



Annual Report 1989



AUSTRALIA

*In accordance with  
Section 41 of  
the Monash University Act  
1958, as amended, I  
submit the  
report of the Council  
for 1989.*

*For and on  
behalf of the Council  
G H Lush  
Chancellor*

Monash University  
Annual Report 1989  
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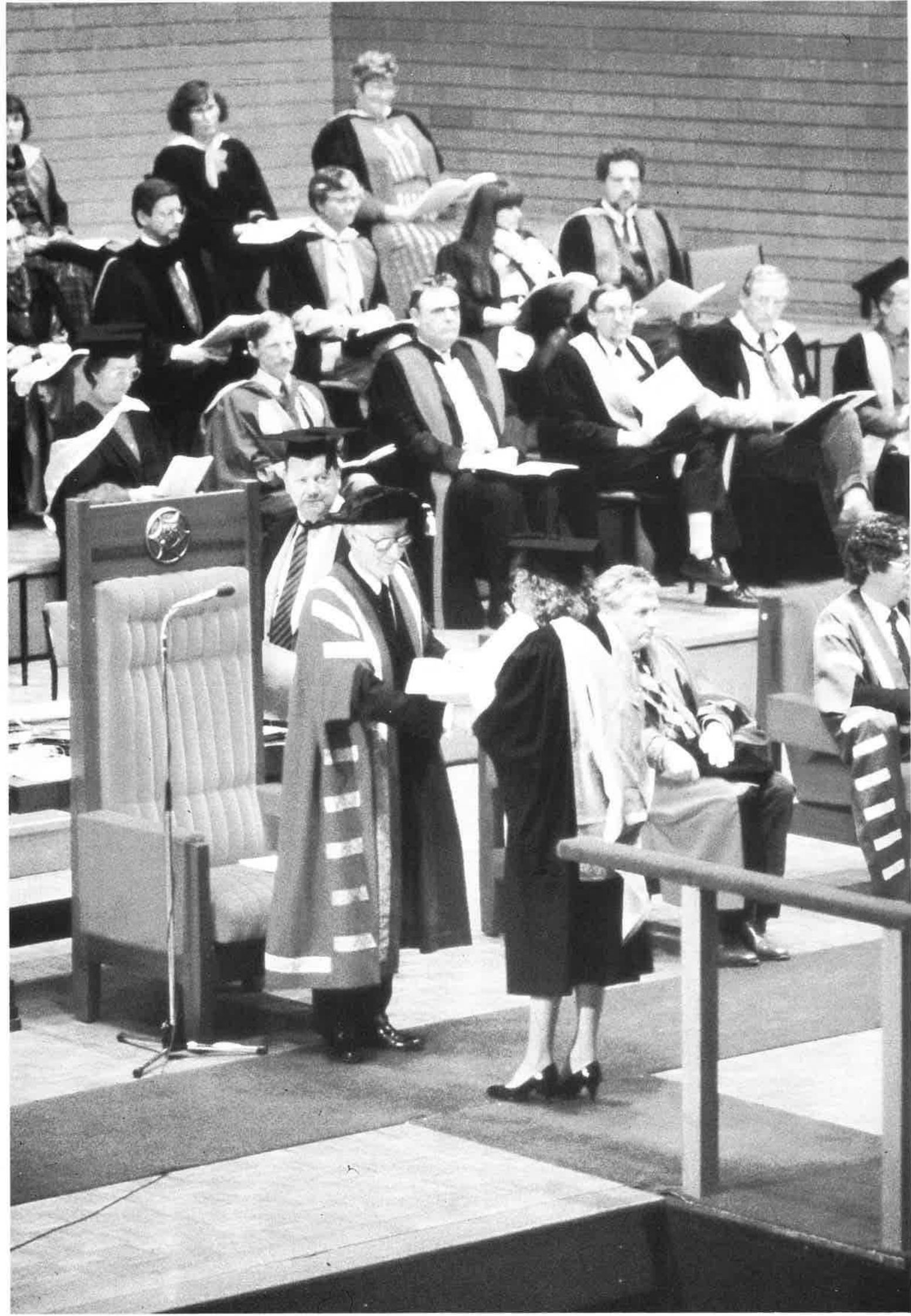
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## Regulation 7(a)

## Establishment

Monash University was established by an *Act* of the Victorian Parliament on 15 April 1958. It is a body politic and corporate known as 'Monash University', it has perpetual succession, a common seal and is capable in law of suing and being sued.

## Objectives

## Regulation 7(b)

Objectives, functions,  
powers and duties

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

- to provide facilities for study and education and to give instruction and training in all such branches of learning as may from time to time be prescribed by the Statutes, including, without limiting the generality of the foregoing, Pure Science, Applied Science and Technology, Engineering, Agriculture, Veterinary Science, Medicine, Law, Arts, Letters, Education and Commerce;
- to aid by research and other means the advancement of knowledge and its practical application to primary and secondary industry and commerce;
- to confer after examination the several degrees of bachelor, master and doctor and such other degrees and diplomas as are prescribed by the Statutes but so that the standard for graduation in the University shall be at least as high as prevails in the University of Melbourne; and
- to provide facilities for University education throughout Victoria by the affiliation of existing educational institutions to the University, by the creation of new educational institutions to be affiliated to the University, by the establishment of tutorial classes, correspondence classes, University extension classes and vacation classes and by such other means as the Council deems appropriate—

and in the giving of instruction and training in any branch of learning the University shall aim to foster a desire for learning and culture and for a knowledge of the social and cultural as well as the technical and practical aspects of that branch of learning and an understanding of its relation to the whole field of human life and knowledge.

## Powers and duties

## Regulation 7(b)

The governing authority of the University is the Council, the constitution of which is set out in Division 2 of the *Act*. The Council manages and supervises the affairs of the University and is advised by its subordinate standing committees, other boards and committees, the Vice-Chancellor and senior officers of the University.

## Regulation 7(c)

## University services

The University provides post-secondary education and study facilities primarily to the Victorian community. The seven faculties located within the Monash campus, Arts, Economics and Politics, Education, Engineering, Law, Medicine and Science offer undergraduate and postgraduate degrees. In addition to the faculties, there are centres which express the research interests of staff members and provide a specialised nucleus for postgraduate and some undergraduate study. Many of these act as a focus for interdisciplinary research. The work of the University is expanded and supported by affiliated institutions which cooperate in various ways with teaching and research programs at Monash.

The University operates in collaboration with the Commonwealth Government through DEET and with the State Government Ministry of Education and VPSEC, in the funding, planning and administration of its work.

**Membership of Council 1989**

***Appointed by the Governor in Council***

***Members of the Parliament of Victoria***

The Hon. James Vincent Chester Guest MA Oxon. MBA Melb. Barrister-at-Law of Lincoln's Inn, Barrister-at-law (Vic.) MLC (from 12 December 1987 to 11 December 1991)

Gerard Marshall Vaughan BE MEngSc PhD Mon. DipEd S.C.V. ARMIT ARACI MP (from 12 December 1987 to 11 December 1991)

Thomas William Wallace MP (from 12 December 1987 to 11 December 1991)

***Representing industrial and commercial interests***

James Arnold Hancock OBE BCom Melb. FCA AASA (from 18 July 1989 to 17 July 1993)

Geoffrey Alistair Knights MA PhD Cantab. (from 14 July 1987 to 2 July 1991)

Jan Eric Kolm AO EngChem Prague Tech.Uni. FRACI FAIM FTS (from 18 July 1989 to 17 July 1993)

Rachelle Ann Lewitan BA LLB (Hons) Melb. (from 14 July 1987 to 2 July 1991)

Helen Marion Nugent BA PhD Qld MBA Harv. (from 18 July 1989 to 17 July 1991)

Nigel Wood BEc N.E. (from 29 March 1988 to 28 March 1992)

***Elected by the graduates of the University***

Anthony Henry May BEc LLB (from 21 October 1988 to 20 October 1992)

Kay Christine Lesley Patterson BA Syd. PhD DipEd MAPsS (from 21 October 1986 to 20 October 1990)

***Elected by the faculties***

***Faculty of Arts***

Alan George Lewers Shaw AO BA Melb. MA Oxon. FASSA FAHA (from 3 July 1989 to 2 July 1993)

***Faculty of Economics and Politics***

June Margaret Hearn MA PhD Melb. (from 23 August 1989 to 2 July 1993)

***Faculty of Education***

Winifred McDonell BA MEd DipEd FACE (From 6 January 1988 to 2 July 1990)

***Faculty of Engineering***

Robert John Neil Kinsman BMechE Melb. CEng FIMechE MAustIMM (from 3 July 1989 to 2 July 1993)

***Faculty of Law***

The Hon. Mr Justice Robert Clive Tadgell LLB Melb. (from 3 July 1986 to 2 July 1990)

### *Faculty of Medicine*

Anthony Robert Moore MB MS *Melb.* MA *Cantab.* FRACS FACRM (from 3 July 1987 to 2 July 1991)

### *Faculty of Science*

Hugh Alexander Grayson FMTC *hem* FRACI FIDA FAIM (from 3 July 1987 to 2 July 1991)

### *Elected by the professors*

John Newsome Crossley MA DPhil *Oxon.* (from 18 September 1989 to 2 July 1993)

William Henry Melbourne BE *Syd.* PhD DIC *Lond.* FIEAust and FRACS FRES (from 3 July 1987 to 2 July 1991)

Clive Trevor Probyn MA *Virginia* BA PhD *Nott.* (from 3 July 1987 to 2 July 1991)

Bruce Oswald West BSc *Adel.* PhD *Adel. and Cantab.* FRACI (from 3 July 1986 to 2 July 1990)

### *Elected by teaching staff other than professors*

Stella Ann Crossley MA DPhil *Oxon.* (from 20 May 1988 to 2 July 1991)

William Anthony Howard MCom *Melb.* PhD *C'nell* (from 11 July 1986 to 2 July 1990)

Jennifer Strauss BA *Melb.* (from 11 July 1986 to 2 July 1990)

### *Ex officio*

#### *Chancellor*

The Hon. Sir George Hermann Lush LL.M. *Melb.*

#### *Vice-Chancellor*

Malcolm Ian Logan BA PhD *Melb.* DipEd *Syd.* FASSA

### *Appointed by the Minister for Education*

Ronald George Ritchie BMechE DipEd *Melb.* DipMechE *Caulfield T.C.* MAdmin FIEAust MACE (from 20 December 1985 to 19 December 1989)

### *Co-opted members*

Dorothy Ruth Pizzey BA BEd *Melb.* FACE (from 7 August 1989 to 30 June 1993)

Three vacancies

### *Deans of faculties*

John Anthony Hay BA PhD *W.Aust.* MA *Cantab.* MACE (from 1 January 1988 to 31 December 1989)

Peter LePoer Darvall BCE *Melb.* MS *Ohio State* MSE MA PhD *Prin.* DipEd MIEAust (from 1 January 1989 to 31 December 1990)

### *Elected by non-academic staff*

Douglas Raymond Ellis BEc ARMIT (from 25 March 1988 to 2 July 1990)

### *Elected by the students in the University*

James Leslie Backwell (from 25 October 1989 to 4 June 1990)

Barbara Dawn Murray MA (from 23 June 1989 to 22 June 1991)

Raymond Victor Scott (from 23 June 1989 to 22 June 1991)

## Senior officers

Regulation 7(e)

### *Visitor*

His Excellency Dr Davis McCaughey, Governor of Victoria

### *Chancellor*

The Hon. Sir George Hermann Lush LL.M. Melb

### *Deputy Chancellor*

James Arnold Hancock OBE B.Com. Melb. FCA AASA

### *Vice-Chancellor*

Malcolm Ian Logan BA PhD DipEd Syd. FASSA

### *Deputy Vice-Chancellor Academic*

John Anthony Hay BA PhD W.Aust. MA Cantab. FACE

### *Deputy Vice-Chancellor Research*

Ian James Polmear B.MetE MSc DEng Melb. FTS FIM FIEAust

### *Pro Vice-Chancellor Special Projects*

Lance Aubrey Endersbee AO BCE ME Melb. FTS HonMEIC FIEAust  
FASCE MAustIMM (to 15 May 1989)

### *Registrar*

Anthony Langley Pritchard BSc DipEd Melb. BEd Qld

### *Comptroller*

Peter Brian Wade B.Com (Hons) MA Melb. FASA

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## Principal offices

Regulation 7(f)

Office of the Vice-Chancellor  
Monash University  
Wellington Road  
Clayton 3168  
Telephone: (03) 565 2000

Monash City Office  
Cnr Exhibition & Flinders Lane  
Melbourne 3000  
Telephone: (03) 650 9140

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## Publications

Regulation 7(g)

The University Calendar, volumes one and two, contains information on the operations and governance of the University and details on courses and subjects offered. The Research Report, published annually, records the research being conducted at Monash. Copies of these publications may be purchased from the Monash University bookshop or by application to the Registrar, Monash University, Clayton, 3168, Australia.

The University's Information Office produces a monthly newspaper, *Monash Reporter* and a weekly newsheet, *Sound*. These publications are distributed to all staff on the campus.

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During 1988 the University undertook a review of its major objectives, a procedure which culminated in a policy statement, 'Monash University: Strategy for the Future'. This document established a rationale for the future development of the University. This rationale is predicated on the basic goals outlined below.

### Mission statement

As stated in its founding Act of Parliament, Monash University 'shall aim to foster a desire for learning and culture and for a knowledge of the social and cultural as much as the technical and practical aspects in branches of learning and an understanding of their relation to the whole field of human life and knowledge'. The University will also strive to 'aid by research and other means the advancement of knowledge and its practical application to primary and secondary industry and to commerce'.

Accordingly, Monash recognises that to fulfil its role as a major Australian University of international repute, it has a responsibility to:

- foster scholarship, the pursuit of truth, the advancement of knowledge and its dissemination by providing an environment that encourages excellence in both teaching and research;
- facilitate developments in teaching and research in which particular and outstanding Monash skills and potential can be identified;
- contribute to the enrichment and development of society, socially and economically;
- protect the University's standards of scholarship but also to consider new ideas and concepts fairly and objectively;
- encourage creativity, adaptation and innovation.

### Objectives

To ensure the success of its mission, Monash University will achieve the following objectives:

- *Excellence in teaching* Provide high quality teaching and teaching facilities, encourage innovation and recognise and reward excellence in teaching. Clearly define the University's teaching portfolio, based on current strengths and emerging fields, to include continuing education and income generating activities as well as the major degree courses.
- *Excellence in research* Reaffirm Monash's commitment to scholarship and its intention to become the leading research university in Victoria. Consolidate the University's research management, identify Monash's present strengths and determine which of those activities will be expanded in both basic and applied research. Include various forms of consultancy, technology transfer and income generating activities in the University's research portfolio. Actively promote and support the highest quality graduate students, vigorously pursue outside research funding and strongly encourage entrepreneurial initiatives.
- *Students* Attract the highest possible quality graduate and undergraduate students and provide greater access for disadvantaged students.
- *Staff* Create an environment where academic, administrative and general staff can work with satisfaction and pride — an environment that fosters a commitment to the University, that creates opportunities for entrepreneurial and adaptive staff, and that appropriately rewards staff performance. A safe working environment and the continued promotion of equal opportunity go hand in hand with this objective.
- *Management and accountability* Strengthen the management of the University, particularly with reference to the role of deans and chairmen and coordinate the allocation of resources for teaching and research facilities, equipment, staff, space, the Library and the Computer Centre. Optimise

the effective use of existing resources and increase the quantity of resources available to Monash for allocation. Recognise the University's responsibilities as a significant public institution that is accountable to the community.

