with Save the Children Australia, attracting more than \$10 million in funding from philanthropic and government donors.

Professor Clarke's appointment will ensure Deakin's Research portfolio continues to lift the University's standing on a global stage while identifying and cultivating new opportunities.

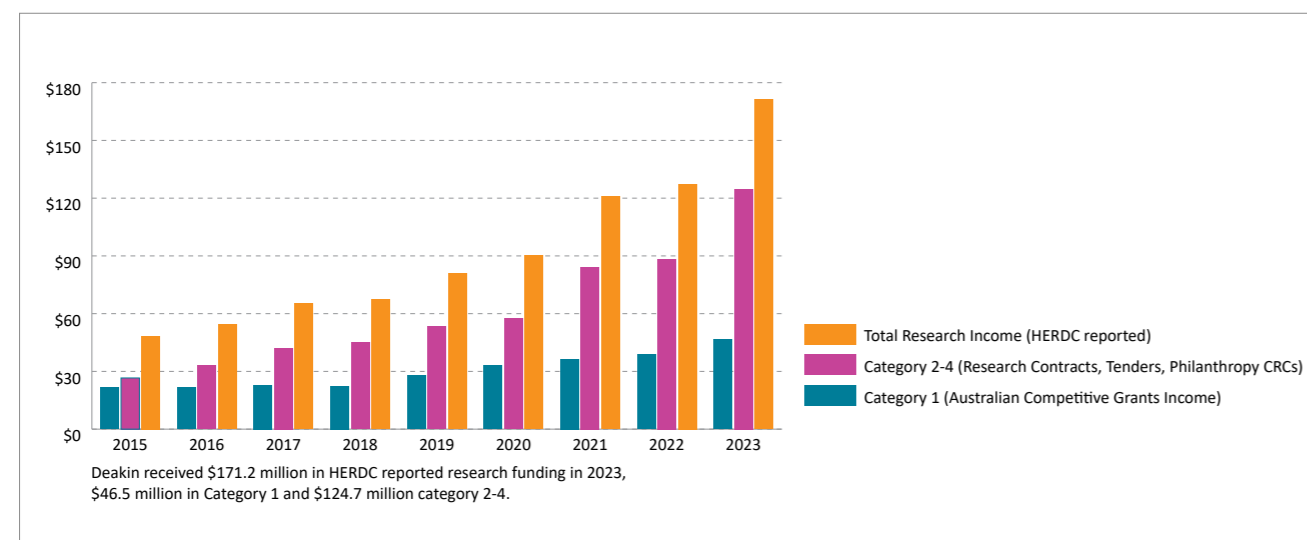
Early in 2023, OpenAI released GPT-4, an upgraded version of its popular artificial intelligence (AI) chatbot. Generative AI has the potential to provide enormous opportunities to enhance and boost research within Australian universities. The full extent of its impact on research is not yet fully understood, similar to its impact on teaching and learning, but researchers require guidance now on how to best use these tools correctly to avoid breaching research integrity or ethics.

Deakin prepared generative AI guidance for its research community, drawing together the University's experts in research integrity, early adopters and those with discipline expertise in generative AI. This allowed Deakin to establish high-level principles that provide a general direction for researchers, including ensuring data security, upholding ethics and integrity and critically assessing inherent biases in generated results. The guidelines will be revised as practices and standards evolve within different disciplines.

Research income

Deakin attracted a total research income of \$171.2 million in 2023, increasing 34% from 2022. From our previous strategy's commencement in 2015, we've seen a 254% increase. The University's nationally competitive grants income (Category 1) increased by 24%, while income from research contracts, tenders, philanthropy and Cooperative Research Centres (Category 2-4) increased 369% since 2015. To ensure our research continues making a great impact on the communities we serve, Deakin will continue striving to reach external funding levels of participation and success on par with the best of our peers.

Figure 3: Research income 2015-2023



Higher degree by research success

From competing for funding resources to engaging with industry and media, knowing how to communicate the value and impact of their research to a non-specialist audience is a vital skill for all researchers. Deakin's inaugural Three Minute Thesis (3MT®)/Visualise Your Thesis (VYT) Research Communication Skills program provided graduate researchers with valuable learning opportunities to boost their communication skills through workshops, individual coaching and feedback and online resources.

The 3MT®/VYT Deakin Grand Final was once again a signature event for Deakin with sixteen finalists from across the University demonstrating the diversity of research among our graduate researchers.

This year saw Deakin's first ever winner of the international 3MT® Asia-Pacific Final. Agnes Mukumbira, from the Faculty of Health, also won the international competition's People's Choice Award for her three-minute presentation about her work developing a prototype for antimicrobial food packaging using native Australian essential oils.

Reaching for a greener, cleaner future

Deakin's success in engaging with industry and growing its industry-university research innovation precincts was rewarded in 2022 when the University was awarded \$50 million in funding from the Australian Government's inaugural Trailblazer Universities Program.

Experts across the University are stewarding eight enablement projects where Deakin plays a leading role in creating the workforce of the future, including launching Deakin's first dedicated online hydrogen course to develop the clean energy workforce.

With funding from industry and university partners, including Deakin, creating a total value of more than \$380 million, Deakin's Recycling and Clean Energy Commercialisation Hub (REACH) is Australia's largest recycling and clean energy advanced manufacturing ecosystem.

Deakin's ability to deliver sustainable change was also enhanced by the opening of a new Future Fibres research facility at the Waurn Ponds Campus. This unique facility is part of the Australian Research Council's (ARC) Research Hub for Future Fibres, a collaboration between the ARC, Deakin and industry and research partners, using the world-class research teams and facilities at Deakin's Institute for Frontier Materials (IFM). Now in its second iteration, the continuing support for the Hub demonstrates the value industry places on research collaboration and Deakin's commitment to fostering innovation.

Through REACH, Deakin is partnering with industry, CSIRO, other universities and TAFE institutes to establish a multi-billion-dollar bioeconomy in Victoria, pushing the limits of technological innovation to deliver energy and recycling solutions that will reduce landfill, fossil fuel emissions and the devastating costs of global warming.

With research projects underway, REACH has grown to more than 10 partners. These projects include developing a waterless manufacturing process for the textiles industry, turning organic waste into new products, and recycling end-of-life tyres.

ManuFutures expansion builds sovereign manufacturing capability

Deakin's expanded \$20 million ManuFutures hub in Geelong has doubled in size. It will boost regional manufacturing capabilities through the addition of new manufacturing incubator programs, training and product engineering services, providing opportunities for an increased number of innovation-focused

tenants and start-ups. The ManuFutures team will also expand its tailored advice and support programs in regional Victoria (Bendigo, Ballarat and Warrnambool) to provide support across the regional manufacturing ecosystem and build a skilled regional workforce.

Research partnerships

The impact and reputation of our partnership approach continues to grow as we work with local, national and international government, industry, communities and other research institutions to translate evidence into innovative solutions and products with everyday applications.

Successful partnerships in 2023 include:

- Deakin's research and clinical partnership with Barwon Health marked more than 20 years of achievement with the announcement of Australia's most innovative Clinician Scientist Pathway and \$1.34 million in funding over the next four years for 10 clinician PhD candidates across medicine, nursing and allied health. The partnership has delivered globally significant research outcomes across all health disciplines, including the internationally recognised Barwon Infant Study, the Geelong Osteoporosis Study, and the discovery and implementation of novel mental health therapies.
- The Applied Artificial Intelligence Institute (A²I²) partnered with Australian medical-technology pioneers, Control Bionics to develop a world-first autonomous driving wheelchair module for the home, while the Institute's longstanding partnership with Dementia Australia resulted in several

awards for innovative technology that improves the life of those suffering from dementia and their carers.

- The *Integrated Water Management Plan* for the Geelong Waurin Ponds Campus, delivered in partnership with Barwon Water, is an important intervention that considers the water cycle as a holistic system and approaches water management in a collaborative and interconnected way. It responds to significant water-related challenges like flooding, securing an alternate water supply to the campus, protecting and restoring waterways near the campus, and uses the Waurin Ponds environment as a 'living laboratory' for applied research and teaching.
- The Institute for Health Transformation's Global Centre for Preventive Health and Nutrition (GLOBE) celebrated 20 years of impact as a World Health Organization (WHO) Collaborating Centre for Obesity Prevention. GLOBE became a WHO Collaborating Centre in 2003 and was the first with a focus on obesity prevention. Early work supporting China to prevent obesity in school children using the *Health Promoting Schools Framework* has expanded into support for many countries and contributions to WHO statements and guidelines that have global reach.



Funding success and awards

Deakin researchers were awarded 11 new Australian Research Council (ARC) Fellowships (seven Discovery Early Career Researcher Awards, three Future Fellowships and one Mid-Career Industry Fellowship), seven Discovery Projects, two Linkage Projects and one Linkage Infrastructure, Equipment and Facilities (LIEF) project, receiving \$10.8 million in ARC research funding.

Deakin received \$2.5 million in funding from the National Health and Medical Research Council (NHMRC) for a five-year program to support food retailers and their customers to be delivered by the Centre of Research Excellence in Food Retail Environments for Health: Next Generation (RE-FRESHING), over \$8 million Medical Research Future Fund (MRFF) grants and partnership funding and in excess of \$1.8 million in MRFF Million Minds Mental Health Research funding to support the mental health of new fathers and children.

A Deakin project was awarded a National Intelligence and Security Discovery Research Grant to further research into network science, which can be a powerful and effective means of tracking, understanding and disrupting covert crime.

The expertise and thought leadership of Deakin researchers was also recognised throughout the year:

- Alfred Deakin Professor Jo Salmon received a Lifetime Achievement Award

from the International Society of Behavioural Medicine.

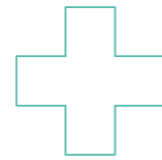
- Alfred Deakin Professor Catherine Bennett was appointed as a panellist to the *Commonwealth Government COVID-19 Response Inquiry*.
- Professor Ly Tran was named one of the PIE 50 Voices of 2023 Australia-ASEAN in international education.
- Professor Anna Peeters AM and Associate Professor Alessandra Sutti were named as Science and Technology Australia STEM Ambassadors.
- Associate Professor Delyse Hutchinson, Associate Professor Rachel Laws, Dr Vicki Brown and Dr Michalis Hadjikakou were named Australian Institute of Policy and Science Victorian Young Tall Poppies. Associate Professor Hutchinson was also awarded Victorian Tall Poppy of the Year.
- Alfred Deakin Professor Maria Forsyth and Wildlife Ecology and Conservation Professor Euan Ritchie were nominated as finalists in the prestigious Australian Museum Eureka Prizes.
- Professor Peter Macreadie and his team were awarded the Frontiers Planet Prize for their work on mitigating climate change.
- Associate Professor Ben Saunders won the 2023 Australian Legal Research Awards Article/Chapter (General) Award.

Impact Themes

Deakin's research and innovation seeks to address global and national challenges through five Impact Themes: improving health and wellbeing, creating smarter technologies, building safe and secure communities, advancing society, culture and the economy, and enabling a sustainable world.



Improving health and wellbeing



Deakin's research and innovation develops and implements evidence-based interventions to improve health and wellbeing in Australia and globally. With key partners in government, health services, industry and communities, the University is developing new approaches and technologies to deliver better care, improve mental health, create better health systems, and inform and evaluate government policy.

Highlights this year include:

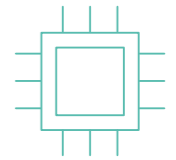
- Australia's most innovative Clinician Scientist Pathway program, with \$1.34 million in funding over the next four years for 10 clinician PhD candidates across medicine, nursing and allied health
- our commitment to regional medical training expanded with the first year of Deakin's Doctor of Medicine (MD) being made available via our Warrnambool Campus and in Ararat through the East Grampians Health Service
- discovering strong evidence that older siblings speed up the rate at which babies develop their gut microbiome, which protects them from allergic disease
- establishing a link between diets high in ultra-processed foods and an increased risk of depression; providing further evidence of the wide-ranging harms of diets loaded with cheap and well-marketed but often nutrient-poor convenience food
- discovering a way to inject beneficial genetic material into white blood cells that could significantly improve treatment options for certain types of blood cancer
- demonstrating that a low carbohydrate nutrition program delivered online can significantly improve blood sugar control in adults with type 2 diabetes. The same research showed that web-based dietary education can support people with type 2 diabetes, alongside standard care, and provide options for people living in regional, rural or remote communities
- revealing that access to in vitro fertilisation (IVF) and assisted reproductive technology, like other healthcare services in Australia, are unevenly distributed across metropolitan and regional areas and that private clinics relied on people being willing to travel long distances for their services, rather than continuing to operate at less profitable locations in regional parts of the country.

In a world-first, Deakin researchers are creating an automated device, iPupilX, to monitor how products that increase the risk of cancer are marketed to children.

The cross-disciplinary project combines wearable eye-tracking technology, artificial intelligence and public health research to examine the visual factors that cause children to take up harmful habits such as consumption of junk food, alcohol and cigarettes.



Creating smarter technologies



Deakin creates human-centred technologies that improve people's lives, while playing a key role in building Australia's economic future and helping governments navigate increasingly sophisticated applications of emerging technology.

Highlights this year include:

- developing a sustainable new process to extract silicon from old solar panels and convert it into a nano material, reconfiguring it to build better batteries
- pinpointing a crucial mechanism inside lithium-metal batteries that could prevent battery degradation and inform the development of next generation lithium batteries
- patenting a unique drone that can fly smoothly and safely in strong winds, opening new opportunities for transport and inspection of infrastructure such as wind turbines, power lines and solar panels
- expert textile testing revealed that women's protective motorcycle leggings are not as effective as thought, with seven out of ten products reviewed scoring only half a star for protection.



Deakin University's Applied Artificial Intelligence Institute (A²I²) worked with Australian med-tech pioneers, Control Bionics, to develop the world's first autonomous driving wheelchair module for the home.

The DROVE system can guide a wheelchair within a home environment to any number of locations within centimetres to give precise location accuracy and safe, controlled movement every time.

Building safe and secure communities



Deakin develops preventative approaches to complex global security threats by creating intelligent systems, improving supply chains and logistics and building resilient communities through collaboration with industry, government and communities.

Highlights this year include:

- completing the first full year of our new contract as the sole Australian university providing academic services to the Australian War College, including its two flagship courses: the Australian Command and Staff Course and the Defence and Strategic Studies Course. This strengthens our partnership, which began in 2006, leveraging Deakin’s expertise in professional military education, learning design and research skills
- proving, in partnership with IT deep-tech start-up the TIDE Foundation, the security of TIDE's new PRISM technology. PRISM promises to remove vulnerabilities currently leaving all organisations at risk of cyber attacks
- creating a supply chain talent pipeline in the Barwon and South Coast of Victoria by building on a framework addressing longstanding misconceptions about supply chain careers. This forms a new recruitment pipeline by focusing on women and young people – two groups currently significantly underrepresented in the industry
- demonstrating that everyday devices found in most Australian households pose the same security risk as the latest tech inventions, including voice-command intelligent home assistants such as Amazon Alexa – but attract less scrutiny. Smart TVs, phones and web-connected gaming consoles are commonplace in Australian homes, meaning they pose just as great a threat regarding the information they collect, store and share with third parties.



The Microvillage project – by the HOME Research Hub – explored the viability of increasing the supply of affordable small houses. The project built a housing model that provides homeless men in the Geelong region with independent living units.

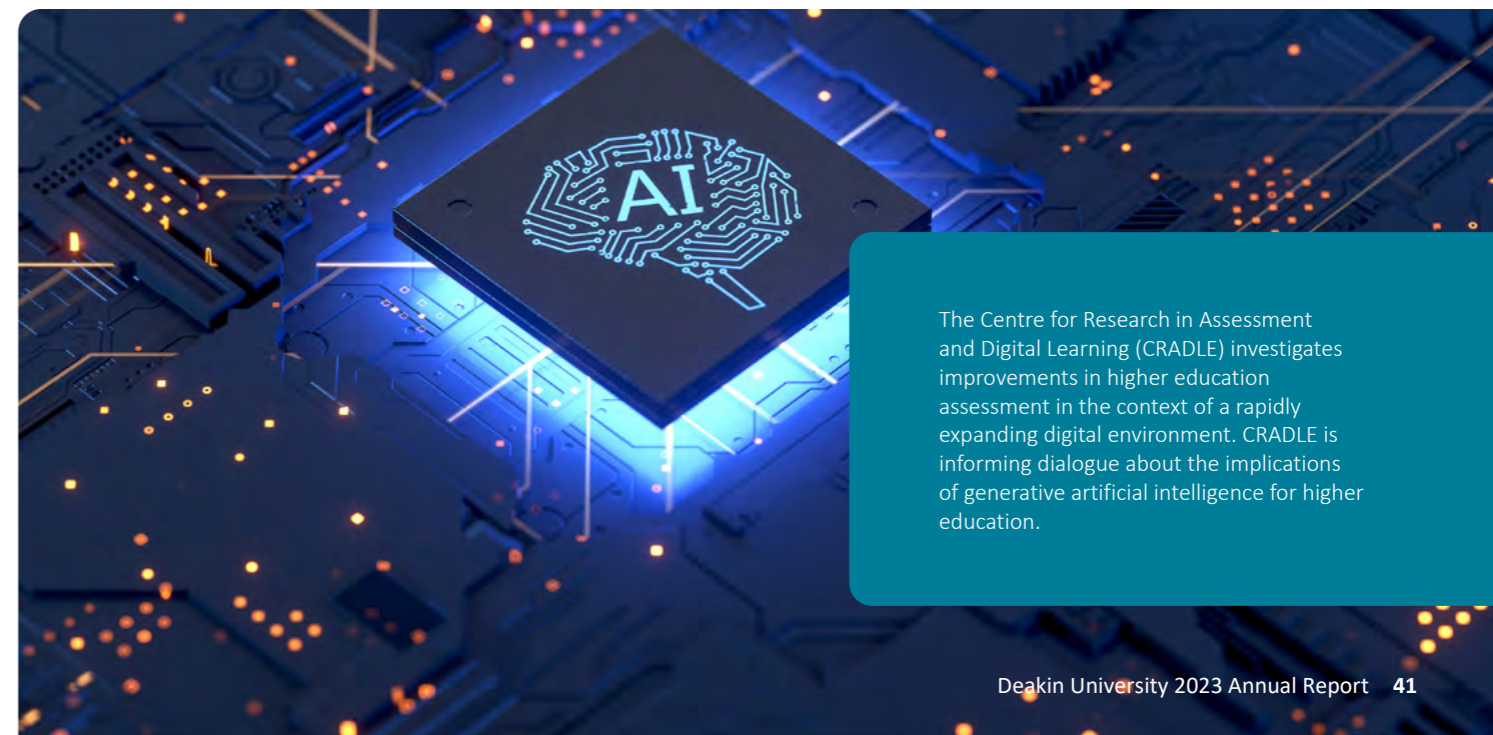
Advancing society, culture and the economy



Deakin's multidisciplinary research integrates First Nations’ knowledge and intercultural histories, boosts creative and sporting capabilities, promotes socially responsible business and achieves global outcomes through humanitarian leadership.

Highlights this year include:

- finding that community-led truth-telling initiatives have contributed to a shift in the national narrative about Australia’s colonial history, including a growing recognition of the frontier violence that accompanied colonisation. The *Recognising Community Truth-Telling: An Exploration of Local Truth-Telling* report is based on a unique collaborative study with Reconciliation Australia documenting grassroots community truth-telling in Australia
- The Centre for Humanitarian Leadership, a partnership between Deakin and Save the Children Australia, won an Engagement Australia Excellence Award for its work transforming and improving the humanitarian sector
- demonstrating in an Australian-first study that university students with disabilities routinely face discrimination while on work placement, prompting some to consider dropping out or switching their career path midway through their degree
- leading an Australian-first survey showing that many of the nation's arts organisations need to improve the diversity of their audiences. The survey identified eight tasks that lead to more diverse audiences and outlines how organisations can achieve this.



The Centre for Research in Assessment and Digital Learning (CRADLE) investigates improvements in higher education assessment in the context of a rapidly expanding digital environment. CRADLE is informing dialogue about the implications of generative artificial intelligence for higher education.

Enabling a sustainable world



Deakin's environment and sustainability experts help protect Australia's vulnerable ecosystems from disease, rapid development and climate change, delivering innovative solutions for sustainable regional and rural development.

Highlights this year include:

- equipping Traditional Owners with the skills to carry out environmental DNA (eDNA) sampling in Port Phillip Bay to record biodiversity in soft sediment environments within the bay
- highlighting the essential role of farm dams in supporting rare frog species and developing a new framework for using farm dams to combat habitat loss and protect endangered frogs
- discovering that it's possible to address world hunger and hidden hunger while reducing agricultural greenhouse emissions, without having to double food production or radically change our diets to keep up with a growing global population
- testing and refining a scientific protocol enabling school students to collect data on the local spread of microplastics. The method, which can literally be taken to the beach, has been tested globally and uses best practice. Hundreds of teachers and thousands of students from over 16 countries have participated in generating valuable data on microplastics in local environments
- creating a world-first pigment extraction process providing new ways for discarded clothes and textiles to be reused in the circular economy, including as pigments for artworks and screen printing clothing.



The \$23 million Deakin Renewable Energy Microgrid at the Geelong Wairn Ponds Campus comprises more than 23,800 solar panels. The microgrid will ultimately supply more than half of the campus energy consumption and reduce greenhouse gas emissions by 12,000 tonnes each year.



The Recycling and Clean Energy Commercialisation Hub (REACH) – based within Deakin University's thriving Geelong Future Economy Precinct – is Australia's largest recycling and clean energy advanced manufacturing ecosystem.

Backed by a \$50 million grant from the Federal Government's inaugural Trailblazer Universities Program, with industry and university support taking the total project value to \$380 million, REACH is facilitating the development of greener supply chains and accelerating business success as markets move from a throughput economy to a circular economy.

Indigenous Knowledges and Ideas



2023 will always be remembered as the ‘Year of the Voice’, and Wiradjuri man, Stan Grant who delivered the second annual Deakin University Indigenous Oration in July could not have been more prophetic in the title ‘My lament for my country – where is truth?’. Stan Grant strode to the lectern in a capacity-filled auditorium and delivered a tapestry of Aboriginal wisdom blended masterfully with the likes of Dostoevsky to engage, embrace and challenge the nation around truth-telling and Reconciliation.

These concepts are central to the new *Deakin Indigenous Strategy* that was launched in March. The Strategy that dovetails into the University’s core strategic documents sets to reframe Deakin’s relationship with Aboriginal and Torres Strait Island peoples and communities. Predicated on principles of respect and collegiality, and revolving around the five pillars of knowledge, students, community, voice and employment, each Faculty will craft an individual, bespoke compact to deliver the Strategy for the Deakin community. Work on the compacts is well underway and it has gathered interest nationally and internationally around the thinking on ‘whole-of-university’ engagement.

It was well within the spirit of ‘truth-telling’ that the University set to examine itself particularly around the legacy of its namesake, Alfred Deakin. Students of history know that Alfred Deakin is remembered for a number of things including Federation, however many of his policies and their effect have been brought into question on issues of race, including the White Australia policy.

That process started three years ago and included a dynamic conversation between Aboriginal leaders from Victoria and beyond, alongside members of the Alfred Deakin family. Peeling away emotion and sentiment the group went to the heart of the issue with honesty and respect, arriving at a consensus that there is significant differentiation between Alfred Deakin the man and the University.

In deference to the almost 800 First Nation graduates who have attached their brand to the institution, and the extremely positive relationship the University has with Indigenous communities, the time and effort in a name change would remove focus from the real work that Deakin University needs to do.

Finally, the combined group proposed that the agreement between the communities and the University was that neither group had an appetite for a name change, provided that the University commit to truth-telling in Reconciliation. This was taken to the Vice-Chancellor’s Indigenous Advisory Committee for further development of a statement on the matter. At the last University Council meeting of 2023 this statement as a tanderrum was signed. A tanderrum is a Kulin Nation’s word for ‘giving right of passage’ or ‘agreement’. This must be seen as an example of Deakin’s genuine commitment to truth-telling and Reconciliation and the veracity of its relationship with the community.

Curriculum reform continued throughout the year with work continuing on Graduate Learning Outcome 8 (GLO8). GLO8 seeks to embed values of global citizenship from an Indigenous perspective in all curriculum offerings across the University. This includes immersive sessions, on country experiences, and scholarship workshops. In November many staff were involved in a GLO8 symposium demonstrating the impact the program has

had across all curriculum areas at Deakin University.

Across the University our student numbers have stabilised post-pandemic and our First Nations students in class, online or on country are thriving. Our profile within Victoria and nationally is significant as NIKERI remains a flagship in the sector, particularly around the CBD (Community Based Delivery) model. As demographics and opportunities arise, First Nations students are increasingly being attracted to online offerings. There is possibly no better example of the power of education in the lives of Indigenous peoples than being part of a NIKERI graduation.

Finally, in line with Stan Grant’s oration message, the defeat of this 42nd constitutional

referendum does not afford time for lament, for we know that in the work that we all do here at Deakin University, we set the frame for an authentic voice for Aboriginal and Torres Strait Islander peoples.



International at Deakin

As an institution of global standing, Deakin recognises the vital importance of maintaining a strong international presence and profile. Deakin's efforts are guided by the Deakin University *International Students Plan 2023-2027*, which expands on the international objectives in the University's Strategic Plan, *Deakin 2030: Ideas to Impact*.

In 2023 international students were supported as they returned to campuses, and the University announced plans to broaden access to international students, including its world-class education and pathways, innovation and service excellence.



Deakin's new International Branch Campus (IBC) in GIFT City, India.

Innovative International Education Partnerships

International Branch Campuses

Following a long and proud history in India, Deakin announced it would become the first foreign university in the world to open an international branch campus (IBC) in the heart of Gujarat International Finance Tec-City (GIFT City). The IBC will deliver future-ready graduates to meet India's soaring labour demands and bolster Deakin's commitment to providing a world-class education and learning experience for students around the globe.

"Deakin has the great advantage that we have 30 years of knowledge in India, and we have a strong team working in Delhi which really helps us engage on the ground. It is really exciting and certainly for Deakin it was the natural next step in that 30-year relationship."
Professor Iain Martin, Vice-Chancellor

The next stage in Deakin's three-decade relationship with Indonesia will also see the opening of an IBC in Bandung, West Java to equip graduates with the skills required to meet industry demands and contribute to Indonesia's economic growth. In collaboration with Lancaster University, the joint campus will bring together world-class expertise in teaching, learning and research to Indonesia.

Innovation and service excellence

Deakin was recognised as a finalist in the Victorian International Education Awards for excellence in international student experience, innovation partnerships and international engagement, and student employability and career development. Deakin engineering student, Sarbjeet Singh, was awarded the Premier's Award for International Student of the Year.

International student experience

The StudentConnect program fosters connection and engagement for commencing international students and those who have returned after time studying from their home country. Through our student re-engagement campaign, timely communication supports students to continue their education journey, providing them with resources and guidance to make informed decisions about Deakin options.

The Student Welfare Response group enhances the student experience beyond academic support by developing a personalised support model for international students impacted by events including onshore or offshore natural disasters and political instability affecting students' home countries.

Innovation partnerships and international engagement

Deakin's strong international engagement over the past few decades has enhanced our connection to students through competitions and shared learning. The Young Environmentalists Challenge (YEC) tasks secondary school students to work in teams to identify a local environment issue, discover the science behind it, create a practical engineering solution, and share it with the world. The YEC is run in partnership with Sri Lanka, Vietnam and Malaysia.

Deakin's relationships with universities and schools in the Indo-Pacific Region – particularly India, Vietnam, Sri Lanka, Indonesia and Malaysia – are strengthened by opening IBCs, study tours giving pathway students a taste of life at Deakin, and two international student competitions focusing on developing student skills in smart technology and artificial intelligence.

Student employability and career development

In collaboration with the Australian Computer Society (ACS), Deakin launched the Supported Student Membership initiative to enhance the employability and career development of international students studying Information Communication Technology (ICT) in Victoria.

The initiative was able to:

- provide students with access to unique career development and networking opportunities.
- facilitate deeper and more meaningful connections between students, employers and ACS.
- empower students with a voice to shape the future of ICT industry in Australia and overseas.

Welcoming back our students

By the end of 2023, the total number of international students had increased by 28% from 2022.

The University welcomed 2,200 students to campus who had commenced their course online during the pandemic. For students

returning to campus after the interruptions it was a chance to reconnect with old friends, teaching staff and prepare for new campus experiences, placement opportunities and part time work.

Reactivating Deakin's Learning Abroad program was a priority as the University worked to restore and grow new connections in the student experience; 20 New Colombo Plan Scholars commenced studies and internships in the Indo-Pacific.

Often a transformative experience that helps students develop a global mindset and improved understanding of global connections, Learning Abroad also helps students develop skills such as cross-cultural communication, adaptability and problem-solving.

English language students studying at Deakin University English Language Institute (DUELI) transitioned in stages from fully online through to a full campus experience in preparation for undergraduate, postgraduate and research studies.

Deakin also welcomed the return of study tours with 43 groups visiting from Japan, Korea, China and Taiwan.



Sustainability

In a world facing the pressing challenges of climate change, Deakin is dedicated to working towards a sustainable and equitable future for all. Deakin's Strategic Plan *Deakin 2030: Ideas to Impact* and the University's *Sustainability Commitments* encapsulate the need for swift action and underpin our work in tackling the most urgent sustainability challenges.

In 2023, the 'Let's Keep Earth Wonderful' sustainability campaign highlighted Deakin's contributions across renewable energy, integrated water management and sustainable agriculture. The campaign's key messaging was designed to remind audiences of the beauty inherent in the natural world and the importance of approaching sustainability challenges with optimism. Deakin is committed to enabling a sustainable world through environmental education, innovative research and climate ready campuses.

During the year our sustainability credentials were further strengthened with the prestigious QS World University Rankings placing Deakin at 66 in the world for environmental and social impact.

Creating a Climate Ready Campus

We continued working towards our Climate Ready Campus vision for the Waurnd Ponds Campus, including key projects such as:

- expanding biodiversity zones on campus, continuing tree planting for habitat creation, amenity and shade.
- establishing a renewable energy microgrid.
- installing a pipeline to deliver Class A recycled water around campus.
- converting the chain of ponds into constructed wetlands.
- flood mitigation and stormwater works.

Together, these projects put Deakin in a position to mitigate the effects of climate change, while planning for a future with reduced annual rainfall, increased temperatures and more intense storm events.

Taking into consideration lessons learnt at the Waurnd Ponds Campus and the unique requirements of each location, Deakin plans to expand its Climate Ready Campus vision to the Burwood and Warrnambool campuses.



Progress snapshot

Deakin made meaningful progress towards its 2025 and 2030 targets in the seven key areas of the University's *Sustainability Commitments*.

Energy and emissions

Extensive work was undertaken by the Carbon Neutral 2025 (CN2025) team to define Deakin's scope 3 emissions boundary – the indirect emissions associated with our supply chain such as emissions associated with business travel or embodied emissions within the goods and services that we purchase. Defining the boundary is an important step to ensure our commitment is authentic and enduring. Building on our existing renewable electricity sources (Waurm Ponds Microgrid, rooftop solar, and Melbourne Renewable Energy Project 2), the team developed a renewable electricity strategy to achieve 100% electricity from renewable sources by 2025.

Built environment

CN2025 team members working on the Built Environment Emission Reduction (BEER) Program developed a detailed Implementation Plan and Concept Design. Infrastructure projects and initiatives implemented through the Program will reduce operational carbon emissions. Projects include improvements to the Building Automation System (BAS), extended energy metering and monitoring, lighting upgrades, upgraded heating, ventilation and air conditioning (HVAC) equipment, building electrification, and additional onsite energy generation.

The Hycel project has been our exemplar for operational carbon neutral building design. The processes and lessons learnt are informing the way we prepare our future project briefs including infrastructure design, responsible material selection and waste management, as well as the ability to retrofit sustainability opportunities to improve the condition of existing assets.

Waste and recycling

We partnered with Sustainability Victoria to deliver the 'We Choose to Reuse' initiative at the Waurm Ponds Campus. Single-use plastics, takeaway cups and other disposable packaging were removed from circulation and replaced by reusable crockery, cutlery and cups. Over a three-month pilot period, more than 40,000 single-use items were diverted from landfill across three hospitality venues. A Resource Recovery Wall was installed at Waurm Ponds to collect and recycle batteries, mobile phones and small e-waste, and work is underway to develop a waste and circular economy strategy to guide the University towards zero waste to landfill by 2030.

Water

Phase 1 of the *Integrated Water Management (IWM) Plan* was completed in October. The milestone included the conversion of Waurm Ponds' pond chain into constructed wetlands that now represent an important biodiversity zone on campus. Increased capacity, a slower passage of water into the wetlands and improved drainage connections will reduce the impact of localised flooding. Regular water testing is being conducted to monitor the quality of water flowing into the Waurm Ponds Creek, while a new ring main was installed to distribute Class A recycled water around the campus, which will primarily be used for irrigation of the Elite Sports Precinct.

Travel and transport

After extensive consultation and collaboration with the State Government, a significant expansion of the University bus network occurred in October. Upgrades to the network, including the realignment of SmartBus Route 903 to service Deakin Burwood Campus via Elgar Road, provide easy and more sustainable access for thousands of students and staff. At the Waurm Ponds Campus, electric vehicle charging stations were installed, providing charging for up to four vehicles simultaneously – helping our community to decarbonise.

Natural environment

In line with the focal species approach identified in *Deakin's Biodiversity Strategy*, we secured funding for initial biodiversity mapping and the development of habitat restoration plans for the Waurm Ponds and Warrnambool campuses. By restoring habitat for a focal species, the status of many other species within the area benefit. Planning is now underway to develop a management plan for pest plants and animals and to design a strategic landscape response for proposed restoration areas.

Reporting metrics

As our campuses spring back to life and our staff reconnect internationally, there has been an uptick in emissions and energy consumption. Gross emissions rose by 7% from 2022 to 2023. However, our proactive measures, including offsetting impacts from flights and fleet, resulted in a net emission increase of only 3%. Energy consumption has also seen a gradual increase, growing by approximately 5% year-on-year. Deakin remains committed to reducing emissions, as evidenced by ongoing initiatives aimed at transforming campus operations into sustainable environments and our efforts towards sourcing 100% renewable electricity by 2025. Historically, Deakin has reported on scope 1, 2 and some scope 3 emissions (including flights, energy distribution, and waste). As part of our commitment to authenticity, Deakin is reviewing the coverage of our emissions reporting to ensure a fair and accurate representation of our emissions impact. As a result of this, future reporting may differ to what has been published previously.