- *External links* Actively develop interfaces with the University's alumni, the private and public sectors, and the community in general. Compete strongly, in terms of academic knowledge and technology, in both national and international forums. Collaborate, in terms of facility utilisation and teaching and research ventures, with other universities, with colleges of advanced education and with institutes of technology. Target the Western Pacific Rim as an area of special interest to Monash.

- *Public image* Communicate the University's achievements in teaching and research. Ensure that the community knows and understands what Monash stands for and what is the nature, extent and significance of the University's many academic activities and its cultural and sporting facilities.

#### Academic developments and achievements

All faculties devoted considerable time and effort to academic planning during the year. The results are evident in the establishment of new courses, more flexible arrangements for study between faculties and initiatives such as summer school teaching. Planning and approval for the following new courses occurred:

- Diploma in Archives and Records Management
- Diploma in Art History/Film Studies
- Diploma in Second Language Education
- Bachelor of Computer Science and Engineering
- Postgraduate Diploma in Teaching Asian Languages
- Corporate MBA
- Master of Bioethics
- Master of Psychology
- Master of Taxation Law
- Master of Venereology
- Doctor of Education

An added dimension to campus-based teaching was provided by affiliation arrangements established with the Canberra College of Advanced Education and the Australian Administrative College (Mt Eliza). At both institutions units for a Monash MBA will be offered.

The establishment of the Monash University Distance Education Centre in collaboration with Gippsland Institute will create new study opportunities for many people who are unable to pursue tertiary study in Melbourne.

#### Performance indicators

Monash participated as a trial institution for the Performance Indicator Working Party based at Wollongong University. Details have been collected from all staff on four areas: research grants, consultancies, professional services and 'other original works'. Data on publications were collated from the *Monash Research Publications*.

Trial questionnaires were sent to ex-students and a sample of staff as an attempt to obtain information on teaching.

*Factors affecting  
achievement of  
operational  
objectives*

*Regulation 8(1)(b)*

#### Academic staff support

Throughout the year the Higher Education Advisory and Research Unit has continued to conduct courses for academic staff on all aspects of their professional duties, to provide data to improve administrative decisions and to monitor and comment on the higher education section in Australia and overseas. Course evaluations by HEARU continue to increase as staff seek to maintain quality without a decrease in desired standards.

Outside studies programs provided ninety-seven members of staff with a period of time in which to conduct research and/or to familiarise themselves with developments in their fields of study.

### Staff appraisal

- In line with the second tier award, the majority of the supervisors (N-74) were trained in staff appraisal techniques.
- A local agreement was reached between the University administration and the academic staff union on the procedures to be adopted at Monash.
- The Deputy Vice-Chancellor (Academic) wrote to all heads of faculties and departments requesting them to commence the appraisal process.

### Resources and facilities

The impact of a reduction in federal funding in recent years has been felt throughout the University, particularly in resource areas such as the Library. The Library and the Computer Centre are of major significance to the University's teaching and research work. These areas must maintain a satisfactory service to users whilst meeting the cost of operating and developing facilities which, in both instances require a considerable financial commitment. The difficulties of meeting these challenges have become evident at a time when an increased demand for these resources is occurring.

An additional factor undermining the capacity of the University to support an increased student load is a lack of teaching space. This situation is concentrated around certain undergraduate courses where student numbers are currently large. However, until new facilities become available including a new general teaching building, teaching space will remain a problem in certain areas for the University.

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#### *Regulation 8(1)(c)*

#### *Major changes*

There have been no major changes to the objectives, functions, powers and duties of the body during 1989. However the signing of the *Heads of Agreement* between Monash University and Chisholm Institute of Technology on 10 May 1989 signified approval for negotiations to commence aimed at a merger of the two institutions during 1990. Also the establishment of the Monash University College Gippsland in July 1990 will expand the operation of the University into an area beyond metropolitan Melbourne.

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#### *Regulation 8(1)(d)*

#### *Major external reviews*

The release of the White Paper, 'Higher Education — A Policy Statement', in July 1988 by the Federal Minister of Employment, Education and Training, signified a major restructure of higher education in Australia. In broad terms the document signalled the creation of a national unified system of higher education. As indicated in section 8(1)(c) above, the merger between Monash and Chisholm Institute of Technology is scheduled to occur in July 1990. The merger has become a major planning initiative involving senior staff of the University and both State and Federal government ministers and officers.

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#### *Regulation 8(1)(e)*

#### *Summary of operations*

### New courses offered in 1989

- Diploma in Asian Studies
- Diploma in Accounting
- Combined Bachelor of Engineering/Bachelor of Arts
- Diploma in Teaching English to Speakers of Other Languages
- Master of Educational Policy and Administration
- Bachelor of Applied Science (Nursing)
- Diploma in Venereology
- Master of Taxation Law
- Master of Bioethics



### Activities funded by the Victorian Education Foundation

- Centre for European Studies
- Teaching of Business Japanese
- Diploma of Tourism
- Training in Information Systems
- Continuancy Education — Offshore Engineering
- Pulp and Paper Institute
- Master of Public Health
- Additional Places in Computer Science
- Master of Biotechnology
- Earth Sciences

### Other initiatives and operational achievements

- Association with The Gippsland Institute of Advanced Education during 1989. Negotiations were completed with the Gippsland Institute of Advanced Education to establish it as a University College from 1 July 1990. The arrangement envisaged is one which, while stopping short of a total merger with Monash, will meet the Commonwealth requirement that the combined entities will have one governing body, one chief executive, one educational profile and receive one grant for any purpose. This arrangement will have regard to regional requirements for Gippsland to maintain some independence in managing its own affairs while, at the same time, establishing its place as part of the larger institution.
- Merger with the Chisholm Institute of Technology. Details of the merger with the Chisholm Institute of Technology were completed during 1989. The Caulfield and Frankston campuses will become part of Monash University on 1 July 1990.
- Monash University/Gippsland Institute of Advanced Education were approved by the Federal Government as one of the eight National Distance Education Centres.
- The Australian Language Disorders Association (ALDA), an organisation to examine issues relating to the education of children and adolescents with language disorders, was established at Monash.
- The Centre for Industrial Relations and the Centre of Advanced Materials Technology were nominated by the Federal Government as key centres of teaching and research.
- Research grants worth \$1.6M were awarded to Monash under the Grants for Industry Research and Development Scheme. These grants have gone to the Department of Materials Engineering, the Centre for Advanced Materials Technology, and the Centre for Bioprocess Technology.
- The departments of Obstetrics and Gynaecology, Physiology and Microbiology were granted \$482 235 to conduct research into the causes of premature birth.
- The Department of Earth Sciences at Monash was a part-recipient of a \$2.3M package of grants from government and industry.
- During 1989 three separate funds provided research funding to Monash:
  - *Academic Development Fund (ADF)*: to support new developments which would promote excellence in teaching and research (1989: \$1.1M)
  - *Research Excellence Fund (REF)*: to promote excellence in research, especially through innovative and entrepreneurial developments emphasising the uniqueness of Monash (1989: \$1.0M)
  - *Monash Research Fund (MRF)*: to support promising younger members of academic staff in developing their research activities to a point where they could compete effectively for funds from other grant-awarding bodies (1989: \$1.325M).
- Monash entered into a comprehensive academic exchange agreement with France Telecom University. It allows for exchanges of staff and students and joint development of courses between the Monash Information and



Communications Technology Management Centre and the three constituent colleges of France Telecom University in Brittany, Paris and Evry.

- Work was completed on the Science Park building.
- Refurbishment of teaching areas at Box Hill Hospital was completed.

#### Major works

*Regulation 8(1)(e)(ii)*

*On the Clayton campus of the University* • design development and contract documentation relating to construction of the new Civil Engineering building was commenced • work on stage 1 of the Health and Safety items program including upgrading of fume cupboards, removal of asbestos and fire risk management was completed • the new microcomputing laboratory was commissioned and completed • work associated with installation of new laboratory facilities for computer science was completed.

*Off-campus activities by the University* included progression towards near-completion of work on the new Science and Technology Park.

#### Major research activities

*Regulation 8(1)(e)(iii)*

The Research Committee was established in August 1988 with the following terms of reference:

- to give advice to the Vice-Chancellor on matters of policy relating to the University's research effort;
- to consider matters pertaining to the management, funding, support and promotion of research conducted within the University, or impinging upon the University's capacity to conduct research; and
- to deal with any matters concerning research referred to it by the Vice-Chancellor or the Professorial Board.

**Research management plan** Tertiary institutions were required by the Australian Research Council to submit research management plans which outlined internal research policies and priorities. The Research Committee undertook responsibility for production of the Research Management Plan. Account was taken of policies pertaining to research that were outlined in the Vice-Chancellor's earlier document 'Strategy for the Future' and the committee identified nine basic goals guiding research. It then sought to identify the objectives associated with each goal and proposed specific action plans which would enable these objectives to be achieved within defined time. Implicit in this strategy was the need to recognise and reward research strengths.

The final document recognised matters such as the tradition at Monash to provide a large number of research scholarships and to devolve to faculties much of the financial responsibility for teaching and research. It also highlighted particular advantages enjoyed by Monash such as its proximity to the largest cluster of government and industry research laboratories in Australia. Faculties were invited to identify their own current emerging research strengths and to list areas in which there was significant external collaboration. This information was included in the Research Management Plan.

**Responses to Government reviews** The Research Committee with assistance from the PhD and Research Committee prepared and forwarded on behalf of the University responses to the following:

- NBEET Review of Higher Education Research Policy (Smith Committee)
- NBEET Review of Higher Education Studies (Lee Dow Committee)
- NBEET Review of the Commonwealth Postgraduate Awards Scheme

**Australian Research Council grants** Staff at Monash received 158 awards amounting to \$4.20M for the 1990 round that was announced in October and a further six awards were shared with staff at other institutions. The Monash share of the total of \$65.14M was 6.50% which compares with



5.78% of \$52.4M awarded in the previous round. It is estimated that 18-20% of full-time staff of lecturer and above received awards. A complete analysis of the ARC awards was prepared and given wide circulation.

One innovation was to hold University-wide and faculty information sessions in which the Deputy Vice-Chancellor (Research), members of the Research Committee and the Research Administration Officer encouraged staff to apply for ARC grants and offered advice in preparing applications. Staff were urged to commence preparation of applications for the 1991 round (due by February 1990) before the end of 1989 and spare forms were provided for the purpose. Departmental chairmen and deans were asked to intervene to monitor applications and, where appropriate, to assist staff in preparing these applications.

**ARC small grants** The ARC decided that applications for so-called 'small grants' (\$5 000 to \$25 000 for laboratory departments and \$5 000 to \$15 000 for humanities, social sciences and mathematics) would be assessed internally by the institutions. The funds available were provided in proportion to success for such grants in the previous round and amounted to \$1.164M for Monash University. A total of 124 applications for small grants were received totalling \$1.988M and these included 107 initial applications and seventeen renewals. Faculties were invited to assess and rank applications from their staff members and the Research Committee prepared a University list taking account of faculty success in the previous round (75% weighting) and the number of new applications from each faculty in the present round (25% weighting). This allowed a total of seventy-six awards to be made for 1990.

**National Health and Medical Research Council awards** Monash staff were awarded eighty-eight grants totalling \$4.65M for allocation in 1990. Monash received the third largest total for universities with medical schools but more details are required before a full comparison of performance can be made.

**DITAC generic technologies grants** Staff at Monash are currently involved in ten GIRD grants amounting to \$7 000 887 awarded by the Department of Industry Technology and Commerce, in each of the three generic technology areas — Biotechnology, Information and Communication Technology and New Materials Technology. In this regard, the University has more awards than any other tertiary institution and the scheme offers the opportunity for active collaboration with industry and government research laboratories.

**Victorian Health Promotion Foundation** Since its establishment in mid 1987, the foundation has awarded sixteen grants amounting to \$2.489M to Monash Staff.

**Postgraduate scholarships** The award and administration of postgraduate scholarships is carried out by the PhD and Research Committee. However, the Research Committee was involved in discussions regarding the number of MGS awards and the level of the stipend. The Research Committee was concerned that the number of new postgraduate scholarships (CPRA and MGS) has fallen in recent years from a traditional level of around 130 per annum to ninety-eight in 1988. For 1989 this figure was raised to 118 (sixty-three CPRA and fifty-five MGS) by allocating some of the Monash Research Fund to support an additional ten MGS to add to the forty-five provided from the annual budget.

Following on a governmental enquiry (the Wilson Committee) the ARC increased the number of new CPRA (now APRA) from 740 to 900 per annum and significantly raised the basic stipend from \$10 415 (taxed) to \$12 734 (tax-free). Concern was expressed that because of budgetary constraints, an equivalent increase in the level of MGS stipends would reduce considerably the number of new MGS awards. Finally a compromise was reached whereby the scholarships budget was increased from \$1.495M in 1989 to \$1.7M in



1990 and the stipends were set at \$11 500. This allowed forty-two new MGS awards which, when combined with an allocated seventy-two APRA awards (sixty-three plus nine pool awards), gave a total of 114 new scholarships for 1990.

The ARC introduced a new scheme of Postgraduate/Industry Research Awards (PIRA) to encourage industry involvement with university research. Of sixty such awards, Monash staff were successful in obtaining seven scholarships which was equally the largest number given to any of the tertiary institutions.

**Conference travel grants** The Vice-Chancellor made available \$65 000 for assisting staff to present papers at overseas conferences. Two rounds of applications were invited and a total of 116 grants were made totalling approximately \$68 000. This represents a participation of 11-12% of eligible staff. The maximum level of grant was \$800.

The Research Committee also approved the introduction of a similar scheme for postgraduate students which also included local conferences and \$10 000 was allocated for this purpose. Two rounds were again held and thirty-four awards were given, fifteen for overseas conferences and nineteen for conferences held in Australia.

**Monash research fund** For 1989 this fund amounted to \$1.35M of which \$825 000 was available for competitive grants to staff. This fund was reduced to \$680 000 for 1990 and the Research Committee allocated \$525 000 for these grants.

A total of 277 applications was received totalling \$1.95M. These were first ranked by faculties and the Research Committee then prepared a University list after making allowance for relative success by faculties in the previous round and the number of applications that were received. Grants were kept to a maximum of \$4 000 and 199 awards were made.

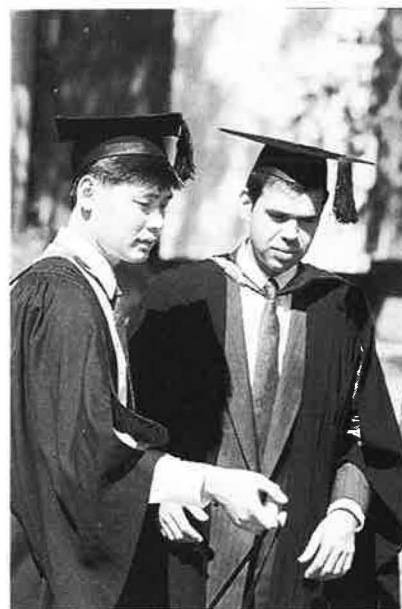
**Research infrastructure funding** The ARC introduced research infrastructure funding as a way of returning some of the 'claw back' funds to tertiary institutions so that they would be directed to areas identified as research priorities. These funds were calculated on the basis of success in attracting support from a listing of Commonwealth Competitive Grants during 1989. The Research Committee was directed by Professorial Board to suggest ways by which these funds would be allocated in 1990.