Figure 4: Water consumption 2019-2023*

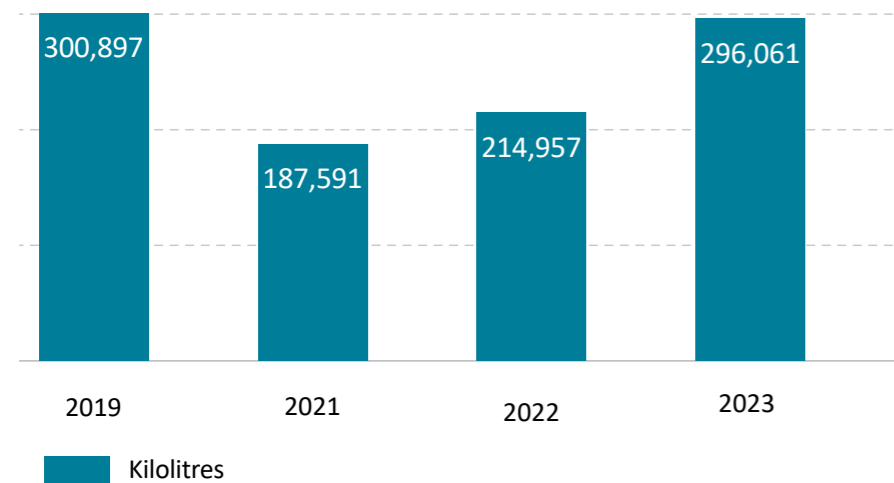
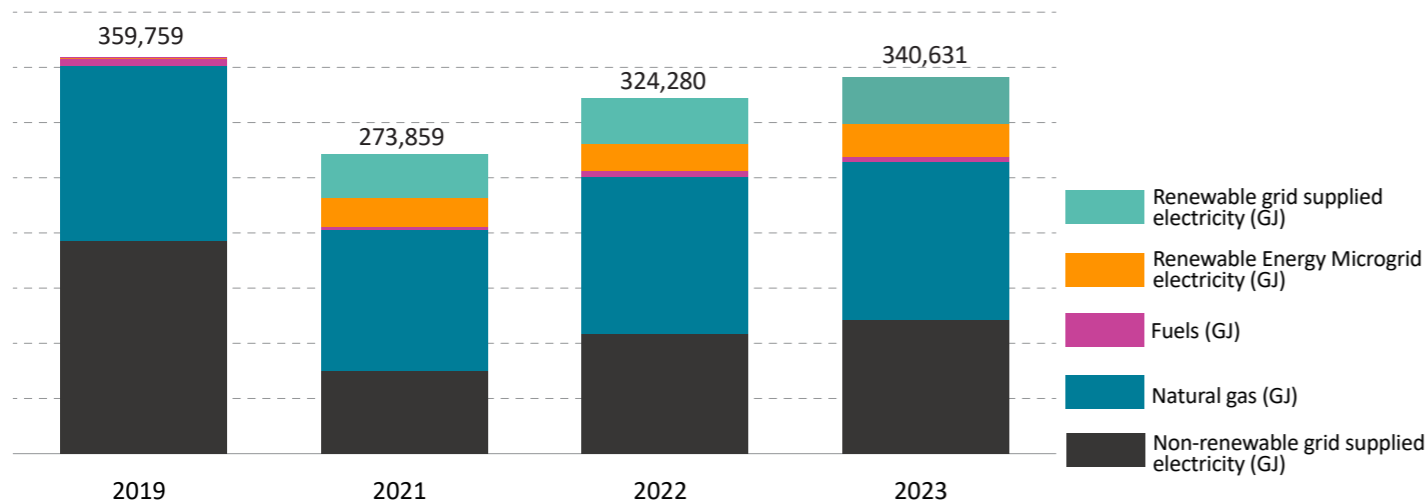


Figure 5: Energy consumption 2019-2023*



*2019 data included as a baseline. 2021-2023 data included as per requirements.

Figure 6: Waste generation 2019-2023 – Landfill (operational and residential)*

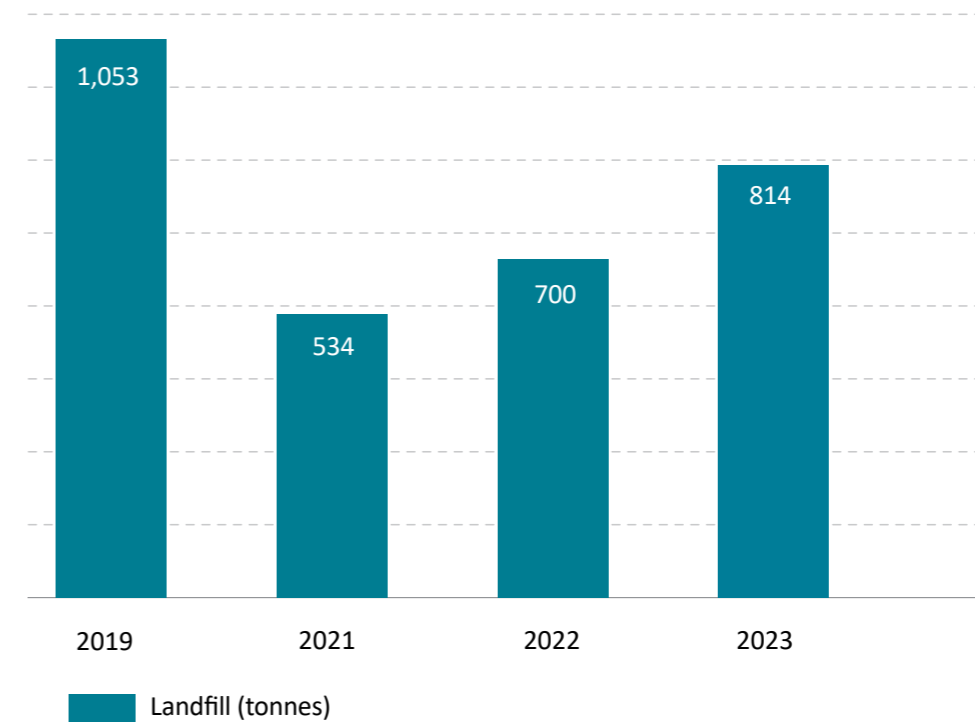
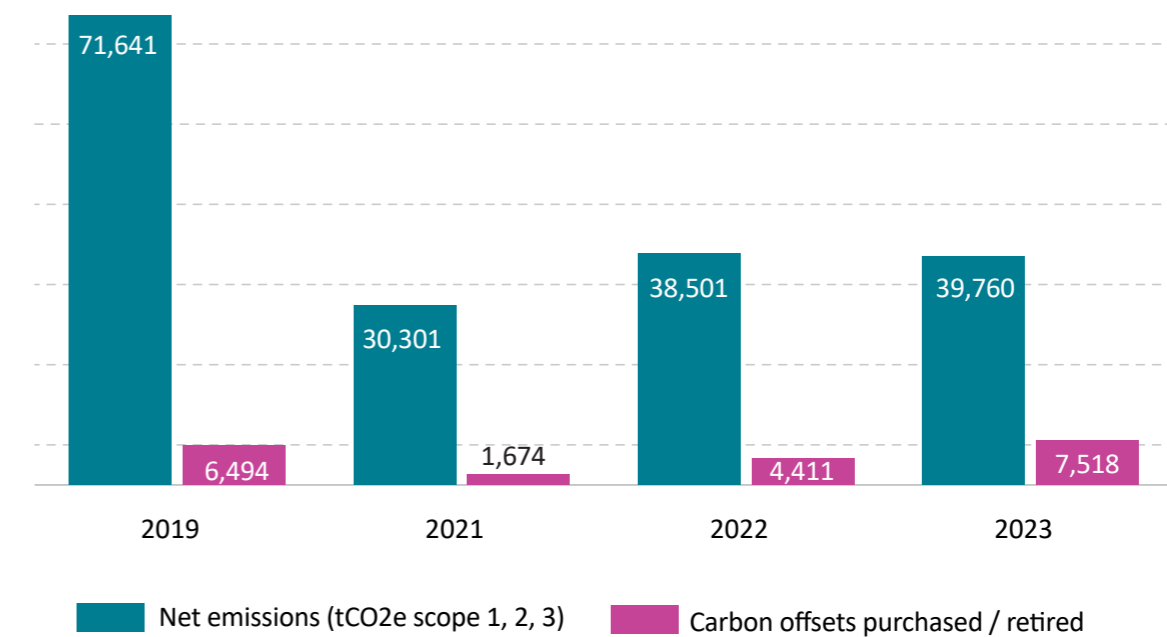


Figure 7: Emissions 2019-2023*



- Utility data from 2022 contained some estimates and have been updated for this 2023 Annual Report. Additionally, utility data in 2023 includes some estimates due to a lag in billing for utility providers and this will be updated in the 2024 Annual Report.
- Deakin utilises the operational control approach in determining our emissions reporting boundary, in line with our regulatory obligations under the *National Greenhouse and Energy Reporting Act 2007*.
- Carbon offset volumes shown in this report are equal to emissions associated with our Flight and Fleet emissions for 2023, in line with our commitments to mitigate the environmental impact from our travel activities.
- Deakin currently sells the Large Generation Certificates (LGCs) produced by the Renewable Energy Microgrid. Therefore, electricity consumed from the Microgrid is treated as grid-supplied electricity within our emissions reporting by applying the relevant emission factors. From 2025 the Microgrid LGCs will be voluntarily retired as a part of our Carbon Neutral certification.

Our Staff

Workforce data disclosures

Deakin University is committed to cultivating a positive and engaging workplace culture – a culture that not only attracts exceptional individuals but also retains and nurtures talent. We firmly believe that effective leadership, meaningful career opportunities and trust are essential to create this environment.

In 2023 the University introduced a new *People Strategy*: a comprehensive framework designed to address the challenges we face, inspire our leaders, empower our people, foster engaged teams and promote sustainable design. Globally the workforce continues to experience a profound transformation, marked by increasing demand for emerging skills, shifting expectations and demographics and the influence of technology.

At Deakin, we encounter similar challenges: attracting and retaining top talent, nurturing a diverse and inclusive environment and maintaining our reputation as one of Australia's most progressive universities. Our response to these challenges is intrinsic to our *People Strategy* with our leaders playing a pivotal role in driving cultural change, inspiring their teams and fostering collaboration, innovation and a strong sense of community.

The vision in the Strategy is aligned with four focus areas: Inspiring Leaders (empower leaders to show the way), Capable People (encourage people to achieve), Engaged Teams (engage teams to thrive) and Sustainable Design (enable success through design). Our appointment and selection processes align with our *People Strategy* and are embedded across a number of University-wide frameworks, policies, procedures and practices. These include Deakin's *Job Framework*, *Capability Framework*, our *Employment of Staff Policy*, our *Recruitment of Staff Procedure* and a dedicated end-to-end recruitment function which provides functional expertise and support to all hiring managers for all continuing, fixed-term,

sessional academic and casual professional appointments.

In 2023 we proudly announced the appointment of Associate Professor Jaclyn Broadbent as the Pro Vice-Chancellor Sessional Academic Experience. Jaclyn leads a proactive program of work to improve and enhance the experience of sessional academic staff working at Deakin. Throughout the year Jaclyn, along with her team, developed a comprehensive guide for supervisors of sessional academic staff. This addresses the recruitment, remuneration and management of sessional academic staff and reinforces our commitment to a consistent and supportive approach to managing our sessional academics.

The sessional academic survey conducted in October shows that our sessional staff come from three predominant cohorts: current students (33%), industry or clinical experts (20%) and career sessionals (34%). They highly value the positive experience, support and mentorship from their supervisors and teams. They were also enthusiastic about further connecting with the larger Deakin community. Opportunities lie ahead in continuing to enhance career paths and streamlining experiences.

We have 4,519 staff (Full Time Equivalent or FTE) including sessional academic and casual professional staff members. Deakin's total FTE increased by 5.9% during 2023. Tables 3 and 4 show our workforce data by employment and demographic categories. Employees have been correctly classified in workforce data categories.

Table 3: Workforce disclosures December 2023

Demographic data December 2023	All Employees		Ongoing			Fixed Term		Casual	
	Number (Headcount)	FTE	Full time (Headcount)	Part time (Headcount)	FTE	Number (Headcount)	FTE	Number (Headcount)	FTE
Gender									
Women Executives	157	152	91	10	98	56	54	0	0
Women (total staff)	3,625	2,605	1,610	529	1,970	753	623	733	12
Men Executives	236	207	130	10	136	96	71	0	0
Men (total staff)	2,399	1,898	1,295	94	1,363	585	527	425	8
Self-described Executives	1	1	0	0	0	1	1	0	0
Self-described (total staff)	27	16	10	1	11	6	5	10	0
Age									
15-24	229	35	16	3	18	18	15	192	2
25-34	1,323	843	493	60	533	341	303	429	7
35-44	1,918	1,535	895	242	1,069	536	461	245	5
45-54	1,478	1,238	874	183	994	277	241	144	3
55-64	853	707	533	105	605	122	100	93	2
Over 64	250	161	104	31	125	50	35	65	1
TOTAL EMPLOYEES	6,051	4,519	2,915	624	3,344	1,344	1,155	1,168	20

Notes: In previous reporting of this data, 'Fixed Term' and 'Casual' were combined.

Table 4: Workforce disclosures December 2022

Demographic data December 2022	All Employees		Ongoing			Fixed Term		Casual	
	Number (Headcount)	FTE	Full time (Headcount)	Part time (Headcount)	FTE	Number (Headcount)	FTE	Number (Headcount)	FTE
Gender									
Women Executives	154	148	87	11	95	56	53	0	0
Women (total staff)	3,340	2,465	1,544	518	1,898	686	558	592	9
Men Executives	221	195	130	9	135	82	60	0	0
Men (total staff)	2,199	1,788	1,238	86	1,296	542	485	333	7
Self-described Executives	1	1	0	0	0	1	1	0	0
Self-described (total staff)	22	12	7	0	7	7	5	8	0
Age									
15-24	183	39	20	5	24	15	13	143	2
25-34	1,213	797	469	68	516	316	275	360	6
35-44	1,800	1,481	887	234	1,050	496	427	183	4
45-54	1,376	1,159	829	183	950	243	207	121	2
55-64	774	645	489	88	549	120	95	77	1
Over 64	215	144	95	26	112	45	31	49	1
TOTAL EMPLOYEES	5,561	4,266	2,789	604	3,201	1,235	1,048	933	16

Notes: FTE is calculated in accordance with the Australian Government's Higher Education Staff Collection definition. For the calculation of headcount, where staff hold multiple positions priority is given to the ongoing role, followed by the fixed term then casual role. 'Self-described' is set out across total staff to avoid reporting individual numbers in smaller categories.

Sessional academic and casual professional staff members

Table 5 shows the number of casual employees in the last full pay period of December 2022 and March 2023 and the last full pay period of December 2023. Deakin has a fortnightly pay period. The table shows staff active and employed in the relevant pay period.

Table 5: Casual workforce disclosure December 2022 - December 2023

	December 2022		March 2023		December 2023	
	Casual employees		Casual employees		Casual employees*	
	Number (Headcount)	FTE	Number (Headcount)	FTE	Number (Headcount)	FTE
Total employees	980	16	1,641	25	1,222	20

*Casual Employees' are made up of casual professional staff (71%) and sessional academic staff (29%). Some of these staff also hold other roles within the University.

Figure 8 shows casual professional FTE numbers across 2023, encompassing 26 pay periods. Casual employment is highest in June 2023.

Figure 8: Casual professional FTE numbers for 2023 pay periods

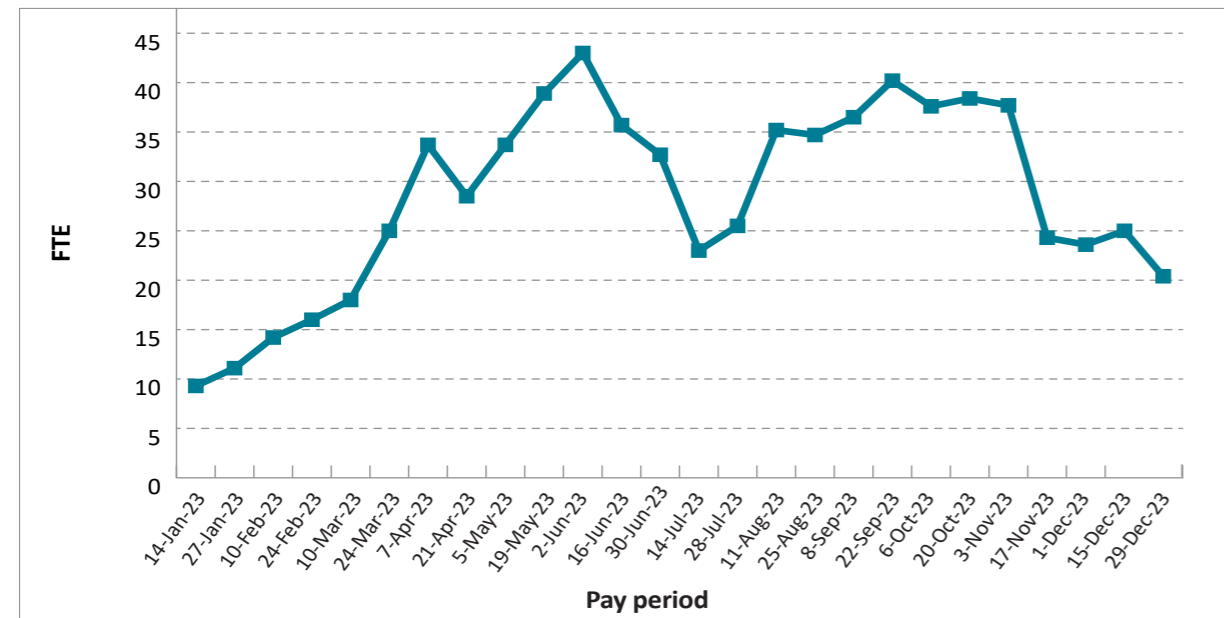
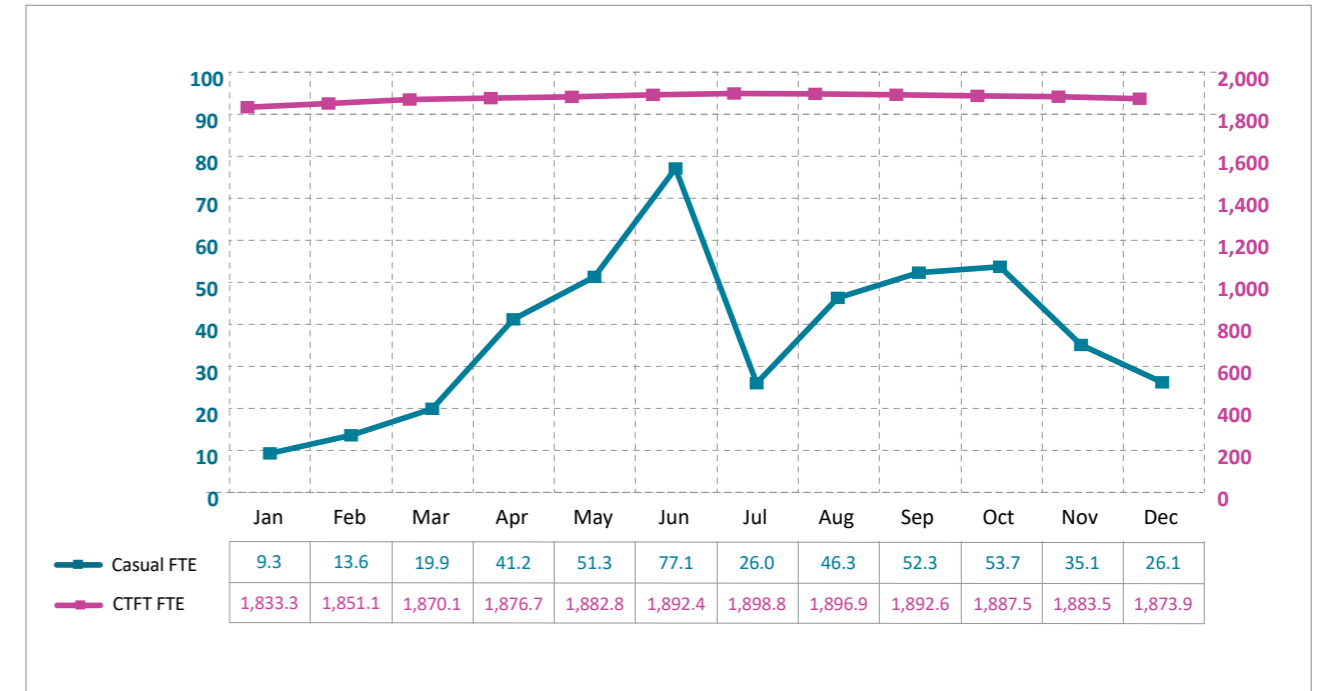


Figure 9 shows sessional academic staff FTE (blue) compared with academic continuing/fixed-term staff FTE (pink). Sessional employment is highest in June 2023.

Figure 9: Academic staff – sessional vs. continuing/fixed-term FTE by calendar month in 2023



Diversity, Equity and Inclusion

At Deakin, we want to create and maintain an environment where people can grow and prosper through access to knowledge and the experiences they have as colleagues and students. Embedding diversity, equity and inclusion as a strategic priority supports Deakin's ambition of being a place where the whole community flourishes through the insights that we gain and share every day.

Deakin's *Diversity, Equity and Inclusion Strategy* is an important part of the University's ongoing success. It articulates how diversity and inclusion contribute to the strategic domains of Education and Employability and Research and Innovation in the University's Strategic Plan, *Deakin 2030: Ideas to Impact*.

The *Diversity, Equity and Inclusion Strategy* encompasses the implementation of a suite of cohort-based action plans that drive Deakin's gender equity, LGBTIQ+ inclusion, cultural diversity, disability access and inclusion, student equity, and sexual harm prevention related goals. Our approach meets our Positive Duty, legislative and compliance requirements and we remain committed to creating an environment where we value our diversity, embrace difference and nurture a connected, safe and respectful community.

Student Equity

Through the Higher Education Participation and Partnerships Program (HEPPP), Deakin seeks to implement strategies that improve access to undergraduate courses for people from regional and remote Australia, low socio-economic status (SES) backgrounds and Indigenous persons.

In 2023, Deakin provided \$2.05 million in direct financial assistance to equity students through HEPPP funding to assist with their access, retention and success in higher education. The Deakin Engagement and Access Program (DEAP) strives to make a lasting impact on school students, empowering them to reach their full potential. Through the DEAP in 2023, Deakin engaged 14,500 equity students in activities that aimed to raise aspirations and build capability. These were delivered with 33 partner schools across all campuses by 112 Deakin student mentors and 140 industry and community volunteers.

Respect and Sexual Harm

Deakin's Respect and Sexual Harm Plan 2021 – 2024 guides the University's program of work to promote respect and prevent sexual harm. Five priority areas are addressed as part of Deakin's annual action plans:

- Respectful Communities
- Sexual Harm, Gendered Violence, Consent, Power and Authority
- Academic Teaching and Learning
- Community Education, Partnerships and Engagement
- Monitoring, Evaluation and Reporting.

Achievements in 2023 include:

- Publication of an annual *Respect and Sexual Harm Report (2022)* in June.
- A leading role in collaborative projects relating to respect and sexual harm across the Victorian tertiary higher education sector, including delivery of an inaugural 'Respect at Uni' campaign in March, involving universities across the State.
- Contribution towards the Universities Australia [Primary Prevention in Sexual Harm Good Practice Guide](#) for the sector including authorship and inclusion of two case studies regarding positive and ethical supervisory relationships and Deakin Residential Services (DRS) Respect Values.
- Delivery of an expanded diversity, equity and inclusion training program and guest lecture series.



Gender equity

Deakin aspires to be Australia's leading university in achieving equal representation, recognition, reward and value of staff – irrespective of gender. In 2023, Deakin's *Gender Equity Action Plan 2021–2022* was reviewed, refreshed and resubmitted to the Commission for Gender Equality in the Public Sector in June. The plan was developed with reference to the gender equality indicators in the *Gender Equality Act 2020 (Vic)*, which covers gender composition of the workforce, remuneration, recruitment and promotion practices, flexible leave arrangements and sexual harassment in the workplace. The plan is compliant and aligned with other programs of work within Diversity, Equity and Inclusion and the broader University, including its *Respect and Sexual Harm Prevention Plan*, *LGBTIQ+ Inclusion and Engagement Plan* and Deakin's *People Strategy*.

Deakin will submit its Gender Equity Progress Report to the Commission for Gender Equality in the Public Sector in February 2025. This Report provides an overview of Deakin's progress towards Gender Equity Indicators (GEIs), activities outlined within our *Gender Equity Action Plan*, completed Gender Impact Assessments and the results of Deakin's workplace experience survey, which was conducted in June.

Deakin's mean or average organisational pay gap, calculated through the Workplace Gender Equality Agency (WGEA), has reduced from 9.7% to 9.0%. Deakin is compliant with the *Workplace Gender Equality Act (2012)* for the 2022-23 reporting period.

Table 6: Representation of Women (%)

REPRESENTATION OF WOMEN	2023	2022
Gender composition in university leadership – Council and Executive	48% (n = 23, Dec 23)	45% (n = 22, Sept 22)
Employees awarded promotion – Academic and Professional Staff	60.1% (n = 398, Mar 23)	64.8% (n = 489, Mar 22)
Gender composition – Senior Academic Positions (Levels D and E)	42.6% (n = 489, Mar 23)	40.6% (n = 493, Sept 22)

Deakin's reporting processes have changed to align with state and federal legislative and compliance obligations.

LGBTIQ+ inclusion and engagement

Deakin was delighted to launch the University's *LGBTIQ+ Inclusion and Engagement Plan 2024-2026*. Staff and students across the University have been involved in the development of the plan over recent months. While Diversity, Equity and Inclusion is responsible for ensuring a coordinated whole-of-university approach, individual departments are in charge of driving activities, and internal and external partnerships are integral to delivering this Plan.

The *LGBTIQ+ Inclusion and Engagement Plan* sets out comprehensive actions to be delivered over the next three years (2024-2026) and focuses on four areas: Culture, Environment, Partnerships and Evidence. Through the delivery of the Plan, Deakin aims to be a leading LGBTIQ+ inclusive educator and employer in the higher education sector, adopting best practice diversity and inclusion strategies for LGBTIQ+ students and staff.



Workplace Health, Safety and Wellbeing

Deakin University is committed to prioritising health, safety and wellbeing, ensuring that our students, staff and communities are safe, and feel safe – both physically and psychologically. The University has no appetite for actions or activities that jeopardise a safe working and learning environment, and we apply best practice safety systems and contemporary approaches to control risks.

Our campus environments are thoughtfully designed, operated and maintained to positively impact health, safety and wellbeing outcomes, and Deakin has a robust health and safety management system managed in line with the requirements of the *Occupational Health and Safety Act 2004*, Safe Work Australia and WorkSafe Victoria.

Our systems are regularly reviewed and enhanced in alignment with the ISO 45001 standard for Occupational Health and Safety Management Systems, and we have a range of proactive initiatives to advance our health, safety and wellbeing goals, meet our compliance obligations and continue to provide a safe University environment for the Deakin community.

Key achievements and areas of focus in 2023 included:

- design and implementation of a new ISO 45001 aligned framework for Deakin’s Safety Management System
- review of Deakin’s systems and procedures to manage psychosocial hazards, providing assurance of existing systems and opportunities for continual improvement
- implementation of a comprehensive health and safety assurance framework, including the completion of over 1,200 scheduled safety inspections, checks and reviews
- delivery of staff wellbeing events and initiatives designed to optimise individual health behaviours and promote a positive workplace environment
- continued progress of initiatives within the Student *Mental Health and Wellbeing Strategy* and *2023 Action Plan* and Deakin *Student Health Promotion Plan 2023-2025*
- advancement of Deakin’s *Critical Incident Management Plan* and team, ensuring the University has effective best practice systems to manage high consequence events that threaten Deakin’s operations, assets, people, environment or reputation.

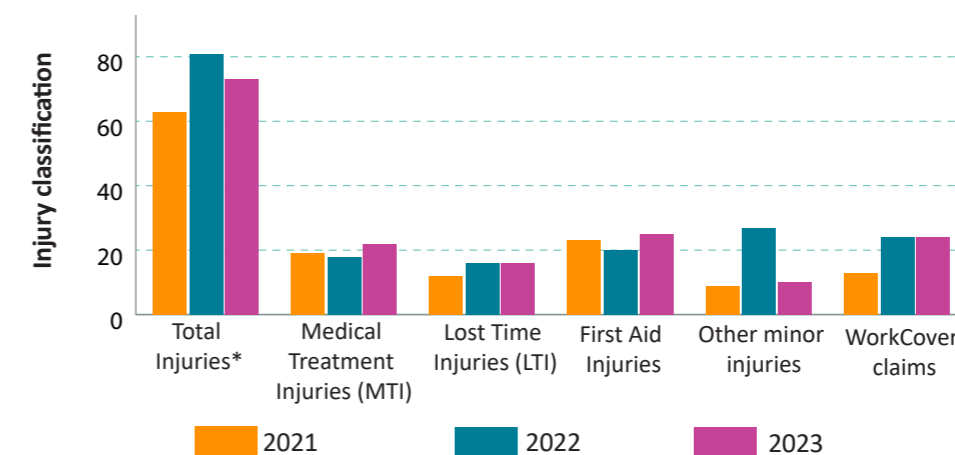


Workplace health and safety data

The figures and table below present a range of data on workplace health and safety factors in 2023. Definitions used are aligned with government and industry reporting standards.

Total staff injuries reduced in 2023, and Lost Time Injuries and WorkCover claims were stable. The University’s Lost Time Injury Frequency Rate (LTIFR) reduced by 11% to 1.96 at the end of 2023. There were seven incidents requiring notification to WorkSafe Victoria.

Figure 10: Summary of staff injuries 2021-2023



Notes:

- Historical data has been updated for the 2023 report to reflect the most current data and reporting methodologies.
- *Total injury count includes Lost Time Injuries, Medical Treatment Injuries, First Aid Injuries, and other minor injuries.

Definitions:

- Lost Time Injury: Injury resulted in a staff member missing one or more days/shifts from work.
- Medical Treatment Injury: Injury required treatment by a registered medical professional.
- First Aid Injury: Injury required first aid treatment.
- Other minor injury: Injury did not require any treatment.

Figure 11: Medical treatment and lost time injuries frequency rates 2012-2023 (staff)

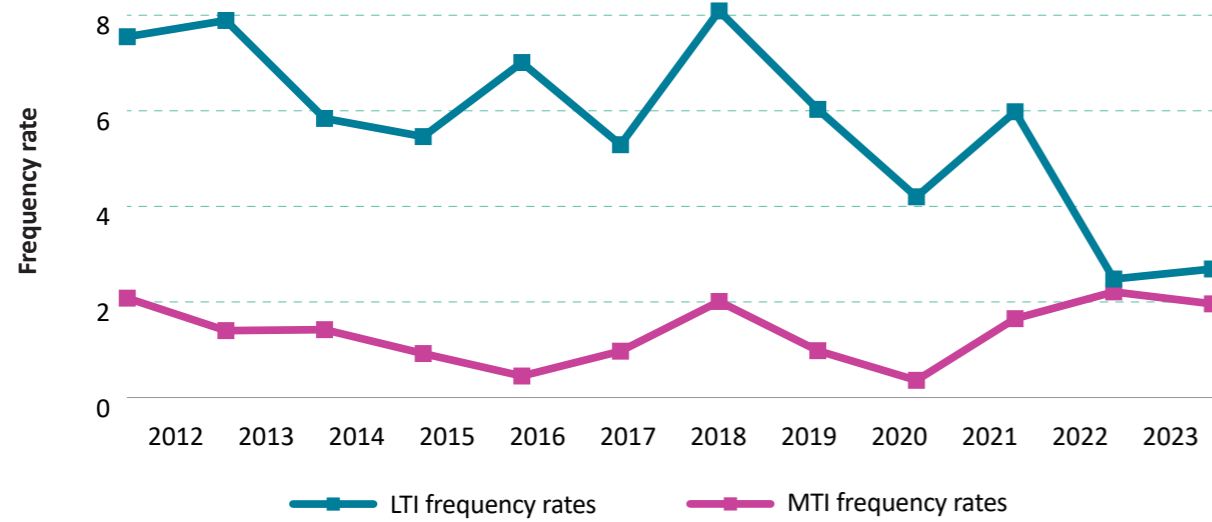


Figure 12 shows mechanisms of injury for both staff and students. The most common mechanism of injury for staff was slips, trips or falls, followed by physical mechanisms related to undertaking manual tasks, maintaining awkward postures, or involving any type of human movement. A range of proactive initiatives including ergonomic assessments, manual handling risk assessments, training and workplace inspections will continue in 2024 to help drive a reduction of these injury types.

Student injuries resulted mainly from cuts/punctures, personal health or medical conditions and slips, trips or falls. All incidents and hazards are reported, investigated and managed via the DeakinSafe software system to identify root causes and implement appropriate controls.

Figure 12: Mechanisms of injury 2023 (staff and students)

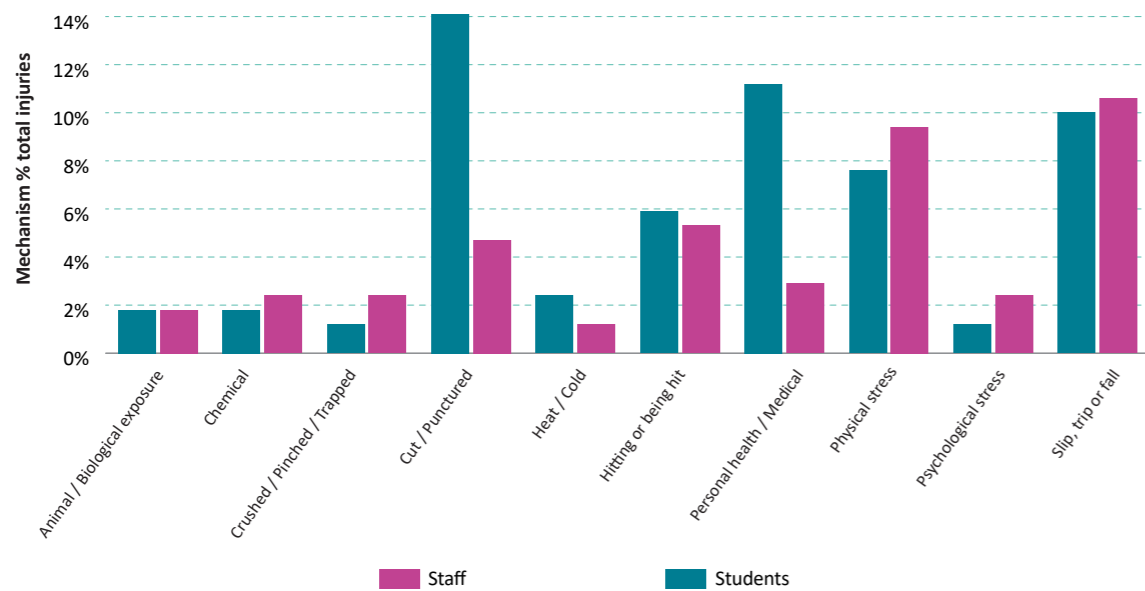


Table 7 summarises a range of health, safety and wellbeing benchmarking performance measures reported across Victorian public agencies. In 2023, Deakin experienced a continued decrease in average costs per WorkCover claim and decreased number of lost time standard claims per 100 FTE. Incident and hazard reports per 100 FTE also reduced from the previous year and continue to demonstrate a strong incident reporting culture.