**Monash University/CSIRO collaborative research awards** These two institutions each provided \$60 000 as part of this continuing scheme. A committee comprising the Deputy Vice-Chancellor (Research), Professor West and two chiefs of CSIRO divisions assessed forty applications and eighteen awards were made.

**Membership of research councils** Professor Poole was asked to join the Humanities and Social Sciences Panel of the ARC • Professor Polmear served on the National Energy Research, Development and Demonstration Council and chaired the Technical Standing Committee: Renewable Energy. He also served on the New Materials Technology Committee which recommends grants under the GIRD scheme and on the Council of the Australian Institute of Nuclear Science and Engineering • Dr Trounson was nominated and subsequently appointed to the Rural Research Council of the Department of Primary Industries and Energy.

**Amalgamations and affiliations** Representatives from the Research Committee visited the Gippsland Institute of Advanced Education to gain an impression of research activities there and to examine areas of possible future collaboration. In addition to projects already initiated in social science and coal research, other suggestions for possible collaboration were industrial relations, Australian studies and environmental science.

The Deputy Vice-Chancellor (Research) also commenced discussions with Chisholm Institute of Technology. The chairman of the PhD and Re-





search Committee met with the Higher Degrees Committee at the Chisholm Institute of Technology. This was followed by a reciprocal visit from representatives from Chisholm who attended a meeting of the PhD and Research Committee.

#### Significant activities and achievements

*Regulation 8(1)(e)(iv)*

A summary of the highlights and major developments during the year is below:

***Merger with Chisholm Institute of Technology*** The merger of Monash University and Chisholm Institute will become effective on 1 July 1990 following the passage of enabling legislation currently before the Victorian Parliament. This will be the culmination of an extensive program of consultation that has involved the academic and general staff and students at both institutions. In the main, the whole venture has been approached in a positive vein and within an atmosphere of good-will. The merger will add some 7 000 additional EFTSU to Monash on campuses at Caulfield and Frankston and see the establishment of new faculties of Business, Computing and Information Technology, and Professional Studies.

***Establishment of Monash University College Gippsland*** The first of July will also see the establishment of Monash University College Gippsland as Gippsland College of Advanced Education becomes part of the greater Monash University, adding a further 3 000 EFTSU to the University's overall student load. The University College, although governed by the Monash Council and subject to the direction of the Monash Vice-Chancellor, will retain some autonomy in its day to day operation and its strong regional orientation.

***Monash University Distance Education Centre*** Monash and Gippsland successfully bid for designation as a Distance Education Centre in 1989. This has enabled a constructive link to be forged between Gippsland's proven record in the delivery of distance education and the academic breadth and rigour that can be provided by a large metropolitan university. Plans are afoot for specialist distance education courses to be offered by the Monash DEC on a national and off-shore basis.

***University of Canberra*** Monash has entered into an agreement to sponsor the Canberra College of Advanced Education in its bid to be up-graded to university status as the University of Canberra. As such, Monash will be represented on the new university's Council, Academic Board, and chair selection committees and be involved in the establishment of postgraduate programs. Apart from certain links that may emerge from this venture for the mutual advantage of both institutions, Monash is undertaking this sponsorship role on a purely altruistic basis.



***Major academic developments*** Monash was successful in attracting funding for two new key centres for teaching and research in 1989, the Centre for Industrial Relations and the Centre of Advanced Materials Technology. In early February of this year, the Governor General, Mr Bill Hayden, launched another key centre, the National Centre for Research and Development in Australian Studies at Monash University. In addition, Monash will play an anchor role in the operation of the National Languages Institute of Australia which was set up in July last year with \$1.1 million funding from the Federal Government. Finally, in what promises to be a most agreeable link, Monash formed a union with Melbourne's Playbox Theatre Company to form the Playbox Theatre Centre for Monash University providing a solid basis for the presentation of innovative Australian Theatre at the new Malthouse Theatre Complex in Melbourne and the Alexander Theatre at Monash.

During the year Monash maintained and extended its traditional role as a forum for educational and cultural activities. The University's Centre for International Students, the Office for External Relations and Alumni Affairs and senior staff participated in a busy and successful year. A significant aspect of development in this area has been the growth in the scope and diversity of initiatives undertaken. In general terms this development can be illustrated by the level of overseas promotion of Monash, the enhanced links between Monash and the business community and the specialised approach to the recruitment of students to Monash.

With regard to the overseas promotion of Monash courses, the activities involving exhibitions and seminars are listed below:

*January/February* 29/1-11/2 Seminar/interview program covering Malaysia, Singapore and Hong Kong — promotion of all courses including 'twinning' arrangements at Sunway College in Malaysia.

*February* 23-26 Austrade Korea exhibition — promotion of all courses.

*February/March* 21/2-4/3 Seminar/interview program covering four cities in Taiwan — promotion of all courses as part of a consortium of Australian tertiary institutions.

*March* 3-6 International education exhibition in Hong Kong — promotion of all courses • 4-10 Visit to the offices of potential agents in Tokyo, Japan for future promotion of courses, particularly intensive English courses • 11-13 International education exhibition in Taiwan — promotion of all courses.

*April* 14-16 Austrade Singapore exhibition — promotion of all courses.

*May* 25-31 Austrade Thailand exhibition covering Bangkok and Chiang-mai — promotion of all courses, particularly postgraduate courses and intensive English courses.

*June* 8-15 Austrade Indonesia exhibition covering Jakarta and Surabaya — promotion of all courses • 17-19 IDP Singapore seminar/interview program — promotion of all courses.

*August* 17-22 Austrade Hong Kong exhibition — promotion of all courses.

*September* 9-23 'Best of Victoria' promotion of all courses in conjunction with three other institutions in Malaysia — Kuala Lumpur, Ipoh, Penang, Sibu, Kuching, Kota Kinabalu.

*October* 25-27 Seminar/interview program in Singapore — Monash only promotion of all courses.

*November* 24-31 Austrade Malaysia exhibition covering Kuala Lumpur, Ipoh and Penang — promotion of all courses.

*December* 1-5 Monash and Taylors College seminar/interview promotion of all courses in Alor Setar and Batu Pahat, Malaysia • 1-5 Monash and Taylors College seminar/interview promotion of all courses in Hong Kong • 7-10 International exhibition, Singapore — promotion of all courses • 13-15 Sunway College, Kuala Lumpur — promotion of 'twinning' arrangement for Bachelor of Economics and combined Bachelor of Economics/Bachelor of Laws courses.

The overseas commitment has been matched at the local level by activities designed to emphasise the esteem and relevance of Monash to potential students, employers, the general public and the business community. This approach reflects an acknowledgement that communication with people whether they be directly or indirectly involved with the University is worthwhile. Visitors to the campus during the year included 29 000 members of the general public on open day; over 500 parents of new students on parent orientation day; thirty-five schools for familiarisation and meeting staff; nineteen on-campus camps for schools; forty students on work experience programs; 105 employers for the purpose of meeting undergraduates and postgraduates; five community groups; thirty VIP visits, including



the Prime Minister of Australia, the Sultan of Jogjakarta and the Minister of Foreign Affairs of the Republic of Indonesia.

Promotional programs also involved Monash staff in visits to other locations. Careers and Appointments arranged 'Monash days' at ten schools and undertook thirteen country visits in Victoria and interstate. Thirty-nine tertiary information sessions were conducted; fifty-five talks were given at schools, parent evenings and careers evenings. Careers and Appointments staff participated in two day-sessions, VTAC briefings for Victorian careers teachers and Year 12 coordinators. Monash staff participated as guest speakers at many community group and professional meetings, as a result of which the Monash University Speakers' Bureau was established in late 1989. A program of courtesy calls and liaison visits was undertaken with numerous industrial and commercial concerns, government and council entities.

The campus has remained a popular venue for the public who attended a variety of functions in the Alexander Theatre, the Robert Blackwood Hall and the University Gallery. Highlights of the year were the concert by the Vienna Boys' Choir, the Chancellor's concert, several prestigious public lectures and a series of nationally acclaimed gallery exhibitions. The campus hosted conferences including the *World Congress on Religion and Peace, Europe Today and 1992* and the *World Alumni Reunion* of Chung Ling School during 1989.

Publicity for these functions and other activities based at Monash was generated through regular advertisements placed in the national and local press. Other University publications in which promotional activities were reported included the *Monash Review* (published bi-monthly), distributed to major target audiences; the *Reporter* (published monthly), distributed internally and externally to friends and supporters of the University; the *Prospectus*, the University's official publication describing courses and degrees available, distributed to schools; *Schools Update*, a quarterly newsletter for students and their advisers; and *Highlights of the Month at Monash*, distributed to public libraries and other outlets.

Collaborative initiatives with business and industry were marked by launches for which publicity and promotion were sought and secured. Examples in 1989 included: the establishment of the Law Foundation; the establishment of the Computations Chair of Management sponsored by Computations Holdings Ltd; the Institute of Pulp and Paper Technology sponsored by the Pulp and Paper Manufacturers Federation of Australia Ltd; the opening of Coselco Mimotopes Pty Ltd premises on the University's Science Park; the Sir John Monash Chair in Power Engineering sponsored by the State Electricity Commission of Victoria; and the opening of the Sir John Monash Business Centre in partnership with the Council of Adult Education.

The major objective, whether the activity was focused on the promotion of courses, alumni groups or a luncheon for community leaders held at the City Centre, was to confirm Monash as a major cultural and educational leader in Australia.



## Legislation

*Regulation 8(1)(g)*

The following legislation was passed by Council between January and December 1989:

**Meeting 1/89 — 20 February** 3.1.1.1 Courses and Degrees (Faculty of Economics and Politics) (Degree of Bachelor of Information Systems) (Amendment No. 2) Regulations; 4.4.1 Statute 6.1.2 — Courses and Degrees (Amendment No. 7) Statute

**Meeting 2/89 — 3 April** 3.1.2.1 Courses and Degrees (Faculty of Engineering) (Degree of Bachelor of Engineering) (Amendment No. 2) Regulations; 3.1.2.2 Courses and Degrees (General) (Amendment No. 5) Regulations; 3.1.2.3 Courses and Degrees (Faculty of Science) (Degree of Master of Psychology) Regulations; 3.1.2.4 Jack and Marie Healy Memorial Fund Regulations

**Meeting 3/89 — 15 May** 3.1.2.1 Courses and Degrees (Faculty of Economics and Politics) (Diploma in Operations Research) (Repeal) Regulations; 3.1.2.2 Courses and Degrees (Faculty of Economics and Politics) (Degree of Master of Economics) (Amendment No. 7) Regulations; 3.1.2.3 Courses and Degrees (Faculty of Economics and Politics) (Degree of Master of Management) (Amendment No. 1) Regulations; 3.1.2.4 Courses and Degrees (Faculty of Law) (Degree of Master of Laws) (Amendment No. 20) Regulations; 3.1.2.5 Phyllis Hillgrove Scholarship Regulations; 4.5.1 Courses and Degrees (Faculty of Education) (Associate Diploma in Teaching English to Speakers of Other Languages) Regulations

**Meeting 4/89 — 26 June** 3.1.2.1 Courses and Degrees (Faculty of Engineering) (Degree of Bachelor of Engineering) (Amendment No. 3) Regulations; 3.1.2.2 Courses and Degrees (Faculty of Engineering) (Degree of Master of Engineering Science) (Amendment No. 3) Regulations; 5.1 Statute 6.1.2 — Courses and Degrees (Amendment No. 7) Statute

**Meeting 5/89 — 7 August** 3.1.2.1 Courses and Degrees (Diplomas in the Faculty of Arts) (Amendment No. 11) Regulations; 3.1.2.2 Courses and Degrees (Faculty of Arts) (Degree of Bachelor of Arts) Regulations; 3.1.2.3 Courses and Degrees (Faculty of Economics and Politics) (Graduate Diploma in Business Administration [External]) Regulations; 3.1.2.4 Courses and Degrees (Faculty of Economics and Politics) (Degree of Bachelor of Information Systems) (Amendment No. 3) Regulations; 3.1.2.5 Faculties (Amendment No. 97) Regulations; 3.1.2.6 Courses and Degrees (Faculty of Education) (Associate Diploma in Teaching English to Speakers of Other Languages) Regulations; 3.1.2.7 Courses and Degrees (Faculty of Engineering) (Degree of Bachelor of Engineering) (Amendment No. 4) Regulations; 3.1.2.8 Courses and Degrees (Faculty of Science) (Degree of Bachelor of Science) Regulations; 3.1.2.9 The Ernest Fields Scholarship Regulations; 4.6.1 Statute 3.7 — The Disability Pensions Fund (Amendment No. 1) Statute

**Meeting 6/89 — 18 September** 3.1.2.1 Courses and Degrees (General) (Amendment No. 6) Regulations; 3.1.2.2 Courses and Degrees (Faculty of Economics and Politics) (Degree of Bachelor of Economics) Regulations; 3.1.2.3 Courses and Degrees (Faculty of Economics and Politics) (Degree of Bachelor of Information Systems) (Amendment No. 4) Regulations; 3.1.2.4 Courses and Degrees (Faculty of Economics and Politics) (Graduate Diploma in Business Systems) (Amendment No. 1) Regulations; 3.1.2.5 Courses and Degrees (Faculty of Economics and Politics) (Degree of Master of Management) (Amendment No. 2) Regulations; 3.1.2.6 Courses and Degrees (Faculty of Economics and Politics) (Master of Business Administration (Mt Eliza)) Regulations; 3.1.2.7 Courses and Degrees (Faculty of Law) (Degree of Master of Laws) (Amendment No. 21) Regulations; 3.1.2.8 Courses and Degrees (Faculty of Law) (Degree of Bachelor of Law) (Amendment No. 32) Regulations; 3.1.2.9 Courses and Degrees (Faculty of Medicine) (Degree of Master of Public Health) (Amendment No. 3) Regulations; 3.1.2.10 Courses and Degrees (Faculty of Medicine) (Degree of Doctor of Medicine) (Amendment No. 5) Regulations; 3.1.2.11 Courses and Degrees (Faculty of Science) (Degree of Master of Science) (Amendment No. 14) Regulations

**Meeting 7/89 — 30 October** 3.1.2.1 Courses and Degrees (Faculty of Arts) (Degree of Bachelor of Social Work) (Amendment No. 9) Regulations; 3.1.2.2 Courses and Degrees (Faculty of Arts) (Degree of Bachelor of Arts) (Amendment No. 1) Regulations; 3.1.2.3 Faculties (Amendment No. 98) Regulations; 3.1.2.4 Courses and Degrees (Faculty of Education) (Diploma in Teaching English to Speakers of Other Languages) (Amendment No. 1) Regulations; 3.1.2.5 Courses and Degrees (Faculty of Education) (Degree of Bachelor of Educational Studies) (Amendment No. 24) Regulations; 3.1.2.6 Courses and Degrees (Faculty of Science) (Degree of Bachelor of Science) (Amendment No. 1) Regulations; 3.1.2.7 Courses and Degrees (Faculty of Science) (Degree of Master of Biotechnology) (Amendment No.





2) Regulations; 3.1.2.8 Monash University Law School Foundation Regulations; 3.1.2.9 Courses and Degrees (Faculty of Economics and Politics) (Degree of Bachelor of Economics) Regulations; 4.3.1 Admission to Courses (Amendment No. 45) Regulations; 4.3.2 Academic Dress (Amendment No. 5) Regulations

**Meeting 8/89 — 11 December** 3.1.2.1 Courses and Degrees (Diplomas in the Faculty of Arts) (Amendment No. 12) Regulations; 3.1.2.2 Faculties (Amendment No. 99) Regulations; 3.1.2.3 Courses and Degrees (Faculty of Economics and Politics) (Degree of Master of Business Administration) (Amendment No. 11) Regulations; 3.1.2.4 Courses and Degrees (Faculty of Engineering) (Degree of Bachelor of Engineering) (Amendment No. 5) Regulations; 3.1.2.5 Courses and Degrees (Faculty of Science) (Degree of Bachelor of Science) (Amendment No. 2) Regulations; 3.1.2.6 Courses and Degrees (Faculty of Engineering) (Degree of Bachelor of Computer Science and Engineering) Regulations; 3.1.2.7 Statute 5.2 — The University Library (Amendment No. 1) Statute; 3.1.2.8 The University Library (Amendment No. 3) Regulations; 3.1.2.9 Statute 6.1.2 — Courses and Degrees (Amendment No. 8) Statute; 3.1.2.10 Monash University Law School Foundation Regulations; 3.1.2.11 Examinations (Amendment No. 2) Regulations; 3.1.2.12 Faculties (Amendment No. 100) Regulations; 4.5.1 Statute 2.12 — Monash Association of Graduate Students (Amendment No. 2) Statute; 4.5.2 The Constitution of the Monash Association of Graduate Students (Amendment No. 2) Regulations.

#### Regulations

*Regulation 8(1)(h)*

The current regulations and statutes of the University are printed in the Monash University Calendar, volume two, 1989. Volume one 1989 contains degree regulations pertaining to the diploma, degree and higher degree programs offered at Monash.

#### Persons employed

*Regulation 8(1)(i)*

A table detailing the numbers of staff at 30 March 1989 is attached as Appendix 1.

The University has a Staff Committee, the terms of reference of which are 'to determine policy only on matters relating to conditions for staff appointments and work which are not contained in those awards of Victorian conciliation and arbitration boards or of the Australian Conciliation and Arbitration Commission which cover University staff'.

During 1989 the following significant changes to staffing policy evolved:

- maternity leave eligibility was broadened to allow all part-time employees satisfying the established criteria access to paid maternity leave;
- in accordance with the academic staff second tier agreement: staff mobility was facilitated by providing for promotion of fixed-term lecturers to senior lectureship; long service leave entitlement was better regulated through improved recording means; action was taken to have staff take excessive leave entitlements in order to reduce liabilities; redundancy provisions came into force; and a local agreement for academic staff assessment was concluded and training commenced.
- in accordance with the general staff second tier agreement, successful negotiations were made concerning redundancy provisions, disciplinary procedures, grievance procedures, dispute settling processes, and a program to identify staff members holding excessive annual leave credits was commenced and action undertaken to reduce these.

The University also has an Equal Opportunity Advisory Committee, 'to recommend equal opportunity policies and objectives, to monitor the effectiveness of the programs and to report regularly to Council on progress in meeting program objectives and legislative requirements'.

The University reports annually to the Affirmative Action Agency on the Affirmative Action Program required under the *Commonwealth Affirm-*



*ative Action (Equal Employment Opportunity for Women) Act.* The program for 1989 focused on the development and implementation of objectives, as other steps in the program, such as appointment of staff and issue of a policy statement, had been implemented in earlier years. The chief objective, as approved by Council reads: 'Monash University accepts that the objective of the Affirmative Action Program, undertaken in accordance with the *Commonwealth Affirmative Action (Equal Employment Opportunity for Women) Act 1986*, is a balanced representation of women and men on equitable terms in all courses, both undergraduate and postgraduate; in all occupational groupings and classifications; and in all decision-making bodies.'

Specific objectives included reviews of maternity leave, transfer for general staff and sexual harassment grievance procedures. Objectives in the area of childcare included the extension of the school holiday programs to public holidays as well as school vacations and improvements to the subsidies to students for childcare fees. Also in the program for 1989 were staff development initiatives such as career planning courses for secretarial and administrative staff and training in selection and recruitment.

The objectives were established by the Equal Opportunity Advisory Committee on the basis of consultation with representatives of staff and students and their recognised associations.

#### **Pecuniary interests**

*Regulation 8(1)(j)*

The *Monash University Act 1958* states that any member of the Council or of any committee appointed by the Council shall be disqualified from voting on subject matter in which the member has a direct pecuniary interest.

#### **Overseas visits**

*Regulation 8(1)(k)*

Officers of the University, in their respective roles, undertook various overseas trips during the year. All of these trips were related to the technical or procedural aspects of their employment or terms of appointment.

#### **Occupational health and safety**

*Regulation 8(1)(l)*

The University issued four Occupational Health and Safety (OHS) policies during 1989, namely: *General OHS policy statement* — detailing responsibilities of various line management levels and procedures to be used in resolving OHS issues; *The use of human body fluids in teaching and research* — detailing procedures for preventing staff and students acquiring infectious diseases; *Hepatitis B immunisation*; *First aid* — detailing procedures for ensuring University compliance with the Code of Practice on First Aid.

These policies were developed via extensive consultation with employees and their organisations.

A works program to upgrade the University's 380 laboratory fume cupboards continued with an expenditure of \$800 000 — the largest yearly expenditure to date.

A major works program to upgrade fire safety in University buildings (numbering about sixty) was initiated. Expenditure over the two-year 1989-90 period will be of the order of \$1.7 million.

A range of training courses was offered to staff, most of these for the first time in 1989. These courses included basic fire safety, use of emergency breathing apparatus, first aid, levels 1 and 2 and zone OHS committee training.

#### **Industrial relations**

*Regulation 8(1)(m)*

Industrial relations remained, in broad terms, harmonious throughout the year. Despite some industrial action by general staff early in the financial year, there was no consequential quantifiable lost time. Members of one trade union imposed limitations on work performance for some weeks in an attempt to bypass the wage fixing guidelines. This too had no real effect on work time.



### Freedom of information

*Regulation 8(1)(n)*

The University received fifty-six separate requests under the *Freedom of Information Act* for 1989 of which forty-one related to access to examination results/script books and the remainder were distributed between academic, personal and administrative records. All access was granted to documentation in all cases with the exception of three whereupon partial access was granted.

### Major committees (external)

*Regulation 8(1)(o)*

There are no major committees established by Monash but external to the University, which deal with public policy matters.

### Prices, rates and levies

*Regulation 8(1)(p) & (q)*

Overseas students who successfully sought admission into courses were enrolled on a full fee paying basis. Certain graduate and higher degree courses were available for enrolment on a fee paying basis. The student amenities fee in 1989 was \$282 for full-time and \$123 or \$177 part-time depending on the fractional enrolment. The University Union catering areas provide food and beverages to students and the public at prices marginally lower than market prices. The University charges rentals on properties let at market prices.

### Major performance statistics

*Regulation 8(1)(r)*

Attached as appendix 2 are the following summary tables:

- Appendix 2.1 1989 planning targets — student load
- Appendix 2.2 1989 enrolments by degree and faculty
- Appendix 2.3 1989 actual student load (EFTSU) by course
- Appendix 2.4 1988 past course completions



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#### Statement by Principal Accounting Officer

In my opinion: (a) the financial statements of Monash University present fairly the financial transactions of the University during the financial year ended 31 December 1989 and the financial position of its operations for the year ended on that date; and (b) the financial statements of the body have been prepared in accordance with section 11 of the *Annual Reporting Act 1983* and the Annual Reporting (Contributed Income Sector) Regulations 1988.

In addition, I am 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.

R J Cochrane  
Principal Accounting Officer  
11 April 1991

#### Statement by Vice-Chancellor and Comptroller

In our opinion: (a) the financial statements of Monash University present fairly the financial transactions of the University during the financial year ended 31 December 1989 and the financial position of its operations for the year ended on that date; and (b) the financial statements of the body have been prepared in accordance with section 11 of the *Annual Reporting Act 1983* and the Annual Reporting (Contributed Income Sector) Regulations 1988.

In addition, 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.

M I Logan  
Vice-Chancellor  
11 April 1991

P B Wade  
Comptroller  
11 April 1991

*Monash University —  
accounts for  
the year 1989*

Statement of balances as at 31 December 1989

	Notes	Consolidated \$000	Monash University \$000
<b>Equity</b>			
Reserves	1(c)	36 315	19 555
Retained surplus		<u>11 843</u>	<u>3 568</u>
Total equity		<u>48 158</u>	<u>23 123</u>
<b>Current liabilities</b>			
Bank overdraft		2 970	2 955
Accounts payable and accrued expenses	7	11 807	12 068
Student fees received in advance		4 053	4 053
Government grants received in advance		18 868	18 868
Loans	8(a)	2 197	2 197
Provision for long service and accumulated recreation leave	1(b)	<u>24 615</u>	<u>24 548</u>
Total current liabilities		<u>64 510</u>	<u>64 689</u>
<b>Non-current liabilities</b>			
Loans	8(b)	<u>4 833</u>	<u>4 833</u>
Total equity and liabilities		<u>117 501</u>	<u>92 645</u>
<b>Current assets</b>			
Cash at bank and on hand		1 142	1 084
Accounts receivable	5	4 642	4 711
Inventories	4	1 662	1 662
Short-term investments	6(a)	64 203	63 741
Payments in advance		1 847	1 845
Amounts receivable from associated entities		<u>263</u>	<u>—</u>
Total current assets		<u>73 759</u>	<u>73 043</u>
<b>Non-current assets</b>			
Equipment	1(a)(iv)	17 322	16 999
Investments	6(b)	<u>26 420</u>	<u>2 603</u>
Total non-current assets		<u>43 742</u>	<u>19 602</u>
Total assets		<u>117 501</u>	<u>92 645</u>

The accompanying notes form part of these financial statements.

Consolidated statement of changes in equity for the year ended 31 December 1989

	Notes	Contributed capital \$000	Funds held for restricted purposes \$000	Funds held in perpetuity \$000	Asset revaluation reserve \$000	Retained surplus \$000	1989 Total \$000
Balance at 1 January 1989						46 974	46 974
Surplus for the year						8 609	8 609
Capital receipts		586					586
Retroactive adjustment for							
Provision for long service leave						(16 000)	(16 000)
Provision for recreation leave						( 6 000)	( 6 000)
Transfer from retained surplus to							
Funds held for restricted purposes			4 146			( 4 146)	—
Funds held in perpetuity				17 594		(17 594)	—
Asset revaluation reserve							
Non-current asset,							
Equipment capitalised at cost							
less Accumulated depreciation					13 989		13 989
Balance at 31 December 1989	1(c)	586	4 146	17 594	13 989	11 843	48 158

The accompanying notes form part of these financial statements.

Revenue and expense statement for the year ended 31 December 1989

	Notes	Consolidated \$000	Monash University \$000
<b>Revenue</b>			
Commonwealth Government grants	9	137 055	137 055
State Government grants		1 889	1 889
Higher Education Contribution Scheme		1 756	1 756
Student fees		5 148	5 148
Grant from Monash University Foundation		—	3 842
Private and indirect Government research grants		13 116	13 116
General donations		3 318	3 318
Investment income		11 859	9 490
Other revenue	10	28 259	25 638
<b>Total revenue</b>		<u>202 400</u>	<u>201 252</u>
<i>Less</i>			
<b>Expense</b>			
Operating expense		44 623	46 918
Salaries and related items		127 387	126 354
Scholarships		3 438	3 430
Audit fees		42	20
Depreciation		7 030	6 933
Interest on loans	8(c)	805	805
Bad debts expense		54	39
Lease expense		367	285
Directors emoluments		41	—
Provision for long service leave	1(b)	2 228	2 191
Provision for recreation leave	1(b)	387	357
<b>Total expense</b>		<u>186 402</u>	<u>187 332</u>
Operating surplus before abnormal items		15 998	13 920
<i>Less</i>			
Abnormal item			
Expenditure on building construction and site works		7 389	7 389
Surplus for the year ended 31 December 1989		8 609	6 531
Retained surplus at 1 January 1989		46 974	24 017
Funds available for appropriation		55 583	30 548
<i>Less</i>			
Retroactive adjustments for			
Provision for long service leave	1(b)	16 000	16 000
Provision for recreation leave	1(b)	6 000	6 000
Transfers to reserves			
Transfer to funds held for restricted purposes	1(c)(i)	4 146	4 146
Transfer to funds held in perpetuity	1(c)(ii)	17 594	834
<b>Retained surplus at 31 December 1989</b>		<u>11 843</u>	<u>3 568</u>

The accompanying notes form part of these financial statements.

## 1 Statement of accounting policies

Notes to and forming  
part of the  
accounts — 1989

The accounts have been prepared using a modified accrual basis of accounting and, except for the recording of non-current assets other than equipment, are in accordance with the accounting standards issued by the Australian accounting bodies except where stated otherwise, and with the disclosure requirements of the *Annual Reporting Act 1983*. The accounts have been prepared on the basis of historical costs and do not take into account changing money values or current valuations of non-current assets.

There has been a change in accounting policy materially affecting the accounts as a result of the University being deemed to be subject to the provisions of the *Annual Reporting Act 1983* and the Annual Reporting (Contributed Income Sector) Regulations 1988 as amended.

(a) **Non-current assets** The *Annual Reporting Act 1983* provides for special treatment of non-current assets in the 1989 and 1990 accounts.

For the years up to and including 1988 the distinction between capital and recurrent expenditure was not maintained in the Monash University accounting system. The purchases of equipment and the construction of buildings during each accounting period were recorded as recurrent expenditure in that year's accounts.

In accordance with the statutory rules 1988, which refer to the *Annual Reporting Act 1983* —

(i) Purchases of equipment made during 1989 have been recorded at cost in the 1989 annual accounts as non-current assets.

(ii) Items of equipment acquired prior to 1989 have been recorded at Directors' valuation in the 1989 accounts under the heading 'Non-current Assets'. The credit side of the entry has been recorded in the Asset Revaluation Reserve. The Directors' valuation was based on cost less depreciation accumulated to the date of valuation.

(iii) Depreciation on equipment for 1989 has been recorded as an expense item in the 1989 Revenue and Expense Statement. Depreciation is computed on the straight-line method over the estimated useful life of the assets.

(iv) The non-current item 'Equipment', shown in the Statement of Balances, consists of the following:

	Consolidated \$000	Monash University \$000
Equipment at cost	24 352	23 932
Less		
Provision for depreciation	7 030	6 933
Net value at 31 December 1989	17 322	16 999

(b) **Provision for long service leave and recreation leave** The *Annual Reporting Act 1983* requires that, where a body has not provided for employee entitlements in previous financial years, provision must be made in the 1989 financial statements. For the years up to and including 1988 the University's liability in respect of employee entitlements to long service leave and recreation leave was not recorded in the accounts because the expenditure was charged in the accounts in the year in which the leave was taken or the staff member retired or resigned.