Table 7: Health, safety and wellbeing performance data 2019-2023

PERFORMANCE DATA	2019	2020	2021	2022	2023
Number of reported hazards/incidents for the year per 100 FTE staff members	6.5	6.2	4.3	7.6	5.8
Number of 'lost time' standard claims for the year per 100 FTE staff members	0.08	0.014	0.29	0.15	0.066
Average cost per claim, including payments to date and an estimate of outstanding claim costs	\$62,931	\$65,605	\$119,326	\$86,150	\$26,415
Reported fatalities	0	0	0	0	0

Alumni and Philanthropy

Alumni

The Deakin alumni community continues to grow, having welcomed 16,915 new alumni to the 317,932 strong community in 2023.

Between May and December, nearly 2,000 alumni have engaged with Deakin programming either through events, donating, communications, meeting with Deakin staff, volunteering or visiting our campuses.

Our social media connectivity campaign, 'It's Never Too Late To Come Home' aimed to reconnect with our alumni through LinkedIn. Hundreds of alumni updated their details, enabling us to better communicate with them and support an ongoing association.

The Alumni Awards ceremony is a significant event held annually. In 2023, for the first time the event was held both in-person and online and there were seven talented recipients across two categories: Alumni of the Year and Young Alumni of the Year.

Young Alumni of the Year:

- Abrar Aziz leads a sustainable energy team including pro-bono work for vulnerable communities and generously volunteers his time to support his industry and students.
- Eva Mackinley has helped significantly reduce single-use plastics.
- Sophie McNamara is an experienced lawyer and director with a passion for sustainable practices and pro-bono programs.

Alumni of the Year:

- Serdar Baycan is a director, entrepreneur and lead architect on major projects on land and in space.
- Professor Roianne West was Australia's first nursing director in a tertiary hospital with a dedicated portfolio of Indigenous Health. She passes down knowledge and builds capacity generationally.

- Dr David Newman's service to aerospace medicine as a researcher, educator and flight safety advocate spans 30 years.
- Daniel Wordsworth has established and mentored community development and emergency responses in most of the world's conflict zones and has led humanitarian support on a global scale.

We also continued to engage with our international alumni communities with in-person activities in India and Sri Lanka. For those international students unable to attend a graduation ceremony on campus, a completion ceremony was held in Bangalore for our MBA global graduates and their families. Some of these graduates have gone on to participate in mentorship opportunities arranged through Deakin.

The donor funded annual Brookes Oration, established in 2006 and honouring the significant contribution of Sir Wilfred Brookes, grandson of Alfred Deakin, was delivered by The Right Honourable the Lord Mayor of Melbourne Sally Capp AO on 'Do cities matter anymore?'

The Alfred Deakin Oration was delivered by The Hon Pat Conroy MP, Minister for International Development and the Pacific, and Minister for Defence Industry. The Minister spoke about 'The power of aid: Australia's international development program as a statecraft tool'.

The annual Deakin University Indigenous Oration, now in its second year, promotes and celebrates Aboriginal and Torres Strait Islander voices, perspectives and issues. The Oration 'My lament for my country – where is truth?' was delivered by Stan Grant.

Former AFL CEO Gillon McLachlan presented the David Parkin Oration 'Reflections of a Leader', in conversation with renowned sports broadcaster and writer, Gerard Whateley.



Philanthropy

In 2023, philanthropy at Deakin generated a record total of \$19.6 million in gifts and donations (up from \$16.6 million in 2022) from 637 individuals. 270 first-time donors gave to causes across the organisation, continuing the trend of increased engagement and financial contributions in recent years. Deakin greatly values all members of its community, and we are continually looking for new ways they can be involved and contribute to initiatives that matter most to them.

Deakin's commitment to regional communities continued with \$125,000 in donations directly supporting students and initiatives in Warrnambool and surrounds.

Endowed scholarships continue to support students at Deakin with the fund almost doubling in 2023 thanks to ongoing partnerships with donors.

Doug and Barb Wilson generously donated a second gift of an additional \$500,000 to grow their endowed fund for the Anthea Jane Wilson Scholarship within the School of Nursing and Midwifery. The gift, in honour of their late daughter, will create more scholarships for deserving nursing students.

Tim Neilson established a second endowment following the settlement of his parents' estate to support a scholarship in honour of his father Geoff Neilson. Geoff was a leading businessman and benefactor in Geelong, and a key figure in the founding of Deakin University in the 1970s.

Philanthropy continued to play a large role in supporting students facing social or financial disadvantage with \$1,035,062 in scholarships distributed.

The generous donation pledged by Michael Drapac in 2022 honouring his late son enabled the Damion Drapac Scholarship for Vocational Doctors and Drapac Access fund, which commenced in 2023.

The BHP Group pledged \$5.64 million to support the Blue Carbon Lab's 'Leading the charge through nature-based solutions' program. This gift will enable the restoration of more than 200 hectares of degraded coastal wetland ecosystems (saltmarsh and seagrass) and rehabilitate 100 hectares of priority bird habitat on the western shoreline of the Avalon Coastal Complex at Port Phillip Bay.

Damion Drapac Scholarship

Deakin is grateful to partner with the Drapac family to create the new Damion Drapac Centre: Advancing Equity in Health Professional Education.

Funded by an extraordinary \$6.1 million gift from Melbourne businessman Michael Drapac, the Centre honours the life of his son, Dr Damion Drapac. Damion tragically passed away in 2019, less than one year after his graduation from Deakin Medical School.



Dr Damion Drapac

Cyber Security

During 2023, Australia saw a significant increase in the number and sophistication of cyber threats. Safeguarding Deakin's digital identities remains a focus, with over 170,000 endpoints and 100,000 active human identities connecting daily to the University's network.

Deakin remains vigilant, responding promptly to cyber security incidents, effectively mitigating threats and ensuring the resilience of our systems. Deakin has successfully stopped numerous 'brute force' attacks targeting our accounts and systems. As part of our proactive approach, we reported and blocked malicious domains hosting dangerous software, thereby preventing potential threats from infiltrating. We also continued our efforts to share our experiences and insights with the broader higher education sector, contributing to the community's knowledge and awareness.

Following a student data breach that was reported in July 2022, we have further invested in new security controls to enhance our cybersecurity strength. These new controls will help prevent future breaches by safeguarding sensitive information with improved data security, confidentiality and retention measures.

In the second quarter of 2023, one cyber incident involving a third-party provider occurred with no Deakin data leaked. We are actively implementing controls to manage and reduce the supply chain risk.

Building on progress

Key 2023 resilience initiatives include:

- expanded the checks for devices connecting to the Deakin network to reduce the impacts of compromised devices harming Deakin's infrastructure. This included verified Multi-Factor Authentication (MFA) and implementation of a new Privileged Access Management (PAM) service
- delivered continuous improvement of security operations by solidifying playbooks and refining after-hours security services to reduce costs
- delivered the new data protection program to advance the security, protection and safe handling of Deakin's personal information. Along with rolling out data security controls to reduce the impacts of exposed data, the team have implemented a governance plan for our collaboration platforms that will continue into 2024
- delivered customised data protection training to faculties and portfolios, along with a wealth of resources for our staff via the new Data@Deakin site
- raised our efforts to boost cyber security awareness and education within the Deakin community. This year's initiatives included in-person sessions, engaging webinars, interactive training videos and informative monthly newsletters. An awareness survey has been conducted to gauge our initiatives' effectiveness and assess Deakin's proficiency in key security training topics.
- assessed over 60 third-party applications that host sensitive data to ensure thorough assessments are conducted and that the applications are integrated with Deakin's Single Sign On (SSO)

- strengthened application security through the new application security procedure and ongoing tailored security training for developers so that security is integrated into the development lifecycle
- conducted penetration testing and cyber security incident response exercises with the University's Critical Incident Management Team.

In 2023, there was a rise in phishing threats, including emails with malicious attachments and impersonation emails. We maintain our commitment to raising awareness about current fraud and phishing techniques by conducting regular, real-world-simulated exercises for staff, and it's encouraging to see an increasing report rate, signifying improved staff awareness.

Ongoing investment in data protection through data leakage prevention and data governance coupled with continuous authorisation architecture principles will empower Deakin to maintain the security of sensitive data, systems and services in a globally expanding and complex institutional environment.



Expenditure on Information and Communications Technology (ICT)

We continue to advance our ICT infrastructure through optimising products, channels and platforms, supporting smarter network growth, implementing reliable core business systems and protecting against cyber threats.

The total ICT Business as Usual (BAU) expenditure was \$94.8 million in 2023 and total ICT project expenditure was \$25.5 million (all of which was capital expenditure).

Our total ICT expenditure in 2023 was \$120.3 million, an increase from \$97.7 million in 2022, due to greater investment in Cloud based platforms and applications, cyber security and refresh programs.

ICT expenditure for 2022 and 2023 was as follows:

Table 8: ICT expenditure

ICT EXPENDITURE	2023 \$m	2022 \$m
Total ICT BAU expenditure	94.8	83.9
Total ICT Non-BAU expenditure	25.5	13.8
Capital Expenditure		
ICT Infrastructure	3.3	1.4
ICT Projects	22.2	12.4
Total Capex	25.5	13.8
Operational Expenditure		
Total Opex	94.8	83.9



Governance



The University Council

Deakin is established by and governed in accordance with the *Deakin University Act 2009 (Vic)*. The responsible Minister throughout 2023 was the The Hon. Gayle Tierney MP, Minister for Skills and TAFE and Minister for Regional Development.

The University Council is Deakin's peak decision-making body, accountable for the overall governance of the University.

The principal responsibilities of the Council include setting strategic direction, monitoring University performance, overseeing academic activities, approving the financial plan, major projects and commercial activities, and setting risk appetite and ensuring effective risk management.

The Council is committed to the highest standards of ethical conduct and to excellence in decision-making so that Deakin maximises the value it creates for all members of the University community.

The following individuals served on Council in 2023. [Members' profiles are published on our website.](#)

Council members

The Chancellor, John Stanhope AM, chairs the Council. The Deputy Chancellors throughout 2023 were Carol Boyer-Spooner and Dr Lyn Roberts AO.

Official members

Chancellor John Stanhope AM

Vice-Chancellor Professor Iain Martin

Chair of the Academic Board Professor Chris Hickey

Government appointed members

Members appointed by the Governor in Council Nino Ficca, Ryan Leemon, Dr Lyn Roberts AO, Georgina Williams

Member appointed by the Minister Anoushka Gungadin

Council appointed members

Dianne Angus, Carol Boyer-Spooner, Stephen Bubb, Richard Carr, Stuart Hamilton AO

Elected members

Member elected by staff Alfred Deakin Professor Catherine Bennett

Member elected by students Jonathan De La Pena

Attendance at Council Meetings

The number of meetings the University Council held during the year ended 31 December 2023, and the number of meetings attended by each Council member are noted in Table 9 below.

Table 9: Attendance at Council meetings in 2023

Eight Council meetings including regular meetings and strategy conference	Eligible meetings	Meetings attended
Chancellor, John Stanhope	8	8
Deputy Chancellor, Carol Boyer-Spooner	8	8
Deputy Chancellor, Dr Lyn Roberts	8	8
Vice-Chancellor, Professor Iain Martin	8	8
Dianne Angus	8	8
Alfred Deakin Professor Catherine Bennett	8	8
Stephen Bubb	8	8
Richard Carr	8	8
Jonathan De La Pena	8	7
Nino Ficca	8	7
Anoushka Gungadin	8	8
Stuart Hamilton	8	8
Professor Chris Hickey	8	7
Ryan Leemon	8	8
Georgina Williams	8	8

Figure 13: Deakin University Council members in 2023



Standing L-R: Nino Ficca, Stuart Hamilton AO, Anoushka Gungadin, Professor Chris Hickey, Ryan Leemon, Alfred Deakin Professor Catherine Bennett, Richard Carr, Jonathan De La Pena.

Sitting L-R: Georgina Williams, Dr Lyn Roberts AO (Deputy Chancellor), Professor Iain Martin (Vice-Chancellor), John Stanhope AM (Chancellor), Carol Boyer-Spooner (Deputy Chancellor), Dianne Angus.

Absent: Stephen Bubb.

2023 Review

The dominant issues for the Council in 2023 were fulfilling our Strategic Plan commitment to 'play an essential role in rebuilding the economy and supporting the community post-COVID-19'; effectively continuing our long term financial and organisational sustainability program 'Deakin Reimagined' introduced in 2021; and actively reenergising campus life and the University engagement programs for students, staff and members of the broader University community.

The Council took the carefully considered strategic step to establish International Branch Campuses in India and Indonesia, the first overseas campuses Deakin has established in its history. Built on robust partnerships and extensive local experience, these campuses will significantly increase Deakin's presence and impact in our region.

Deakin 2030 Strategy

The Council actively monitors the effectiveness of the *Deakin 2030: Ideas to Impact* Strategic Plan and the University's Education and Employability and Research and Innovation Impact Themes. The Council conducts meetings and discussions at all Deakin campuses and with students and stakeholders.

Education and Employability

The Council closely examines quarterly reports tracking University performance against Strategic Plan key performance indicators, including a range of data on student success, satisfaction and graduate outcomes. The Council is pleased that Deakin is living up to our standing as an educational leader – a status confirmed by national benchmarking for good teaching.

In August Council held its 2023 discussion forum with students from each Faculty. These discussions add depth to statistical reports. The Council is always impressed by students' suggestions about how we can enhance

the Deakin student experience. Student suggestions are taken up and resulting actions are reported back to the Council and students.

Research and Innovation

The Council appreciates the support of the Victorian and Australian Governments in supporting our research infrastructure and our innovation programs.

The Deakin University Recycling and Clean Energy Commercialisation Hub (REACH) is supported by the Australian Government's Trailblazer Universities Program and brings together Deakin infrastructure and know-how with industry innovators. The Council is pleased with the growing momentum of the program towards our goals for a greener, cleaner future delivering new jobs and technologies in recycling and clean energy.

The Victorian Higher Education State Investment Fund (VHESIF) has supported 11 projects co-funded by Deakin, which have delivered on their ambitions to accelerate research and attract strong level of external partner engagement. The Council had a close look at two VHESIF supported projects in 2023 on campus and site visits, the superb AquaFi in Waurm Ponds, and Marine Science Centre in Queenscliff and the exciting Hycel hydrogen technology facility in Warrnambool. These facilities are home to unique research and commercialisation initiatives and are important community assets.

Indigenous Strategy

2023 was the first year of Deakin's new five-year *Indigenous Strategy*, which Council welcomed at its meeting in December 2022.

The Council is committed to listening respectfully to our Indigenous students and staff and to the wisdom of the Vice-Chancellor's Indigenous Advisory Committee and our Professor of Indigenous Strategy and Innovation, Professor Mark Rose. This approach underpinned the Council and Executive team's support for the Yes position in the 2023 Voice Referendum and continues to guide us. We will continue to work to improve the experiences of Indigenous Australians and ensure Indigenous knowledges are integral to all our lives.

Alongside its meeting at the Warrnambool Campus in November, Council and Executive members were privileged to undertake an On Country experience with Traditional Owners from the Gunditjmarra community. This memorable experience heightened all participants' appreciation of Indigenous Knowledges as a shared heritage for all Australians and an attribute for every individual to take into their professional and community life.

The Council is deeply appreciative of the dedication, resilience and professionalism of Deakin staff. The Council carefully reviews the results of staff engagement surveys and the implementation of actions arising from those surveys.

The full resumption of our graduation ceremonies has enabled Council members to again join with Deakin staff in celebrating the achievements of the University's students.

Council members are unfailingly impressed by how deeply staff members live the Deakin values and care about students.

The Council wholeheartedly endorses the expression of thanks to staff in the Chancellor's and Vice-Chancellor's messages at the start of this Report.

Student and staff safety and wellbeing

For the Council and the University Executive, the safety and wellbeing of staff and students is their highest priority. Deakin is committed to preventing sexual harm, delivering effective education on respectful behaviour, having responsive mechanisms to address reports of sexual harm, and ensuring transparency in reporting. This goes to the heart of the University value of inclusion.

The Council is fully committed to Deakin's *Respect and Sexual Harm Prevention Plan 2021–2024* and to Deakin's work with other universities to prevent sexual harm on campus, online and outside the University. The Council regularly reviews reports on Deakin's respect and sexual harm prevention programs and what more the University can do to prevent harm. The Council carefully considers Deakin's annual report on Respect and Sexual Harm Prevention, which is publicly available on the University's website.

Financial performance

As forecast since 2020, the negative impact on University income from COVID-19 is reflected in the financial results set out in this Report, with the University recording a deficit position for the second year running.

The Council has maintained sharp scrutiny of the University's financial position and is satisfied that financial performance in 2023 was sound in all the circumstances.

In November the Council approved the University's *2024-2026 Financial Plan*. The final year of the triennium is forecast to see a return to a full year surplus, following the hard decisions in recent years to manage the deficit positions and ensure long term sustainability.

International Branch Campuses

Coming hard on the heels of the reactivation of life at our Australian campuses following COVID-19, in 2023 the Council approved the establishment of international Branch Campuses in Gujarat International Finance Tec-City (GIFT City) in India and Bandung in Indonesia, both to open in 2024.

On the basis of rigorous planning and evaluation, the Council is confident that the campuses will contribute significantly to their communities and to Deakin's overall success as a progressive, internationally engaged university. The course offering to students in both locations is unique and closely aligned to local economic needs.

The Council is appreciative of the whole of university approach being taken to establish the campuses. This augurs well for this exciting new phase for growing an increasingly diverse Deakin University community.

University Chancellors Council

In 2023 Deakin's Chancellor, John Stanhope AM, served as Convenor of the University Chancellors Council (UCC), the second year of a three-year term.

The UCC comprises the chancellors of all Australian public universities. It promotes excellence in university governance, develops best practice codes and contributes to professional development for current and incoming Council members across the sector.

In 2023 the UCC was actively engaged with consultations on the Australian Universities

Accord and in discussions on current higher education policy more broadly.

There are increasing community expectations of governance bodies in all parts of society, including at universities. This makes the UCC's work very important, which was reflected in the well attended UCC plenary meetings, featuring input from chancellors in all states and territories. In 2024 the UCC will play a key role in the implementation of the Australian Universities Accord and will hold its biannual National Conference on University Governance.

Governance codes and best practice

2023 Council performance review

The Council has a rigorous performance review cycle. In 2023 an external review was conducted by BoardsGlobal.

The review found that the Council rates strongly for effective performance against best practice governance standards, sets a good tone for the University's culture and conducts its business efficiently.

Recommendations from the Review focussed on future skills needs and the optimum balance between long term future perspectives and immediate priorities in Council discussions. The Council approved an Action Plan addressing the recommendations. Implementation of the Action Plan was well advanced by the end of 2023. Together with the Accord recommendations, the Action Plan will inform Council's work program and continuous improvement activities in 2024.

Compliance with governance legislation and codes

The 2023 performance review confirmed that Council effectively fulfils all of its governance responsibilities under relevant legislation and codes of best practice:

- *Deakin University Act 2009* (Vic)
- *Higher Education Standards Framework 2021* (Cth)
- Voluntary Code of Best Practice for the Governance of Australian Universities 2018
- Model Code on Freedom of Speech and Academic Freedom 2019 (see below at p 89)
- Australian Universities Vice-Chancellor and Senior Staff Remuneration Code 2021 (see below at p 87).

Throughout 2023 Deakin met the governance standards of these legislative instruments and Codes. There were no areas of non-compliance.

An annual report on Council's fulfilment of its responsibilities is available on the University's website. deakin.edu.au/about-deakin/leadership-and-governance/university-council.



Committees of Council

The Council takes ultimate responsibility for University governance decision-making but committees provide advice, make recommendations and, where relevant, exercise delegated powers and report on these to the Council.

In 2023 Council implemented two changes to its committee system. First, the Legislation Committee was disestablished from 1 January 2023 because both the Council and the Legislation Committee concluded that the streamlined University legislation introduced in 2021 was working effectively and enabled a streamlining of committee arrangements.

Second, following the 2023 Council performance review, the Remuneration Committee was renamed 'People and Culture Committee' with updated terms of reference to more accurately reflect the Committee's role in advising Council on people and culture strategy, which is integral to Deakin's Strategic Plan.

Audit and Risk Committee

Members: Richard Carr (Chair), Stephen Bubb, Nino Ficca, Anoushka Gungadin, Georgina Williams

In attendance: Vice-Chancellor, Deputy Vice-Chancellor University Services, Director Internal Audit, Risk and Business Continuity

The Audit and Risk Committee advises the Council on our accounting, control and risk management practices and reports.

The Committee reviews the audited financial statements prior to finalisation and is responsible for recommending their approval to the Council.

Chancellor's Advisory Committee

Members: John Stanhope AM (Chair), Carol Boyer-Spooner, Professor Chris Hickey, Professor Iain Martin, Dr Lyn Roberts AO

The Chancellor's Advisory Committee advises the Chancellor and the Council on corporate governance matters and appointments to the Council. The Committee is empowered to advise the Chancellor on dealing with matters between Council meetings when required.

Finance and Business Affairs Committee

Members: Ryan Leemon (Chair), Dianne Angus, Carol Boyer-Spooner, Nino Ficca, Dr David Halliwell (from 7 August 2023), Professor Iain Martin, Kerrie Parker, Dr Lyn Roberts AO, Kean Selway (to 23 June 2023)

In attendance: Chief Financial Officer

The Finance and Business Affairs Committee advises the Council on matters concerning Deakin's consolidated finances, major project expenditure, infrastructure and asset management, and University commercial entities and activities.

Honorary Degrees Committee

Members: John Stanhope AM (Chair), Alfred Deakin Professor Catherine Bennett, Carol Boyer-Spooner, Professor Douglas Creighton, Professor Chris Hickey, Professor Iain Martin, Dr Lyn Roberts AO

The Honorary Degrees Committee advises the Vice-Chancellor and the Council on nominations for Deakin Honorary Degrees in accordance with the Deakin University Statute and the Honorary Degrees Procedure.

Investment Committee

Members: Carol Boyer-Spooner (Chair), Vanessa Evans, Kevin O'Sullivan (from May 2023), David St. John, Georgina Williams

In attendance: Vice-Chancellor, Deputy Vice-Chancellor University Services

The Investment Committee oversees the performance of our managed investments and advises the Council on investment strategy and policy, including its commitment to the principles of responsible investment. The Committee includes independent investment specialists.

People and Culture Committee

Members: John Stanhope AM (Chair), Carol Boyer-Spooner, Richard Carr, Stuart Hamilton, Dr Lyn Roberts AO

In attendance: Vice-Chancellor for any items not addressing his remuneration or performance, Chief People and Culture Officer

The People and Culture Committee considers and advises Council on the University's people and culture and remuneration strategies, including the remuneration of the Vice-Chancellor and members of the Executive.

The Committee considers sector remuneration benchmarking and applies the Australian Universities Vice-Chancellor and Senior Staff Remuneration Code 2021. The Committee approves recommendations on any performance incentive payments to the Vice-Chancellor using agreed annual key performance indicators and approves any performance incentive payments to members of the University Executive following assessment of achievements in portfolio, contribution to the Executive and individual achievements toward *Deakin 2030: Ideas to Impact*.

The Vice-Chancellor's and Executives' remuneration for 2023 is reported in the financial statements at Note 21.

Deakin is committed to transparency regarding remuneration. Information on the Vice-Chancellor's remuneration is published each year on the University website alongside the release of the Annual Report deakin.edu.au/about-deakin/leadership-and-governance/vice-chancellor/remuneration.

The Academic Board

The Academic Board is the principal academic authority within Deakin, responsible to the Council for maintaining the highest standards in teaching, learning and research. The Board comprises 58 members - 40 elected, 1 co-opted and 17 official members - from all faculties, the professoriate, professional staff, and students at higher degree, postgraduate coursework and undergraduate levels. Following each meeting, the 'What happened at Academic Board' email informs the University community of Board discussion and decisions.

Relationship with the Council

The Chair of the Academic Board is an official member of the Council and reports to the Council about matters considered and determined at each meeting of the Board.

At the final meeting of Council each year, the Chair provides a comprehensive annual report on actions taken by the Board during the year to uphold academic freedom, standards and quality. This encompasses a review of academic policy changes policies during the year and a rigorous assessment of compliance with the Provider Standards pursuant to the Higher Education Standards Framework.

The clear demarcation of responsibilities between the Board and the Council, together with ongoing information exchange, is one of the strengths of the University's governance system, attested by independent reviews of the Board in 2022 and the Council in 2023 respectively.

Major issues 2023

Major issues addressed by the Academic Board in 2023 included:

- the impact of Generative Artificial Intelligence (GenAI), such as ChatGPT, on teaching and learning, particularly on assessment and academic integrity
- the outcomes of the independent review of academic governance which was conducted in 2022
- academic oversight of the GIFT City Branch Campus and the Bandung transnational education partnership projects
- developments in the Higher Education Accord process.

The Board continues to promote debate and engagement on academic matters across the University. In 2023, the Board provided a forum for discussion on hot topics including the University's approach to student safety, respect and sexual harm; the impact of secondary school reforms for the University, addressing academic integrity for a digital world; and graduate employability at Deakin.

The University thanks Chris for his service as the Chair of the Board during this important period.

We warmly welcome Professor Judy Currey as the incoming Chair in 2024.

Transition to new Chair of the Academic Board

Professor Chris Hickey concluded his term as Chair of the Academic Board at the end of 2023, following eight years' distinguished service.

Chris led the Board through Deakin's Tertiary Education Quality and Standards Agency

registration in 2018 and the challenges of COVID-19, including the numerous regulatory changes required to pivot to full online learning without comprising academic standards.

Attestation Statement on Freedom of Speech and Academic Freedom

This Statement attests that Deakin University Council is satisfied that the University:

- has a policy that upholds freedom of speech and academic freedom as paramount values, as required under the *Model Code on Freedom of Speech and Academic Freedom*
- maintains an institutional environment in which freedom of speech and academic freedom are upheld and protected
- addresses questions in relation to the management of freedom of speech and academic freedom issues promptly, actively and in good faith.

Basis of Attestation

The *Deakin University Code for Upholding Freedom of Speech and Academic Freedom* was approved by the Council on the recommendation of the Academic Board on 5 August 2021. Simultaneously the Council approved a plan for implementation of the Code, which has been completed in full.

Deakin students gave positive feedback on ratings of freedom of expression from the 2022 Student Experience Survey conducted by the Commonwealth Department of Education. Deakin obtained positive aggregate ratings from students above the national and Victorian benchmarks for both undergraduate and postgraduate cohorts, as follows:

- undergraduates – Deakin 90.7%, UA group 86.6% , Victoria 88.3%
- postgraduates - Deakin 85.9%, UA group 85.4%, Victoria 86.5%.

The Council and Academic Board consider that the University can be proud that, as articulated in the Strategic Plan, Deakin 'is an environment where ideas are pursued with passion and where they can be challenged freely'.

Risk Management

Understanding our risks

Risk management is integral to all aspects of Deakin's activities and is a critical component of Deakin's governance framework.

Deakin faces a broad range of risks. The risks arising from our legislative and regulatory responsibilities can be significant. Deakin is also exposed to financial risks arising from the uncertainty of government funding, competition within domestic and international markets, and a range of operating, cybersecurity and market risks, both domestically and, as Deakin broadens its campus presence, internationally.

Deakin applies systems and processes that fulfil the requirements of the *Victorian Government Risk Management Framework*, ensuring continuous improvement in risk management practices in line with the international risk management standard AS ISO 31000:2018. Deakin also fosters a positive risk-aware culture, which recognises that controlled risk-taking is acceptable and appropriate to foster growth, innovation, competitiveness and efficient business practices.

The Council oversees the University's risk management framework on the advice of the Audit and Risk Committee.

University management, led by the Vice-Chancellor and University Executive, implements the framework which is designed to ensure effective management of key operational, strategic, regulatory and project risks. It is supported by defined risk management and compliance policies and a Risk Appetite Statement. The risk management framework and outcomes from risk profiling activities across the University inform the annual *Internal Audit Plan*.

Attestation on compliance with Ministerial Standing Direction 3.7.1

I, Professor Iain Martin, certify that Deakin University has risk management processes in place to manage its key risk exposures and has complied with the *Victorian Government Risk Management Framework and Ministerial Standing Direction 3.7.1 - Risk Management Framework and Processes*.

Deakin's risk management processes are consistent with AS ISO 31000:2018 Risk Management – Guidelines and based on an internal control system that enables the Executive to understand, manage and satisfactorily control risk exposures. The Audit and Risk Committee verifies this assurance, oversees risk culture and confirms that the risk profile of Deakin University has been critically reviewed within the last 12 months.



Professor Iain Martin

Vice-Chancellor
Deakin University
21 March 2024
Geelong

Our Risk Appetite Statement

The University's Risk Appetite Statement aligns with Deakin's values and strategy and is reviewed annually to give the University community a comprehensive understanding of its risk profile.

It sets out the University's most significant categories of risk and the level of risk we are prepared to accept for each category, ranging from no tolerance for non-compliance with the law to a high level of willingness to take risks in the pursuit of strategic growth opportunities, innovation and change. Stakeholder and community expectations regarding the acceptable levels of risk for the University are accounted for when setting the Statement.

Table 10: Summary of Deakin's risk appetite

Category	Risk Appetite Summary	Rating				
		No Appetite	Low	Moderate	High	Very High
Strategic Growth, Innovation and Transformation	Being innovative is central to Deakin's Strategic Plan. The University is prepared to manage risks associated with innovation to support strategic growth opportunities and transformation.				●	
Student and Stakeholder Experience	Deakin is committed to positively engaging our students and stakeholders. The University is prepared to manage risks associated with innovation that enhances student and stakeholder engagement but guards against any risks that compromise the quality of the Deakin student experience.			●		
Teaching and Learning	Deakin is committed to delivering innovative, high-quality teaching and learning to prepare students for the jobs and skills of the future. The University will not take risks which would compromise our ability to provide high quality teaching and learning that delivers excellent graduate outcomes.	●				
Research, Intellectual Property and Commercialisation	Deakin is committed to delivering benefits to the communities we serve through research and commercialisation. The University is prepared to manage risks associated with initiatives that increase research partnerships with industry.				●	
Brand and Reputation	Deakin is committed to maintaining its reputation for quality learning, research and student experiences. The University has a low appetite for actions or activities that may impact negatively on its brand or reputation but welcomes constructive criticism and complaints.		●			

Category	Risk Appetite Summary	Rating				
		No Appetite	Low	Moderate	High	Very High
People and Culture	Deakin values its staff, students and stakeholders and promotes a University culture that celebrates inclusion and diversity. The University has no appetite for activities that are inconsistent with Deakin's Values, Code of Conduct and policies.	●				
Wellbeing, Safety and Security	Deakin is committed to the physical and psychosocial wellbeing of students, staff and visitors. The University has no appetite for actions or activities that jeopardise a safe working and learning environment.	●				
Sexual Harm Prevention and Response	Deakin is committed to providing a learning, work and social environment free from sexual harm. Deakin has no appetite for behaviour that constitutes sexual harm and a high appetite for actions that prevent, detect and respond to sexual harm.	●				
Infrastructure and Environment	Deakin has strong campus infrastructure and sustainability strategies that include managing risks associated with sustainability initiatives. The University has a low appetite for risks that may adversely impact our working, learning and social environment and facilities.		●			
Information Technology and Data Protection	Deakin is committed to a robust and future oriented digital strategy. The University will maintain a high level of vigilance against risks to the availability, confidentiality and integrity of IT systems and data.	●				
Financial and Capital Viability	Deakin is committed to maintaining strong financial sustainability. The University is prepared to manage risks associated with commercialisation initiatives and investments in the context of ongoing sound financial management.			●		
Compliance with Legislative and Regulatory Standards	Deakin will meet its legislative and regulatory compliance obligations through strong institutional governance and robust policies. The University has no appetite for legislative and statutory non-compliance.	●				
Business Disruption and Resilience	Deakin recognises the need to maintain a proportionate and resourced operational resilience framework, connecting risk, business continuity, emergency, crisis management and disaster recovery arrangements. Deakin has low appetite for business interruptions at critical periods of teaching, research and support.		●			

Statutory Reporting Responsibilities

Statutory compliance

Register of commercial activities

General Counsel maintains Deakin's Register of Commercial Activities, as required by Part 6 of the *Deakin University Act 2009 (Vic)* and the Ministerial Interim Guidelines, as well as Deakin's own policies and procedures that apply to commercial activities.

The Register contains two current commercial activities:

- Universal Motion Simulator Pty Ltd, a company established by the University for a commercial purpose. It is a controlled entity.
- Lease of University premises by Carbon Revolution Pty Ltd.

No new commercial activities were initiated in 2023.

Our statutory reporting responsibilities

Education and Training Reform Act 2006 (Vic)

Deakin University applies a Student Services and Amenities Fee (SSAF) to enrolled students. The SSAF funds are used to provide a wide range of services and amenities for students including employment and career advice, childcare, financial advice, food services, sporting and recreational activities, and equity and disability support.

In 2023, full time students were levied \$163 per active trimester, part time students were levied \$122 per active trimester, and students studying wholly online were levied \$65 per active trimester. No levy was applied to Trimester 3.

In 2023, the SSAF raised a total of \$8.167 million over the calendar year. Over the calendar year, Deakin University expended \$4.145 million directly to the Deakin University Student Association (DUSA) for the provision of student services including academic advocacy, sporting programs, student social and cultural engagement, orientation, student media, student welfare and financial assistance, DUSA digital presence, and student legal advisory and referral service.

National Competition Policy and Victoria's Competitive Neutrality Policy

Deakin University adheres to competition laws and applies the principles of the National Competition Policy and Victoria's Competitive Neutrality Policy to relevant business activities. Although not considered significant business activities, Deakin's commercial arm, DeakinCo, and Deakin's controlled entities, engage in relevant market activities including pricing of tenders and bids, operations and management and other services offered to the public at large by these enterprises. Accordingly, they have in place policies and processes to ensure compliance.

Research services are offered on the basis of a costing model that includes a full-cost recovery multiplier.

Deakin has not received any competitive neutrality complaints over the reporting period.