For the year ended 31 December 1989 long service leave and annual leave employee entitlements have been calculated on an actual individual liability basis. This liability is calculated as follows:

(i) *Long service leave* On the basis of period of service, if service as at 31 December 1989 was four years or more, less leave taken.

(ii) *Recreation leave* On the basis of accrued entitlement less leave taken.



Provision for accumulated long service leave and accumulated recreation leave has been recorded in the Revenue and Expense Statement for 1989 as follows:

	Consolidated \$000	Monash University \$000
Expense		
Provision for long service leave	2 228	2 191
Provision for recreation leave	387	357
	<u>2 615</u>	<u>2 548</u>
Retroactive adjustment in respect of estimated liability at 1 January 1989		
Provision for long service leave	16 000	16 000
Provision for recreation leave	6 000	6 000
	<u>22 000</u>	<u>22 000</u>

The total provision shown in the Statement of Balances is made up as follows:

Provision for long service leave	18 228	18 191
Provision for recreation leave	6 387	6 357
	<u>24 615</u>	<u>24 548</u>

(c) **Transfers to reserves** The following transfers to reserves are recorded in the 1989 accounts:

	Consolidated \$000	Monash University \$000
<i>(i) Funds held for restricted purposes</i>		
Unexpended private and indirect Government research grants restricted to expenditure on research only	4 146	4 146
<i>(ii) Funds held in perpetuity</i>		
Specified bequests and donations Monash University Foundation original capital, augmented for inflation as an income-producing capital base as follows	977	834
Original capital	10 267	—
Amount transferred from surplus to offset the effects of inflation		
In 1983-1988	5 150	—
In 1989	1 200	—
	<u>17 594</u>	<u>834</u>
Total transferred from retained surplus	<u>21 740</u>	<u>4 980</u>
<i>(iii) Fixed asset revaluation reserve</i>		
Creation of reserve on recording in the 1989 accounts the value of equipment (at cost, less provision for depreciation)	13 989	13 989
<i>(iv) Contributed capital</i>		
Commonwealth Government and State grant contributions to capital works received in 1989	586	586
Total reserves	<u>36 315</u>	<u>19 555</u>

Regulation 23(1) of the Annual Reporting (Contributed Income Sector) Regulations 1988 states that Crown payments to a Public Body, which represent capital payments are to be reported as 'Contributed Capital'.

(d) **Comparative figures** Comparative figures (1988) to the 1989 figures are not presented with this report, because of the unavailability of audited accounts in the same format in 1988.

## 2 Principles of consolidation

The accounts of the University have been consolidated on the basis of the University's controlling and beneficial interest in the following associated entities: Montech Pty Ltd; Infertility Medical Centre Pty Ltd; Monash University Foundation.

Further details —

(a) **Montech Pty Ltd** The principal activities of the company were the marketing and promotion of commercially viable projects predominantly developed at Monash University.

At 31 December 1989, the University owned all the shares in Montech Pty Ltd.

The operating loss of the company for the financial year was \$29 649.

The total assets of the company at 31 December 1989 amounted to \$604 622.

The total liabilities of the company at 31 December 1989 amounted to \$505 400.

(b) **Infertility Medical Centre Pty Ltd** The principal activities of the company during the year were the provision of medical services particularly in the area of infertility.

At 31 December 1989 the University owned 60 per cent of the shares in Infertility Medical Centre Pty Ltd.

The operating profit of the company for the year after charging income tax expense and including extraordinary items was \$Nil.

The total assets of the company at 31 December 1989 amounted to \$535 272.

The total liabilities of the company at 31 December 1989 amounted to \$535 172.

(c) **Monash University Foundation** Monash University Foundation is a trust created by the University in 1983. The University is the sole beneficiary of the trust and received contributions from the foundation in 1989 totalling \$3 842 000.

## 3 Other associated entities

At 31 December 1989 Monash University was the sole beneficiary and unit holder of two trusts which were created on 16 June 1988: Infertility Medical Centre Pathology Services Trust, which carries out pathology tests in public practice; and Obstetrics and Diagnostic Ultrasound Services Trust, which carries out ultrasound tests in public practice.

The University does not have a controlling interest in the income-producing assets of the trusts, and accordingly the trusts have not been consolidated into the University accounts.

The University has taken in the distributions by the trusts as income in 1989 as follows:

Infertility Medical Centre Pathology Services Trust	<u>\$500 000</u>
---	------------------

#### 4 Inventories

Only materials which are purchased and controlled centrally have been reported within the Statement of Balances. Materials purchased by the University for departmental use and held under the control of individual departments have been expended at the time of purchase.

Perpetual stock records were maintained for centrally controlled stock.

Stock-takes of centrally controlled stock were completed at 31 December 1989 and valuations at cost were as follows:

	Consolidated \$000	Monash University \$000
Trading bookshop	1 076	1 076
Union and sports and recreation	294	294
Central building maintenance store	73	73
Halls of residence	29	29
Central stationery store	178	178
Other academic services	12	12
	<u>1 662</u>	<u>1 662</u>

#### 5 Accounts receivable

	Consolidated \$000	Monash University \$000
Accrued Government grants	132	132
Trade debtors	1 922	1 897
Student loan debtors	537	537
Infertility Medical Centre Pty Ltd	—	114
Other income receivable	2 031	2 031
Loan account — unsecured	20	—
	<u>4 642</u>	<u>4 711</u>

#### 6 Investments

Short-term investments, common fund investments and foundation investments are managed by fund managers and are included in the accounts on the basis of statements from the fund managers.

	Consolidated \$000	Monash University \$000
(a) Current		
Short-term investments managed by Westpac, at cost	<u>64 203</u>	<u>63 741</u>
(b) Non-current		
Investments in managed funds		
Monash University Foundation		
J P Morgan Investment Management		
Australia Limited, at cost	23 844	
(market value: 31 December 1989 \$27 207 105)		
Common fund		
Westpac Investment Management		
Pty Ltd, at cost	2 440	2 440
(market value: 31 December 1989 \$2 882 432)		
135 000 ordinary shares in Montech Pty Ltd	—	135
Semi-government securities, at cost	101	—
Fixed-interest securities, at cost	5	—
Other securities, at cost	30	28
	<u>26 420</u>	<u>2 603</u>

## 7 Accounts payable and accrued expenses

	Consolidated \$000	Monash University \$000
Trade creditors	6 212	5 705
Accrued charges	1 813	1 447
Group tax	2 779	2 779
Fringe benefits tax	519	519
Monash University Foundation	—	1 116
Montech Pty Ltd	—	18
Other	484	484
	<u>11 807</u>	<u>12 068</u>

## 8 Loans

	Consolidated \$000	Monash University \$000
<b>(a) Current</b>		
Loans from Victorian Public Authorities Finance Agency (VicFin) secured by guarantee repayable 6 March 1990	2 000	2 000
Loans from banks secured by mortgage against the revenues of the University repayable 0-1 year	185	185
Other loans, unsecured repayable 0-1 year	<u>12</u>	<u>12</u>
<i>Total current loans</i>	<u>2 197</u>	<u>2 197</u>
<b>(b) Non-current</b>		
Loans from Victorian Public Authorities Finance Agency (VicFin) secured by guarantee repayable 15 June 1996	2 000	2 000
repayable 15 September 1997	2 007	2 007
Loans from banks secured by mortgage against the revenues of the University		
repayable 1-2 years	206	206
repayable 2-5 years	164	164
repayable over 5 years	414	414
Other loans, unsecured		
repayable 1-2 years	24	24
repayable 2-5 years	<u>18</u>	<u>18</u>
<i>Total non-current loans</i>	<u>4 833</u>	<u>4 833</u>
<b>(c) Interest expense</b>		
In 1989 on VicFin loans	689	689
In 1989 on loans from banks and other loans	<u>116</u>	<u>116</u>
<i>Total interest expense on loans</i>	<u>805</u>	<u>805</u>

## 9 Revenue — Commonwealth Government grants

	Consolidated \$000	Monash University \$000
Operating grant	123 887	123 887
Teaching hospitals grant	461	461
Australian Research Council grant	3 053	3 053
Other Commonwealth Government grants	<u>9 654</u>	<u>9 654</u>
	<u>137 055</u>	<u>137 055</u>

## 10 Other revenue

	<i>Consolidated</i> \$000	<i>Monash</i> <i>University</i> \$000
Outside earnings including income from photocopying, vending machines, special activities, parking etc.		
From auxiliary business type activities	5 807	5 807
From academic activities	8 104	8 104
Student amenities fee	4 408	4 408
Student resident fees — Halls of residence	3 026	3 026
Rentals and hirings	1 931	1 931
Fees for short courses	1 006	1 006
Other income	3 977	1 356
	<u>28 259</u>	<u>25 638</u>

## 11 Expenditure commitments

	<i>Consolidated</i> \$000	<i>Monash</i> <i>University</i> \$000
Capital — equipment grant purchases	1 257	1 257
Building expenditure	1 267	1 267
	<u>2 524</u>	<u>2 524</u>

## 12 Lease commitments

	<i>Consolidated</i> \$000	<i>Monash</i> <i>University</i> \$000
Lease of the premises situated at 41-43 Exhibition Street Melbourne lease expires 15 January 1994		
rental commitment at 31 December 1989		
Not later than 1 year	280	280
Later than 1 year and not later than 2 years	280	280
Later than 2 years and not later than 5 years	512	512
	<u>1 072</u>	<u>1 072</u>

## 13 Building construction and site works

Expenditure on building construction and site works during 1989 has been recorded in the Revenue and Expense Statement for 1989 as Extraordinary Items of expenditure. During 1990 the Valuer-General will provide a valuation figure for land and buildings which will be recorded in the 1990 accounts as non-current assets.

## 14 Superannuation funds

The University contributes to the following superannuation funds on behalf of employees.

**(a) Superannuation Scheme for Australian Universities** This scheme is a defined benefit scheme and the University makes contributions at the rate of 14 per cent of gross salary.

Employees contribute at the rate of 7 per cent of gross salary.

The last actuarial review of the scheme was in December 1988 and indicated the fund was in a strong financial position. Total contributions by the University for the year ended 31 December 1989 were \$9 937 753.

**(b) 'M' Superannuation Scheme** This scheme is a defined benefit scheme and the University makes contributions at the rate of 12.6 per cent of gross salary.

Employees contribute at the rate of 6.3 per cent of gross salary.

The last actuarial review of the scheme was in December 1987, and indicated the fund was in a strong financial position. Total contributions by the University for the year ended 31 December 1989 were \$96 631.

**(c) Staff Superannuation Scheme ('A' Scheme)** This scheme was introduced under Statute 3.6 of the Monash University Act and is an endowment assurance benefit scheme. The University makes contributions at the rate of 10 per cent of gross salary.

Employees contribute at the rate of 5 per cent of gross salary.

Total contributions by the University for the year ended 31 December 1989 were \$76 329.

**(d) Monash University (Non-Academic) Superannuation Scheme** This scheme is an endowment assurance benefit scheme and the University makes contributions at the rate of 5 per cent of gross salary.

Employees contribute at the rate of 5 per cent of gross salary.

Total contributions by the University for the year ended 31 December 1989 were \$3 687.

**(e) Tertiary Education Superannuation Scheme** This scheme is a cash accumulation productivity scheme and the University makes contributions at the rate of 3 per cent of gross salary. Employees have no requirement to contribute.

Total contributions by the University for the year ended 31 December 1989 were \$2 934 318.

## 15 Merger

The University has entered into an agreement with Gippsland Institute of Advanced Education and Chisholm Institute of Technology for a merger. At the date of preparation of the accounts the University is not aware of any net liability that will arise from the merger.

**Auditor-General's report**

The accompanying financial statements comprising statement of income and expenditure, balance sheet and notes to the financial statements of the Monash University Foundation, have been audited as required by the *Monash University Act 1958* and in accordance with Australian Auditing Standards.

(i) The investments of the foundation, which totalled \$23.8 million at 31 December 1989, are held in the name of a fund manager. These investments and the related income of \$2.2 million are included in the financial statements on the basis of statements furnished by the fund manager. As audit was unable to independently verify the investments and the related income, I am not in a position, and do not, express an opinion on these items.

(ii) The financial statements do not include a statement of sources and applications of funds, which is a departure from Australian Accounting Standard AAS12, *Statement of Sources and Applications of Funds*. In my opinion, the financial statements of the foundation should include a statement of sources and applications of funds, to assist users by disclosure of fund flows and in the understanding of changes in its financial position.

In my opinion, subject to the effect on the financial statements of the matters referred to above, the financial statements present fairly the state of the affairs of the Monash University Foundation as at 31 December 1989 and the results of its operations for the year ended on that date in accordance with Australian Accounting Standards.

C A Baragwanath  
Auditor-General  
24 April 1991

**Monash University Foundation — Statement of income and expenditure for the year ended 31 December 1989**

1988 \$		1989 \$
	<b>Income</b>	
2 083 594	Income from investments	2 230 908
<u>2 083 594</u>	Total income	<u>2 230 908</u>
	<i>Less</i>	
	<b>Expenditure</b>	
90 204	Investment adviser's fee	105 794
37	Bank charges	46
<u>1 050</u>	Audit fee	<u>1 500</u>
<u>91 291</u>	Total expenditure	<u>107 340</u>
1 992 303	Surplus for the year	2 123 568
	<i>Add</i>	
<u>2 865 735</u>	Surplus at 1 January 1989	<u>1 903 038</u>
4 858 038		4 026 606
	<i>Less</i>	
950 000	Allocation to capital funds to preserve capital	1 200 000
	Distribution to Monash University	
505 000	From surplus for the year	592 000
<u>1 500 000</u>	From accumulated surplus	<u>1 625 000</u>
		<u>2 217 000</u>
<u>1 903 038</u>	Surplus at 31 December 1989	<u>609 606</u>

**Monash University Foundation — balance sheet at 31 December 1989**

1988 \$		1989 \$
	<b>Accumulated funds</b>	
	Capital funds	
18 925 700	Balance at 1 January 1989	20 924 700
	<i>Add</i>	
950 000	Allocation from accumulated surplus to preserve capital	1 200 000
<u>2 549 000</u>	Contribution from Monash University	<u>3 823 000</u>
22 424 700		25 947 700
	<i>Less</i>	
<u>1 500 000</u>	Distribution to Monash University from capital	<u>1 625 000</u>
20 924 700		24 322 700
<u>1 903 038</u>	Accumulated surplus	
<u>22 827 738</u>	Balance at 31 December 1989	<u>609 606</u>
		<u>24 932 306</u>
	<i>Represented by</i>	
	<b>Investments</b>	
22 331 903	Investment portfolio — JP Morgan Investment Management Australia Limited (Market value: 31 December 1989 — \$27 207 105; 31 December 1988 — \$23 997 247)	<u>23 843 585</u>
	<b>Current assets</b>	
33	Cash at bank	487
<u>521 000</u>	Debtor — Monash University	<u>1 116 000</u>
<u>521 033</u>		<u>1 116 487</u>
22 852 936	Total assets	24 960 072
	<i>Less</i>	
	<b>Current liabilities</b>	
<u>25 198</u>	Accrued charges	<u>27 766</u>
<u>22 827 738</u>	Total net assets	<u>24 932 306</u>



- 1 During 1983, Monash University Council approved the establishment of the Monash University Foundation. The trust deed for the foundation, dated 28 July 1983, was sealed by the University and the trustees for the foundation.
- 2 The trustees appointed JP Morgan Investment Management Australia Limited as investment adviser of the investment portfolio of the foundation and investments are included in the accounts on the basis of statements from JP Morgan Investment Management Australia Limited.
- 3 The accounts are maintained on an accrual and historical cost basis.