Building Act 1993 (Vic)

The *Building Act 1993 (Vic)* applies to building work undertaken in Victoria. To ensure that Deakin University is compliant with the Act, regulations and codes:

- relevant works are certified by an independent building surveyor, responsible for issuing either a Certificate of Occupancy or Certificate of Final Inspection on completion
- compliance checks are conducted to ensure that all building practitioners engaged by the University are registered under the Act as required for the duration of the services and hold the requisite insurances. No reports of building practitioners becoming deregistered during services have been received
- projects are monitored by Deakin project managers, or external consultants acting in that capacity on behalf of the University, to ensure that all projects comply with the Act
- works undertaken by Deakin directly are covered by Deakin's policies of insurance including public liability and professional indemnity insurance. Contractors and consultants are required to have relevant insurance in place.

In 2023, Deakin campuses operated at capacity. Hybrid and flexible ways of teaching and learning as well as working resulted in the Deakin University continuing its efforts to ensure that space allocation and usage of campus facilities is optimised and more efficient.

Carers Recognition Act 2012 (Vic)

Deakin University recognises and values the role of carers and the important contribution made by people with carer responsibilities.

In accordance with the *Carers Recognition Act 2012 (Vic)*, Deakin has in place a range of policies to support carers, including flexible work arrangements, leave entitlements, workplace culture and behaviours, flexible teaching and learning arrangements, digital and assistive technologies and other adjustments, and an array of services are available to staff and students, including counselling and the Employee Wellbeing and Support service.

Local Jobs First Policy (Vic)

The *Local Jobs First Act 2003* requires departments and public sector bodies to apply the Local Jobs First Policy to all projects over \$3 million in metropolitan Melbourne or state-wide, and \$1 million in regional Victoria.

In 2023, the Victorian Government supported the following seven projects at Deakin through Victorian Higher Education State Investment Fund (VHESIF) program. Two projects reached completion in 2023, and the remaining five projects are expected to be successfully completed in 2024.

- Queenscliff Marine Science Centre
- Hycel Technology Hub
- AquaFI Lab (formerly AquaFI Hub)
- Ballarat Clinical School
- Battery Research and Innovation Hub (formerly BatTRI Hub 2.0) (completed)
- Circular Economy Accelerator – Organics
- Integrated Water Management (completed)

In addition, the Victorian State Government partly funded the Geelong Future Economy Precinct Infrastructure Project at the Waurin Ponds Campus, which was completed in 2023.

No new Victorian Government capital grants were provided during 2023.

All of Deakin's VHESIF projects have been registered with ICN and have an Interaction Reference Number (IRN). ICN has confirmed Local Jobs First (LJF) does not apply. Deakin continues to liaise with ICN on identifying opportunities for local businesses.

Modern Slavery Act compliance

The Commonwealth *Modern Slavery Act 2018* requires Deakin University to prepare an annual modern slavery statement addressing the actions taken to assess and address modern slavery risks in its operations and supply chains. Methodology to assess the risk of modern slavery continues to mature in its application and the fourth statement in response to the Act is due to be submitted by 30 June 2024.

Public Interest Disclosures Act 2012 (Vic)

Deakin University is committed to a culture of integrity, good governance, transparency and accountability in its decision making and to maintaining the highest standards of ethics and quality in its teaching, research and administration.

Deakin University has in place codes of conduct for both staff and students, a range of staff and student training modules to support the implementation of Deakin policies and standards. Information about how to make a complaint is readily accessible and these processes are well resourced and complaints are independently investigated and actioned. Deakin has in place an external reporting line to give absolute assurance of confidentiality, independence and anonymity in making complaints and disclosures.

Deakin University's support of 'whistleblowers' is demonstrated in its Public Interest Disclosures Procedure. The Procedure reflects the requirement that any person who has made a statutory disclosure under the Act is protected by the University from any detrimental action. The University is not a disclosure-receiving entity, but is fully committed to embedding a 'speak up' culture at Deakin.

Information about integrity at Deakin is accessible at deakin.edu.au/about-deakin/faculties-and-divisions/administrative-divisions/office-of-general-counsel/deakin-integrity.

Infringements Act 2006

Deakin University is an enforcement agency under the *Infringements Act 2006* and is empowered to issue and enforce parking infringement notices. It maintains appropriate records as required by the *Public Records Act 1973*.

Public Records Act 1973

Deakin University complies with the *Public Records Act 1973* and has in place an extensive archive.

Freedom of Information Act 1982 (Vic)

Deakin University is subject to the *Freedom of Information Act 1982 (Vic)* and the Professional Standards made pursuant to the Act.

Any person may, by written request to the Freedom of Information Officer, seek to access Deakin University documents pursuant to section 17 of the Act. Deakin publishes information on its website at deakin.edu.au/about-deakin/faculties-and-divisions/administrative-divisions/office-of-general-counsel/freedom-of-information to inform and assist the making of requests, and requests can be made online.

The application fee is updated on 1 July every year. The fee from 1 July 2023, is \$31.80. The fee up until 1 July 2023 was \$30.10. The processing time is 30 calendar days from date the request is valid. This time frame may be extended by 15 or 30 calendar days depending on the reason for an extension of time.

An individual can make a request [online](#). They are required to fill in the online form, provide photo ID (if they are requesting documents that relate to them) and pay the application fee, unless they are requesting a fee waiver due to financial hardship. Individuals are also welcome to make a request via email, and by post.

In 2023, 31 valid requests for access to documents were made under the Act. Of these, 29 were access requests for documents relating to the applicant (personal requests), the remaining two were for access to documents of a general or non-personal nature.

Deakin University facilitates access to documents and information outside of the Act where appropriate, including both Proactive Release and Informal Release. The latter is facilitated by Deakin University's Privacy Officer.

Requests for documents made pursuant to the Act can be emailed to the Freedom of Information Officer at foi@deakin.edu.au or posted to:

Freedom of Information Officer
Office of General Counsel
Deakin University
Locked Bag 20001
Geelong Victoria 3220

Further information regarding the operation and scope of FOI legislation and regulations can be found at ovic.vic.gov.au/freedom-of-information.

Additional information available on request

In compliance with requirements of Financial Reporting Directive 221 (July 2021) under the *Financial Management Act 1994*, details in respect of the items listed below are available on request, subject to provisions of the Freedom of Information Act 1982:

- (a) a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- (b) details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- (c) details of publications produced by the entity about itself and how these can be obtained
- (d) details of changes in prices, fees, charges, rates and levies charged by the entity

- (e) details of any major external reviews carried out on the entity
- (f) details of major research and development activities undertaken by the entity
- (g) details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- (h) details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services
- (i) details of assessments and measures undertaken to improve the occupational health and safety of employees
- (j) a general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes
- (k) a list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved
- (l) details of all consultancies and contractors including:
 - consultants/contractors engaged
 - services provided
 - expenditure committed to for each engagement.

Address for general enquiries:

The Vice-Chancellor
Deakin University
Geelong Waterfront Campus
Locked Bag 20001
Geelong Victoria 3220

Telephone: +61 3 5227 8503 | Facsimile: +61 3 5227 8500

Email: vc@deakin.edu.au | Web: deakin.edu.au

Deakin University Annual Reports are available at deakin.edu.au/about-deakin/strategic-direction

The Geelong Waterfront Campus offers state-of-the-art learning facilities perched right on the shoreline of Corio Bay.



Financial Report



Financial Report Tables

Table 1: Statement of Comprehensive Income for the year ended 31 December 2023	104
Table 2: Statement of Financial Position as at 31 December 2023	105
Table 3: Statement of Changes in Equity for the year 2023	106
Table 4: Statement of Changes in Equity for the year 2022	106
Table 5: Statement of cash flows for the year ended 31 December 2023	107
Table 6: Standards and/ or amendments applied for the first time in 2023	109
Table 7: New accounting standards, amendments and interpretations issued but not yet effective	110
Table 8: Operating result	110
Table 9: Reconciliation of revenue and income	111
Table 10: Australian Government financial assistance including Australian Government Higher Education Loan Programs (HELP)	112
Table 11: State and Local Government financial assistance	113
Table 12: Fees and charges	114
Table 13: Consultancy and contract fees	114
Table 14: Other revenue and income	115
Table 15: Group sources of funding 2023	116
Table 16: Group sources of funding 2022	117
Table 17: University sources of funding 2023	118
Table 18: University sources of funding 2022	119
Table 19: Assets and liabilities related to contracts with customers	120
Table 20: Investment income / (loss)	121
Table 21: Employee related expenses by academic and non-academic	122
Table 22: Major depreciation periods	123
Table 23: Depreciation and amortisation expense by type of assets	123
Table 24: Repairs and maintenance	123
Table 25: Finance costs	124
Table 26: Type of impairment of assets	124
Table 27: Other expenses	125
Table 28: Cash and cash equivalents	125
Table 29: Receivables	126
Table 30: Impaired receivables	127
Table 31: Associates	127
Table 32: Share of associates' net assets and profit / (loss)	128
Table 33: Other financial assets	131
Table 34: Property, plant and equipment	133
Table 35: Movements in carrying amounts 2023	134
Table 36: Movements in carrying amounts 2022	135
Table 37: Right-of-use assets	136
Table 38: Current tax (assets) / liabilities	137
Table 39: Deferred tax assets / (liabilities)	137
Table 40: Movements in deferred tax assets / (liabilities)	138
Table 41: Intangible assets	138
Table 42: Movements in carrying amounts 2023	138
Table 43: Movements in carrying amounts 2022	139
Table 44: Trade and other payables	139
Table 45: Lease by type of right-of-use asset	139
Table 46: Lease liabilities	140

Table 47: Employee benefit provisions	141
Table 48: Reserves	142
Table 49: Movements in reserves 2023	142
Table 50: Retained earnings	143
Table 51: Cash flows statement reconciliation	143
Table 52: Financial assumption on UniSuper vested benefit and accrued benefit liabilities	144
Table 53: Superannuation	145
Table 54: Commitments	145
Table 55: Responsible persons remuneration	147
Table 56: Number of responsible persons	147
Table 57: Executive officer remuneration	147
Table 58: Number of executive officers	148
Table 59: Remuneration of auditors	149
Table 60: Subsidiaries	149
Table 61: Financial performance of subsidiaries	149
Table 62: Assets and liabilities in subsidiaries	149
Table 63: Equity and borrowings in subsidiaries	150
Table 64: Transactions with related parties	150
Table 65: Loans to subsidiaries	150
Table 66: Receivables and payables with related parties	151
Table 67: Sensitivity analysis	152
Table 68: Liquidity risk	154
Table 69: Fair value measurements	155
Table 70: Fair value hierarchy at 31 December 2023	156
Table 71: Fair value hierarchy at 31 December 2022	156
Table 72: Level 3 fair value measurements	157
Table 73: Valuation inputs and relationships - Financial assets	158
Table 74: Valuation inputs and relationships - PPE	158
Table 75: Education - CGS and Other Education Grants	159
Table 76: Higher Education Loan Programs	159
Table 77: Education research	160
Table 78: Research Training Program	161
Table 79: Other capital funding	161
Table 80: Australian Research Council Grants	161
Table 81: OS-HELP	162
Table 82: Higher Education Superannuation Program	162
Table 83: Student Services and Amenities Fees	162
Table 84: Underlying Operating Net Result Reconciliation	168
Table 85: Five-year financial summary 2019-2023 (consolidated)	169
Table 86: Payments to consultants	170
Table 87: Disclosure index	171

Statement of Comprehensive Income for the year ended 31 December 2023

Table 1: Statement of Comprehensive Income for the year ended 31 December 2023

Comprehensive income	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
COMPREHENSIVE INCOME					
Revenue and income	2	1,318,839	1,182,268	1,289,493	1,158,807
Expenses					
Employee related expenses	2.9	(804,066)	(701,415)	(802,916)	(700,607)
Depreciation and amortisation expense	2.10	(94,295)	(107,984)	(84,604)	(94,403)
Other expenses	2	(475,040)	(451,183)	(451,722)	(431,336)
Total expenses		(1,373,401)	(1,260,582)	(1,339,242)	(1,226,346)
Net result before income tax		(54,562)	(78,314)	(49,749)	(67,539)
Income tax (expense) / benefit	9	(203)	470	-	-
Net result after income tax for the year		(54,765)	(77,844)	(49,749)	(67,539)
OTHER COMPREHENSIVE INCOME					
Items that will be reclassified to profit or loss:					
Decrease in deferred government superannuation contributions	17	(730)	(27,846)	(730)	(27,846)
Decrease in deferred employee benefits for superannuation	17	730	27,846	730	27,846
Total items that will be reclassified to profit or loss		-	-	-	-
Items that will not be reclassified to profit or loss:					
Gain on revaluation of land	14	-	16,260	-	16,120
Gain on revaluation of buildings	14	-	374,788	-	309,460
Gain on revaluation of art collection	14	2,011	-	2,011	-
Loss on equity instruments designated at fair value through other comprehensive income	14	(26,707)	(114,884)	(26,707)	(114,884)
Total items that will not be reclassified to profit or loss		(24,696)	276,164	(24,696)	210,696
Total other comprehensive (losses) / income		(24,696)	276,164	(24,696)	210,696
Total comprehensive (losses) / income		(79,461)	198,320	(74,445)	143,157
Total comprehensive (losses) / income attributable (from) / to					
University		(79,529)	198,465	(74,445)	143,157
Non-controlling interest	23	68	(145)	-	-
TOTAL COMPREHENSIVE (LOSSES) / INCOME		(79,461)	198,320	(74,445)	143,157

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

Statement of Financial Position for the year ended 31 December 2023

Table 2: Statement of Financial Position as at 31 December 2023

Assets, liabilities and equity	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT ASSETS					
Cash and cash equivalents	3	184,909	286,210	180,441	281,970
Receivables	4	56,000	72,986	51,890	71,678
Contract assets	2.7b	1,961	2,014	194	237
Inventories		741	638	416	313
Other financial assets	6	40,000	40,000	40,000	40,000
Prepayments		34,097	29,408	33,717	29,262
Current tax assets	9	-	874	-	-
TOTAL CURRENT ASSETS		317,708	432,130	306,658	423,460
NON-CURRENT ASSETS					
Receivables	4	136,437	115,092	136,242	114,915
Investments accounted for using the equity method	5	2,687	2,718	2,687	2,718
Other financial assets	6	692,901	641,126	926,890	877,581
Property, plant and equipment	7	2,287,833	2,281,734	1,980,092	1,965,903
Right-of-use assets	8	41,383	37,616	41,383	37,616
Intangible assets	10	11,880	11,568	11,880	11,568
TOTAL NON-CURRENT ASSETS		3,173,121	3,089,854	3,099,174	3,010,301
TOTAL ASSETS		3,490,829	3,521,984	3,405,832	3,433,761
CURRENT LIABILITIES					
Trade and other payables	11	134,786	149,240	135,121	149,943
Lease liabilities	12	6,198	5,909	6,198	5,909
Employee benefit provisions	13	133,910	120,279	133,463	119,885
Contract liabilities	2.7b	317,213	274,607	310,224	268,759
Current tax liabilities	9	204	-	-	-
TOTAL CURRENT LIABILITIES		592,311	550,035	585,006	544,496
NON-CURRENT LIABILITIES					
Trade and other payables	11	749	909	749	909
Lease liabilities	12	41,294	36,727	41,294	36,727
Employee benefit provisions	13	137,265	135,649	137,282	135,687
Deferred tax liabilities	9	556	556	-	-
TOTAL NON-CURRENT LIABILITIES		179,864	173,841	179,325	173,323
TOTAL LIABILITIES		772,175	723,876	764,331	717,819
NET ASSETS		2,718,654	2,798,108	2,641,501	2,715,942
EQUITY					
Parent entity interest					
Reserves	14	1,081,909	1,102,871	982,104	1,003,066
Retained earnings	15	1,636,212	1,694,772	1,659,397	1,712,876
Parent entity interest		2,718,121	2,797,643	2,641,501	2,715,942
Non-controlling interest		533	465	-	-
TOTAL EQUITY		2,718,654	2,798,108	2,641,501	2,715,942

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

Statement of Changes in Equity for the year ended 31 December 2023

Table 3: Statement of Changes in Equity for the year 2023

2023	Note	Reserves \$000's	Retained earnings \$000's	Total parent entity \$000's	Non- controlling interest \$000's	Total \$000's
CONSOLIDATED						
Total equity at the beginning of the year		1,102,871	1,694,772	2,797,643	465	2,798,108
Net result after income tax	15	-	(54,833)	(54,833)	68	(54,765)
Transfers to / (from) retained earnings	14,15	3,734	(3,734)	-	-	-
(Decrease) / Increase in reserves	14	(24,696)	7	(24,689)	-	(24,689)
TOTAL EQUITY AT THE END OF THE YEAR		1,081,909	1,636,212	2,718,121	533	2,718,654
UNIVERSITY						
Total equity at the beginning of the year		1,003,066	1,712,876	2,715,942	-	2,715,942
Net result after income tax	15	-	(49,749)	(49,749)	-	(49,749)
Transfers to / (from) retained earnings	14,15	3,734	(3,734)	-	-	-
(Decrease) / Increase in reserves	14	(24,696)	4	(24,692)	-	(24,692)
TOTAL EQUITY AT THE END OF THE YEAR		982,104	1,659,397	2,641,501	-	2,641,501

Table 4: Statement of Changes in Equity for the year 2022

2022	Note	Reserves \$000's	Retained earnings \$000's	Total parent entity \$000's	Non- controlling interest \$000's	Total \$000's
CONSOLIDATED						
Total equity at the beginning of the year		826,263	1,772,942	2,599,205	610	2,599,815
Net result after income tax	15	-	(77,699)	(77,699)	(145)	(77,844)
Transfers to / (from) retained earnings	14,15	444	(444)	-	-	-
Increase / (decrease) in reserves	14	276,164	(27)	276,137	-	276,137
TOTAL EQUITY AT THE END OF THE YEAR		1,102,871	1,694,772	2,797,643	465	2,798,108
UNIVERSITY						
Total equity at the beginning of the year		791,926	1,780,859	2,572,785	-	2,572,785
Net result after income tax	15	-	(67,539)	(67,539)	-	(67,539)
Transfers to / (from) retained earnings	14,15	444	(444)	-	-	-
Increase in reserves	14	210,696	-	210,696	-	210,696
TOTAL EQUITY AT THE END OF THE YEAR		1,003,066	1,712,876	2,715,942	-	2,715,942

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

Statement of Cash Flows for the year ended 31 December 2023

Table 5: Statement of cash flows for the year ended 31 December 2023

Inflows / (outflows)	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
OPERATING ACTIVITIES					
Australian Government grants		688,846	694,780	684,620	694,738
OS-HELP (net)		1,979	(3,779)	1,979	(3,779)
Superannuation supplementation		7,632	11,956	7,632	11,956
State and Local Government grants		36,376	43,575	36,260	43,568
HECS-HELP - student payments		18,732	21,326	19,019	18,205
Other research grants and contracts		109,248	71,612	115,424	72,996
Receipts from student fees and other customers		404,942	306,603	368,310	280,113
Dividends received		3,989	7,209	3,989	7,209
Interest and distribution received		48,688	32,382	60,745	40,649
Other income		29,978	38,432	24,375	34,279
Goods and Services Tax (GST) recovered		22,858	16,135	23,048	16,120
Payments to suppliers and employees (inclusive of GST)		(1,291,744)	(1,135,735)	(1,268,430)	(1,113,893)
Interest and other costs of finance	2.12,12	(1,627)	(864)	(1,627)	(864)
Lease payments for leases of low-value assets (inclusive of GST)	12	(8,127)	(6,986)	(7,873)	(6,719)
Net cash flows provided by operating activities	16	71,770	96,646	67,471	94,578
INVESTING ACTIVITIES					
Proceeds from sale of property, plant and equipment		78	55,911	78	53,664
Proceeds from sale of intangible assets		300	-	300	-
Proceeds from sale of subsidiary		713	250	713	250
Payments to acquire property, plant and equipment and intangible assets		(88,870)	(81,260)	(87,269)	(79,091)
Payments for other financial assets		(79,188)	(46,781)	(79,184)	(46,781)
Proceeds from loans to related parties		-	-	2,466	7,706
Net cash flows used in investing activities		(166,967)	(71,880)	(162,896)	(64,252)
FINANCING ACTIVITIES					
Payment of principal portion of lease liabilities	12	(6,104)	(7,146)	(6,104)	(7,146)
Net cash flows used in financing activities		(6,104)	(7,146)	(6,104)	(7,146)
Net (decrease) / increase in cash and cash equivalents		(101,301)	17,620	(101,529)	23,180
Cash and cash equivalents at the beginning of the year	3	286,210	268,590	281,970	258,790
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	16	184,909	286,210	180,441	281,970

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

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

1. SUMMARY OF MATERIAL ACCOUNTING POLICY INFORMATION

The principal accounting policy information adopted in the preparation of these financial statements are set out below. This policy information has been consistently applied for all years reported unless otherwise stated. The financial statements include separate statements for Deakin University (the University) as the parent entity and the consolidated entity consisting of Deakin University and its subsidiaries which are referred to in these financial statements as the Group or the Consolidated Entity.

The principal address of Deakin University is 1 Gheringhap Street, Geelong Victoria 3220.

Basis of preparation

As per AASB 1054 *Australian Additional Disclosures*, the annual financial statements represent the audited general purpose financial statements of Deakin University and its subsidiaries. They have been prepared on an accrual basis and comply with the Australian Accounting Standards (AAS) and other authoritative pronouncements of the Australian Accounting Standards Board (AASB).

Deakin University applies Tier 1 reporting requirements. Additionally, the statements have been prepared in accordance with the following statutory requirements:

- *Higher Education Support Act 2003* (Financial Statement Guidelines);
- *Victorian Financial Management Act 1994* (Standing Direction 5.2 and applicable Financial Reporting Directions); and
- *Australian Charities and Not-for-profits Commission Act 2012*.

Deakin University is a not-for-profit entity and these financial statements have been prepared on that basis. Some of the requirements for not-for-profit entities are inconsistent with the International Financial Reporting Standards (IFRS) requirements.

Historical cost convention

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

Critical accounting estimates

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the University's accounting policy information. The estimates and underlying assumptions are reviewed on an ongoing basis. Actual results may at times vary from estimates. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Accounting estimates and judgements

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

- the Group's impairment policies are set out in Note 4 for receivables, Note 6 for other financial assets and Note 7 for property, plant and equipment; and
- the Group's methods and assumptions to determine the fair value of financial assets and liabilities are set out in Note 26.

The Group assesses impairment at each reporting date by evaluating conditions specific to the Group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Exposure to climate-related matters could be an indicator that an asset (or a group of assets) is impaired.

Going concern

Operating cashflow has remained positive during 2023 and as at 31 December 2023 the University has maintained a strong cash position. While Deakin has no third-party debt facilities in place, Victorian Ministerial permission was received during 2020 for Deakin to establish these facilities if required. The University remains confident it will meet its financial obligations as and when they fall due, therefore these financial statements have been prepared on a going concern basis.

(A) INCOME TAX

Deakin University and its wholly owned subsidiaries are exempt from income tax pursuant to Section 50 of the *Income Tax Assessment Act 1997*. Deakin University has one controlled entity that is not exempt from income tax. The tax expense recognised in the Statement of Comprehensive Income comprises of current income tax expense and deferred tax expense.

Current tax and deferred tax assets and liabilities are under Note 9.

(B) FOREIGN CURRENCY TRANSACTIONS

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

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

(C) GOODS AND SERVICES TAX

Revenue and income, and expenses are recognised net of the amount of associated goods and services tax (GST), unless the GST incurred is not recoverable from the taxation authority. In this case, it is recognised as part of the cost acquisition of the asset or as part of the expense. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to the taxation authority, is included with other receivables or payables in the Statement of Financial Position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows. Commitments are presented on a gross basis.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

(D) COMPARATIVE FIGURES

Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current year.

(E) ROUNDING OF AMOUNTS

Amounts have been rounded off to the nearest thousand dollars.

(F) INITIAL APPLICATION OF AAS

The Group applied for the first-time standards and/or amendments, which are effective for annual periods beginning on or after 1 January 2023 (unless otherwise stated). The impact has been disclosed in the table below.

Table 6: Standards and / or amendments applied for the first time in 2023

Title	Key requirements	Impact	Effective date
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates	AASB 2021-2 amends: <ul style="list-style-type: none"> AASB 7 <i>Financial Instruments: Disclosures</i>, to clarify that information about measurement bases for financial instruments is expected to be material to an entity's financial statements; AASB 101 <i>Presentation of Financial Statements</i>, to require entities to disclose their material accounting policy information rather than their significant accounting policies; AASB 108 <i>Accounting Policies, Changes in Accounting Estimates and Errors</i>, to clarify how entities should distinguish changes in accounting policies and changes in accounting estimates; AASB 134 <i>Interim Financial Reporting</i>, to identify material accounting policy information as a component of a complete set of financial statements; and AASB Practice Statement 2, to provide guidance on how to apply the concept of materiality to accounting policy disclosures. 	The amendment did not have a material impact on the Group	1 January 2023
AASB 2021-6 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards	AASB 2021-6 amends: <ul style="list-style-type: none"> AASB 1049 <i>Whole of Government and General Government Sector Financial Reporting</i>, to require entities to disclose their material accounting policy information rather than their significant accounting policies; AASB 1054 <i>Australian Additional Disclosures</i>, to reflect the updated terminology used in AASB 101. 	The amendment did not have a material impact on the Group	1 January 2023
AASB 2021-5 Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a Single Transaction	The Standard amends AASB 112 <i>Income Taxes</i> to introduce a further exception from the initial recognition exemption relating to deferred tax assets and liabilities. Applying this exception, an entity does not apply the initial recognition exemption for transactions that give rise to equal taxable and deductible temporary differences. The Standard also amends AASB 1 <i>First-time Adoption of Australian Accounting Standards</i> to require deferred tax related to leases and decommissioning, restoration and similar obligations to be recognised by first-time adopters at the date of transition to Australian Accounting Standards, despite the exemption set out in AASB 112.	The amendment did not have any impact on the Group	1 January 2023
AASB 2023-2 Amendments to Australian Accounting Standards – International Tax Reform – Pillar Two Model Rules	The amendment to AASB 112 applies to income taxes arising from tax law enacted or substantively enacted to implement the Pillar Two model rules published by the Organisation for Economic Co-operation and Development (OECD), including tax law that implements qualified domestic minimum top-up taxes described in those rules. Such tax law, and the income taxes arising from it, are hereafter referred to as 'Pillar Two legislation' and 'Pillar Two income taxes'. As an exception, an entity shall neither recognise nor disclose information about deferred tax assets and liabilities related to Pillar Two income taxes.	The amendment did not have any impact on the Group	1 January 2023
AASB 17 <i>Insurance Contracts</i> AASB 2022-8 Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments AASB 2022-9 Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector	AASB 17 replaces AASB 4 <i>Insurance Contracts</i> . AASB 17 provides consistent principles for all aspects of accounting for insurance contracts. It removes existing inconsistencies and enables investors, analysts and others to meaningfully compare companies, contracts and industries.	The amendment did not have any impact on the Group	1 January 2023

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

(G) NEW ACCOUNTING STANDARDS, AMENDMENTS AND INTERPRETATIONS ISSUED BUT NOT YET EFFECTIVE

The following standards, amendments and interpretations have been issued but are not mandatory for the 31 December 2023 reporting period. The Group has elected not to early adopt any of these standards, amendments and/or interpretations. The Group's assessment of the impact of these new standards, amendments and interpretations is set out below:

Table 7: New accounting standards, amendments and interpretations issued but not yet effective

Standard/ Amendment	Description	Application date	Implications
AASB 2021-7	Amendments to Australian Accounting Standards – Sale or Contribution of Assets between an Investor and its Associate or Joint Venture – Amendments to AASB 10 <i>Consolidated Financial Statements</i> and AASB 128 <i>Investments in Associates</i> .	1 January 2025	There will be no impact for the Group
AASB 2020-1	Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current – Amendments to AASB 101.	1 January 2024	There will be no impact for the Group
AASB 2022-5	Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback – Amendments to AASB 16 <i>Leases</i> .	1 January 2024	There will be no impact for the Group
AASB 2022-10	Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities.	1 January 2024	There will be no material impact for the Group
AASB 2022-6	Amendments to Australian Accounting Standards - Non-current Liabilities with Covenants.	1 January 2024	There will be no impact for the Group
AASB 2023-1	Amendments to Australian Accounting Standards - Supplier Finance Arrangements.	1 January 2024	There will be no impact for the Group

2. OPERATING RESULT

Table 8: Operating result

Income and expenses	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
REVENUE AND INCOME					
Australian Government financial assistance					
Australian Government grants	2.2	408,366	399,505	404,437	395,677
HELP - Australian Government payments	2.2	273,649	284,438	273,649	284,438
State and Local Government financial assistance	2.3	30,547	32,682	30,547	32,682
HECS-HELP - student payments		19,019	18,205	19,019	18,205
Fees and charges	2.4	375,401	292,879	345,839	268,504
Royalties		12,238	10,097	12,238	10,097
Consultancy and contract fees	2.5	81,312	49,400	81,332	49,411
Other revenue and income	2.6	42,834	55,471	34,902	51,935
Investment income	2.8	75,473	39,591	87,530	47,858
Total revenue and income		1,318,839	1,182,268	1,289,493	1,158,807
EXPENSES					
Employee related expenses	2.9	804,066	701,415	802,916	700,607
Depreciation and amortisation expense	2.10	94,295	107,984	84,604	94,403
OTHER EXPENSES					
Repairs and maintenance	2.11	63,684	62,137	57,312	55,622
Finance costs	2.12	1,627	864	1,627	864
Impairment of assets	2.13	4,706	1,008	4,693	988
Investment loss	2.8	1,536	55,091	1,536	55,091
Share of loss on investments accounted for using the equity method	5	737	295	737	295
Other expenses	2.14	402,750	331,788	385,817	318,476
Total other expenses		475,040	451,183	451,722	431,336
Total expenses		1,373,401	1,260,582	1,339,242	1,226,346
NET RESULT BEFORE INCOME TAX		(54,562)	(78,314)	(49,749)	(67,539)

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.1. RECONCILIATION OF REVENUE AND INCOME

The Group first determines whether an enforceable agreement exists and whether the promises to transfer goods or services to the customer are sufficiently specific per AASB 15 *Revenue from Contracts with Customers*. If an enforceable agreement exists and the promises are sufficiently specific, the Group applies the general AASB 15 principles to determine the appropriate revenue recognition.

The Group further reviews the funding criteria including the sufficiently specific performance obligations, and timing of satisfaction of performance obligations. If these criteria are not met, the Group considers whether AASB 1058 *Income of Not-for-Profit Entities* applies instead.

The following specific revenue recognition criteria have been applied:

- funding received from the Australian Government, for Commonwealth Grant Scheme (CGS), Higher Education Participation and Partnerships Program (HEPPP), and Higher Education Loan Program (HELP), meet the criteria of sufficiently specific for the provision of educational services, programs, non-academic services and amenities, over a period. The revenue is recognised over time when the service is provided; and
- funding received from the Australian Research Council (ARC) and the National Health and Medical Research Council (NHMRC) in relation to research revenue is recognised under AASB 15.

Department of Education Research Block Grant (RBG) in relation to the Research Training Program (RTP) and Research Support Program (RSP) is recognised in accordance with AASB 1058. Funding received for Trailblazer Universities Program meets the criteria of AASB 15 and the revenue is recognised over time as the performance obligations are met.

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

The Group similarly reviews the contracts with non-government entities. Funding received from non-Government entities will depend on each individual contract agreement. For enforceability, the Group ensures there is an executed agreement with a clause specifying the governing law in terms and conditions. For a performance obligation to be sufficiently specific the agreement (including any attached schedules) must provide details of outputs required by the Group's policy to deliver to the funder or other beneficiary. Judgement is necessary to assess whether a promise is sufficiently specific; this considers any conditions specified in the arrangement, whether explicit or implicit.

The following aspects are considered when assessing for specificity:

- the nature or type of the goods and services;
- the cost or value of the goods and services;
- the quantity of the goods and services; and
- the period over which the goods and services must be transferred.

The input method of recognition is the most appropriate method for revenue recognition as this best depicts the transfer of the performance obligation required by the University. Therefore, research revenue is recognised under AASB 15 over-time approach using the input method (i.e. as the expenses are incurred). When the contracts do not meet the sufficiently specific criteria of AASB 15, the Group applies AASB 1058.

The following table reconciles the amounts disclosed in Notes 2.2 to 2.6 which contain the mandatory disclosures required by the Australian Government Department of Education and the disclosures provided in Note 2.7 as per AASB 15 and AASB 1058:

Table 9: Reconciliation of revenue and income

Revenue and income	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Total Australian Government financial assistance including Australian Government loan programs (HELP)	2.2	682,015	683,943	678,086	680,115
Total State and Local Government financial assistance	2.3	30,547	32,682	30,547	32,682
HECS-HELP - student payments		19,019	18,205	19,019	18,205
Total Fees and charges	2.4	375,401	292,879	345,839	268,504
Total Royalties		12,238	10,097	12,238	10,097
Total Consultancy and contract fees	2.5	81,312	49,400	81,332	49,411
Total Other revenue and income	2.6,2.8	118,307	95,062	122,432	99,793
Total Revenue and Income		1,318,839	1,182,268	1,289,493	1,158,807
Total Revenue from contracts with customers as per AASB 15	2.7	1,245,962	1,093,152	1,216,616	1,069,656
Total Income of not-for-profit entities as per AASB 1058	2.7	72,858	61,261	72,858	61,261
Gain on disposal of property, plant and equipment as per AASB 116	2.6	19	27,855	19	27,890
TOTAL REVENUE AND INCOME RECONCILIATION		1,318,839	1,182,268	1,289,493	1,158,807

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.2 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING AUSTRALIAN GOVERNMENT LOAN PROGRAMS (HELP)

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of discounts, returns, trade allowances, rebates and amounts collected on behalf of third parties. The Group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Group and specific criteria have been met for each of the Group's activities as described below.

Funding from Commonwealth grants scheme and other grants and Higher Education Loan Programs is recognised over the period of tuition under AASB 15 and any amounts received in advance for courses or programs to be delivered in the following year are recognised as a contract liability (refer to Note 2.7b).

Funding from Scholarships is recognised in the year in which the scholarship is paid to the student per AASB 1058.

Funding from Education Research grants is recognised upfront under AASB 1058: the University receives funding in relation to the RTP and the RSP both of which are governed by the Higher Education Support Act and the legislative provisions contained within therefore creating enforceability. The guidelines specify in which areas the funds are to be spent, however, the University has discretion on the amount that can be spent in each area therefore the performance obligations are not sufficiently specific. Income is therefore recognised under AASB 1058 as and when the monies are received by the University.