## Annual report of directors

*Montech Pty Ltd —  
accounts for the  
year 1989*

Your directors submit herewith the audited accounts of the company for the year ended 31 December 1989.

**Directors** The directors of the company in office at the date of this report are: M I Logan (Chairman), P R W Hudson (Managing Director), B W Holloway, J E Kolm, P B Wade, N B Callinan, R D Brown (appointed 17/4/89) and J A Hancock (resigned 22/3/89).

**Principal activities** The principal activities of the company were those of the marketing and promotion of commercially viable projects predominantly developed at Monash University.

**Trading results** The operating loss of the company for the financial year was \$29 649.

**Dividends** The directors do not recommend and have not provided for the payment of a final dividend out of the profits of the year ended 31 December 1989.

**Contracts with directors** Since the end of the previous financial year, no director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the accounts or the fixed salary of a full-time employee of the company) by reason of a contract made by the company or a related corporation with any director or with a firm of which a director is a member or with a company in which a director has a substantial financial interest.

Dated at Melbourne the 6th day of March, 1990. In accordance with a resolution of the Board.

M Logan  
*Director*

P Hudson  
*Director*

## Statement by directors

In accordance with a resolution of the directors of the company, we state that:

1 In the opinion of the directors: (a) the profit and loss account is drawn up so as to give a true and fair view of the loss of the company for the financial year; (b) the balance sheet is drawn up so as to give a true and fair view of the state of affairs of the company as at the end of the financial year; (c) at the date of this statement, there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due; and

2 The accounts of the company have been made out in accordance with applicable approved accounting standards and Australian Accounting Standards.

On behalf of the Board.

M Logan  
*Director*  
6 March 1990

P Hudson  
*Director*  
6 March 1990

## Auditors' report

We have audited the accompanying accounts of Montech Pty Ltd in accordance with Australian Auditing Standards.

In our opinion the accounts of the company are properly drawn up in accordance with the provisions of the Companies (Victoria) Code, applicable approved accounting standards and Australian Accounting Standards, and so as to give a true and fair view of: (i) the state of affairs of the company as at 31 December 1989 and of the results of the company for the year ended on that date; and (ii) the other matters required by Section 269 of that Code to be dealt with in the accounts.

Nelson Parkhill BDO  
*Chartered Accountants*  
6 March 1990

P W Fraser  
*Partner*  
6 March 1990

Montech Pty Ltd — balance sheet at 31 December 1989

	Notes	\$	1988 \$
<b>Current assets</b>			
Receivables	3	67 360	104 674
Investments	4	462 395	1 115 487
Other	5	1 900	—
Total current assets		<u>531 655</u>	<u>1 220 161</u>
<b>Non-current assets</b>			
Investments	11	6	70
Property, plant and equipment	6	<u>72 961</u>	<u>11 975</u>
Total non-current assets		<u>72 967</u>	<u>12 045</u>
Total assets		<u>604 622</u>	<u>1 232 206</u>
<b>Current liabilities</b>			
Creditors and borrowings	7	<u>505 400</u>	<u>1 103 335</u>
Total liabilities		<u>505 400</u>	<u>1 103 335</u>
Net assets		<u>99 222</u>	<u>128 871</u>
<b>Shareholders' equity</b>			
Share capital	8	135 000	135 000
Retained profits (losses)		<u>(35 778)</u>	<u>(6 129)</u>
Total shareholders' equity		<u>99 222</u>	<u>128 871</u>

Montech Pty Ltd — profit and loss account for the year ended 31 December 1989

	Notes	\$	1988 \$
Operating (loss)	9	(29 649)	(1 302)
Income tax expense	10	—	—
Operating (loss) after income tax expense		<u>(29 649)</u>	<u>(1 302)</u>
Accumulated losses at 1 January 1989		<u>(6 129)</u>	<u>(4 827)</u>
Accumulated losses at 31 December 1989		<u>(35 778)</u>	<u>(6 129)</u>

The accompanying notes form part of these financial statements.

**1 Statutory reporting requirements** Montech Pty Ltd is a company incorporated on 1 December 1986 established by Monash University under the authority of section 35(b) of the *Monash University Act 1958*. The principal objects of the company are to undertake research, development, consultancy and other services for commercial organisations, public bodies or individuals and also to promote the use of the results of University research.

The 1989 financial statements of Montech Pty Ltd have been prepared pursuant to section 35(b) of the *Monash University Act 1958*.

**2 Statement of accounting policies** The financial statements have been drawn up in accordance with the Accounting Standards issued by the Australian Accounting Bodies, approved accounting standards and the requirements of the Companies (Victoria) Code. They are compiled on a going concern basis adopting the principles of historical cost accounting and do not reflect current valuations of non-current assets except where stated. Unless noted, the accounting policies adopted are consistent with those of the previous year.

(a) *Revenue recognition* Revenue is generally recognised when project funds are received and to a minor extent when accounts are rendered. The unexpended portion of project funds, after recognising company fees as income, is shown as a current liability.

(b) *Income tax* The income tax expense is calculated on the company's operating profit as disclosed in the profit and loss account adjusted for any differences of a permanent nature between accounting profit and taxable income. Differences of a timing nature are accounted for as provisions for deferred income tax and future income tax benefits where appropriate.

	\$	1988 \$
<b>3 Receivables (current)</b>		
Trade debtors and bills receivable	25 280	69 674
Monash University current account	22 080	—
Loan account — unsecured	20 000	35 000
	<u>67 360</u>	<u>104 674</u>
 <b>4 Investments — at cost (current)</b>		
Short term deposits	462 395	1 115 487
 <b>5 Other assets (current)</b>		
Prepaid expenses	1 900	—
 <b>6 Property, plant and equipment</b>		
Office furniture and equipment	37 867	11 975
Less Accumulated depreciation	(3 327)	—
	<u>34 540</u>	<u>11 975</u>
Motor vehicles	39 489	—
Less Accumulated depreciation	(1 068)	—
	<u>38 421</u>	<u>—</u>
Written down value	<u>72 961</u>	<u>11 975</u>
 <b>7 Creditors and borrowings</b>		
Bank overdraft	15 219	165 799
Monash University current account	—	117 211
Creditors	479 964	820 325
Other amounts payable	10 217	—
	<u>505 400</u>	<u>1 103 335</u>
 <b>8 Share capital</b>		
(a) Authorised capital		
135 000 ordinary shares of \$1 each	<u>135 000</u>	<u>135 000</u>
(b) Issued capital		
135 000 ordinary shares of \$1 each	<u>135 000</u>	<u>135 000</u>

**9 Operating profit before income tax** Operating profit before income tax has been determined after:

	\$	1988 \$
(a) Crediting as revenue		
Fee income	932 033	1 485 920
Interest received — other people	<u>116 488</u>	<u>106 916</u>
(b) Charging as expense		
Write-off of loan account	15 000	—
Audit fees		
Auditing the accounts (the auditors did not receive any other benefits)	<u>9 550</u>	<u>4 500</u>

**10 Income tax expense** Income tax expense has not been charged in respect of the current period as taxable income is \$nil.

**11 Investments** The company was incorporated in Australia.

Name	Percentage beneficially owned		Cost	
	1989 %	1988 %	1989 \$	1988 \$
Wills Records Office Pty Ltd	6	70	6	70

During the year Montech Pty Ltd sold 90 per cent of its 70 per cent holdings in Wills Records Office Pty Ltd for \$1 000 plus 10 per cent of any future net profits of Wills Records Office Pty Ltd for the next five years. Therefore Montech Pty Ltd holdings in Wills Records Office Pty Ltd has been reduced to 6 per cent or three 'A' class ordinary shares of \$2 each.

The company's share of Wills Records Office Pty Ltd accumulated shareholders' deficiency amounted to \$33 000 at 31 December 1988. The sale of 90 per cent of the company's holding for \$1 000 represents a profit attributable to the company of \$34 000 from a group viewpoint.

**12 Segment revenue** The group operated predominantly in the marketing and sale of technology within Australia.

## Annual report of directors

Your directors submit herewith the accounts of the company for the year ended 31 December 1989.

*Infertility Medical  
Centre Pty Ltd  
— accounts for  
the year 1989*

**Directors** The directors of the company in office at the date of this report are: Professor Edwin Carl Wood, Doctor James McKenzie Talbot, Doctor Alan Osborne Trounson, Doctor Ismail Kola (Alt), Peter Brian Wade (Alt), Desmond James Ryan and Marilyn Joan Spiller.

**Principal activities** The principal activities of the company during the year were the provision of medical services particularly in the area of infertility.

**Financial results** The operating profit of the company for the year after charging income tax expense and including extraordinary items was \$nil.

**Dividends** The directors do not recommend and have not provided for the payment of a dividend out of profits of the year ended 31 December 1989.

**Contracts with directors** Since the end of the previous financial year, no director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by directors shown in the accounts or the fixed salary of a full time employee of the company) by reason of a contract made by the company or a related corporation with any director or with a firm of which a director is a member or with a company in which a director has a substantial financial interest.

In accordance with a resolution of the Board.

Professor E C Wood  
*Director*

Doctor J M Talbot  
*Director*

## Statement by directors

In accordance with a resolution of the directors of the company, we state that:

1 In the opinion of the directors: (a) the profit and loss account is drawn up so as to give a true and fair view of the results of the company for the financial year; (b) the balance sheet is drawn up so as to give a true and fair view of the state of affairs of the company as at the end of the financial year; and (c) at the date of this statement, there are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

2 The accounts have been made out in accordance with applicable approved accounting standards and Australian Accounting Standards.

On behalf of the Board.

Professor E C Wood  
*Director*

Doctor J M Talbot  
*Director*

## Auditors' report

We have audited the accompanying accounts of Infertility Medical Centre Proprietary Limited in accordance with Australian Auditing Standards.

In our opinion, the accounts are properly drawn up in accordance with the provisions of the Companies (Victoria) Code, applicable approved accounting standards and Australian Accounting Standards, and so as to give a true and fair view of: (i) the state of affairs of the company as at 31 December 1989, and of the results of the company for the year ended on that date; and (ii) the other matters required by Section 269 of that Code to be dealt with in the accounts.

Nelson Parkhill BDO  
*Chartered Accountants*

M H Kelsall  
*Partner*



**Infertility Medical Centre Pty Ltd — balance sheet at 31 December 1989**

	Notes	\$	1988 \$
<b>Current assets</b>			
Cash	2	22 677	39 111
Total current assets		22 677	39 111
<b>Non-current assets</b>			
Receivables	3	262 690	621 969
Property, plant and equipment	4	249 905	181 933
Total non-current assets		512 595	803 902
Total assets		535 272	843 013
<b>Current liabilities</b>			
Creditors and borrowings	5	354 798	321 257
Provisions	6	66 522	37 826
Total current liabilities		421 320	359 083
<b>Non-current liabilities</b>			
Creditors and borrowings	7	113 852	483 830
Total non-current liabilities		113 852	483 830
Total liabilities		535 172	842 913
Net assets		100	100
<b>Shareholders' equity</b>			
Share capital	8	100	100
Retained profits		—	—
Total shareholders' equity		100	100

**Infertility Medical Centre Pty Ltd — profit and loss account for the year ended 31 December 1989**

	Note	\$	1988 \$
Operating profit	9	—	—
Income tax attributable to operating profit		—	—
Operating profit and extraordinary items after income tax		—	—
Retained profits at the beginning of the financial year		—	—
Total available for appropriation		—	—
Retained profits at the end of the financial year		—	—

The accompanying notes form part of these financial statements.

**1 Statement of accounting policies** The financial statements have been drawn up in accordance with the Accounting Standards issued by the Australian Accounting Bodies, approved accounting standards and the requirements of the Companies (Victoria) Code. They are compiled on a going concern basis adopting the principles of historical cost accounting and do not reflect current valuations of non-current assets except where stated. Unless noted, the accounting policies adopted are consistent with those of the previous year.

(a) *Property, plant and equipment* Plant and equipment (except where leased) are stated at cost less accumulated depreciation.

(b) *Depreciation* Depreciation is based on the straight-line method of calculation. It is provided on all fixed assets so as to write off the cost of the assets over their estimated economic lives.

(c) *Employee benefits* Charges have been made in the financial statements for benefits accruing to employees in relation to annual leave. Long service leave is accrued in respect of all employees after five years service at the levels prescribed by the relevant awards.

The accruals are allocated into current and non-current portions, the current portion including all annual leave and long service leave in respect of employees with a present entitlement.

		1988
	\$	\$
<b>2 Cash</b>		
Cash at bank	22 677	39 111
<b>3 Receivables (non-current)</b>		
Amounts receivable from associated entities	262 690	621 969
<b>4 Property, plant and equipment</b>		
Plant and equipment		
Cost	385 572	236 933
Provision for depreciation	(135 667)	(55 000)
Written down value	249 905	181 933
<b>5 Creditors and borrowings (current)</b>		
Patient refunds	38 550	38 550
Accrued expenses	289 853	261 742
Other creditors	26 395	20 965
	354 798	321 257
<b>6 Provisions (current)</b>		
Employee entitlements		
Annual leave	36 361	37 826
Long service leave	30 161	—
	66 522	37 826
<b>7 Creditors and borrowings (non-current)</b>		
Amounts payable to		
Monash University	113 852	110 830
Associated entities	—	373 000
	113 852	483 830
<b>8 Share capital</b>		
(a) Authorised capital		
Ordinary shares of \$1 each	10 000	10 000
(b) Issued capital		
Ordinary shares of \$1 each	100	100

	\$	1988 \$
<b>9 Operating profit</b>		
Operating profit before income tax has been determined after		
(a) Crediting as revenue		
Interest received		
Other persons	7 028	23 859
(b) Charging as expense		
Depreciation — other	80 667	55 000
Amounts received or due and receivable by the auditors for auditing the accounts	11 020	20 000
Other services	<u>—</u>	<u>—</u>
(c) Operating revenue		
Fee revenue	1 476 324	1 556 056
Other revenue		
Medical supplies sales	12	90 531
Interest received	7 028	23 859
Rent received	98 130	83 740
	<u>1 581 494</u>	<u>1 754 186</u>

**10 Segment revenue** The company operates predominantly in the area of the provision of medical services particularly in the area of infertility. Other activities do not represent a substantial proportion of the total operations of the company.

**Auditor-General's report**

The accompanying financial statements comprising a statement of balances, revenue and expense statement, consolidated statement of changes in equity and notes to the financial statements of the Monash University and of the group, prepared on a modified accrual basis of accounting as disclosed in note 1 have been audited as required by the *Annual Reporting Act 1983* and in accordance with Australian Auditing Standards.

The group consists of the Monash University and its subsidiaries, Montech Proprietary Limited, Infertility Medical Centre Proprietary Limited and Monash University Foundation.