Revenue relating to capital funding is initially recognised as a liability (refer to Note 2.7b) representing the Group's obligation to acquire or construct the identified non-financial asset. The liability is extinguished and recognised as income as the non-financial asset is acquired or constructed. The non-financial asset is recognised in accordance with AASB 116 *Property, Plant and Equipment*. These contracts are transfers to enable an entity to acquire or construct a recognisable non-financial asset to be controlled by the entity (capital grant) per AASB 1058.

Funding from Trailblazer Universities Program, National Health and Medical Research Council projects (NHMRC Schemes excluding postgraduate scholarships), included as part of Other Australian Government Financial Assistance (non-capital) is recognised over time under AASB 15 as the research activities are performed and measured using an input method (spend to date) and the remainder is a contract liability (refer to Note 2.7b). There is an enforceable contract by provisions in the NHMRC funding agreement and corresponding legislation; and sufficiently specific performance obligations in the promise to undertake research activity in the form of the detailed 'mature research plan' and nature of the specific field of research, using funded fellows for a specific time, as contained in the proposal for the grant funding.

Table 10: Australian Government financial assistance including Australian Government Higher Education Loan Programs (HELP)

Australian Government financial assistance	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
COMMONWEALTH GRANT SCHEME AND OTHER GRANTS					
Commonwealth Grant Scheme		273,862	279,535	273,862	279,535
Indigenous, Regional and Low-SES Attainment Fund		6,125	5,592	5,872	5,492
National Priorities and Industry Linkage Fund		9,138	8,829	9,138	8,829
Higher Education Disability Support Program		762	637	762	637
Total Commonwealth Grant Scheme and Other Grants	27.1	289,887	294,593	289,634	294,493
HIGHER EDUCATION LOAN PROGRAMS					
HECS-HELP		215,344	217,704	215,344	217,704
FEE-HELP		53,056	61,279	53,056	61,279
SA-HELP	27.8	5,249	5,455	5,249	5,455
Total Higher Education loan programs	27.2	273,649	284,438	273,649	284,438
EDUCATION RESEARCH GRANTS					
Research Training Program		23,998	20,840	23,998	20,840
Research Support Program		18,832	16,293	18,832	16,293
Trailblazer Universities Program		3,197	-	3,197	-
Total Education Research Grants	27.3	46,027	37,133	46,027	37,133
OTHER CAPITAL FUNDING					
Linkage Infrastructure, Equipment and Facilities grant		1,047	-	1,047	-
Total other capital funding	27.4	1,047	-	1,047	-
TOTAL FUNDING FROM DEPARTMENT OF EDUCATION		610,610	616,164	610,357	616,064

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.2 AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE INCLUDING AUSTRALIAN GOVERNMENT LOAN PROGRAMS (HELP) (continued)

Funding from the Australian Research Council (Discovery Indigenous, Discovery Projects, Linkage Projects, Australian Laureate Fellowships, Discovery Early Career Researcher Awards, ARC Centres/hubs) is recognised over time under AASB 15 as the research activities are performed and measured using an input method (spend to date) and the remainder is a contract liability (refer to Note 2.7b). There is an enforceable contract by provisions in the Australian Research Council funding agreement and corresponding legislation; and sufficiently specific performance obligations in the promise to undertake research activity in the form of the detailed 'mature research plan' and nature of the specific field of research, using funded fellows for a specific time, as contained in the proposal for the grant funding.

Funding received from other Australian Government sources is recognised over time under AASB 15 as the work is performed using an input method, or based on individual contract assessments whereby an assessment of whether there are sufficiently specific performance obligations has been performed. The nature, timing, cost, quantity and amount of consideration promised by a customer affect specificity. Common deliverables that could indicate sufficiently specific performance obligations exist include, but are not limited to, research reports, IP transfers, research conferences, research progress reports, publications, assets or technology that is created, and clinical trials. Revenue is to be recognised when (or as) the Group satisfies a performance obligation by transferring a promised good or service to a customer. Satisfaction of performance obligations could be at a point in time or over time and the remainder is a contract liability (refer to Note 2.7b).

Table 10: Australian Government financial assistance including Australian Government Higher Education Loan Programs (HELP) (continued)

Australian Government financial assistance	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
AUSTRALIAN RESEARCH COUNCIL					
Discovery		10,454	9,555	10,454	9,555
Linkages		3,883	4,509	3,883	4,509
Special Research Initiatives		78	91	78	91
Total Australian Research Council	27.5	14,415	14,155	14,415	14,155
OTHER AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE					
Non-capital		56,687	53,582	53,011	49,854
Capital		303	42	303	42
Total other Australian Government financial assistance		56,990	53,624	53,314	49,896
Total Australian Government financial assistance		682,015	683,943	678,086	680,115
RECONCILIATION OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE					
Australian Government grants	2	408,366	399,505	404,437	395,677
HECS-HELP payments		215,344	217,704	215,344	217,704
FEE-HELP payments		53,056	61,279	53,056	61,279
SA-HELP payments	27.8	5,249	5,455	5,249	5,455
Total Australian Government loan programs	2	273,649	284,438	273,649	284,438
TOTAL AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE		682,015	683,943	678,086	680,115

2.3 STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE

State and Local Government financial assistance is recognised over time under AASB 1058 as the work/research is performed, as the capital asset is constructed/purchased, or based on individual contract assessments whereby an assessment of whether there are sufficiently specific performance obligations has been performed. The nature, timing, cost, quantity and/or amount of consideration promised by a customer affects specificity. Common deliverables that could indicate sufficiently specific performance obligations exist include, but are not limited to, research reports, IP transfers, research conferences, research progress reports, publications, assets or technology that is created, and clinical trials. Revenue is recognised when the University satisfies a performance obligation by transferring a promised good or service to a customer. Satisfaction of performance obligations could be at a point in time or over time and the remainder is a contract liability (refer to Note 2.7b).

Table 11: State and Local Government financial assistance

State and Local Government financial assistance	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE TYPE					
Capital		9,897	15,853	9,897	15,853
Non-capital		20,650	16,829	20,650	16,829
TOTAL STATE AND LOCAL GOVERNMENT FINANCIAL ASSISTANCE	2	30,547	32,682	30,547	32,682

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.4 FEES AND CHARGES

Course fees and charges

The course fees and charges revenue relates to undergraduate programs, graduate and professional degree programs, and non-award programs. The revenue is recognised over time as and when the course is delivered to students over the trimester in accordance with AASB 15. Amounts disclosed as revenue are net of discounts, returns, trade allowances, rebates, and amounts collected on behalf of third parties.

When the courses or trainings have been paid in advance by students or the University has received the government funding in advance (e.g. before starting the academic period) the University recognises a contract liability until the services are delivered (refer to Note 2.7b).

Other non-course fees and charges

Other non-course fees and charges revenue relates to other items including student services and amenities fees and parking fees.

Revenue is recognised when (or as) the Group satisfies a performance obligation by transferring a promised service to the students:

- over time as and when the service is provided over the period;
- at a point in time when the service is delivered.

There is no significant financing component, as the period from when the student pays and the service is provided is less than 12 months and the consideration is not variable, as it will depend on the relevant terms of the arrangement and the rights of the parties.

Table 12: Fees and charges

Fees and charges	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
COURSE FEES AND CHARGES					
Fee-paying onshore overseas students		294,766	222,232	294,766	222,232
Fee-paying offshore overseas postgraduate students		1,910	527	1,910	527
Fee-paying domestic undergraduate students		902	124	902	124
Fee-paying domestic postgraduate students		22,704	23,512	22,704	23,512
Fee-paying domestic non-award students		2,220	2,561	2,220	2,561
Total course fees and charges	2.7	322,502	248,956	322,502	248,956
OTHER NON-COURSE FEES AND CHARGES					
Student accommodation fees		30,197	25,042	484	536
Rental income		4,526	3,398	4,677	3,529
Student services and amenities fees from students	27.8	2,917	2,901	2,917	2,901
Non-accredited learning and development of consultancy programs		9,146	7,199	9,146	7,199
Parking fees		3,789	3,642	3,789	3,642
Other fees		2,324	1,741	2,324	1,741
Total other non-course fees and charges		52,899	43,923	23,337	19,548
TOTAL FEES AND CHARGES	2	375,401	292,879	345,839	268,504

2.5 CONSULTANCY AND CONTRACT FEES

Consultancy and contract fees that are within the scope of AASB 15 are recognised when the individual performance obligations are satisfied.

Research contracts entered into by the Group have varying terms and conditions. Depending on the terms and conditions in the research contracts, research revenue from other sources of funding may be recognised:

- over time when the performance obligations are satisfied over the period;
- at a point in time when the performance obligations outline in the contract are delivered.

Table 13: Consultancy and contract fees

Consultancy and contract fees	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Consultancy		957	156	977	167
Contract research		80,355	49,244	80,355	49,244
TOTAL CONSULTANCY AND CONTRACT FEES	2	81,312	49,400	81,332	49,411

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.6 OTHER REVENUE AND INCOME

Other revenue that is within the scope of AASB 15 mainly relates to sales and commercial income, training and conference income, and various other contracts.

Revenue is recognised:

- over time as and when the service or good is provided over the period;
- at a point in time when the service or good is delivered to the customer.

When the contracts are not recognised under AASB 15, revenue is recognised when received. Where the Group has a refund obligation, a related refund obligation has been recognised.

Donations and bequests as well as scholarships and prizes are recognised as income in the year of receipt in accordance with AASB 1058.

Table 14: Other revenue and income

Other revenue and income	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Other revenue					
Sales and commercial income		16,321	11,809	8,556	8,234
Training and conference income		1,408	794	1,408	794
Other education income		8,685	5,856	8,685	5,856
Other income					
Donations and bequests		11,846	3,199	11,846	3,199
Scholarships and prizes		982	789	982	789
Gain on disposal of property, plant and equipment		19	27,855	19	27,890
Other		3,573	5,169	3,406	5,173
TOTAL OTHER REVENUE AND INCOME	2	42,834	55,471	34,902	51,935

2.7 REVENUE AND INCOME

Basis for disaggregation

Sources of funding

The Group receives funds from the Australian Government as well as State and Local Government to assist with education programs across a wide range of disciplines, and at different education qualification levels. Apart from the sources received from Government, the Group also receives funds and fees from private organisations or individuals that are used for the different programs led by the Group or correspond to the education services provided by the Group.

Revenue and income streams

The streams distinguish the different activities performed by the Group as well as acknowledging the different types of users of the programs and services provided:

- Course fees and charges: the Group has domestic and overseas students enrolled in a variety of programs for different qualification levels (from certificates to doctoral degrees). Whilst the number of domestic students is affected by national economic factors such as interest rates or unemployment, overseas students are impacted by the changes in immigration policies.
- Research: the Group performs research activities in different fields such as health, engineering, education, or science. The Group enters into many different types of research agreements with different counterparties, such as with private sector customers and Government agencies that award research grants. Each grant agreement needs to be assessed as to whether it is an enforceable arrangement and contains sufficiently specific promises to transfer outputs from the research to the customer (or at the direction of the customer). Judgement is required in making this assessment. The Group has concluded that some research agreements represent a contract with a customer whereas other research grants are recognised as income when the Group obtains control of the research funds.
- Recurrent government grants: the Group receives Australian and State Government funding to support research programs and other programs including Indigenous Student Success Program, Disability Performance Funding, Higher Education Participation Program.
- Non-course fees and charges: these correspond to the complementary services provided by the Group such as student accommodations, parking, and student services and amenities fees.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.7 REVENUE AND INCOME (continued)

(A) DISAGGREGATION

Table 15: Group sources of funding 2023

Revenue and Income Streams	Consolidated Sources of Funding								2023	
	Higher Education Loan Program (HELP) \$000's	Student fees \$000's	Australian Government financial assistance \$000's	State and Local Government financial assistance \$000's	Commercial arrangements \$000's	Donations, including corporate sponsorship \$000's	Bequests \$000's	Others \$000's	Total Revenue from contracts with customers \$000's	Total Income of not-for-profit entities \$000's
COURSE FEES AND CHARGES										
Domestic students undergraduate	222,962	902	253,609	-	-	-	-	-	477,473	-
Onshore overseas students undergraduate	-	160,140	-	-	-	-	-	-	160,140	-
Domestic students postgraduate	64,457	22,704	29,391	-	-	-	-	-	116,552	-
Fee-paying domestic non-award students	-	2,220	-	-	-	-	-	-	2,220	-
Onshore overseas students postgraduate	-	134,626	-	-	-	-	-	-	134,626	-
Offshore overseas students postgraduate	-	1,910	-	-	-	-	-	-	1,910	-
Total course fees and charges	287,419	322,502	283,000	-	-	-	-	-	892,921	-
RESEARCH										
Research goods and services	-	-	72,149	20,650	80,355	-	-	-	166,992	6,162
Research income	-	-	46,027	-	-	-	-	-	3,197	42,830
Total research	-	-	118,176	20,650	80,355	-	-	-	170,189	48,992
Recurrent government grants	-	-	6,887	-	-	-	-	-	6,887	-
Non-course fees and charges										
Parking fees	-	3,789	-	-	-	-	-	-	3,789	-
Use of facilities charges	5,249	37,640	-	-	-	-	-	-	42,889	-
Commercial sales	-	-	-	-	957	-	-	16,321	17,278	-
Other	-	11,470	-	-	-	9,396	2,450	14,648	24,019	13,945
Total non-course fees and charges	5,249	52,899	-	-	957	9,396	2,450	30,969	87,975	13,945
Capital government grants	-	-	303	9,897	-	-	-	-	279	9,921
Royalties	-	-	-	-	12,238	-	-	-	12,238	-
Other	-	-	-	-	-	-	-	75,473	75,473	-
Total other	-	-	303	9,897	12,238	-	-	75,473	87,990	9,921
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	292,668	375,401	363,167	18,218	92,165	-	-	104,343	1,245,962	-
TOTAL INCOME OF NOT-FOR-PROFIT	-	-	45,199	12,329	1,385	9,396	2,450	2,099	-	72,858

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.7 REVENUE AND INCOME (continued)

(A) DISAGGREGATION (continued)

Table 16: Group sources of funding 2022

Revenue and Income Streams	Consolidated Sources of Funding								2022	
	Higher Education Loan Program (HELP) \$000's	Student fees \$000's	Australian Government financial assistance \$000's	State and Local Government financial assistance \$000's	Commercial arrangements \$000's	Donations, including corporate sponsorship \$000's	Bequests \$000's	Others \$000's	Total Revenue from contracts with customers \$000's	Total Income of not-for-profit entities \$000's
COURSE FEES AND CHARGES										
Domestic students undergraduate	223,758	124	258,951	-	-	-	-	-	482,833	-
Onshore overseas students undergraduate	-	146,348	-	-	-	-	-	-	146,348	-
Domestic students postgraduate	73,430	23,512	29,413	-	-	-	-	-	126,355	-
Fee-paying domestic non-award students	-	2,561	-	-	-	-	-	-	2,561	-
Onshore overseas students postgraduate	-	75,884	-	-	-	-	-	-	75,884	-
Offshore overseas students postgraduate	-	527	-	-	-	-	-	-	527	-
Total course fees and charges	297,188	248,956	288,364	-	-	-	-	-	834,508	-
RESEARCH										
Research goods and services	-	-	69,070	15,496	49,244	-	-	-	120,644	13,166
Research income	-	-	37,133	-	-	-	-	-	-	37,133
Total research	-	-	106,203	15,496	49,244	-	-	-	120,644	50,299
Recurrent government grants	-	-	6,229	-	-	-	-	-	6,229	-
Non-course fees and charges										
Parking fees	-	3,642	-	-	-	-	-	-	3,642	-
Use of facilities charges	5,455	31,341	-	-	-	-	-	-	36,796	-
Commercial sales	-	-	-	-	156	-	-	11,809	11,965	-
Other	-	8,940	-	-	-	3,079	120	12,608	19,508	5,239
Total non-course fees and charges	5,455	43,923	-	-	156	3,079	120	24,417	71,911	5,239
Capital government grants	-	-	42	15,853	-	-	-	-	10,172	5,723
Royalties	-	-	-	-	10,097	-	-	-	10,097	-
Other	-	-	-	-	-	-	-	39,591	39,591	-
Total other	-	-	42	15,853	10,097	-	-	39,591	59,860	5,723
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	302,643	292,879	358,170	18,634	58,858	-	-	61,968	1,093,152	-
TOTAL INCOME OF NOT-FOR-PROFIT	-	-	42,668	12,715	639	3,079	120	2,040	-	61,261

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.7 REVENUE AND INCOME (continued)

(A) DISAGGREGATION (continued)

Table 17: University sources of funding 2023

Revenue and Income Streams	University Sources of Funding								2023	
	Higher Education Loan Program (HELP) \$000's	Student fees \$000's	Australian Government financial assistance \$000's	State and Local Government financial assistance \$000's	Commercial arrangements \$000's	Donations, including corporate sponsorship \$000's	Bequests \$000's	Others \$000's	Total Revenue from contracts with customers \$000's	Total Income of not-for-profit entities \$000's
COURSE FEES AND CHARGES										
Domestic students undergraduate	222,962	902	253,609	-	-	-	-	-	477,473	-
Onshore overseas students undergraduate	-	160,140	-	-	-	-	-	-	160,140	-
Domestic students postgraduate	64,457	22,704	29,391	-	-	-	-	-	116,552	-
Fee-paying domestic non-award students	-	2,220	-	-	-	-	-	-	2,220	-
Onshore overseas students postgraduate	-	134,626	-	-	-	-	-	-	134,626	-
Offshore overseas students postgraduate	-	1,910	-	-	-	-	-	-	1,910	-
Total course fees and charges	287,419	322,502	283,000	-	-	-	-	-	892,921	-
RESEARCH										
Research goods and services	-	-	68,473	20,650	80,355	-	-	-	163,316	6,162
Research income	-	-	46,027	-	-	-	-	-	3,197	42,830
Total research	-	-	114,500	20,650	80,355	-	-	-	166,513	48,992
Recurrent government grants	-	-	6,634	-	-	-	-	-	6,634	-
Non-course fees and charges										
Parking fees	-	3,789	-	-	-	-	-	-	3,789	-
Use of facilities charges	5,249	8,078	-	-	-	-	-	-	13,327	-
Commercial sales	-	-	-	-	977	-	-	8,556	9,533	-
Other	-	11,470	-	-	-	9,396	2,450	14,481	23,852	13,945
Total non-course fees and charges	5,249	23,337	-	-	977	9,396	2,450	23,037	50,501	13,945
Capital government grants	-	-	303	9,897	-	-	-	-	279	9,921
Royalties	-	-	-	-	12,238	-	-	-	12,238	-
Other	-	-	-	-	-	-	-	87,530	87,530	-
Total other	-	-	303	9,897	12,238	-	-	87,530	100,047	9,921
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	292,668	345,839	359,238	18,218	92,185	-	-	108,468	1,216,616	-
TOTAL INCOME OF NOT-FOR-PROFIT	-	-	45,199	12,329	1,385	9,396	2,450	2,099	-	72,858

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.7 REVENUE AND INCOME (continued)

(A) DISAGGREGATION (continued)

Table 18: University sources of funding 2022

Revenue and Income Streams	University Sources of Funding								2022	
	Higher Education Loan Program (HELP) \$000's	Student fees \$000's	Australian Government financial assistance \$000's	State and Local Government financial assistance \$000's	Commercial arrangements \$000's	Donations, including corporate sponsorship \$000's	Bequests \$000's	Others \$000's	Total Revenue from contracts with customers \$000's	Total Income of not-for-profit entities \$000's
COURSE FEES AND CHARGES										
Domestic students undergraduate	223,758	124	258,951	-	-	-	-	-	482,833	-
Onshore overseas students undergraduate	-	146,348	-	-	-	-	-	-	146,348	-
Domestic students postgraduate	73,430	23,512	29,413	-	-	-	-	-	126,355	-
Fee-paying domestic non-award students	-	2,561	-	-	-	-	-	-	2,561	-
Onshore overseas students postgraduate	-	75,884	-	-	-	-	-	-	75,884	-
Offshore overseas students postgraduate	-	527	-	-	-	-	-	-	527	-
Total course fees and charges	297,188	248,956	288,364	-	-	-	-	-	834,508	-
RESEARCH										
Research goods and services	-	-	65,342	15,496	49,244	-	-	-	116,916	13,166
Research income	-	-	37,133	-	-	-	-	-	-	37,133
Total research	-	-	102,475	15,496	49,244	-	-	-	116,916	50,299
Recurrent government grants	-	-	6,129	-	-	-	-	-	6,129	-
Non-course fees and charges										
Parking fees	-	3,642	-	-	-	-	-	-	3,642	-
Use of facilities charges	5,455	6,966	-	-	-	-	-	-	12,421	-
Commercial sales	-	-	-	-	167	-	-	8,234	8,401	-
Other	-	8,940	-	-	-	3,079	120	12,612	19,512	5,239
Total non-course fees and charges	5,455	19,548	-	-	167	3,079	120	20,846	43,976	5,239
Capital government grants	-	-	42	15,853	-	-	-	-	10,172	5,723
Royalties	-	-	-	-	10,097	-	-	-	10,097	-
Other	-	-	-	-	-	-	-	47,858	47,858	-
Total other	-	-	42	15,853	10,097	-	-	47,858	68,127	5,723
TOTAL REVENUE FROM CONTRACTS WITH CUSTOMERS	302,643	268,504	354,342	18,634	58,869	-	-	66,664	1,069,656	-
TOTAL INCOME OF NOT-FOR-PROFIT	-	-	42,668	12,715	639	3,079	120	2,040	-	61,261

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.7 REVENUE AND INCOME (continued)

(B) ASSETS AND LIABILITIES RELATED TO CONTRACTS WITH CUSTOMERS

Contract assets

Contract assets are associated with external research contract agreements where a performance obligation has been delivered but funds have not yet been received. The classification of contract assets as current was made on the basis that the Group expects to receive revenue for these amounts within 12 months.

Contract liabilities

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

Contract liabilities are associated with a range of revenue sources including but not limited to research, consultancy and contract research revenue, whereby the performance obligations are not yet satisfied e.g., research grants received in advance and the academic fee revenue and HELP payments received in advance.

The classification of contract liabilities as current was made on the basis that the Group expects to satisfy the performance obligations (and therefore release the deferred revenue) within 12 months of the end of the reporting period. The amount of unsatisfied performance obligations that will extend beyond the 12-month period after funding being received is not able to be reliably measured.

The Group has recognised the following assets and liabilities related to contracts with customers:

Table 19: Assets and liabilities related to contracts with customers

Assets and liabilities	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Contract assets	1,961	2,014	194	237
Contract assets - current	1,961	2,014	194	237
Australian Government unspent financial assistance	108,619	110,988	108,619	110,988
Other contract liabilities	208,594	163,619	201,605	157,771
Contract liabilities - current	317,213	274,607	310,224	268,759
RIGHT-OF-RETURN ASSETS AND REFUND LIABILITIES				
Refund liabilities	350	350	350	350
Refund liabilities - current	350	350	350	350

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.8 INVESTMENT INCOME / (LOSS)

Interest

For all financial instruments measured at amortised cost and debt instruments measured at fair value through other comprehensive income, interest income is recorded using the effective interest rate (EIR). The EIR is the rate that exactly discounts the estimated future cash receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. Interest income is included in investment income in the Statement of Comprehensive Income.

Distributions

Distribution from managed funds is recognised as income when received.

Dividends

Revenue is recognised when (a) the Group's right to receive the payment is established, which is generally when shareholders approve the dividend; (b) it is probable that the economic benefits associated with the dividend will flow to the Group; and (c) the amount of the dividend can be measured reliably.

Table 20: Investment income / (loss)

Investment income	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
INTEREST AND DISTRIBUTIONS					
Debt instruments at fair value through profit or loss		48,688	32,380	48,665	32,365
Debt instruments at amortised cost		-	2	12,080	8,284
DIVIDENDS AND FRANKING CREDITS					
Equity instruments designated at fair value through Other Comprehensive Income		-	519	-	519
Debt instruments at fair value through profit or loss		3,989	6,690	3,989	6,690
OTHER INVESTMENT GAINS					
Debt instruments at fair value through profit or loss		22,796	-	22,796	-
TOTAL INVESTMENT INCOME	2	75,473	39,591	87,530	47,858
OTHER INVESTMENT LOSS					
Debt instruments at fair value through profit or loss		1,536	55,091	1,536	55,091
TOTAL INVESTMENT LOSS	2	1,536	55,091	1,536	55,091
NET INVESTMENT INCOME / (LOSS)		73,937	(15,500)	85,994	(7,233)

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.9 EMPLOYEE RELATED EXPENSES

Salaries and annual leave

Expenditure for salaries is expensed as incurred. Annual leave expenses are part of the salary costs. Annual leave is calculated at the nominal value of expected payments to be made in respect of services provided by employees up to the reporting date. Where employees have significant annual leave balances, an estimate is made of the probability of leave to be taken within 12 months and beyond 12 months. Annual leave shown below is the movement of the leave balances as compared with last year.

Payroll tax

Payroll tax is recognised and included in employee benefit costs when the employee benefits to which they relate are recognised.

Long service leave

Long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

Table 21: Employee related expenses by academic and non-academic

Employee related expenses	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
ACADEMIC					
Salaries		292,379	274,075	292,379	274,075
Funded contributions to superannuation and pension schemes		46,446	43,500	46,446	43,500
Payroll tax		21,920	17,366	21,920	17,366
Worker's compensation		852	682	852	682
Long service leave		10,568	3,678	10,568	3,678
Annual leave		3,963	2,768	3,963	2,768
Termination payments		1,082	2,894	1,082	2,894
Other		5,220	4,616	5,220	4,616
Total academic employee related expenses		382,430	349,579	382,430	349,579
NON-ACADEMIC					
Salaries		296,566	260,638	295,565	259,931
Funded contributions to superannuation and pension schemes		47,092	41,413	46,992	41,345
Payroll tax		22,334	16,799	22,310	16,785
Worker's compensation		866	800	851	792
Long service leave		12,412	3,254	12,412	3,254
Annual leave		3,946	2,776	3,936	2,765
Termination payments		9,624	4,910	9,624	4,910
Other		28,796	21,246	28,796	21,246
Total non-academic employee related expenses		421,636	351,836	420,486	351,028
TOTAL EMPLOYEE RELATED EXPENSES	2	804,066	701,415	802,916	700,607

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.10 DEPRECIATION AND AMORTISATION EXPENSE

Land, art collection and library special collections are not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives.

Right-of-use assets (under AASB 16 *Leases*) and leasehold improvements are depreciated/amortised over the shorter of the lease term and the useful life of the asset.

Table 22: Major depreciation periods

Type of depreciable assets	2023	2022
Buildings	1 to 68 years	1 to 50 years
Infrastructure	10 to 20 years	10 to 20 years
Leasehold improvements	3 to 10 years	3 to 10 years
Plant and equipment	1 to 20 years	1 to 20 years
Motor vehicles	1 to 15 years	1 to 15 years
Library holdings	2 to 10 years	2 to 10 years
Human resources system	5 to 10 years	5 to 10 years
Electronic publications	5 to 10 years	5 to 10 years
Right-of-use buildings	2 to 22 years	2 to 10 years
Right-of-use equipment	5 to 10 years	5 to 10 years

The residual value and useful life of assets are reviewed, and adjusted if appropriate, at each reporting date. 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.

Table 23: Depreciation and amortisation expense by type of assets

Type of depreciable assets	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
DEPRECIATION EXPENSE BY TYPE					
Buildings	7	61,680	42,995	52,901	36,780
Infrastructure	7	6,279	5,495	6,262	5,478
Plant and equipment	7	15,212	47,126	14,322	39,777
Motor vehicles	7	319	377	314	377
Library holdings	7	436	975	436	975
Leasehold improvements	7	945	1,402	945	1,402
Right-of-use assets - buildings	8	5,407	5,385	5,407	5,385
Right-of-use assets - equipment	8	1,786	1,786	1,786	1,786
Total depreciation expense		92,064	105,541	82,373	91,960
AMORTISATION EXPENSE BY TYPE					
Intangible assets - human resources system	10	465	435	465	435
Intangible assets - electronic publications	10	1,766	2,008	1,766	2,008
Total amortisation expense		2,231	2,443	2,231	2,443
TOTAL DEPRECIATION AND AMORTISATION EXPENSE	2	94,295	107,984	84,604	94,403

2.11 REPAIRS AND MAINTENANCE

Repairs and maintenance costs are recognised as expenses as incurred, except where they relate to the replacement of a component of an asset, in which case the carrying amount of those parts that are replaced is derecognised and the cost of the replacing part is capitalised if the recognition criteria are met. Other routine operating maintenance, repair and minor renewal costs are also recognised as expenses, as incurred.

Table 24: Repairs and maintenance

Repairs and maintenance	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Building and grounds refurbishment		56,653	57,985	50,323	51,495
Equipment		6,910	4,026	6,869	4,001
Motor vehicles		121	126	120	126
TOTAL REPAIRS AND MAINTENANCE	2	63,684	62,137	57,312	55,622

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.12 FINANCE COSTS

The lease liability is measured at amortised cost using the effective interest rate method resulting in interest expense being recognised as a lease interest expense.

Table 25: Finance costs

Finance costs	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Interest expense on lease liabilities		1,627	864	1,627	864
TOTAL FINANCE COSTS	2	1,627	864	1,627	864

2.13 IMPAIRMENT OF ASSETS

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. Exposure to climate-related matters could be an indicator that an asset (or a group of assets) is impaired. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units).

Many assets of the Group that are not held primarily for their ability to generate net cash inflows are typically specialised assets held for continuing use of their service capacity and they are rarely sold. The recoverable amount of such assets is expected to be materially the same as fair value, determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 *Impairment of Assets*:

- does not apply to such assets that are regularly revalued to fair value under the revaluation model in AASB 116 and AASB 138 *Intangible Assets*; and
- applies to such assets accounted for under the cost model in AASB 116 and AASB 138.

For further information on accounting policies of impairment of financial assets in accordance with AASB 9, refer to Note 4 and Note 6.

Table 26: Type of impairment of assets

Impairment assets	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Provision / (reversal of the provision) for impaired receivables		4,499	(2,849)	4,499	(2,849)
Bad debt write off		207	1,611	194	1,591
Impairment of investment in promissory note		-	2,246	-	2,246
TOTAL IMPAIRMENT OF ASSETS	2	4,706	1,008	4,693	988

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

2.14 OTHER EXPENSES

Other expenses are applied to the Statement of Comprehensive Income during the financial year in which they are incurred.

Table 27: Other expenses

Other expenses	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Advertising, marketing and promotional expenses		5,587	5,976	5,517	5,914
Communication costs		20,816	20,592	20,568	20,405
Consultants and contractors		28,202	16,526	27,910	16,135
Contributions to learning institutions		25,910	10,765	25,910	10,765
Copying, printing, stationery and consumables		12,313	11,771	12,277	11,741
Equipment costs		44,553	44,899	44,180	44,513
International agents commission		31,782	21,149	31,782	21,149
Library expenses		13,842	14,291	13,842	14,291
Non-capitalised equipment		6,937	6,256	6,679	5,902
Operating lease rentals		8,571	10,401	8,294	10,125
Rates and energy costs		12,586	9,432	10,532	7,822
Scholarships, grants and prizes		99,694	80,606	99,687	80,597
Staffing and related costs		28,714	19,064	28,323	18,706
Student expenses		28,842	28,654	28,212	27,806
Other		34,401	31,406	22,104	22,605
TOTAL OTHER EXPENSES	2	402,750	331,788	385,817	318,476

3. CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Table 28: Cash and cash equivalents

Cash and cash equivalents	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Cash at bank		184,446	155,763	179,978	151,523
Cash on hand		-	2	-	2
Bank deposits - on call		463	445	463	445
Bank term deposits		-	130,000	-	130,000
TOTAL CASH AND CASH EQUIVALENTS	16,25,26	184,909	286,210	180,441	281,970

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

4. RECEIVABLES

Trade receivables are held to collect contractual cash flows and give rise to cash flows representing solely payments of principal and interest. At initial recognition trade receivables are measured at their transaction price and subsequently these are classified and measured as debt instruments at amortised cost. They are included in current assets, except for those with maturities greater than 12 months after the balance date, which are classified as non-current assets.

Student fees are normally due for payment prior to the census date. Trade debtors and other debtors are due for settlement generally no more than 30 days from the date that invoice was issued.

Deferred government contribution for superannuation

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for Deakin 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.

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education, the effects of the unfunded superannuation liabilities of Deakin University were recorded in the Statement of Comprehensive Income and the Statement 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. Accordingly, the unfunded liabilities have been recognised in the Statement 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 Deakin University.

Table 29: Receivables

Receivables	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT					
Student fees receivable		8,142	13,405	8,142	13,405
Less: allowance for expected credit losses		(792)	(470)	(792)	(470)
Sub-total		7,350	12,935	7,350	12,935
Trade debtors and other debtors		23,117	16,579	20,045	16,428
Less: allowance for expected credit losses		(4,545)	(365)	(4,519)	(344)
Sub-total		18,572	16,214	15,526	16,084
Total debtors	25,26	25,922	29,149	22,876	29,019
Deferred government benefit for superannuation	17	11,237	10,977	11,237	10,977
Accrued income #		11,150	29,172	8,711	26,794
Related party receivable		-	-	1,375	1,253
GST recoverable		7,691	3,688	7,691	3,635
Sub-total		30,078	43,837	29,014	42,659
Total current receivables		56,000	72,986	51,890	71,678
NON-CURRENT					
Deferred government benefit for superannuation	17	112,967	113,957	112,967	113,957
Other debtors		711	1,135	516	958
Accrued income #		22,759	-	22,759	-
Total non-current receivables	25,26	136,437	115,092	136,242	114,915
TOTAL RECEIVABLES		192,437	188,078	188,132	186,593

#: Accrued income includes franking credits receivable of \$22.8 million (2022: \$22.8 million) relating to franking credits receivable on the fully franked in specie dividend of IDP Education Limited (IDP) shares, as part of the wind up of the University's investment in Education Australia Limited (EAL). The Group recognised this amount as it considered that the franking credit tax offsets are refundable under Division 67 of the *Income Tax Assessment Act 1997* (ITAA97). The University sought legal advice on this matter which confirmed that the Group has a valid claim.

The Australian Taxation Office (ATO) issued a Notice of Assessment disputing the validity of the Group's claim for the refund of the franking credits under section 207-112 of the ITAA97. The University has received legal advice following the receipt of the ATO Tax Assessment and the Group's view, supported by legal advice, remains that it is entitled to receive the franking credits refund. At the date of this report, the legal advisor has formally objected to the Tax Assessment issued by the ATO.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

4. RECEIVABLES (continued)

Impaired receivables

Trade receivables are non-interest bearing and are generally on 30 day terms. For trade receivables the Group applies a simplified approach in calculating expected credit losses (ECLs). Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. The movements of the provision are recognised in the Statement of Comprehensive Income. Amounts charged to the provision account are generally written off when there is no expectation of recovering additional cash.

Table 30: Impaired receivables

Movement in the allowance for expected credit losses of receivables	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Balance at 1 January		835	3,669	814	3,663
Provision for expected credit losses		4,709	(1,223)	4,691	(1,258)
Receivables written off during the year as uncollectible	2.13	(207)	(1,611)	(194)	(1,591)
BALANCE AT 31 DECEMBER		5,337	835	5,311	814

5. INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD

Associates are all entities over which Deakin University has significant influence but not control. Investments in associates are accounted for in the University financial statements using the equity method, after initially being recognised at fair value. The University's investment in associates includes goodwill (net of any accumulated impairment loss) identified on acquisition.

The University share of its associates' post acquisition profits or losses is recognised in the Statement of Comprehensive Income and its share of post-acquisition movements in reserves is recognised in reserves. The cumulative post acquisition movements are adjusted against the carrying amount of the investment. Dividends receivable from associates reduce the carrying amount of the investment.

When the University's share of losses in an associate equals or exceeds its interest in the associate, including any other unsecured receivables, the University does not recognise further losses, unless it has incurred obligations or made payments on behalf of the associate.

Table 31: Associates

Name of entity	Principal place of business	Principal activity	Ownership interest 2023	Ownership interest 2022
FLAIM Systems Pty Ltd	Australia	Development of a reality system for simulating training scenarios for emergency services personnel	23.21%	30.80%

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

5. INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD (CONTINUED)

Table 32: Share of associates' net assets and profit / (loss)

Share of associates' net assets and profit / (loss)	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
FINANCIAL POSITION					
Current assets		6,713	3,383	6,713	3,383
Non-current assets		1,292	746	1,292	746
Total assets		8,005	4,129	8,005	4,129
Current liabilities		2,066	1,456	2,066	1,456
Non-current liabilities		-	57	-	57
Total liabilities		2,066	1,513	2,066	1,513
Net assets		5,939	2,616	5,939	2,616
Share of associates' net assets		1,378	806	1,378	806
RECONCILIATION OF CARRYING AMOUNTS OF INVESTMENT IN ASSOCIATE					
Balance at 1 January		2,718	3,013	2,718	3,013
Additions		706	-	706	-
Share of loss for the year	2	(737)	(295)	(737)	(295)
Balance at 31 December		2,687	2,718	2,687	2,718
FINANCIAL PERFORMANCE OF THE ASSOCIATE					
Income		4,646	5,267	4,646	5,267
Loss before income tax		(3,815)	(1,399)	(3,815)	(1,399)
Loss after income tax		(3,177)	(959)	(3,177)	(959)
Share of associates' loss	2	(737)	(295)	(737)	(295)

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

6. OTHER FINANCIAL ASSETS

Initial recognition and measurement

Financial assets are classified at initial recognition when the Group becomes a party to a contractual agreement. Financial assets are measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- (Other) financial assets at amortised costs
- (Other) financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- (Other) financial assets at fair value through profit or loss
- (Other) financial assets designated at fair value through profit or loss.

Financial assets at amortised cost

The Group measures financial assets at amortised cost if both of the following conditions are met:

- the financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired. The Group's financial assets at amortised cost includes trade receivables, term deposits with original maturities longer than three months and loans to related parties.

Financial assets at fair value through other comprehensive income (for debt instruments)

The Group measures debt instruments at fair value through OCI if both of the following conditions are met:

- the financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling and;
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

For debt instruments at fair value through OCI, interest income, foreign exchange revaluation and impairment losses or reversals are recognised in the Statement of Comprehensive Income and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The Group's debt instruments at fair value through OCI includes investments in quoted debt instruments included under other non-current financial assets.

Investments in equity instruments designated at fair value through other comprehensive income

Upon initial recognition, the Group can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB 132 *Financial Instruments: Presentation* and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in the Statement of Comprehensive Income when the right of payment has been established, except when the Group benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment. The Group elected to classify irrevocably its listed and non-listed equity investments under this category.

Financial assets at fair value through profit or loss (including designated)

Financial assets at fair value through profit or loss include financial assets held for trading, financial assets designated upon initial recognition at fair value through profit or loss, or financial assets mandatorily required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives, are also classified as held for trading unless they are designated as effective hedging instruments.

Financial assets with cash flows that are not solely payments of principal and interest are classified and measured at fair value through profit or loss, irrespective of the business model.

Notwithstanding the criteria for debt instruments to be classified at amortised cost or at fair value through OCI, as described above, debt instruments may be designated at fair value through profit or loss on initial recognition if doing so eliminates, or significantly reduces, an accounting mismatch.

Financial assets at fair value through profit or loss are carried in the Statement of Financial Position at fair value with net changes in fair value recognised in the Statement of Comprehensive Income.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

6. OTHER FINANCIAL ASSETS (continued)

Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated Statement of Financial Position) when:

- the rights to receive cash flows from the asset have expired or
- the Group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either (a) the Group has transferred substantially all the risks and rewards of the asset, or (b) the Group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the Group has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability.

The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the consolidated Statement of Financial Position if there is a currently enforceable legal right to offset the recognised amounts and there is an intention to settle on a net basis, to realise the assets and settle the liabilities simultaneously.

Impairment of debt instruments other than receivables

The Group recognises an allowance for expected credit losses (ECLs) for all debt instruments other than receivables and not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms. Climate-related matters may be relevant in the calculation of expected credit losses if, for example, they impact the range of potential future economic scenarios or assessment of significant increases in credit risk.

For debt instruments at fair value through OCI, the Group applies the low credit risk simplification. At every reporting date, the Group evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available without undue cost or effort. In making that evaluation, the Group reassesses the internal credit rating of the debt instrument. In addition, the Group considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.

The Group considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

Shares in subsidiaries are valued at their current net worth by providing for the impairment in the value of the investment. Where there has been a temporary diminution in the value of the investment, a provision for impairment is made based on the underlying net asset base of the security from the latest available accounts. All changes in impairment in value are taken through the Statement of Comprehensive Income (refer to Note 2.13).

Deakin University and its subsidiaries did not hold any investment properties as defined in AASB 140 *Investment Property*, in the current financial year.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

6. OTHER FINANCIAL ASSETS (continued)

Table 33: Other financial assets

Other financial assets	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT					
Other financial assets at amortised cost					
Financial assets at amortised cost		40,000	40,000	40,000	40,000
Total current other financial assets	25,26	40,000	40,000	40,000	40,000
NON-CURRENT					
Other financial assets at fair value through profit or loss	25,26	620,251	542,509	620,251	542,509
Other financial assets at fair value through other comprehensive income					
Listed equity securities		54,545	79,981	54,545	79,981
Unlisted equity securities		18,105	18,636	18,105	18,636
Total other financial assets at fair value through other comprehensive income	25,26	72,650	98,617	72,650	98,617
Loan to subsidiaries		-	-	151,438	153,904
Total other financial assets at amortised cost		-	-	151,438	153,904
Subsidiaries					
Shares in subsidiaries - at cost		-	-	82,551	82,551
Subsidiaries		-	-	82,551	82,551
Total non-current other financial assets	25,26	692,901	641,126	926,890	877,581
TOTAL OTHER FINANCIAL ASSETS		732,901	681,126	966,890	917,581

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

7. PROPERTY, PLANT AND EQUIPMENT

Land, buildings, art collection and special library collections are shown at fair value based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset, and the net amount is restated to the revalued amount of the asset. Individual items of plant and equipment with a cost less than \$10,000 (2022: \$10,000) are charged to the Statement of Comprehensive Income (refer to Note 2.14). All other property, plant and equipment are stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

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

Increases in the carrying amounts arising on revaluation of land and buildings are credited to the asset revaluation reserve in equity. To the extent that the increase reverses a decrease previously recognised in the Statement of Comprehensive Income, the increase is first recognised in the Statement of Comprehensive Income. Decreases that reverse previous increases of the same asset are first charged against revaluation reserve directly in equity to the extent of the remaining reserve attributable to the class of asset; all other decreases are charged to the Statement of Comprehensive Income.

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

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the Statement of Comprehensive Income.

Construction work in progress is stated at the aggregate of contract costs incurred to date plus recognised profits less recognised losses and progress billings. If there are contracts where progress billings exceed the aggregate costs incurred plus profits less losses, the net amounts are presented under other liabilities. Contract costs include all costs directly related to specific contracts, costs that are specifically chargeable to the customer under the terms of the contract and costs that are attributable.

Land and buildings were fully revalued by Marsh & McLennan Companies at 30 November 2022. In completing the valuation of property and assets estimated fair value was derived from the depreciated replacement cost approach. During the year ended 31 December 2023, a desktop valuation was performed by Marsh. The land and buildings valuation were not adjusted due to movement not greater than 10 per cent in accordance with FRD 103 *Non financial physical assets* (FRD 103) that requires reporting entities to perform annual fair value assessments for each class of non financial physical assets.

The special library holdings were valued by John Sainsbury and Michael Stone, members of the antiquarian book trade and accredited valuers, and were assessed as at 20 September 2021 based on the guidelines set out in the Department of Treasury and Finance document Victorian Government Policy: Revaluation of Non-Current Physical Assets. The special library holdings are classified as a cultural asset and have been assessed on the fair and informed market as reflected by market evidence. This can be determined based on the current market buying price.

The art collection was revalued by a private valuer, an active valuer for the Australian Government's Cultural Gifts Program, and was assessed as at 30 September 2023. The valuation is carried out on the basis of market value.

These valuations are in accordance with the University's policy of obtaining an independent valuation of non-current assets every three years or if there is a material movement in their values.

Land, buildings, special library holdings and art collection purchased since the date of the last valuation are shown at cost.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

7. PROPERTY, PLANT AND EQUIPMENT (continued)

Table 34: Property, plant and equipment

Property, plant and equipment	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
LAND				
At independent valuation 2022	206,425	206,425	204,845	204,845
At cost	1,424	-	1,424	-
Total land	207,849	206,425	206,269	204,845
BUILDINGS				
At independent valuation 2022	1,814,111	1,814,111	1,504,942	1,504,942
At cost	31,734	27,057	28,806	25,716
Accumulated depreciation	(66,142)	(4,462)	(56,733)	(3,832)
Total buildings	1,779,703	1,836,706	1,477,015	1,526,826
CONSTRUCTION IN PROGRESS				
Construction in progress at cost	147,773	87,062	147,773	86,892
Total construction in progress	147,773	87,062	147,773	86,892
INFRASTRUCTURE				
At cost	89,076	85,018	88,894	84,836
Accumulated amortisation	(36,698)	(29,978)	(36,596)	(29,893)
Total infrastructure	52,378	55,040	52,298	54,943
LEASEHOLD IMPROVEMENTS				
At cost	17,214	17,194	17,194	17,194
Accumulated amortisation	(13,848)	(12,902)	(13,848)	(12,902)
Total leasehold improvements	3,366	4,292	3,346	4,292
PLANT AND EQUIPMENT				
At cost	253,736	243,468	244,394	234,182
Accumulated depreciation	(195,650)	(182,274)	(189,579)	(177,092)
Total plant and equipment	58,086	61,194	54,815	57,090
MOTOR VEHICLES				
At cost	4,665	4,354	4,558	4,354
Accumulated depreciation	(3,828)	(3,561)	(3,823)	(3,561)
Total motor vehicles	837	793	735	793
LIBRARY HOLDINGS				
At cost	33,281	33,038	33,281	33,038
Accumulated depreciation	(32,789)	(32,391)	(32,789)	(32,391)
Sub-total library holdings	492	647	492	647
SPECIAL LIBRARY HOLDINGS				
At independent valuation 2021	8,822	8,822	8,822	8,822
At cost	52	25	52	25
Sub-total special library holdings	8,874	8,847	8,874	8,847
Total library holdings and special library holdings	9,366	9,494	9,366	9,494
ART COLLECTION				
At independent valuation 2023	22,908	-	22,908	-
At independent valuation 2020	-	20,184	-	20,184
At cost	5,567	544	5,567	544
Total art collection	28,475	20,728	28,475	20,728
TOTAL PROPERTY, PLANT AND EQUIPMENT	2,287,833	2,281,734	1,980,092	1,965,903

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

7. PROPERTY, PLANT AND EQUIPMENT (continued)

Table 35: Movements in carrying amounts 2023

Movements in carrying amounts 2023	Balance at 1 January \$000's	Additions \$000's	Disposals and write-offs \$000's	Depreciation/amortisation charge \$000's	Transfers \$000's	Other reclassification #1 \$000's	Revaluation \$000's	Balance at 31 December \$000's
CONSOLIDATED								
Land	206,425	1,424	-	-	-	-	-	207,849
Buildings	1,836,706	957	-	(61,680)	2,633	1,087	-	1,779,703
Construction in progress	87,062	74,043	(2,745)	-	(10,587)	-	-	147,773
Infrastructure	55,040	-	-	(6,279)	207	3,410	-	52,378
Leasehold improvements	4,292	20	(1)	(945)	-	-	-	3,366
Plant and equipment	61,194	8,905	(51)	(15,212)	7,747	(4,497)	-	58,086
Motor vehicles	793	370	(7)	(319)	-	-	-	837
Library holdings	647	281	-	(436)	-	-	-	492
Special library holdings	8,847	27	-	-	-	-	-	8,874
Art collection	20,728	5,736	-	-	-	-	2,011	28,475
TOTAL CONSOLIDATED	2,281,734	91,763	(2,804)	(84,871)	-	-	2,011	2,287,833
UNIVERSITY								
Land	204,845	1,424	-	-	-	-	-	206,269
Buildings	1,526,826	158	-	(52,901)	2,008	924	-	1,477,015
Construction in progress	86,892	73,470	(2,745)	-	(9,844)	-	-	147,773
Infrastructure	54,943	-	-	(6,262)	207	3,410	-	52,298
Leasehold improvements	4,292	-	(1)	(945)	-	-	-	3,346
Plant and equipment	57,090	8,803	(51)	(14,322)	7,629	(4,334)	-	54,815
Motor vehicles	793	263	(7)	(314)	-	-	-	735
Library holdings	647	281	-	(436)	-	-	-	492
Special library holdings	8,847	27	-	-	-	-	-	8,874
Art collection	20,728	5,736	-	-	-	-	2,011	28,475
TOTAL UNIVERSITY	1,965,903	90,162	(2,804)	(75,180)	-	-	2,011	1,980,092

#1 In 2023, the Group has reclassified Integral plant from Plant and equipment to Buildings, as the Group determined that Integral plant is more accurately classified as Buildings as it better reflects the nature and use of these assets. These were valued at cost as they were acquired post the external revaluation conducted on 30 November 2022.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

7. PROPERTY, PLANT AND EQUIPMENT (continued)

Table 36: Movements in carrying amounts 2022

Movements in carrying amounts 2022	Balance at 1 January \$000's	Additions \$000's	Disposals and write-offs \$000's	Depreciation/ amortisation charge \$000's	Transfers \$000's	Other reclassification #1 \$000's	Revaluation #2 \$000's	Balance at 31 December \$000's
CONSOLIDATED								
Land	190,165	-	-	-	-	-	16,260	206,425
Buildings	1,313,563	342	-	(42,995)	29,509	161,499	374,788	1,836,706
Construction in progress	85,035	67,250	(10,627)	-	(54,596)	-	-	87,062
Infrastructure	47,238	-	-	(5,495)	13,297	-	-	55,040
Leasehold improvements	5,693	1	-	(1,402)	-	-	-	4,292
Plant and equipment	247,670	10,652	(293)	(47,126)	11,790	(161,499)	-	61,194
Motor vehicles	867	303	-	(377)	-	-	-	793
Library holdings	1,370	253	(1)	(975)	-	-	-	647
Special library holdings	8,822	25	-	-	-	-	-	8,847
Art collection	20,710	198	(180)	-	-	-	-	20,728
TOTAL CONSOLIDATED	1,921,133	79,024	(11,101)	(98,370)	-	-	391,048	2,281,734
UNIVERSITY								
Land	188,725	-	-	-	-	-	16,120	204,845
Buildings	1,095,442	-	-	(36,780)	28,355	130,349	309,460	1,526,826
Construction in progress	80,869	66,176	(7,271)	-	(52,882)	-	-	86,892
Infrastructure	47,126	-	-	(5,478)	13,295	-	-	54,943
Leasehold improvements	5,693	1	-	(1,402)	-	-	-	4,292
Plant and equipment	206,378	9,899	(293)	(39,777)	11,232	(130,349)	-	57,090
Motor vehicles	867	303	-	(377)	-	-	-	793
Library holdings	1,370	253	(1)	(975)	-	-	-	647
Special library holdings	8,822	25	-	-	-	-	-	8,847
Art collection	20,710	198	(180)	-	-	-	-	20,728
TOTAL UNIVERSITY	1,656,002	76,855	(7,745)	(84,789)	-	-	325,580	1,965,903

#1 On 30 November 2022 the Group determined that Integral plant is more accurately classified as Buildings as it better reflects the nature and use of these assets. As a result, the Integral plant has moved from a cost model to a revaluation model and remeasured to fair value. The Integral plant has been transferred from Plant and equipment to Buildings at depreciated historical cost of \$161.5 million for the Group and \$130.4 million for the University. The change in accounting policy has been prospectively applied in accordance with AASB 116 *Property, Plant and Equipment*.

#2 The revaluation of Buildings includes the revaluation of Integral plant. Building have been valued as an aggregate of its components, as such the impact on revaluation due to the change in measurement of the Integral plant assets cannot be independently quantified.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

8. RIGHT-OF-USE ASSETS

At inception of a contract, the Group assesses whether a contract is, or contains a lease in accordance with AASB 16 *Leases*. A contract is, or contains a lease if the contract conveys a right to control the use of an identified asset for a period of time in exchange for consideration.

In contracts where the Group is a lessee, the Group recognises a right-of-use asset and a lease liability at the commencement date of the lease, unless the lease exemption is applied (per below).

Right-of-use assets are initially measured based on the following:

- the initial value of lease liability (being the net present value of the relevant lease payments);
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs; and
- restoration costs and subsequently depreciated over a shorter of the lease term and the useful life of the assets.

Exemption from AASB 16

The Group has elected not to recognise right-of-use assets and lease liabilities for the following types of leases:

- Short-term leases, e.g., lease with a lease term of 12 months or less;
- Low-value assets, e.g., when the value of the lease asset is \$10,000 or less; and
- Intangible asset leases.

Payments associated with short-term leases and all leases of low-value assets are recognised on a straight-line basis as an expense in the Statement of Comprehensive Income.

The leased assets relate to administration, education and accommodation buildings and some IT equipment. Information about leases where the Group is a lessee is presented below. For corresponding lease liabilities, refer to Note 12.

Table 37: Right-of-use assets

Right-of-use assets	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
BUILDINGS				
Balance at 1 January	24,935	27,239	24,935	27,239
Additions of right-of-use assets	10,960	7,166	10,960	7,166
Disposals of right-of-use assets	-	(4,085)	-	(4,085)
Depreciation charge	(5,407)	(5,385)	(5,407)	(5,385)
Balance at 31 December	30,488	24,935	30,488	24,935
EQUIPMENT				
Balance at 1 January	12,681	14,468	12,681	14,468
Disposals of right-of-use assets	-	(1)	-	(1)
Depreciation charge	(1,786)	(1,786)	(1,786)	(1,786)
Balance at 31 December	10,895	12,681	10,895	12,681
TOTAL RIGHT-OF-USE ASSETS	41,383	37,616	41,383	37,616

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

9. INCOME TAX AND DEFERRED TAXES

Current income tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the reporting date in the countries where the Group operates and generates taxable income.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the statement of profit or loss. The Group periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

Table 38: Current tax (liabilities) / assets

	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Income tax				
Current tax liabilities / (assets)	204	(874)	-	-
(A) THE MAJOR COMPONENTS OF TAX EXPENSE COMPRISE:				
Current income tax expense	204	-	-	-
Deferred tax expense relating to the origination and reversal of temporary differences	11	287	-	-
Adjustments for current tax of prior periods	(12)	-	-	-
Loss carry back tax refundable tax offset	-	(757)	-	-
Net income tax expense / (benefit)	203	(470)	-	-
(B) RECONCILIATION OF INCOME TAX TO ACCOUNTING PROFIT:				
Prima facie tax payable on profit from ordinary activities before income tax at 30% (2022: 30%)	214	(471)	-	-
Add tax effect of:				
Non-deductible entertainment	1	1	-	-
Adjustments for current tax of prior periods	(12)	-	-	-
INCOME TAX EXPENSE / (BENEFIT)	203	(470)	-	-

Deferred tax assets (liabilities) have been recognised in relation to temporary differences arising from provision of employment benefits and accruals in a subsidiary company.

Deferred tax is not provided for the following:

- the initial recognition of an asset or liability in a transaction that is not a business combination and at the time of the transaction, affects neither accounting profit nor taxable profit (tax loss);
- taxable temporary differences arising on the initial recognition of goodwill; and
- temporary differences related to investment in subsidiaries, associates and jointly controlled entities to the extent that the entity is able to control the timing of the reversal of the temporary differences and it is probable that they will not reverse in the foreseeable future.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Deferred tax assets are recognised for all deductible temporary differences and unused tax losses to the extent that it is probable that taxable profit will be available against which the deductible temporary differences and losses can be utilised.

Current and deferred tax is recognised as income or an expense and included in profit or loss for the period except where the tax arises from a transaction which is recognised in other comprehensive income or equity, in which case the tax is recognised in other comprehensive income or equity respectively.

Table 39: Deferred tax assets / (liabilities)

	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deferred tax liabilities				
Deferred tax liabilities	(556)	(556)	-	-

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

9. INCOME TAX AND DEFERRED TAXES (continued)

Table 40: Movements in deferred tax assets / (liabilities)

Consolidated - Movements in deferred tax assets / (liabilities)	Balance at 1 January \$000's	Charged to income \$000's	Charged to equity \$000's	Balance at 31 December \$000's
MOVEMENTS IN DEFERRED TAX ASSETS				
Employee benefits provision	53	28	-	81
Accruals	15	(1)	-	14
Lease liabilities	35	(35)	-	-
Make good provision	10	2	-	12
Other	2	-	-	2
Total deferred tax assets	115	(6)	-	109
MOVEMENTS IN DEFERRED TAX LIABILITIES				
Property, plant and equipment - tax allowance	106	(9)	-	97
Right-of-use assets	32	6	-	38
Construction in progress	533	(3)	-	530
Total deferred tax liabilities	671	(6)	-	665
NET DEFERRED TAX ASSETS / (LIABILITIES)	(556)	-	-	(556)

10. INTANGIBLE ASSETS

Intangible assets comprise deferred implementation costs of the human resources system, energy certificates and electronic publications for library holdings. Deferred implementation costs of the human resources system and finance system are capitalised and amortised over a life of ten years and seven years respectively for systems used in the administration of the University. Electronic publications are split into perpetual access and annual subscription based access to database licences. Perpetual access based publications are capitalised and amortised on a straight line basis over a period of ten years. The publications are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. Annual subscription based publications are expensed as incurred.

Table 41: Intangible assets

Intangible assets	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
BY CATEGORIES				
Human resources system at cost	4,442	4,153	4,442	4,153
Accumulated amortisation	(3,423)	(2,958)	(3,423)	(2,958)
Total human resources system	1,019	1,195	1,019	1,195
Electronic publications at cost	23,938	21,649	23,938	21,649
Accumulated amortisation	(13,399)	(11,633)	(13,399)	(11,633)
Total electronic publications	10,539	10,016	10,539	10,016
Energy certificates at fair value	322	357	322	357
Total energy certificates	322	357	322	357
TOTAL INTANGIBLE ASSETS	11,880	11,568	11,880	11,568

Table 42: Movements in carrying amounts 2023

Movements in carrying amounts 2023	Balance at 1 January \$000's	Additions \$000's	Disposals \$000's	Transfer from construction in progress \$000's	Amortisation charge \$000's	Balance at 31 December \$000's
CONSOLIDATED						
Human resources system	1,195	289	-	-	(465)	1,019
Electronic publications	10,016	2,289	-	-	(1,766)	10,539
Energy certificates	357	265	(300)	-	-	322
TOTAL CONSOLIDATED	11,568	2,843	(300)	-	(2,231)	11,880
UNIVERSITY						
Human resources system	1,195	289	-	-	(465)	1,019
Electronic publications	10,016	2,289	-	-	(1,766)	10,539
Energy certificates	357	265	(300)	-	-	322
TOTAL UNIVERSITY	11,568	2,843	(300)	-	(2,231)	11,880

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

10. INTANGIBLE ASSETS (CONTINUED)

Table 43: Movements in carrying amounts 2022

Movements in carrying amounts 2022	Balance at 1 January \$000's	Additions \$000's	Disposals \$000's	Transfer from capital work in progress \$000's	Amortisation charge \$000's	Balance at 31 December \$000's
CONSOLIDATED						
Human resources system	1,630	-	-	-	(435)	1,195
Electronic publications	9,863	2,161	-	-	(2,008)	10,016
Energy certificates	143	214	-	-	-	357
TOTAL CONSOLIDATED	11,636	2,375	-	-	(2,443)	11,568
UNIVERSITY						
Human resources system	1,630	-	-	-	(435)	1,195
Electronic publications	9,863	2,161	-	-	(2,008)	10,016
Energy certificates	143	214	-	-	-	357
TOTAL UNIVERSITY	11,636	2,375	-	-	(2,443)	11,568

11. TRADE AND OTHER PAYABLES

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

Table 44: Trade and other payables

Trade and other payables	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT					
Trade payables and accrued expenses		120,992	137,425	119,832	136,735
OS-HELP Liability to Australian Government		13,736	11,757	13,736	11,757
Related party payable		58	58	1,553	1,451
TOTAL CURRENT TRADE AND OTHER PAYABLES		134,786	149,240	135,121	149,943
NON-CURRENT					
Trade payables and accrued expenses		749	909	749	909
Total non-current trade and other payables		749	909	749	909
TOTAL TRADE AND OTHER PAYABLES	25,26	135,535	150,149	135,870	150,852

12. LEASE LIABILITIES

The Group has leases for administration, education and accommodation buildings and some IT equipment. With the exception of short-term leases and leases of low-value underlying assets, each lease is reflected in the Statement of Financial Position as a right-of-use asset and a lease liability. The Group classifies its right-of-use assets in a consistent manner to its property, plant and equipment (refer to Note 7).

Each lease generally imposes a restriction that, unless there is a contractual right for the Group to sublet the asset to another party, the right-of-use asset can only be used by the Group. Leases are either non-cancellable or may only be cancelled by incurring a substantive termination fee.

Some leases contain an option to extend the lease for a further term which the Group has assessed to determine if it is reasonably certain that the option term will be exercised. The Group is prohibited from selling or pledging the underlying leased assets as security.

The Group must keep properties in a good state of repair and for some properties return the properties in their original condition at the end of the lease. Further, the Group must insure items of property, plant and equipment and incur maintenance fees on such items in accordance with the lease contracts. There are no sale and leaseback transactions, exposure to residual value guarantees and no other restrictions and covenants imposed by leases.

Lease payments not recognised as a liability

The Group has elected not to recognise a lease liability for short-term leases (leases with an expected term of 12 months or less) or for leases of low value assets (small equipment where values are less than \$10,000). Payments made under such leases are expensed on a straight-line basis. In addition, certain variable lease payments are not permitted to be recognised as lease liabilities and are expensed as incurred.

The table below describes the nature of the Group's leasing activities by type of right-of-use asset recognised in the Statement of Financial Position.

Table 45: Lease by type of right-of-use asset

Right-of-use asset	No. of assets leased	Range of remaining term	No. of leases with renewal options	No. of leases with termination options
IT equipment	6	4-10 years	0	1
Properties	9	1-22 years	4	4

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

12. LEASE LIABILITIES (continued)

Table 46: Lease liabilities

Lease liabilities	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
AMOUNTS RECOGNISED IN THE STATEMENT OF COMPREHENSIVE INCOME				
Interest on lease liabilities	1,627	864	1,627	864
Expenses relating to short-term leases	18	525	18	525
Expenses relating to low-value assets, excluding short-term leases of low-value assets	7,388	6,351	7,157	6,108
Total amounts recognised in the Statement of Comprehensive Income	9,033	7,740	8,802	7,497
MATURITY ANALYSIS - UNDISCOUNTED CONTRACTUAL CASH FLOWS				
Less than one year	7,449	6,749	7,449	6,749
One to five years	20,843	23,402	20,843	23,402
More than five years	33,820	20,386	33,820	20,386
Total undiscounted contractual cash flows	62,112	50,537	62,112	50,537
Lease liabilities recognised in the Statement of Financial Position				
Current	6,198	5,909	6,198	5,909
Non-current	41,294	36,727	41,294	36,727
AMOUNTS RECOGNISED IN THE STATEMENT OF CASH FLOWS				
Repayment of lease liabilities	(6,104)	(7,146)	(6,104)	(7,146)
Finance costs	(1,627)	(864)	(1,627)	(864)
TOTAL CASH OUTFLOW FOR LEASES LIABILITIES PER THE STATEMENT OF CASH FLOWS	(7,731)	(8,010)	(7,731)	(8,010)

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

13. EMPLOYEE BENEFIT PROVISIONS

Provision is made for benefits accruing to employees in respect of annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably. Provisions made in respect of employee benefits are measured based on expected settlement. Provisions which are expected to be settled wholly within 12 months are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Provisions which are not expected to be settled wholly within 12 months are measured at the present value of the estimated future cash outflows to be made in respect of services provided by employees up to the reporting date. The wage inflation rate and the discount rate used in the calculation of the present value are as advised by the Department of Treasury and Finance for the reporting period.

Regardless of the expected timing of settlement, provisions made in respect of employee benefits are classified as a current liability unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability. Provisions made for annual leave and unconditional long service leave would be classified as a current liability where the employee has a present entitlement to the benefit. A non-current liability would include long service leave entitlements accrued for employees with less than seven or less than ten years of continuous service, in accordance with the respective employment arrangements.

Table 47: Employee benefit provisions

Employee benefit provisions	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT					
Current provisions expected to be settled wholly within 12 months at nominal value					
Annual leave		35,301	32,395	34,966	32,109
Long service leave		13,476	11,820	13,396	11,744
Total current provision for employee benefit at nominal value		48,777	44,215	48,362	43,853
Provisions for employee benefit on-costs expected to be settled wholly within 12 months at nominal value					
Annual leave		8,418	7,720	8,397	7,697
Long service leave		3,216	2,813	3,212	2,810
Total current provision for employee benefit on-costs at nominal value		11,634	10,533	11,609	10,507
Current provisions expected to be settled wholly after more than 12 months at present value					
Annual leave		1,211	930	1,211	930
Long service leave		49,951	43,596	49,945	43,591
Total current provision for employee benefit at present value		51,162	44,526	51,156	44,521
Provisions for employee benefit on-costs expected to be settled wholly after more than 12 months at present value					
Annual leave		283	220	283	220
Long service leave		10,817	9,808	10,816	9,807
Total current provision for employee benefit on-costs at present value		11,100	10,028	11,099	10,027
Current provision for employee benefits					
Deferred employee benefits for superannuation - Victorian State Superannuation Fund	17	11,237	10,977	11,237	10,977
Total current deferred employee benefits		133,910	120,279	133,463	119,885
NON-CURRENT					
Long service leave at present value					
Provisions for employee benefit on-costs at present value		4,432	3,957	4,432	3,957
Total non-current provision for employee benefit at present value		24,298	21,692	24,315	21,730
Deferred employee benefits for superannuation - Victorian State Superannuation Fund	17	112,967	113,957	112,967	113,957
Total non-current deferred employee benefits		137,265	135,649	137,282	135,687
Summary of employee benefit provisions		271,175	255,928	270,745	255,572
SUMMARY					
Annual leave					
Long service leave		45,213	41,265	44,857	40,956
Deferred employee benefits for superannuation - Victorian State Superannuation Fund		101,758	89,729	101,684	89,682
Deferred employee benefits for superannuation - Victorian State Superannuation Fund		124,204	124,934	124,204	124,934
TOTAL EMPLOYEE BENEFIT PROVISIONS		271,175	255,928	270,745	255,572

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

14. RESERVES

Equity represents the residual interest in the net assets of the University. The State Government holds the equity interest in the University on behalf of the community. Equity consists of the Asset Revaluation Surplus, Investment in equity instruments at fair value through other comprehensive income, Endowment Fund Reserve and Retained Earnings. The Endowment Fund Reserve is funded by donations from external organisations. The purpose of the reserve is to provide awards, research and course scholarships, bursaries and prizes to students.

There is an equity incentive plan in one subsidiary company. The plan is designed to personally reward employees and originating researchers for developing the business of the Company to deliver long term shareholder returns. Under the plan, participants have been granted options shares which only vest if certain performance obligations are met. Participation in the plan is at the Board's discretion and no individual has a contractual right to participate in the plan or to receive any guaranteed benefits.