As stated in note 6(b) to the financial statements, the investments held in managed funds totalled \$26.3 million. These investments and the related income of \$2.8 million have been included in the financial statements on the basis of statements furnished by the fund managers. As audit was unable to independently verify these investments and the related income I am not in a position, and do not, express an opinion on these items.

The financial statements do not include a statement of sources and applications of funds, which is a departure from Australian Accounting Standard AAS 12, *Statement of Sources and Applications of Funds*. In my opinion, the financial statements of the University should include a statement of sources and applications of funds, to assist users by disclosure of fund flows and in the understanding of changes in its financial position.

In my opinion, subject to the effect on the financial statements of the matters referred to above, the financial statements comply, in all material respects, with the requirements of the *Annual Reporting Act 1983* and present fairly the state of the affairs of the Monash University and of the group as at 31 December 1989 and the results of its operations for the year ended on that date in accordance with the modified accrual basis of accounting.

C A Baragwanath  
*Auditor-General*  
24 April 1991

- 1 Members of staff and function
- 2.1 1989 planning targets — student load
- 2.2 1989 enrolments by degree and faculty
- 2.3 1989 actual student load by course
- 2.4 Past course completions
- 3 Graduates of the University 1989

## 1. Members of staff and function as at 31 March 1989

Function	Academic			Non-academic			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Teaching only									
FT staff	6	8	14	0	0	0	6	8	14
FFT staff	5	3	8	0	0	0	5	3	8
FT + FFT staff	11	11	22	0	0	0	11	11	22
Casual staff	31	53	84	0	0	0	31	53	84
All staff	42	64	106	0	0	0	42	64	106
Research only									
FT staff	97	147	244	42	17	59	139	164	303
FFT staff	29	12	41	8	2	10	37	14	51
FT + FFT staff	126	159	285	50	19	69	176	178	354
Casual staff	2	1	3	0	0	0	2	1	3
All staff	128	160	288	50	19	69	178	179	357
Teaching and research									
FT staff	133	641	774	0	0	0	133	641	774
FFT staff	35	54	89	0	0	0	35	54	89
FT + FFT staff	168	695	863	0	0	0	168	695	863
Casual staff	0	0	0	0	0	0	0	0	0
All staff	168	695	863	0	0	0	168	695	863
Other									
FT staff	4	18	2	630	705	1335	634	723	1357
FFT staff	1	1	2	224	20	244	225	21	246
FT + FFT staff	5	19	24	854	725	1579	859	744	1603
Casual staff	0	0	0	37	11	48	37	11	48
All staff	5	19	24	891	736	1627	896	755	1651
Total									
FT staff	240	814	1054	672	722	1394	912	1536	2448
FFT staff	70	70	140	232	22	254	302	92	394
FT + FFT staff	310	884	1194	904	744	1648	1214	1628	2842
Casual staff	33	54	87	37	11	48	70	65	135
All staff	343	938	1281	941	755	1696	1284	1693	2977

### 2.1 Student load by teaching faculty

Teaching faculty	DEET award	DEET non-award	Non-credit	Overseas full-fee paying	State youth guarantee	Total
Arts	3 000		31	36	76	3 143
Economics & Politics	2 350		25	220	41	2 636
Education	780		1	6		787
Engineering	985		1	24	20	1 030
Law	1 090		2	6		1 098
Medicine	1 620		5	23		1 648
Science	2 580		6	45	58	2 689
Total	12 405	0	71	360	195	13 031

## 2.2 Enrolments as at 31 March 1989

Faculty by level	Full-time		Part-time		Total	
	Female	Total	Female	Total	Female	Total
Arts (1)						
Higher degree	152	286	194	315	346	601
OTH D	1 976	2 732	651	826	2 627	3 558
Total	2 128	3 018	845	1 141	2 973	4 159
Arts/Engineering (14)						
Higher degree	0	0	0	0	0	0
OTH D	3	8	0	0	3	8
Total	3	8	0	0	3	8
Arts/Law (15)						
Higher degree	0	0	0	0	0	0
OTH D	347	510	37	60	384	570
Total	347	510	37	60	384	570
Ecops (2)						
Higher degree	62	167	87	306	149	473
OTH D	703	1 628	116	303	819	1 931
Total	765	1 795	203	609	968	2 404
Ecops/Engineering (24)						
Higher degree	0	0	0	0	0	0
OTH D	5	60	0	6	5	66
Total	5	60	0	6	5	66
Ecops/Law (25)						
Higher degree	0	0	0	0	0	0
OTH D	168	459	6	26	174	485
Total	168	459	6	26	174	485
Education (4)						
Higher degree	109	179	277	440	386	619
OTH D	164	228	224	286	388	514
Total	273	407	501	726	774	1 133
Engineering (4)						
Higher degree	14	146	10	119	24	265
OTH D	116	938	5	32	121	970
Total	130	1 084	15	146	145	1 235
Engineering/Law (45)						
Higher degree	0	0	0	0	0	0
OTH D	3	17	0	0	3	17
Total	3	17	0	0	3	17
Law (5)						
Higher degree	6	26	35	108	41	134
OTH D	77	150	53	120	130	270
Total	83	176	88	228	171	404
Medicine (6)						
Higher degree	70	151	77	170	147	321
OTH D	370	868	5	11	375	879
Total	440	1 019	82	181	522	1 200
Science (7)						
Higher degree	73	234	16	62	89	296
OTH D	1 006	2 095	119	274	1 125	2 369
Total	1 079	2 329	135	336	1 214	2 665
Science/Engineering (74)						
Higher degree	0	0	0	0	0	0
OTH D	38	368	0	4	38	372
Total	38	368	0	4	38	372
Science/Law (75)						
Higher degree	0	0	0	0	0	0
OTH D	52	125	1	4	53	129
Total	52	125	1	4	53	129
Total higher degree	486	1 189	696	1 520	1 182	2 709
Total OTH D	5 028	10 186	1 217	1 952	6 245	12 138
Total	5 514	11 375	1 913	3 472	7 427	14 847



### 2.3 Student load (EFTSU) by course as at 31 March 1989

Course code (307)	Course	Faculty	EFTSU	% of total
0002	BA	Arts	2 806	21.3
0050	BSc	Science	2 004	15.2
0023	BEC	Ecops	1 612	12.2
0032	BEng	Engineering	932	7.1
0040	MB BS	Medicine	850	6.5
0080 0061	BA LLB	Arts/Law	520	3.9
0091 0061	BEC LLB	Ecops/Law	477	3.6
0085 0032	BSc BE	Science/Engineering	351	2.7
0078NC	MEdSt	Education	267	2.0
0028FC/NC	MBA	Ecops	257	2.0
0051	BSc (hons)	Science	193	1.5
0074N	DipEd	Education	190	1.4
0017NC	MA by coursework	Arts	174	1.3
0047N	PhD – Medicine	Medicine	164	1.2
0057N	PhD – Science	Science	162	1.2
0004	BSocWk	Arts	162	1.2
0003	BA (hons)	Arts	122	0.9
0061	LLB	Law	122	0.9
0086 0061	BSc LLB	Science/Law	119	0.9
0017NR	MA by research	Arts	103	0.8
0020N	PhD – Arts	Arts	89	0.7
0037N	PhD – Engineering	Engineering	87	0.7
0055NR	MSc by research	Science	84	0.6
0036NC	MEngSc by coursework	Engineering	78	0.6
0102	BInSys	Ecops	77	0.6
0068FR/NR	LLM	Law	71	0.5
0079N	PhD – Education	Education	66	0.5
00830032	BEC BE	Ecops/Engineering	64	0.5
00890061	BJuris LLB	Law	64	0.5
0073N	BspEd	Education	52	0.4
0036NR	MEngSc by research	Engineering	49	0.4
0072N	BEEdSt	Education	46	0.3
0056NC	MEnvSc	Arts	38	0.3
0075N	DipEdPsyc	Education	37	0.3
0054N	MSc (Preliminary)	Science	37	0.3
0103N	DipBusSys	Ecops	37	0.3
0118	Cross-institution course – Arts	Arts	36	0.3
00820061	BA (hons) LLB (hons)	Arts/Law	31	0.2
0029	PhD – Ecops	Ecops	29	0.2
0046NC	MPH	Medicine	29	0.2
0114N	DipAustTour	Arts	29	0.2
0024	BEC (hons)	Ecops	28	0.2
0045NC	MPM	Medicine	26	0.2
0111N/F	DipTESOL	Education	25	0.2
00880032	BSc (hons) BE	Science/Engineering	21	0.2
0112NC	MEPA	Education	21	0.2
0027N	MEc by research	Ecops	20	0.2
0077NR	MEd	Education	20	0.2
0095N	DipEnvSc	Arts	19	0.2
0015N	MA (preliminary)	Arts	18	0.2
00940061	BE LLB	Engineering/Law	17	0.2
0098NC	MBiotech	Science	16	0.2
00870061	BSc (hons) LLB	Ecops/Law	16	0.2
0018NR	MLib by research	Arts	15	0.1
0063F/N	DipCommLaw	Law	13	0.1
00870061	BSc (hons) LLB	Science/Law	12	0.1
0019NC	MSocWk by coursework	Arts	12	0.1
0105NR	MMgt by research	Ecops	10	0.1
0110F	DipAcc	Ecops	10	0.1
0121N	DipVen	Medicine	10	0.1
0122NC	MBioeth by coursework	Medicine	10	0.1
0144	Cross-institution course – Ecops	Ecops	9	0.1
0026N	MEc (preliminary)	Ecops	9	0.1
0139	Enabling course – Science	Science	8	0.1
01160032	BA BE	Arts/Engineering	8	0.1
0104N	MMgt (preliminary)	Ecops	6	0.0
0123	Enabling course – Engineering	Engineering	6	0.0
0065F	DipTaxLaw	Law	6	0.0
0066F	DipFamLaw	Law	5	0.0
0115N	DipAsianSt	Arts	5	0.0
0034N	MEngSc (preliminary)	Engineering	5	0.0
0069N	PhD – Law	Law	5	0.0
0132	Cross-institution course – Law	Law	4	0.0
0055NC	MSc by coursework	Science	4	0.0
0108N	DipAppJapLing	Arts	4	0.0

<i>Course code (307)</i>	<i>Course</i>	<i>Faculty</i>	<i>EFTSU</i>	<i>% of total</i>
0041	BMedSc	Medicine	4	0.0
0009N	DipJapSt	Arts	4	0.0
0099NC	MFamMed	Medicine	4	0.0
0101F	DipRepSc	Medicine	4	0.0
0043N	DipImm	Medicine	3	0.0
0140	Cross-institution course – Science	Science	3	0.0
0027NC	MEc by coursework	Ecops	2	0.0
0064F	DipInt & CompLaw	Law	2	0.0
0033N	DipMatEng	Engineering	1	0.0
0100NC	MRepSc	Medicine	1	0.0
0014N	DipLib	Arts	1	0.0
0010N	DipAppLing	Arts	1	0.0
0106F	DipLegSt	Law	1	0.0
0113FR	MTaxLaw	Law	1	0.0
0109N	DipJapBusCom	Arts	0.9	0.0
0018NC	MLib by coursework	Arts	0.8	0.0
0005N	DipEng	Arts	0.7	0.0
00122NR	MBioeth by research	Medicine	0.5	0.0
0128	Cross-institution course – Education	Education	0.5	0.0
0019NR	MSocWk by research	Arts	0.4	0.0
0060	BJuris	Law	0.2	0.0
0076N	MEd (preliminary)	Education	0.2	0.0
	Total		13 176	100.0

. Subject to rounding error.

0.0 = % of total rounded to one decimal point.

#### 2.4 Past course completions 1988

<i>Broad specialisation</i>	<i>Higher degree</i>	<i>Other than higher degree</i>			<i>Total</i>
		<i>Postgraduate</i>	<i>Bachelors</i>	<i>Total OTHD</i>	
Arts, humanities and social sciences	37	59	808	867	904
Business, administration, economics	59	19	463	482	541
Education	77	346		346	423
Engineering, surveying	28		178	178	206
Health	11		164	164	175
Law, legal studies	17	21	283	304	321
Science	55	12	659	671	726
Total	284	457	2 555	3 012	3 296
Number of students for which completions are being reported	284	457	2 524	2 981	3 265

### 3. Graduates of the University 1989

Graduates 1963-69 are listed in the 1970 Calendar (volume one); Graduates 1970-74 are listed in the 1975 Calendar; Graduates 1975-78 are listed in the 1979 Calendar; Graduates 1979-80 are listed in the 1981 Calendar; Graduates 1981-87 are listed in the Calendar published in the year following the year of graduation; from 1988 Graduates are listed in the Annual Report in the year of graduation.

#### Doctor of Philosophy (Arts)

Allinson, Gregory Mark  
Andrews, John  
de Jong, Ursula Maria  
de Spivak, Eleonora Barenboim  
Dominik, William John  
Dopke, Susanne  
Fesl, Eve Mungwa D  
Green, Louis Ferdinand  
Kuah Khun Eng  
Lateef, Shireen Rexina  
Lucas, Rosemary Anne  
Marriott, Helen Elizabeth  
McBurnie, Grant Douglas  
Reed, Rosslyn Eleanor  
Reeders, Ernest  
Rothfield, Philipa Margaret  
Saravanan, Vanithamani  
Sorensen, Rosemary Lee  
Tokita, Alison Isobel Rae  
Wylie, Graham John

#### Master of Arts

Adams, Paul William  
Beratha, Ni Luh Sutjiati  
Connelly, Stephen Noel Webster  
Cray, Marie Louise  
Denovan, Ian Leonard  
Grieves, Ricarda Villanueva  
Harris, Mark Andrew  
Henningham, Anthony  
Hopley, Judith Anne  
Kafkaris, Steven  
Kennedy, Irene Erica  
Khan, Veena Roshan Ara  
Kyle, Avril Jacquelin  
Liffman, Doris  
Lock, Andrew James  
MacPhee, Julie Ann  
Mollock, Bernard  
Morris, Teresa Ann  
Naughtin, Patrick James  
Nicholls, Glenn Andrew  
Ramsay, Elizabeth  
Redmond, Lynette Joan  
Rehak, Pamela Joy  
Reynolds, Robyn Anne  
Smith, Fiona Maybeth Stuart  
Wynne, Warrick William

#### Master of Environmental Science

Birman, Felicia  
Bray, Robyn Ann  
Cheatley, Peter Brett  
Corbett, Dennis Patrick  
Dawes, Christine Meldrum  
Dooley, Margaret Ann  
Greenwood, Geoffrey Charles  
Holt, Marjory  
Hoverman, Suzanne Linda  
James, John Maxwell  
Leeson, Robyn Maree  
O'Keefe, Noelene Susan  
Pescod, Neil Richard  
Porter, Nichola Anne  
Poungsomlee, Anuchat  
Samootsakorn, Marayart  
Tsilemanis, Christopher

#### Master of Librarianship

Berkowitz, Ruth Ann  
Bratulic, Patricia Anne Leonora  
Cullen, Marie Joan  
Maquignaz, Laura Therese  
Ross, Julian James  
Tschernitz, Cynthia

#### Master of Social Work

Picton, Clifford John  
Worth, Carolyn Mary

#### Bachelor of Arts with Honours

Alexander, Janice Elizabeth  
Amanatides, Elias Anastasios  
Axup, Colin Roy  
Axup, Irene Patricia  
Baddeley, Cameron John  
Ball, Jillian Glenda