Table 48: Reserves

Reserves	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Balance at 1 January	1,102,871	826,263	1,003,066	791,926
ASSET REVALUATION SURPLUS INCREASE / (DECREASE) IN ASSET VALUATION OF NON-CURRENT ASSETS ARE:				
Land (valuation date: 30 November 2022)	-	16,260	-	16,120
Buildings (valuation date: 30 November 2022)	-	374,788	-	309,460
Art collection (valuation date: 30 September 2023)	2,011	-	2,011	-
Investment in equity instruments at fair value through other comprehensive income	(26,707)	(114,884)	(26,707)	(114,884)
Total asset revaluation (deficit) / surplus	(24,696)	276,164	(24,696)	210,696
Endowment Fund Reserve	3,734	444	3,734	444
BALANCE AT 31 DECEMBER	1,081,909	1,102,871	982,104	1,003,066

Table 49: Movements in reserves 2023

Movements in carrying amounts 2023	Balance at 1 January \$000's	Transfer from / (to) retained Earnings \$000's	Increase / (decrease) on revaluation \$000's	Balance at 31 December \$000's
CONSOLIDATED				
Asset Revaluation Surplus				
Land	154,638	-	-	154,638
Buildings	898,931	-	-	898,931
Special library holdings	2,438	-	-	2,438
Art collection	6,985	-	2,011	8,996
Investments - Equity instruments designated at fair value through other comprehensive income	29,372	-	(26,707)	2,665
Endowment Fund Reserve	10,507	3,734	-	14,241
TOTAL RESERVES CONSOLIDATED	1,102,871	3,734	(24,696)	1,081,909
UNIVERSITY				
Asset Revaluation Surplus				
Land	154,208	-	-	154,208
Buildings	799,556	-	-	799,556
Special library holdings	2,438	-	-	2,438
Art collection	6,985	-	2,011	8,996
Investments - Equity instruments designated at fair value through other comprehensive income	29,372	-	(26,707)	2,665
Endowment Fund Reserve	10,507	3,734	-	14,241
TOTAL RESERVES UNIVERSITY	1,003,066	3,734	(24,696)	982,104

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

15. RETAINED EARNINGS

Table 50: Retained earnings

Retained Earnings	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Balance at 1 January	1,694,772	1,772,942	1,712,876	1,780,859
Net result after income tax for the year	(54,765)	(77,844)	(49,749)	(67,539)
Transfer to reserves	(3,734)	(444)	(3,734)	(444)
Contribution to / (from) non-controlling interest	7	(27)	4	-
Attribution (to) / from non-controlling interest	(68)	145	-	-
BALANCE AT 31 DECEMBER	1,636,212	1,694,772	1,659,397	1,712,876

16. CASH FLOWS STATEMENT RECONCILIATION

Table 51: Cash flows statement reconciliation

Cash flows statement	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
RECONCILIATION OF CASH				
Cash at bank and on hand	184,446	155,765	179,978	151,525
Bank deposits - on call	463	445	463	445
Bank term deposits	-	130,000	-	130,000
Total cash and cash equivalents	184,909	286,210	180,441	281,970
Balance as per the Statement of Cash Flows	184,909	286,210	180,441	281,970
RECONCILIATION OF NET RESULT TO NET CASH PROVIDED BY OPERATING ACTIVITIES				
Net result after income tax for the year	(54,765)	(77,844)	(49,749)	(67,539)
Add / (less) non-cash items				
Depreciation and amortisation expense	94,295	107,984	84,604	94,403
Donations for art works	(5,736)	(139)	(5,736)	(139)
Write-off of property, plant and equipment	2,745	8,345	2,745	7,271
Fair value (gain) / loss on debt instruments at fair value through profit or loss	(22,796)	55,091	(22,796)	55,091
Share of loss on investments accounted for using the equity method	737	295	737	295
Profit on disposal of property, plant and equipment	(19)	(27,855)	(19)	(27,890)
Impairment for other financial assets	-	2,246	-	2,246
Decrease / (increase) in current assets				
Receivables	(10,932)	(33,679)	(7,774)	(33,117)
Contract assets	53	(239)	43	426
Related party receivable	-	-	(122)	(227)
Inventories	(103)	(178)	(103)	147
Deferred government benefit for superannuation	(260)	(321)	(260)	(321)
Decrease / (increase) in non-current assets				
Receivables	(289)	934	(271)	906
Deferred government benefit for superannuation	990	28,167	990	28,167
Increase / (decrease) in current liabilities				
Trade payables and accrued expenses	(14,447)	18,343	(14,924)	18,424
Contract liabilities	42,606	47,561	41,465	46,359
Owing to related parties	-	1	102	219
Current tax payable / (receivable)	1,078	(2,254)	-	-
Employee benefit provisions	36,897	3,732	36,844	3,695
Deferred employee benefits for superannuation	260	321	260	321
Increase / (decrease) in non-current liabilities				
Trade payables and accrued expenses	(160)	63	(160)	63
Deferred tax liabilities	-	286	-	-
Employee benefit provisions	2,606	(6,047)	2,585	(6,055)
Deferred employee benefits for superannuation	(990)	(28,167)	(990)	(28,167)
NET CASH PROVIDED BY OPERATING ACTIVITIES	71,770	96,646	67,471	94,578

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

17. SUPERANNUATION

UniSuper Defined Benefit Plan

Deakin University has a number of present staff members who are members of the UniSuper Defined Benefit Division (DBD) and in respect of whom defined benefits are payable on termination of employment.

The UniSuper Trust Deed was amended in December 2006 to classify the plan as a defined contribution plan under Australian Accounting Standard AASB 119 *Employee Benefits*. The plan receives fixed contributions from the University, whereby the University's legal or constructive obligation is limited to these contributions.

As at 30 June 2023, the assets of the DBD in aggregate were estimated to be \$5,206 million above vested benefits, after allowing for various reserves (2022: \$5,214 million). The Vested Benefit Index based on funding assumptions was 119.9 per cent (2022: 121.0 per cent). The vested benefits are benefits which are not conditional upon continued membership (or any factor other than leaving the service of the participating institution) and include the value of indexed pensions being provided by the DBD.

As at 30 June 2023, the assets of the DBD in aggregate were estimated to be \$7,756 million above accrued benefits, after allowing for various reserves (2022: \$7,895 million). The Accrued Benefit Index based on best estimate assumptions was 132.9 per cent (2022: 135.7 per cent). The accrued benefits have been calculated as the present value of expected future benefit payments to members and indexed pensioners which arise from membership of UniSuper up to the reporting date.

The vested benefit and accrued benefit liabilities were determined by the Fund's actuaries, using the actuarial demographic assumptions outlined in their report on the actuarial investigation of the DBD as at 30 June 2023. The financial assumptions used were:

Table 52: Financial assumption on UniSuper vested benefit and accrued benefit liabilities

Financial assumption	Vested benefits	Accrued benefits
GROSS OF TAX INVESTMENT RETURN		
DBD pensions	6.7% p.a.	7.6% p.a.
Commercial rate indexed pensions	3.8% p.a.	3.8% p.a.
Non pensioner members	5.8% p.a.	6.6% p.a.
CONSUMER PRICE INDEX		
For the next two years	4.25% p.a.	4.25% p.a.
Beyond two years	2.5% p.a.	2.5% p.a.
INFLATIONARY SALARY INCREASES		
For the next two years	4.25% p.a.	4.25% p.a.
Beyond two years	3.50% p.a.	3.50% p.a.

Assets have been included at their net market value; that is, after allowing for realisation costs.

Victorian State Superannuation Fund

In accordance with the 1998 instructions issued by the Department of Education, Training and Youth Affairs (DETYA) now known as the Department of Education, the effects of the unfunded superannuation liabilities of Deakin University were recorded in the Statement of Comprehensive Income and the Statement 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. Accordingly, the unfunded liabilities have been recognised in the Statement 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 Deakin University.

AASB 119 requires that the estimated present value of superannuation obligations recognised in the financial statements should be determined as at balance date. These financial statements recognise estimated superannuation obligations in respect of the State Superannuation Fund using an actuarial estimate as at 31 December 2023.

The unfunded liabilities recorded in the Statement of Financial Position under provisions have been determined by Ms Catherine Nance, Fellow of the Institute of Actuaries of Australia (FIAA) and relate to the estimates of net liabilities at 31 December 2023. The methodology for measurement of the net liabilities uses the discount rate of 3.97 per cent based on the government bond rate and assumed salary increases of 2.5 per cent and pension indexation of 2.5 per cent. The net liability has reduced by \$0.73 million (2022: reduced by \$27.85 million), or 0.6 per cent (2022: 18.2 per cent) over the year to 31 December 2023.

The main reasons for the change in the net liability are:

- total membership has decreased 3.2 per cent. As at 31 December 2023, there are currently 332 members compared to 343 as at 31 December 2022; and
- a decrease in the accrued liability due to the ageing of pensioners;

partly offset by

- the discount rate decreased from 4.09 per cent as at 31 December 2022 to 3.97 per cent as at 31 December 2023, which has increased the accrued benefit liability by \$1.17 million (0.9 per cent).

An arrangement exists between the Australian Government and the State Government to meet the unfunded liability for Deakin 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.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

17. SUPERANNUATION (continued)

Deakin University has a number of present and former staff who are members of the Victorian State Superannuation Fund and in respect of whom defined benefits are payable on termination of employment. As at 31 December 2023, the Victorian State Superannuation Fund was carrying total liabilities for member benefits in excess of the value of the Fund's assets. Hence, unfunded superannuation liabilities exist which are recognised in the financial statements of the Fund. The notional share of this public sector employee superannuation fund's unfunded liabilities attributable to Deakin University, as assessed by the Fund as at 31 December 2023, amounted to \$124.20 million (2022: \$124.93 million). Unfunded liabilities are met by the Australian Government.

Table 53: Superannuation

Superannuation	Note	Consolidated		University	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
AMOUNTS RECEIVABLE FROM AUSTRALIAN GOVERNMENT					
Receivable within 12 months	4	11,237	10,977	11,237	10,977
Receivable later than 12 months	4	112,967	113,957	112,967	113,957
Total deferred government contribution for superannuation		124,204	124,934	124,204	124,934
Movements in deferred government contribution for superannuation		(730)	(27,846)	(730)	(27,846)
UNFUNDED SUPERANNUATION LIABILITY					
Payable within 12 months	13	11,237	10,977	11,237	10,977
Payable later than 12 months	13	112,967	113,957	112,967	113,957
Total deferred employee benefits for superannuation		124,204	124,934	124,204	124,934
Movements in deferred employee benefits for superannuation		(730)	(27,846)	(730)	(27,846)

18. COMMITMENTS

Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources and are disclosed at their nominal value and inclusive of GST payable.

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

Table 54: Commitments

CAPITAL COMMITMENTS	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Property, plant and equipment				
Within one year	8,267	43,837	8,267	43,837
Between one and five years	2,102	16	2,102	16
Total capital expenditure commitment	10,369	43,853	10,369	43,853
Equity instrument				
Within one year	45	45	45	45
Between one and five years	178	178	178	178
Later than five years	134	178	134	178
Total equity instrument commitment	357	401	357	401
TOTAL COMMITMENTS FOR EXPENDITURE	10,726	44,254	10,726	44,254

19. CONTINGENCIES

Bank guarantees

Bank guarantees totalling \$474,750 (2022: \$474,750) have been issued to third parties for the Group primarily in relation to properties and performance guarantee.

Contingent assets and liabilities

The Group is conducting a review of the dispute involving alleged breaches of the Deakin University Enterprise Agreement 2017 concerning allegations of underpayment of casual academic employees. At the date of signing this financial report, the review has not sufficiently progressed to estimate the liability. As such a contingent liability exists due to a possible remediation obligation that may arise from the findings of this review.

There are a number of other legal claims and exposures that arise from the ordinary course of business, none of which are individually significant. Where the asset is not virtually certain and the liability is not probable the Group has not provided for such amounts in these financial statements. Additionally, there are a number of legal claims or potential claims against the Group, the outcome of which cannot be foreseen at present, and for which no amounts have been included (2022: nil).

20. EVENTS OCCURRING AFTER THE END OF THE REPORTING PERIOD

There were no events occurring after the end of the reporting period that would materially affect the financial position of the Group (2022: nil).

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

21. KEY MANAGEMENT PERSONNEL DISCLOSURES

Name of Responsible Persons

University

For the purposes of the *Financial Management Act 1994 (Vic)*, the Victorian Minister for Skills and TAFE and Minister for Regional Development and members of the University Council are the responsible persons of the University. The Victorian Minister for Skills and TAFE and Minister for Regional Development for the full year was The Hon. Gayle Tierney MP. The remuneration of the Minister is included in the Annual Report of the Victorian Department of Parliamentary Services. Members of the University Council received remuneration for services rendered. The following persons held office as the members of the University Council during the financial year:

- Mr J Stanhope AM (Chancellor)
- Professor I Martin (Vice-Chancellor and President)
- Ms C Boyer-Spooner (Deputy Chancellor)
- Dr L Roberts AO (Deputy Chancellor)
- Ms D Angus
- Alfred Deakin Professor C Bennett
- Mr S Bubb
- Mr R Carr
- Mr J De La Pena
- Mr N Ficca
- Mr S Hamilton AO
- Professor C Hickey
- Ms A Gungadin
- Mr R Leemon
- Ms G Williams.

Professor I Martin was the Accountable Officer during the financial year. Remuneration received or receivable by the Accountable Officer in connection with the management of the University during the reporting period included salary \$675,465, 2022 performance incentive \$170,013, \$54,087 Recreation Leave accrued, \$17,578 Long Service Leave accrued and \$119,533 Superannuation. In total this is in the range \$1,000,000 to \$1,099,999 (2022: \$980,000 to \$989,999).

Other Key Management Personnel

The following persons also had authority and responsibility for planning, directing and controlling the activities of Deakin University during the year:

- Professor N Birbilis
- Alfred Deakin Professor M Clarke (started 31 July 2023)
- Alfred Deakin Professor M Ewing (concluded 12 May 2023)
- Dr D Halliwell (started 7 August 2023)
- Alfred Deakin Professor R Huxley
- Alfred Deakin Professor E Johnson
- Associate Professor M Kelly (concluded 14 August 2023)
- Professor J Lightowlers (started 5 May 2023)
- Alfred Deakin Professor J Owens (concluded 9 August 2023)
- Ms K Parker
- Mr K Selway (concluded 23 June 2023)
- Professor S Tormey (started 14 August 2023).

Subsidiaries

The following persons held office as the directors of the subsidiary companies, but not as executive officers of the University, during the financial year:

- Mr A Balmaks
- Mr G Campbell (concluded 16 June 2023)
- Ms A Faulkner (started 16 August 2023)
- Mr C Gardiner
- Ms M Grey*
- Alfred Deakin Professor B He (started 5 April 2023)
- Mrs J Jackett
- Mr M McDonough (started 5 December 2023)
- Associate Professor MA McGlasson (started 25 January 2023)
- Mr P Meikle
- Mrs C Van Heuzen (concluded 28 September 2023)
- Mr D White.

The following persons held office as the directors of the subsidiary companies and as executive officers of the University during the financial year:

- Mr G Campbell (concluded 16 June 2023)
- Alfred Deakin Professor M Ewing (concluded 12 May 2023)
- Ms A Girton (started 19 June 2023)
- Dr D Halliwell (started 7 August 2023)
- Alfred Deakin Professor E Johnson
- Professor J Lightowlers (started 5 May 2023)**
- Ms K Parker
- Mr K Selway (concluded 23 June 2023).

*Ms M Grey's name changed in 2023. Name as per 2022 financial report was Ms M Bayley.

** Professor J Lightowlers appointed as subsidiary director on 5 December 2023.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

21. KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

Responsible persons remuneration

Table 55: Responsible persons remuneration

Compensation received or due and receivable from the University and its subsidiaries by the responsible persons:	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Short-term employee benefits	1,890	1,727	1,745	1,702
Post-employment benefits	247	237	227	237
Other long-term benefits	31	27	28	27
TOTAL COMPENSATION	2,168	1,991	2,000	1,966

Table 56: Number of responsible persons

Number of responsible persons whose remuneration from the University and its subsidiaries was within the following bands:	Consolidated		University	
	2023	2022	2023	2022
Nil to \$9,999	6	4	-	-
\$10,000 to \$19,999	1	2	-	-
\$20,000 to \$29,999	1	1	1	1
\$30,000 to \$39,999	9	8	9	8
\$40,000 to \$49,999	1	2	1	2
\$70,000 to \$79,999	1	1	1	1
\$150,000 to \$159,999	1	-	-	-
\$240,000 to \$249,999	-	1	-	1
\$250,000 to \$259,999	2	-	2	-
\$270,000 to \$279,999	-	1	-	1
\$980,000 to \$989,999	-	1	-	1
\$1,000,000 to \$1,099,999	1	-	1	-
Total number of responsible persons	23	21	15	15
ANNUALISED EMPLOYEE EQUIVALENT	21.9	20.9	15.0	14.9

When the key management persons are both responsible person and executive, their remunerations are reported under Responsible Persons Remuneration.

Executive officer remuneration

The total number of executive officers includes persons who meet the definition of Key Management Personnel (KMP) under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (refer to Note 24).

Table 57: Executive officer remuneration

Compensation received or due and receivable from the University and its subsidiaries by the executive officers:	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Short-term employee benefits	4,677	4,871	3,740	4,052
Post-employment benefits	577	612	487	519
Other long-term benefits	107	90	93	78
Termination benefits	285	91	285	91
TOTAL COMPENSATION	5,646	5,664	4,605	4,740

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

21. KEY MANAGEMENT PERSONNEL DISCLOSURES (continued)

Table 58: Number of executive officers

Number of executive officers whose remuneration from the University and its subsidiaries was within the following bands:	Consolidated		University	
	2023	2022	2023	2022
Nil to \$9,999	-	1	-	-
\$20,000 to \$29,999	-	1	-	1
\$80,000 to \$89,999	1	-	-	-
\$90,000 to \$99,999	-	1	-	1
\$100,000 to \$109,999	-	1	-	1
\$120,000 to \$129,999	1	-	-	-
\$130,000 to \$139,999	1	-	-	-
\$160,000 to \$169,999	1	-	1	-
\$170,000 to \$179,999	1	-	1	-
\$180,000 to \$189,999	1	-	1	-
\$190,000 to \$199,999	1	-	1	-
\$250,000 to \$259,999	1	-	1	-
\$270,000 to \$279,999	1	2	1	-
\$280,000 to \$289,999	1	1	-	1
\$370,000 to \$379,999	-	1	-	-
\$400,000 to \$409,999	1	-	-	-
\$470,000 to \$479,999	1	1	1	1
\$490,000 to \$499,999	1	-	1	-
\$550,000 to \$559,999	1	-	1	-
\$570,000 to \$579,999	1	-	1	-
\$580,000 to \$589,999	-	1	-	1
\$590,000 to \$599,999	-	1	-	1
\$600,000 to \$609,999	-	2	-	2
\$630,000 to \$639,999	2	1	2	1
\$710,000 to \$719,999	-	1	-	1
Total number of executive officers	17	15	12	11
ANNUALISED EMPLOYEE EQUIVALENT	11.9	12.4	7.9	8.4

Other transactions with key management personnel

- A member of Council, R Leemon, is a partner of Moore Australia (Vic), which provides accounting services to companies in the Deakin group on normal commercial terms and conditions.
- The Vice-Chancellor, I Martin, is the inaugural and current Chair of the Board of VTAC, the body responsible for coordinating applications and admissions to University in Victoria. It is an entity jointly owned by all of the Victorian universities and there is no operational involvement by the Board in admission decisions.
- The members of Council, N Ficca and R Carr, are members of the Board of Kardinia Health Ltd. In 2023 Deakin conducted collaborative projects and in health training and research with Kardinia Health on normal terms and conditions.
- A member of Council, R Carr, is a director of West Carr & Harvey, which audits the financial accounts of the Deakin University Student Association (DUSA) on a pro bono basis. Deakin University Council receives reports on the Association's financial position but has no role in approving its financial accounts.
- Alfred Deakin Professor E Johnson, is a board member of Education Service Australia (ESA) nominated by Universities Australia. This is a pro bono position and ESA is a ministerial company established by the Education Council of Australia.
- Professor J Lightowlers has a family member who is a partner of the law firm Minter Ellison. In 2023 Deakin conducted business with Minter Ellison on normal commercial terms and conditions.
- Mr M McDonough is a director of the Association for Tertiary Education Management Inc. In 2023 Deakin conducted business with the Association on normal commercial terms and conditions.
- Alfred Deakin J Owens, concluded 9 August 2023, is a director of Cyber Security CRC. In 2023 Deakin conducted business with Cyber Security CRC on normal commercial term and conditions.
- The Executive Vice-President Futures, K Selway, concluded 23 June 2023, is the Chair of the Education Strategy and Innovation Committee of Chartered Accountants Australia and New Zealand (CA ANZ). Deakin conducted business with CA ANZ in 2023 on normal commercial terms and conditions.

Ex-gratia payments

Ex-gratia termination payments associated with negotiated staff departures from the University amounted to \$169,775 (2022: Nil).

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

22. REMUNERATION OF AUDITORS

Table 59: Remuneration of auditors

Remuneration	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deakin University	166	160	166	160
Subsidiaries	57	50	-	-
TOTAL REMUNERATION OF AUDITORS	223	210	166	160

23. SUBSIDIARIES

Section 48 of the *Deakin University Act 2009 (Vic)* permits the University to form limited liability companies. At the reporting date the University controlled the entities listed in the table below.

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Deakin University as at 31 December 2023 and the results of all subsidiaries for the year then ended, unless otherwise stated.

Intercompany transactions, balances and unrealised gains on transactions between the Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of impairment of the assets transferred. The accounts of the subsidiaries are prepared for the same reporting period as the University, using consistent accounting policies, unless otherwise stated.

Table 60: Subsidiaries

Name of entity	Principal place of business	Principal activity	Ownership interest	
			2023	2022
Deakin Residential Services Pty Ltd	Australia	Provision of residential services	100%	100%
Unilink Pty Ltd	Australia	Provision of human resource services to Deakin University	100%	100%
Universal Motion Simulator Pty Ltd	Australia	Development of the reconfigurable driver simulator	86.8%	86.8%
The Institute for Regional Security Ltd #	Australia	Publication of a peer-reviewed research journal and delivery of a professional development workshop for military officers	100%	100%

The financial statements of these subsidiaries have been audited by the Auditor-General of Victoria.

The entity has not been consolidated as its results are not material. The entity's reporting period end date changed from 30 June to 31 December during the year as approved by the Australian Charities and Not-for-profits Commission.

Table 61: Financial performance of subsidiaries

Financial performance of subsidiaries	Total revenue		Total expenditure		Net operating profit / (loss)		Net profit / (loss) attributable to non-controlling interest	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deakin Residential Services Pty Ltd	34,656	29,097	40,185	38,295	(5,529)	(9,198)	-	-
The Institute for Regional Security Ltd	433	105	317	24	116	81	-	-
Unilink Pty Ltd	2,960	3,420	2,960	3,420	-	-	-	-
Universal Motion Simulator Pty Ltd	7,959	3,454	7,448	5,024	511	(1,570)	68	(145)
TOTAL SUBSIDIARIES	46,008	36,076	50,910	46,763	(4,902)	(10,687)	68	(145)

Table 62: Assets and liabilities in subsidiaries

Assets in subsidiaries	Note	Current assets		Non-current assets		Total assets	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deakin Residential Services Pty Ltd		2,694	2,634	307,275	315,407	309,969	318,041
The Institute for Regional Security Ltd		274	196	28	36	302	232
Unilink Pty Ltd	(a)	178	199	-	-	178	199
Universal Motion Simulator Pty Ltd	(b)	9,693	7,400	993	714	10,686	8,114
TOTAL		12,839	10,429	308,296	316,157	321,135	326,586

(a) Current assets includes an amount owing by Deakin University of \$177,643 (2022: \$198,609).

(b) Current assets includes an amount owing by Deakin University of \$9,324 (2022: \$9,324).

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

23. SUBSIDIARIES (continued)

Table 62: Assets and liabilities in subsidiaries (continued)

Liabilities in subsidiaries	Current liabilities		Non-current liabilities		Total liabilities	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deakin Residential Services Pty Ltd	2,857	2,933	151,438	153,904	154,295	156,837
The Institute for Regional Security Ltd	27	14	-	-	27	14
Unilink Pty Ltd	177	198	1	1	178	199
Universal Motion Simulator Pty Ltd	5,854	4,025	801	570	6,655	4,595
TOTAL	8,915	7,170	152,240	154,475	161,155	161,645

Table 63: Equity and borrowings in subsidiaries

Equity and borrowings in subsidiaries	Equity		Internal borrowings		External borrowings	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Deakin Residential Services Pty Ltd	155,674	161,204	151,437	153,904	-	-
The Institute for Regional Security Ltd	275	218	-	-	-	-
Unilink Pty Ltd	-	-	-	-	-	-
Universal Motion Simulator Pty Ltd	4,031	3,519	-	-	-	-
TOTAL	159,980	164,941	151,437	153,904	-	-

24. RELATED PARTIES

Parent entities - the ultimate parent entity is Deakin University.

Subsidiaries - for additional information on interests in subsidiaries please refer to Note 23.

Key management personnel - for additional information on disclosures relating to responsible persons and specified executives please refer to Note 21.

Table 64: Transactions with related parties

Transactions with related parties	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Sale of goods and services	1,428	2,530	1,428	2,530
Purchase of goods and services	5,634	6,442	5,530	6,342
Other transactions with subsidiaries				
Rental deposit from subsidiaries	-	-	9	9
Prepayment	-	-	15	10
Rental income	-	-	184	135
Consultancy fees	-	-	20	11
INCOME FROM SUBSIDIARIES	-	-	228	165

Table 65: Loans to subsidiaries

Loans to subsidiaries	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Balance at 1 January	-	-	153,904	161,610
Proceeds from loans to related parties	-	-	(2,466)	(7,706)
Interest charged	-	-	12,080	8,282
Interest received	-	-	(12,080)	(8,282)
BALANCE AT 31 DECEMBER	-	-	151,438	153,904

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

24. RELATED PARTIES (continued)

Table 66: Receivables and payables with related parties

Outstanding balances	Consolidated		University	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
CURRENT RECEIVABLES (SALE OF GOODS AND SERVICES)				
Subsidiaries	-	-	17	12
Other receivables to related parties	89	14	89	-
Total current receivables	89	14	106	12
NON-CURRENT RECEIVABLES (LOANS)				
Subsidiaries loans	-	-	151,438	153,904
Total non-current receivables	-	-	151,438	153,904
CURRENT PAYABLES (PURCHASES OF GOODS AND SERVICES)				
Subsidiaries	-	-	178	239
Other payables to related parties	88	83	88	78
TOTAL CURRENT PAYABLES	88	83	266	317

All transactions were made on normal commercial terms and conditions and at market rates, except that there are no fixed terms for repayment of loans between the parties. The loan is charged at prevailing interest rate monthly.

Outstanding balances are unsecured and are repayable in cash.

25. FINANCIAL RISK MANAGEMENT

The Group's activities expose it to a variety of financial risks: market risk (including currency risk, interest rate risk and price risk), credit risk and liquidity risk. Financial risk management is overseen by the Audit and Risk Committee under policies approved by the Council. The Audit and Risk Committee provides advice to Council on the Group's accounting, control and reporting practices and risks. The Finance and Business Affairs Committee provides advice to the Council on the management of corporate assets. The Group uses derivative financial instruments such as foreign exchange contracts to hedge certain risk exposures. In addition, the Investment Committee regularly reviews investment performance against established objectives, advises on proposed policy changes and monitors the asset allocation mix of the investment portfolio. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate risk and ageing analysis for credit risk.

(A) MARKET RISK

(i) Foreign exchange risk

The Group's foreign exchange exposure is limited. Sources of potential foreign exchange risk may include occasional transactions such as contracts for the supply of goods and services expressed in foreign currency, for example library books and journals. The Group's practice is to hedge significant foreign currency commitments by using appropriate hedging instruments. The Group also has limited foreign exchange exposure within its non-current financial assets at fair value through profit or loss global equities investment.

This exposure, as part of a broader diversified investment portfolio, is monitored by the Investment Committee.

(ii) Price risk

Financial assets at fair value through profit or loss, in particular Australian and offshore equities, are subject to price risk, with frequent changes in share market valuations. Changes in fair value are recorded through the Statement of Comprehensive Income as they occur. These investments are also monitored by the Investment Committee. The investment portfolio is constructed to diversify price risk across the various asset classes.

(iii) Interest rate risk

Investment of funds is monitored by the Investment Committee. The investment portfolio is constructed to diversify interest rate risk through the use of highly rated 'fund of funds' short-term investment products. The Group's practice is to eliminate the potential loss resulting from adverse movements in floating market rates by using appropriate hedging instruments.

(iv) Summarised sensitivity analysis

The sensitivity analysis below has been determined based on management's assessment of possible changes in price movements, in particular Australia and offshore equity markets, and interest rates. Management considers an interest rate rise of two per cent (2022: five per cent) and fall or rise in equities markets of ten per cent (2022: ten per cent) as reasonably possible, as at the reporting date.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

25. FINANCIAL RISK MANAGEMENT (continued)

(A) MARKET RISK (continued)

Table 67: Sensitivity analysis

Financial instruments	Note	Carrying amount				Interest rate risk		Price risk						
						2023: 2% (2022: 5%)		2023: -10% (2022: -10%)			2023: 10% (2022: 10%)			
						Result		Result		Equity		Result		Equity
2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	
(i) FINANCIAL ASSETS														
Cash on hand	3	-	2	-	-	-	-	-	-	-	-	-	-	-
Cash at bank	3	184,446	155,763	3,689	7,788	-	-	-	-	-	-	-	-	-
Bank deposits	3	463	130,445	9	6,522	-	-	-	-	-	-	-	-	-
Receivables - trade and other debtors	4	25,922	29,149	-	-	-	-	-	-	-	-	-	-	-
Receivables - other current	4	22,387	40,149	-	-	-	-	-	-	-	-	-	-	-
Receivables - other non-current	4	136,437	115,092	-	-	-	-	-	-	-	-	-	-	-
Investments accounted for using the equity method	5	2,687	2,718	-	-	-	-	-	-	-	-	-	-	-
Financial assets at amortised cost - current	6	40,000	40,000	800	2,000	-	-	-	-	-	-	-	-	-
Financial assets at fair value through profit or loss - non-current	6	620,251	542,509	-	-	(62,025)	(54,251)	(62,025)	(54,251)	62,025	54,251	62,025	54,251	
Financial assets at fair value through other comprehensive income - non-current	6	72,650	98,617	-	-	-	-	(3,633)	(4,931)	-	-	3,633	4,931	
Total financial assets		1,105,243	1,154,444	4,498	16,310	(62,025)	(54,251)	(65,658)	(59,182)	62,025	54,251	65,658	59,182	
(ii) FINANCIAL LIABILITIES														
Trade payables and accrued expenses	11	121,741	138,334	-	-	-	-	-	-	-	-	-	-	-
Total financial liabilities		121,741	138,334	-	-	-	-	-	-	-	-	-	-	
TOTAL INCREASE / (DECREASE)		1,226,984	1,292,778	4,498	16,310	(62,025)	(54,251)	(65,658)	(59,182)	62,025	54,251	65,658	59,182	

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

25. FINANCIAL RISK MANAGEMENT (CONTINUED)

(B) CREDIT RISK

The Group's maximum exposure to credit risk in relation to each class of financial asset is the carrying amount of those assets as indicated in the Statement of Financial Position. The Group minimises concentrations of credit risk in relation to trade accounts receivable, by undertaking transactions with a large number of customers primarily associated with the higher education industry. However, the majority of customers are concentrated in Australia.

Credit risk in trade receivables is managed in the following ways: payment terms are 30 days from the date that invoice was issued, debt collection policies, and procedures including use of a debt collection agency.

An impairment analysis is performed at each reporting date using a provision to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar loss patterns (i.e., by geographical region, product type, customer type and rating). The calculation reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions.

Generally, trade and student fees receivable are written off when there is no reasonable expectation of recovery. Indicators of this have included information of the students and customers available at the time of preparation including repayment plans, failure to engage with customers or students, no activity and failure to make contractual payments.

The maximum exposure to credit risk at the reporting date is the carrying value of each class of financial assets disclosed in the notes above.

Credit risk from balances with banks and financial institutions is managed by the Group in accordance with the Group's policy. Investments of surplus funds are made only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed throughout the year by the University's Investment Committee. The limits are set to minimise the concentration of risks and therefore mitigate financial loss through a counterparty's potential failure to make payments.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

25. FINANCIAL RISK MANAGEMENT (continued)

(C) LIQUIDITY RISK

The Group's investments are managed to ensure the solvency of the Group, with cash available to meet required outgoings. The Group maintains a minimum cash level to ensure it meets its obligations as they fall due. The following tables summarises the maturity of the Group's financial assets and financial liabilities.

Table 68: Liquidity risk

Financial instruments	Note	Floating interest rate		Fixed interest rate maturing in less than 1 year		Fixed interest rate maturing in 1 to 5 years		Fixed interest rate maturing in over 5 years		Non-interest bearing		Total carrying amount as per the Statement of Financial Position		Weighted average effective interest rate or earnings rate	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 %	2022 %
(i) FINANCIAL ASSETS															
Cash at bank and on hand	3	184,446	155,763	-	-	-	-	-	-	-	2	184,446	155,765	4.49	3.24
Bank deposits - at call	3	463	445	-	-	-	-	-	-	-	-	463	445	4.25	3.00
Bank term deposits	3	-	-	-	130,000	-	-	-	-	-	-	-	130,000	-	3.34
Receivables - trade and other debtors	4	-	-	-	-	-	-	-	-	25,922	29,149	25,922	29,149	-	-
Receivables - other current	4	-	-	-	-	-	-	-	-	22,387	40,149	22,387	40,149	-	-
Receivables - other non-current	4	-	-	-	-	-	-	-	-	136,437	115,092	136,437	115,092	-	-
Investments accounted for using the equity method	5	-	-	-	-	-	-	-	-	2,687	2,718	2,687	2,718	-	-
Financial assets at amortised cost - current	6	-	-	40,000	40,000	-	-	-	-	-	-	40,000	40,000	5.10	3.89
Financial assets at fair value through profit or loss - non-current	6	-	-	-	-	-	-	-	-	620,251	542,509	620,251	542,509	11.10	-3.50
Financial assets at fair value through other comprehensive income - non-current	6	-	-	-	-	-	-	-	-	72,650	98,617	72,650	98,617	-	-
Total financial assets		184,909	156,208	40,000	170,000	-	-	-	-	880,334	828,236	1,105,243	1,154,444	-	-
(ii) FINANCIAL LIABILITIES															
Trade payables and accrued expenses	11	-	-	-	-	-	-	-	-	121,741	138,334	121,741	138,334	-	-
TOTAL FINANCIAL LIABILITIES		-	-	-	-	-	-	-	-	121,741	138,334	121,741	138,334	-	-

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

25. FINANCIAL RISK MANAGEMENT (CONTINUED)

(D) UNRECOGNISED FINANCIAL INSTRUMENTS

Forward exchange contracts

The University enters into forward exchange contracts to buy or sell specified amounts of foreign currencies in the future at stipulated exchange rates. The objective in entering the forward exchange contracts is to protect the University against unfavourable exchange rate movements for the anticipated future purchases or sale undertaken in foreign currencies. The accounting policy in regard to foreign currency transactions is detailed in Note 1(b).

There were no unrecognised gains/losses for the year ended 31 December 2023 (2022: Nil).

26. FAIR VALUE MEASUREMENTS

The carrying amounts and aggregate fair value of financial assets and financial liabilities at the reporting date are as follows:

Table 69: Fair value measurements

Consolidated	Note	Total carrying amount as per the Statement of Financial Position		Fair value	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
FINANCIAL ASSETS					
Cash at bank and on hand	3	184,446	155,765	184,446	155,765
Bank deposits - at call	3	463	445	463	445
Bank term deposits	3	-	130,000	-	130,000
Receivables - trade and other debtors	4	25,922	29,149	25,922	29,149
Receivables - other current	4	22,387	40,149	22,387	40,149
Receivables - other non-current	4	136,437	115,092	136,378	114,979
Other financial assets at amortised cost	6	40,000	40,000	40,000	40,000
NON-CURRENT FINANCIAL ASSETS					
Other financial assets at fair value through profit or loss - non-current	6	620,251	542,509	620,251	542,509
Investments in equity instruments designated at fair value through other comprehensive income - non-current	6	72,650	98,617	72,650	98,617
TOTAL FINANCIAL ASSETS		1,102,556	1,151,726	1,102,497	1,151,613
FINANCIAL LIABILITIES					
Trade payables and accrued expenses	11	121,741	138,334	121,741	138,334
TOTAL FINANCIAL LIABILITIES		121,741	138,334	121,741	138,334

(A) FAIR VALUE MEASUREMENTS

The fair value of financial assets and financial liabilities is estimated for recognition and measurement or for disclosure purposes. Due to the short-term nature of the current receivables, their carrying value is assumed to approximate their fair value and based on credit history it is expected that the receivables that are neither past due nor impaired will be received when due. The following methods and assumptions are used to determine the fair value of financial assets and liabilities:

Cash and cash equivalents

- The carrying amount approximates fair value because of their short-term to maturity.

Trade receivables and payables

- The carrying value less impairment provision of trade receivables and payables is assumed to approximate their fair value due to their short-term nature.

Non-current receivables

- The fair value of non-current receivable, Deferred Government Contribution for Superannuation, is measured at nominal value which is offset by a liability to the Victorian State Government of equal value (refer to Note 17).
- The fair value of other non-current receivables are estimated by discounting future payments to net present value, using the discount rates as advised by the Department of Treasury and Finance.

Other financial assets - current at fair value

- For financial instruments traded in organised financial markets, fair value is the current quoted market bid price for an asset.

Other financial assets - non-current

- For unlisted securities where there is no quoted market price, a reasonable estimate of the fair value is determined by reference to the current market value of another instrument which is substantially the same, or is calculated based on the expected cash flows, or the underlying net asset base of the investment/security.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

26. FAIR VALUE MEASUREMENTS (continued)

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

- financial assets at fair value through profit or loss
- financial assets at fair value through other comprehensive income
- investments in equity instruments designated at fair value through other comprehensive income
- land and buildings
- special library holdings
- art collection.

Market participants' views of potential climate-related matters, including legislation, may affect the fair value measurement of assets and liabilities in the financial statements. Where relevant, climate-related matters may also affect the disclosure of fair value measurements, particularly those categorised within Level 3 of the fair value hierarchy. AASB 13 *Fair Value Measurement* requires disclosure of unobservable inputs used in fair value measurements. Those inputs should reflect the assumptions that market participants would use, including assumptions about climate-related risk.

(B) FAIR VALUE HIERARCHY

The University categorises assets and liabilities measured at fair value into a hierarchy based on the level of inputs used in measurement:

- Level 1 - quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2 - inputs other than quoted prices within level 1 that are observable for the asset or liability either directly or indirectly
- Level 3 - inputs for the asset or liability that are not based on observable market data (unobservable inputs).

(i) Recognised fair value measurements

Fair value measurements recognised in the Statement of Financial Position are categorised into the following levels at 31 December 2023:

Table 70: Fair value hierarchy at 31 December 2023

Fair value measurements at 31 December 2023	Note	Total \$000's	Level 1 \$000's	Level 2 \$000's	Level 3 \$000's
CONSOLIDATED RECURRING FAIR VALUE MEASUREMENTS AS AT 31 DECEMBER 2023					
Financial assets					
Financial assets at amortised cost - current	6	40,000	40,000	-	-
Financial assets at fair value through the profit and loss - non-current	6	620,251	-	620,251	-
Financial assets at fair value through other comprehensive income - non-current	6	72,650	54,545	-	18,105
TOTAL FINANCIAL ASSETS		732,901	94,545	620,251	18,105
Non-financial assets					
Land	7	207,849	-	27,975	179,874
Buildings	7	1,779,703	-	3,368	1,776,335
Special library holdings	7	8,874	-	8,822	52
Art collection	7	28,475	-	22,908	5,567
TOTAL NON-FINANCIAL ASSETS		2,024,901	-	63,073	1,961,828

Table 71: Fair value hierarchy at 31 December 2022

Fair value measurements at 31 December 2022	Note	Total \$000's	Level 1 \$000's	Level 2 \$000's	Level 3 \$000's
CONSOLIDATED RECURRING FAIR VALUE MEASUREMENTS AS AT 31 DECEMBER 2022					
Financial assets					
Financial assets at amortised cost - current	6	40,000	40,000	-	--
Financial assets at fair value through the profit and loss - non-current	6	542,509	-	542,509	-
Financial assets at fair value through other comprehensive income - non-current	6	98,617	79,981	-	18,636
TOTAL FINANCIAL ASSETS		681,126	119,981	542,509	18,636
Non-financial assets					
Land	7	206,425	-	27,975	178,450
Buildings	7	1,836,706	-	3,642	1,833,064
Special library holdings	7	8,847	-	8,847	-
Art collection	7	20,728	-	20,728	-
TOTAL NON-FINANCIAL ASSETS		2,072,706	-	61,192	2,011,514

There were no transfers between levels 1 and 2 for recurring fair value measurements during the year. For transfers in and out of level 3 measurements refer to Note 26(d) below.

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

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

26. FAIR VALUE MEASUREMENTS (continued)

(ii) Disclosed fair values

The Group has a number of assets and liabilities which are not measured at fair value, but for which the fair values are disclosed in these notes.

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

The fair values of held-to-maturity investments that are disclosed in Note 6 were determined by reference to published price quotations in an active market (level 1).

The carrying value less impairment provision of trade receivables and payables is a reasonable approximation of their fair values due to the short-term nature of trade receivables.

The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rates that are available to the Group for similar financial instruments (level 3).

(C) VALUATION TECHNIQUES USED TO DERIVE LEVEL 2 AND LEVEL 3 FAIR VALUES

Recurring fair value measurements

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

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

The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each reporting date.

Specific valuation techniques used to value financial instruments include:

- the use of quoted market prices or dealer quotes for similar instruments
- the fair value of interest rate swaps is calculated as the present value of the estimated future cash flows based on observable yield curves
- the fair value of forward foreign exchange contracts is determined using forward exchange rates at the end of the reporting period
- other techniques, such as discounted cash flow analysis, are used to determine fair value for the remaining financial instruments.

All of the resulting fair value estimates are included in level 2 except for unlisted equity securities.

Land, buildings, special library holdings and art collection (classified as property, plant and equipment) are valued independently every three years. At the end of each reporting period, the Group updates their assessment of the fair value of each property, taking into account the most recent independent valuations. The Group determines the property's value within a range of reasonable fair value estimates.

The best evidence of fair value is current prices in an active market for similar properties. Where such information is not available the Group considers information from a variety of sources, including current prices in an active market for properties of different nature or recent prices of similar properties in less active markets, adjusted to reflect those differences.

All resulting fair value estimates for properties are included in level 3.

(D) FAIR VALUE MEASUREMENTS USING SIGNIFICANT UNOBSERVABLE INPUTS (LEVEL 3)

The following table is a reconciliation of level 3 items for the years ended 31 December 2023 and 2022.

Table 72: Level 3 fair value measurements

Movement in Level 3 fair value measurement	Financial assets \$000's	Land \$000's	Buildings \$000's	Property, plant and equipment held for sale \$000's	Total \$000's
LEVEL 3 FAIR VALUE MEASUREMENTS 2023					
Balance at 1 January	18,636	178,450	1,833,064	-	2,030,150
Acquisitions	740	1,424	3,590	-	5,754
Reclassification from plant and equipment	-	-	1,087	-	1,087
Recognised in profit or loss	(1,271)	-	(61,406)	-	(62,677)
Balance at 31 December	18,105	179,874	1,776,335	-	1,974,314
LEVEL 3 FAIR VALUE MEASUREMENTS 2022					
Balance at 1 January	19,567	178,450	1,303,998	25,300	1,527,315
Acquisitions	431	-	29,851	-	30,282
Transferred to Level 1	(999)	-	-	-	(999)
Transferred from Level 2	-	-	9,565	-	9,565
Recognised in other comprehensive income	-	-	371,146	-	371,146
Reclassification from plant and equipment	-	-	161,499	(25,300)	136,199
Recognised in profit or loss	(363)	-	(42,995)	-	(43,358)
Balance at 31 December	18,636	178,450	1,833,064	-	2,030,150

There was no change in the valuation techniques used to calculate the fair values disclosed in the financial statements.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

26. FAIR VALUE MEASUREMENTS (continued)

(D) FAIR VALUE MEASUREMENTS USING SIGNIFICANT UNOBSERVABLE INPUTS (LEVEL 3) (continued)

(i) Valuation inputs and relationships to fair value

The following tables summarises the quantitative information about the significant unobservable inputs used in level 3 fair value measurements. Refer to Note 26(c) above for the valuation techniques adopted.

Table 73: Valuation inputs and relationships - Financial assets

Description	Fair value at 31 December 2023 \$000's	Valuation technique	Significant unobservable inputs	Range of inputs (weighted average)	Sensitivity of fair value measurement to changes in significant unobservable inputs
Financial assets	18,105	Adjusted net assets	A reasonable estimate of the fair value is determined by reference to the underlying net asset base of the investment, add the market capitalisation of the investment, then discounting the value to reflect the existing restrictive agreement in place	n/a	A significant increase or decrease in the net asset of the investment / security would result in a significantly higher or lower fair value
TOTAL	18,105				

Table 74: Valuation inputs and relationships - PPE

Description	Fair value at 31 December 2023 \$000's	Valuation technique	Significant unobservable inputs
Land	207,849	Market approach	Community Service Obligation (CSO) adjustment
Buildings	1,779,703	Depreciated replacement cost	Direct cost per square metre and useful life of specialised buildings
TOTAL	1,987,552		

(ii) Valuation process

The Group engages external, independent and qualified valuers to determine the fair value of the Group's land and buildings at least every three years (refer to Note 7).

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

27. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE

27.1 Education - CGS and Other Education Grants

Table 75: Education - CGS and Other Education Grants

Education - CGS and Other Education Grants	Note	Commonwealth Grants Scheme #1		Indigenous, Regional and Low-SES Attainment Fund #2		Higher Education Disability Support Program #3		National Priorities and Industry Linkage Fund		Total	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the program)		279,538	277,319	6,122	5,592	762	637	9,138	8,829	295,560	292,377
Net accrual adjustments		(5,676)	2,216	(250)	(100)	-	-	-	-	(5,926)	2,116
Revenue for the period	2.2	273,862	279,535	5,872	5,492	762	637	9,138	8,829	289,634	294,493
Deficit from the previous year		-	-	-	-	(1,713)	(1,205)	-	-	(1,713)	(1,205)
Total revenue including accrual revenue		273,862	279,535	5,872	5,492	(951)	(568)	9,138	8,829	287,921	293,288
Less expenses including accrual expenses		(273,862)	(279,535)	(5,872)	(5,492)	(1,367)	(1,145)	(9,138)	(8,829)	(290,239)	(295,001)
DEFICIT FOR THE REPORTING PERIOD		-	-	-	-	(2,318)	(1,713)	-	-	(2,318)	(1,713)

#1 Includes the basic CGS grant amount, CGS – Medical Student Loading, Transition Fund loading, Allocated Places, Non-Designated Courses and CGS – Special Advances from Future Years.

#2 Includes the Higher Education Participation and Partnership Program, regional loading and enabling loading.

#3 Higher Education Disability Support Program includes Additional Support for Students with Disabilities and Australian Disability Clearinghouse on Education & Training.

27.2 Higher Education Loan Programs

Table 76: Higher Education Loan Programs

Higher Education Loan Programs	Note	University only							
		HECS-HELP (Australian Government Payments Only)		FEE-HELP		SA-HELP		Total	
		2023 \$000s	2022 \$000s	2023 \$000s	2022 \$000s	2023 \$000s	2022 \$000s	2023 \$000s	2022 \$000s
Cash payable at 1 January		6,810	6,978	16,192	10,620	2,600	2,982	25,602	20,580
Financial assistance received in cash during the reporting period		227,710	214,290	64,289	69,085	5,186	5,461	297,185	288,836
Repayment of previous years overfunding during the reporting period		-	(405)	(7,628)	(2,462)	(374)	(374)	(8,002)	(3,241)
Cash available for the year		234,520	220,863	72,853	77,243	7,412	8,069	314,785	306,175
Net accrual adjustments		(7,989)	3,651	334	228	2	(14)	(7,653)	3,865
Revenue earned	2.2	(215,344)	(217,704)	(53,056)	(61,279)	(5,249)	(5,455)	(273,649)	(284,438)
CASH PAYABLE AT 31 DECEMBER		11,187	6,810	20,131	16,192	2,165	2,600	33,483	25,602

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

27.3 Education - Research

Table 77: Education - Research

Education research	Note	University only							
		Research Training Program #4		Research Support Program		Trailblazer Universities Program		Total	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the program)		23,998	20,840	18,832	16,293	18,933	-	61,763	37,133
Net accrual adjustments		-	-	-	-	(15,736)	-	(15,736)	-
Revenue for the period	2.2	23,998	20,840	18,832	16,293	3,197	-	46,027	37,133
Surplus from the previous year		1,815	2,413	-	-	-	-	1,815	2,413
Total revenue including accrual revenue		25,813	23,253	18,832	16,293	3,197	-	47,842	39,546
Less expenses including accrual expenses		(22,447)	(21,438)	(18,832)	(16,293)	(3,197)	-	(44,476)	(37,731)
SURPLUS FOR THE REPORTING PERIOD		3,366	1,815	-	-	-	-	3,366	1,815

#4 The cash surpluses for Research Training Program of \$3.366 million (2022: \$1.815 million) is considered a request to the Secretary of the Australian Government Department of Education to be rolled over for future expenditure.

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

27. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

27.3 Education – Research (continued)

Table 78: Research Training Program

Research training program	University only			
	Total domestic students		Total overseas students	
	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
TOTAL RESEARCH TRAINING PROGRAM EXPENDITURE				
Research Training Program Fee Offsets	13,074	16,419	923	-
Research Training Program Stipends	7,436	5,019	-	-
Research Training Program allowances	884	-	130	-
TOTAL FOR ALL TYPES OF SUPPORT	21,394	21,438	1,053	-

27.4 Other Capital Funding

Table 79: Other capital funding

Other capital funding	Note	University only			
		Linkages Infrastructure, Equipment and Facilities		Total	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the program)		1,047	-	1,047	-
Net accrual adjustments		-	-	-	-
Revenue for the period	2.2	1,047	-	1,047	-
Surplus from the previous year		422	476	422	476
Total revenue including accrual revenue		1,469	476	1,469	476
Less expenses including accrual expenses		(677)	(54)	(677)	(54)
SURPLUS FOR THE REPORTING PERIOD		792	422	792	422

27.5 Australian Research Council Grants

Table 80: Australian Research Council Grants

Australian Research Council grants	Note	University only							
		Discovery		Linkages		Special Research Initiatives		Total	
		2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's	2023 \$000's	2022 \$000's
Financial assistance received in cash during the reporting period (total cash received from the Australian Government for the program)		10,703	9,640	3,709	4,447	78	91	14,490	14,178
Net accrual adjustments		(249)	(85)	174	62	-	-	(75)	(23)
Revenue for the period	2.2	10,454	9,555	3,883	4,509	78	91	14,415	14,155
Surplus from the previous year		11,091	9,914	9,562	9,188	99	255	20,752	19,357
Total revenue including accrual revenue		21,545	19,469	13,445	13,697	177	346	35,167	33,512
Less expenses including accrual expenses		(9,309)	(8,378)	(4,134)	(4,135)	(172)	(247)	(13,615)	(12,760)
SURPLUS FOR THE REPORTING PERIOD		12,236	11,091	9,311	9,562	5	99	21,552	20,752

Notes to and forming part of the Financial Statements for the year ended 31 December 2023

27. ACQUITTAL OF AUSTRALIAN GOVERNMENT FINANCIAL ASSISTANCE (continued)

27.6 OS-HELP

Table 81: OS-HELP

OS-HELP	University only	
	2023 \$000's	2022 \$000's
Cash received during the reporting period	5,993	3,845
Cash spent during the reporting period	(2,758)	(1,871)
Repayment of previous years overfunding during the reporting period	(1,257)	(5,753)
Net cash received / (spent)	1,978	(3,779)
Cash surplus from the previous period	11,757	15,536
CASH SURPLUS FOR THE REPORTING PERIOD	13,735	11,757

27.7 Higher Education Superannuation Program

Table 82: Higher Education Superannuation Program

Higher Education Superannuation Program	University only	
	2023 \$000's	2022 \$000's
Cash received during the reporting period	10,368	11,956
Cash available	10,368	11,956
Surplus / (deficit) from the previous year Financial Statements	896	(681)
Cash available for the reporting period	11,264	11,275
Contributions to specified defined benefit funds	(13,103)	(10,379)
CASH (DEFICIT) / SURPLUS FOR THE REPORTING PERIOD	(1,839)	896

27.8 Student Services and Amenities Fees

Table 83: Student Services and Amenities Fees

Student Services and Amenities Fees	Note	University only	
		2023 \$000's	2022 \$000's
Unspent revenue from the previous period		339	-
SA-HELP revenue earned	2.2	5,249	5,455
Student Services and Amenities Fees direct from students	2.4	2,917	2,901
Total revenue expendable in the period		8,505	8,356
Student Services expenses during the period		(8,099)	(8,017)
UNSPENT STUDENT SERVICES AND AMENITIES FEES REVENUE		406	339

Financial Statements for the year ended 31 December 2023

DECLARATION BY THE CHANCELLOR, VICE-CHANCELLOR AND CHIEF FINANCIAL OFFICER

In our opinion:

The accompanying financial statements and notes present fairly the financial position of the University and the consolidated group as at 31 December 2023, the financial performance for the year ended 31 December 2023, and comply with the *Financial Management Act 1994*, the applicable Financial Reporting Directions, *Australian Charities and Not-for-profits Commission Act 2012*, Australian Accounting Standards and other mandatory professional reporting requirements.

At the date of this declaration there are reasonable grounds to believe that the University and the consolidated group will be able to pay its debts as and when they fall due.

The amount of Australian Government financial assistance expended during the reporting period was for the purposes for which it was intended and Deakin University has complied with applicable legislation, contracts, agreements and program guidelines in making this expenditure.

The University charged Student Services and Amenities Fees strictly in accordance with the *Higher Education Support Act 2003* and the Administration Guidelines made under the Act.

Revenue from the fee was spent strictly in accordance with the Act and only on services and amenities specified in subsection 19-38(4) of the Act.

We are not aware at the date of signing these statements of any circumstances which would render any particulars included in the statements to be misleading or inaccurate.

This declaration is made in accordance with a resolution of Deakin University Council on 21 March 2024.



John Stanhope AM
Chancellor



Professor Iain Martin
Vice-Chancellor



Vanessa Evans
Chief Financial Officer

CERTIFICATION

Prior to the adoption of the 2023 financial statements the Council considered a declaration from the Vice-Chancellor and Chief Financial Officer that in their opinion:

- the financial records of the University have been properly maintained;
- the financial statements comply with the accounting standards, the *Financial Management Act 1994*, applicable Financial Reporting Directions and present fairly the University's financial position and performance; and
- the integrity of the financial statements is founded on a sound system of risk management and internal control which is operating effectively.



John Stanhope AM
Chancellor

21 March 2024
Geelong

Independent Auditor's Report

Independent Auditor's Report

To the Council of Deakin University

Opinion	<p>I have audited the financial report of Deakin University (the university) and its controlled entities (together the consolidated entity) which comprises the:</p> <ul style="list-style-type: none"> • consolidated entity and university statement of financial position as at 31 December 2023 • consolidated entity and university statement of comprehensive income for the year then ended • consolidated entity and university statement of changes in equity for the year then ended • consolidated entity and university statement of cash flows for the year then ended • notes to the financial statements, including significant accounting policies • declaration by Chancellor, Vice-Chancellor and Chief Financial Officer. <p>In my opinion the financial report is in accordance with Part 7 of the Financial Management Act 1994 and Division 60 of the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, including:</p> <ul style="list-style-type: none"> • presenting fairly, in all material respects, the financial position of the university as at 31 December 2023 and of its financial performance and its cash flows for the year then ended • complying with Australian Accounting Standards and Division 60 of the <i>Australian Charities and Not-for-profits Commission Regulations 2022</i>.
Basis for Opinion	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the university in accordance with the auditor independence requirements of the <i>Australian Charities and Not-for-profits Commission Act 2012</i> and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
Council's responsibilities for the financial report	<p>The Council of the university is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, the <i>Financial Management Act 1994</i> and the <i>Australian Charities and Not-for-profits Commission Act 2012</i>, and for such internal control as the Council determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Council is responsible for assessing the university's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Independent Auditor's Report (continued)

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the university's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the university's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the university to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the university and the consolidated entity to express an opinion on the financial report. I am responsible for the direction, supervision and performance of the audit of the university and the consolidated entity. I remain solely responsible for my audit opinion.

I communicate with the Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide the Council with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



Charlotte Jeffries
as delegate for the Auditor-General of Victoria

MELBOURNE
28 March 2024

Auditor-General's Independence Declaration



Auditor-General's Independence Declaration

To the Council, Deakin University

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General, an independent officer of parliament, is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised.

Under the *Audit Act 1994*, the Auditor-General is the auditor of each public body and for the purposes of conducting an audit has access to all documents and property, and may report to parliament matters which the Auditor-General considers appropriate.

Independence Declaration

As auditor for Deakin University for the year ended 31 December 2023, I declare that, to the best of my knowledge and belief, there have been:

- no contraventions of auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit.
- no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read "Charlotte Jeffries".

MELBOURNE
28 March 2024

Charlotte Jeffries
as delegate for the Auditor-General of Victoria

Principal activities

Principal Activities

During the year the principal continuing activities of Deakin University consisted of:

- providing academic and professional studies at undergraduate and postgraduate level in award and non-award courses to suitably qualified entrants;
- undertaking research; and
- providing academic and other expertise to industry, the professions and government through professional development and continuing education programs, teaching, research and consultancies.

During the 2023 reporting period no significant changes occurred in the nature of the principal activities of Deakin University.

Review of Operations

Revenues from teaching continue to recover as returning student load run-rates resume to pre COVID-19 levels. Ongoing prudent management of operational expenditure and discretionary spend initiatives has realised positive operating cash flows and allowed the University to maintain a strong financial position.

A review of operations for the year 2023, of which this report forms a part, is set out on pages 24-76.

Significant Changes in the State of Affairs

There are no other events occurring during or after the end of the reporting period that would materially affect the financial position of the Group.

Environmental Regulation

Deakin University is subject to the following environmental legislation:

- *Environment Protection and Biodiversity Conservation Act 1999 (Cth)*
- *Environment Protection Act 1970 (Vic)*
- *Environment Protection Regulations 2021 (Vic)*
- *National Greenhouse and Energy Reporting Regulations 2008 (Cth)*
- *National Greenhouse and Energy Reporting Act 2007 (Cth)*
- *Planning and Environment Act 1987 (Vic)*
- *Water Act 1989 (Vic)*
- *Water (Trade Waste) Regulations 2014 (Vic)*

The University has a number of measures in place to ensure compliance with this legislation.

Insurance of Officers

The University maintains a comprehensive insurance program which is renewed annually. The insurance program includes a suite of directors' and officers' liability insurances for members of Council and directors and officers of the University including all controlled entities of the University.

The premium for the current insurance period was \$177,502.72 (excluding GST).

Significant changes in Financial Position for the year ended 31 December 2023

STATEMENT OF COMPREHENSIVE INCOME

The University's reported consolidated net result for the year was a deficit of \$54.8m in 2023, compared to a deficit of \$77.8m in 2022. On an underlying basis, the net result was a deficit of \$92.3m in 2023, compared to a deficit of \$67.1m in 2022.

Total revenue and income for 2023 was \$1,318.8m, \$136.5m higher than 2022, attributable to:

- a decrease of \$4.7m in Commonwealth Grants Scheme, Higher Education Loan Program Scheme and other financial assistance
- an increase of \$73.5m in course fees and charges predominantly in international fee-paying onshore
- an increase of \$6.3m in student accommodation fees and rental income
- an increase of \$31.9m in consultancy and contract fees
- an increase of \$89.4m in investment income primarily driven by an increase of \$22.8m increase in fair value movements disclosed as a profit of \$22.8m in 2023 (\$55.1m loss in 2022).

Total expenses for 2023 were \$1,373.4m, \$112.8m higher than 2022, attributable to:

- an increase of \$102.7m in employee-related expenses
- a decrease of \$13.7m in depreciation and amortisation
- an increase in other expenses of \$71.0m driven by increases in scholarships, grants, and prizes (\$19.1m), contributions to learning institutions (\$15.1m), consultants and contractors (\$11.7m), international agent commissions (\$10.6m) and student and staff related expenditure (\$9.7m).

UNDERLYING SURPLUS RECONCILIATION

When adjusted for major one-off items, the underlying consolidated deficit is \$92.3m, compared to \$67.1m in 2022:

Table 84: Underlying Operating Net Result Reconciliation

	2023 \$m's	2022 \$m's
Underlying operating net result reconciliation		
Underlying operating net result for the year	(92.3)	(67.1)
Major one-off items		
Future Fund – market movement	22.8	(55.1)
Grants	14.7	17.3
Sale of Waterfront Carpark	-	27.1
OPERATING NET RESULT FOR THE YEAR	(54.8)	(77.8)

STATEMENT OF FINANCIAL POSITION

Total assets have decreased by \$31.2m from 2022. Cash and other financial assets were \$49.5m lower than in 2022.

Property, plant and equipment was \$6.1m higher in 2023 attributable to \$91.8m capital spend, increase of \$2.0m from art collection independent valuation offset with depreciation of \$84.9m and disposals and write-offs \$2.8m.

Total liabilities increased by \$48.3m from 2022 largely driven by an increase of \$42.6m in contract liabilities and an increase of \$15.2m in employee benefit provisions partially offset by a reduction in trade payables (\$14.6m).

Five-Year Financial Summary (consolidated)

Table 85: Five-year financial summary 2019-2023 (consolidated)

Financial summary	2023 \$000s	2022 \$000s	2021 \$000s	2020 \$000s	2019 \$000s
INCOME AND EXPENSES					
Operating income					
Australian Government grants	408,366	400,838	428,766	369,857	372,546
HECS-HELP	234,363	235,909	247,356	240,086	230,032
State Government grants	30,547	31,349	17,745	8,373	9,033
Other	645,563	514,172	601,545	623,351	741,163
Total operating income for the year	1,318,839	1,182,268	1,295,412	1,241,667	1,352,774
Operating expenses	1,373,401	1,260,582	1,215,037	1,224,417	1,244,129
Operating result before income tax	(54,562)	(78,314)	80,375	17,250	108,645
Income tax (expense) / benefit	(203)	470	(702)	(13)	(672)
Operating result after income tax for the year	(54,765)	(77,844)	79,673	17,237	107,973
FINANCIAL POSITION					
Current assets					
Cash and cash equivalents	184,909	286,210	268,590	168,257	135,635
Receivables	46,724	64,023	57,951	38,393	44,489
Other financial assets	40,000	40,000	-	-	-
Non-current assets held for sale	-	-	25,300	-	-
Prepayments	34,097	29,408	29,408	24,658	20,295
Deferred government contribution for superannuation	11,237	10,977	10,656	10,390	11,396
Other	741	1,512	460	955	560
Total current assets	317,708	432,130	392,365	242,653	212,375
Non-current assets					
Other financial assets	695,588	643,844	782,334	579,426	558,293
Property, plant and equipment	2,287,833	2,281,734	1,921,133	2,005,618	1,986,986
Right-of-use assets	41,383	37,616	41,707	43,853	48,378
Deferred government contribution for superannuation	112,967	113,957	113,957	155,820	154,166
Other	35,350	12,703	12,703	23,851	25,732
Total non-current assets	3,173,121	3,089,854	2,871,834	2,808,568	2,773,555
Liabilities					
Trade and other payables	452,748	424,756	424,756	325,033	280,538
Lease liabilities	47,492	42,636	46,334	47,820	51,073
Employee benefit provisions	146,971	130,994	133,910	132,362	131,579
Deferred employee benefits for superannuation	124,204	124,934	124,613	166,210	165,562
Other	760	556	556	1,100	668
Total liabilities	772,175	723,876	730,169	672,525	629,420
NET ASSETS	2,718,654	2,798,108	2,534,030	2,378,696	2,356,510
TOTAL EQUITY	2,718,654	2,798,108	2,534,030	2,378,696	2,356,510

Payments to consultants

During the year the University engaged the following consultants:

Table 86: Payments to consultants

Consultant engaged	Summary of project	Total project fee
Tata Consultancy Services	Consultancy services for information technology transformation	\$1,063,466
Megantic Pty Ltd	To provide services to develop a website to collect application for the voucher scheme	\$800,000
Nous Group Pty Ltd	Enterprise information management transformation	\$379,050
Red Hat Asia Pacific Pty Ltd	Enterprise information management transformation	\$293,220
Cairney and Company Limited	Campaign readiness and capability assessment	\$199,857
Cubane Consulting Pty Ltd	Human resource transformation	\$160,623
MLC Consulting Services	Great South Coast Economics Futures Program	\$130,200
TOTAL COST OF SEVEN CONSULTING FIRMS IN 2023 COSTING MORE THAN \$100,000		\$3,026,416
TOTAL COST OF 24 CONSULTING FIRMS COSTING BETWEEN \$10,000 AND \$100,000		\$901,777
TOTAL COMBINED COST OF NIL CONSULTING FIRMS COSTING LESS THAN \$10,000		\$0
TOTAL		\$3,928,193

Details of consultancies costing between \$10,000 and \$100,000 are published alongside the Annual Report on the Deakin website.

Figures provided for consultancy costs are exclusive of GST.

This Annual Report is published on the Deakin website at deakin.edu.au/about-deakin/strategic-direction.

Disclosure index

Table 87: Disclosure index

Item no	Source	Summary of reporting requirements	Page no/s
REPORT OF OPERATIONS			
CHARTER AND PURPOSE			
1	FRD 22	Manner of establishment and the relevant Minister	80, 146
2	FRD 22	Purpose, functions, powers and duties	16-17, 26-57, 82-84
3	FRD 22	Key initiatives and projects	8-9, 24-76, 82-84, 88
4	FRD 22	Nature and range of services provided	14-17, 24-76
MANAGEMENT AND STRUCTURE			
5	FRD 22	Organisational structure	22-23, 80, 86-87
FINANCIAL AND OTHER INFORMATION			
6	FRD 10	Disclosure Index	171-172
7	FRD 22	Employment and conduct principles	58-59, 62-66
8	FRD 22	Workforce data disclosures	58-61
9	FRD 22	Occupational health and safety policy	66-69
10	FRD 22	Summary of the financial results for the year	13, 84, 169
11	FRD 22	Significant changes in financial position during the year	168
12	FRD 22	Summary of operational and budgetary objectives	22-76
13	FRD 22	Major changes or factors affecting performance	8-9, 108, 167
14	FRD 22	Subsequent events	145
15	FRD 22	Application and operation of the Freedom of Information Act 1982	97-98
16	FRD 22	Compliance with building and maintenance provisions of the Building Act 1993	95
17	FRD 22	Statement on the National Competition Policy	94
18	FRD 22	Application and operation of the Public Interest Disclosures Act 2012	96
19	FRD 22	Application and operation of the Carers Recognition Act 2012	95-96
20	FRD 22	Details of consultancies over \$10,000	170
21	FRD 22	Details of consultancies under \$10,000	170
22	FRD 22	Disclosure of government advertising expenditure	N/A
23	FRD 22	Disclosure of ICT expenditure	76
24	FRD 22	Summary of environmental performance	25-57
25	FRD 22	Statement of availability of other information	97-98
26	FRD 25	Local Jobs First	95-96
27	SD 3.7.1	The Responsible Body must ensure that the Agency applies the Victorian Government Risk Management Framework	91
DECLARATION			
28	SD 5.2.3	Declaration in report of operations	5

Disclosure index (continued)

Table 87: Disclosure index (continued)

Item no	Source	Summary of reporting requirements	Page no/s
FINANCIAL STATEMENTS			
DECLARATION			
29	SD 5.2.2	Declaration in financial statements	163
OTHER REQUIREMENTS UNDER STANDING DIRECTIONS 5.2			
30	SD 5.2.1(a)	Compliance with Australian accounting standards and other authoritative pronouncements	108-110, 163
31	SD 5.2.1(a)	Compliance with Standing Directions	5, 108, 163
OTHER DISCLOSURES AS REQUIRED BY FINANCIAL REPORTING DIRECTIONS IN NOTES TO THE FINANCIAL STATEMENTS			
32	FRD 11	Disclosure of ex-gratia expenses	148
33	FRD 21	Disclosures of Responsible Persons and Executive Officers in the Financial Report	146-148
34	FRD 103	Non-financial physical assets	105, 132-135, 138-139, 155-158
35	FRD 110	Cash flow statements	107, 143
36	FRD 112	Defined benefit superannuation obligations	144-145
COMPLIANCE WITH OTHER LEGISLATION, SUBORDINATE INSTRUMENTS AND POLICIES			
37	ETRA s3.2.8	Statement about compulsory non-academic fees, subscriptions, and charges payable in 2023	94, 114, 163
38	PAEC and VAGO (June 2003 Special Review – Recommendation 11)	Financial and other information relating to the University's international operations	9, 12-13, 34-35, 48-50, 70
39	University Commercial Activity Guidelines	Summary of the University's commercial activities If the University has a controlled entity, include the accounts of that entity in the University's Annual Report	94-96, 127-128, 131, 149-151
40	<i>Infringements Act 2006</i> <i>Public Records Act 1973</i>	Some universities are enforcement agencies under the Infringements Act 2006 empowered to issue and enforce parking infringement notices	96
Legislation			Page no/s
<i>Building Act 1993</i>			95
<i>Carers Recognition Act 2012</i>			95-96
<i>Education and Training Reform Act 2006 (ETRA)</i>			94
<i>Financial Management Act 1994</i>			5, 108, 163
<i>Freedom of Information Act 1982</i>			97-98
<i>Infringements Act 2006</i>			96
<i>Local Jobs First Act 2003</i>			95-96
<i>Public Interest Disclosures Act 2012</i>			96
<i>Public Records Act 1973</i>			96

Further information

Melbourne Burwood Campus

221 Burwood Highway
Burwood Victoria 3125
Australia
+61 3 9244 6100

Geelong Waurm Ponds Campus

75 Pigdons Road
Waurm Ponds Victoria 3216
Australia
+61 3 5227 1100

Geelong Waterfront Campus

1 Gheringhap Street
Geelong Victoria 3220
Australia
+61 3 5227 1100

Warrnambool Campus

Princes Highway
Warrnambool Victoria 3280
Australia
+61 3 5563 3100

Social media at Deakin



facebook.com/DeakinUniversity



twitter.com/Deakin



instagram.com/DeakinUniversity



tiktok.com/@deakinuni



Search Deakin University

deakin.edu.au