Blashki, Katherine Marie  
Bowen, Gillian Elizabeth  
Bramley, Rachel Elizabeth  
Browne, Ian MacDonald  
Campbell, Marlene Lorraine  
Chang Yoke Keat  
Chia Bee Giau  
Christians, Sandra  
Ciok, Beata Ewa  
Clark, Craig Andrew  
Clarke, Christine Margaret  
Clinton, John  
Cook, Heather Jean  
Cooke, Megan Louise Searby  
Crain, Amanda Lee  
Cunningham, Sophie Alice  
Davies, Robert Andrew  
Davis, Mark Brian  
De Cicco, Dunia Mary  
Devetak, Richard Anthony  
Di Santo, Fiorella  
Diemer, Kristin Marie  
Dreher, Peter Andrew  
Dusting, Warren Malcolm  
Farrell, Catherine Anne  
Fitzpatrick, Claire Majella  
Gammon, Juliet Phyllis Edith  
Gardner, Craig John  
Glenie, Pauline May  
Godfrey, Layla Barbara  
Gray, Elizabeth Fiona  
Griffiths, James Henry  
Grossbard, Jayne Suzanne  
Hales, James Alexander  
Harvey, Dianne Gaye  
Heterick, Garry Raymond  
Higgins, Angela Joan  
Hodder, Jane Elizabeth  
Horwood, Jacqueline  
Hough, Brett Warren  
Hutchins, Kim Maree  
Jaehrling, Stephanie Johanna  
Jay, Andrew Russell  
Jelicic, Ljubica  
Jenkins, Mark David  
Kelleher, Peter Thomas  
Kent, Frederick Tasman  
Kerlin, Gerardine Rosemary  
Kirkman, Yoko  
Klooger, Jeffrey Barnett  
Knight, Elizabeth Anne  
Lamshed, Fiona Denise  
Lee, Belinda Bee-Lian  
Leuschner, Ariane  
Lizacic, Susan  
Macmillan, Angus Wilfred  
Manly, Angela Joan  
March, Tracy Rae  
Matserat, Zoe Pauline  
Maxwell, Kathryn Elizabeth  
McConnell, Jane Elizabeth  
McNess, Margaret Anne  
McRae, Donald Joseph  
Metaxiotis, Voula  
Mitchell, Marjorie Nell  
Morgan, Joan Frances  
Muldoon, Paul Alexander  
Muller, Nicole Mary  
Mullins, John Patrick  
Murdoch, Helen Jane  
Neander, Roslyn Mary  
Nelson, Jennifer Alice  
Nicholls, Barbara Alma  
Nik Suriana Nik Yusoff  
Ong Kim Moi  
Ostrowski, Lauren Louise  
Papadimitriou, Helen  
Parkinson, Lisa Caroline  
Parry-Jones, Joan Therese  
Paterson, Mark James  
Patten, Sally Margaret  
Paul, Kayren Lucy  
Pradolin, Giacomina Rita  
Ravell, Julia Ellen  
Rhoden, Clare Elizabeth  
Ribaux, Darryl John  
Richards, Selina Nalini  
Roberts, Julie Dawn  
Rosenberg, Alan Myer  
Rubis, Valda

Santos, Rui Luis  
 Sau Han Ng, Judy  
 Savige, Robert John  
 Sawczak, Peter Andrew  
 Schackne, John Robbins  
 Sharp, Ann Elizabeth  
 Shea, Catherine Mary  
 Shergill, Sharnjit Singh  
 Simmons, Shiri Melita  
 Simpson, Katherine Marion  
 Steinkamp, Mark Harold  
 Sydor, Linda  
 Tan Lay Kee  
 Toscas, Peter John  
 Waghorn, Glenda Megumi  
 Weir, Deanne Evelyn  
 White, Allen Richard  
 White, Richard Alfred McGuire  
 Wigglesworth, Alison Mary Elizabeth  
 Wilding, Jasley Anne  
 Williamson, Simon Munday  
 Wilson, Lynette Anne  
 Woodley, Carolyn Joy  
 Wu, Julian

#### Bachelor of Arts

Aarons, Christopher James  
 Abberton, Keren Marie  
 Adams, Joanne Maree  
 Agelidis, Despina  
 Aleksejevs, Linda  
 Alexander, Wendy Anne  
 Ambrozic, Sandra Ann  
 Anastopoulos, Paul  
 Anderson, Hamish Primrose  
 Andrewartha, Simon James  
 Angelatos, Antigoni Yvon  
 Arch, Ruth Elizabeth  
 Archer, Alice  
 Arellano, Rodrigo Alejandro  
 Arena, Angelina  
 Artaud, Michelle Ann  
 Ashman, Elizabeth Lauren  
 Atherton, Helen Rose  
 Atkin, Susan Margaret  
 Atlee, Paul Bruce  
 Austin, Kelvin Robert  
 Badoer, Sonia Maria  
 Bainbridge, Robyn Margaret  
 Bamber, Andrew Peter  
 Banki, Jacqueline Kim  
 Baptist, Nigel James  
 Barlow, Nicole Jane  
 Barnett, Catherine Edith Ann  
 Barnett, Ross Hamilton  
 Barr, Penelope Catherine  
 Barraclough, Helen  
 Barrow, Dianne Rae  
 Bartlau, Penelope Elsea  
 Bathgate, Adrian Francis  
 Batsakis, Antonia  
 Batsakis, Jim  
 Bayston, Alister Thomas  
 Beadel, Dianne Patricia  
 Beaton, Jennifer Susan  
 Beaton, John William  
 Beecher, Suzan  
 Behrend, Jacqueline Esther  
 Bell, Jillian Majella  
 Beresniak, Gregory  
 Bernoth, Ardyn Estelle  
 Beveridge, Jacqueline Ann  
 Bibby, Janette  
 Bicknell, John Fitzgerald  
 Bigic, Zorica  
 Bishop, Robert Anthony  
 Blackburn, Fiona Delphine  
 Blanchard, Lucretia Marie  
 Blanshard, Joanne Leslie  
 Blashki, Deborah Lyn  
 Blom, Sabrina Barbara  
 Blucher, Ruth Christina  
 Boccalatte, Adrienne Luisa  
 Bockisch, Yvette Marie Victoria  
 Bosnjak, Marjan  
 Boswell, Heather Kay  
 Bouniotis, Petroula  
 Boutselis, Angela  
 Bowdern, Denis Patrick

Bowmaker, Michele Rena  
 Boyle, Raymond Eric  
 Brand, Sharon Ann  
 Bravo, Maria Elena  
 Bray, Hilary  
 Brett, Maria Madeleine  
 Bronstein, Leah Marlene  
 Brook, Olwyn-Louise Hampshire  
 Brown, Norma Margaret  
 Browning, Katrina Anne  
 Brownstein, Catherine Marie Louise  
 Burgess, Margaret Rosetta  
 Burgin, Sarah Kate  
 Burston, Carolyn Joy  
 Butcher, Julie  
 Button, Jane Elizabeth  
 Callow, Stefan James  
 Cameron, Nancy Miriam  
 Camilleri, Monique Bernadette  
 Campbell, Elaine Margaret  
 Campbell, Lorraine Maree  
 Cantone, Salvatore  
 Carollo, Marianne Venetia  
 Carp, Keren Louise  
 Carroll, James Francis  
 Casemanto, Jennifer Nancy  
 Casey, Daniel Thomas  
 Catalano, Angelo  
 Caulfield, Judith Michelle  
 Chataway, Bronwyn Anne  
 Cheesman, Bernadette Maree  
 Cheevers, Andrew James  
 Chrisp, Merilyn Christina  
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 Oliver, Robert Edward  
 Ong Hock Bean  
 Ongosari, Wihanta  
 Ooi Saw Khim  
 Othman, Faizah  
 Ow Chee Hong  
 Ow Peng Li  
 Owens, Wendy Patricia  
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 Podaridis, Dimitrios  
 Poopalasingam, Clarence Kulasingam  
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 Power, Boyd Leith  
 Price, Karen Ann  
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 Quaik Chong Yu  
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#### **Doctor of Engineering**

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 Chieng Moo-Kung  
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 Tsikaris, Maria  
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 Dimopoulos, Maria  
 Grant, Anne Therese  
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 Hanlon, Anthony James  
 Haralambopoulos, Peter  
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#### **Bachelor of Medical Science with Honours**

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 Callan, Catherine Mary  
 Came, Neil Andrew  
 Chanen, Andrew Matthew  
 Connell, David Alister  
 Day, Meredith Robin  
 Dowling, Damian John  
 Edwards, Andrew Grant  
 Fernando, Marlon Jude  
 Froomes, Paul Richard Alan  
 Gilligan, Amanda Karen  
 Goldfeld, Sharon Ruth  
 Gow, Paul John  
 Gratton, Dennis Bruce  
 Grauer, Robert Peter  
 Grindlay, Joanne Elizabeth  
 Hamilton, Peter Robert  
 Heinze, Stefan Bernard Julian  
 Herbert, Mel Eamon

Hock Boon Toh  
 Howard, Vicki Caroline  
 Huy Tran Anh  
 Jackson, Shaun Phillip  
 Kipen, Yael  
 Klejn, Margaret Barbara  
 Klejn, Paul Stanislaw  
 Konstantatos, Alex Harry  
 Kors, Deborah Mary  
 Kurtyka, Adam  
 Lacey, Heather Bronwyn  
 Leventer, Richard Jacob  
 Lomas, Fiona Margaret  
 Luscombe, Simone Lynette  
 Mann, Angus Donald  
 Mansfield, Darren Robert  
 Marks, Geoffrey Paul  
 Morton, Judith Mary  
 Mullins, Ann Frances  
 Ogden, Kathryn Jane  
 Olinsky, Kim Lesley  
 Opat, Stephen Samuel  
 Paterson, Jane Elizabeth  
 Phillips, Kelly-Anne  
 Potter, Trudi Frances  
 Purcell, Margaret Peta  
 Rudelic, Mark Ivan  
 Rumble, Stuart Wayne  
 Shapiro, Jeremy David  
 Sharma, Seema  
 Singh, Ranjeet Bhagat  
 Smith, Ian Winston  
 Stanford-Starr, Carol Anne  
 Story, David Andrew  
 Szto Yu Foo, Gregory  
 Teede, Helena Jane  
 Thomson, Brett Allan  
 Torey, Eric Imre  
 Umraniar, Abhay Hanumant  
 Usatoff, Valery  
 Wallis, Karen Lee  
 Webb, Ashley Rohan  
 White, Susan Lindy  
 Wongprasartsuk, Porancee

#### **Bachelor of Medicine and Bachelor of Surgery**

Balding, Leanne Christine  
 Bensley, Mark Andrew  
 Bibby, Marita Anne  
 Boyle, Jacqueline Anne  
 Brochie, Kathryn Elizabeth  
 Campaign, Rodney John  
 Carr, Martin Douglas  
 Castle, Wendy Elizabeth  
 Chalmers, Madeleine Sophie  
 Chan, Siew Keng Rina  
 Civitico, Patricia Coreen  
 Coates, Gregory  
 Collins, Julian Padraic  
 Condon, Catherine Patricia  
 Dicker, Anthony John  
 Ellingham, John Grant  
 Ellul, Simon  
 Enten, Peter  
 Fisher, Simon Andrew  
 Frenkel, Ita  
 Fusca, Joseph  
 Giannakopoulos, Ioannis  
 Green, Dominic Paul  
 Griffiths, Andrew James  
 Hahnemann, Susan Andrea  
 Halla, Ingrid Renate  
 Hawdon, Gabrielle Michelle  
 Hermann, Larry Rafael  
 Houseman, Nicholas David  
 Howard, Rodney Philip  
 Kashyap, Ravi James  
 Komesarook, Anthony  
 Kotsimbos, Andrew  
 Kourambas, John  
 Lie, Sandra Louise  
 Littler, Melanie Ann  
 McGowan, Rebecca Joan  
 McLean, Mark James  
 Nash, Carolyn Joy  
 Newman, David Glen  
 Nicola, Nicholas  
 Ogle, Nicole Margaret

Padayachee, Laven  
 Palit, Mithu Abhik  
 Peters, Tracy Ann  
 Poon, Peter Man-Dah  
 Pytharoulis, Despina  
 Read, Angela Clare  
 Richards, Geoffrey Bruce  
 Roche, Angela Maree  
 Royle, Jennifer Ann  
 Rubinstein, Arne  
 Sahhar, Deborah Gaye  
 Sherlock, Susan Dawn  
 Smagas, Tom  
 Spencer, Elizabeth Jane Fiona  
 Stainsby, Clare Frances  
 Stephenson, Anne Winifred  
 Streeton, Catherine Lorna  
 Stroschein, Debra Jane  
 Stroud, Mark Ladbury  
 Sweet, Mark Charles  
 Teo, Kim Patricia  
 Theodossiou, Kathryn  
 Thondan, Mala Joy  
 Tulchinsky, Igor  
 Vrhovac, Aida  
 Wada, Morikatsu  
 Wan, Odette  
 Watson, Glenn John  
 Weissman, David William  
 Worrell, Leanne Susan

#### Doctor of Philosophy (Science)

Amri, Chairul  
 Bishop, Craig Huntley  
 Bodard, John Millar  
 Cookson, David Jonathan  
 Cookson, Lawrence James  
 Cornelius, Christopher Alan  
 Degaris, Richard Martin  
 Doyle, Matthew Michael  
 Eamsiri, Aurapin  
 Fildes, Brian Noel  
 French, Kristine Owen  
 Gibson, Maria  
 Giesner, Brian Philip  
 Harvey, Erol Craig  
 Hutchinson, Laura Andrea  
 Hwang Yee-Hsiung  
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 James, Kim Rosemary  
 Legg, Steven Bruce  
 Major, Richard Ernest  
 Martin, Russell Lance  
 McArthur, Clare  
 McCarthy, Simon John  
 Nordeen, Russell O  
 Oliver, Nicholas Harrie Stuart  
 Ooi Beng Chin  
 Patak, Annette Erika  
 Pierlot, Anthony Paul  
 Pongracic, Helen  
 Rossiter, Mark Harry  
 Ryder, John Miles  
 Sanchez-Casas, Rosa Maria  
 Sinclair, Geoffrey Robert  
 Szeredi, Imre  
 Taylor, Jeffrey Robert  
 Warne, Jane Olwyn  
 Wilkinson, Dallas Leigh  
 Wong Kar Yong, Danny  
 Zhang Chun Fang  
 Zorzan, Claudio

#### Master of Biotechnology

Johnston, Anna

#### Master of Science

Adams, Maxim  
 Buntine, Mark Anthony  
 Cowled, Lance Humphrey  
 Doggett, Anthony George  
 Garden, Geoffrey Stephen  
 Nas, Dharmasatria  
 Nydam, Paul Graham  
 Peril, Margaret Helen  
 Rymarz, Richard Michael  
 Schreiber, Eva-Sabine Gertrud  
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#### Bachelor of Science with Honours

Aitken, Campbell Kynoch  
 Alberico, Maria Giovina  
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 Alvarez, John Paul  
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 Ashley, Richard John  
 Aumann, Timothy Douglas  
 Bakowski, George Eugene  
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 Barry, Jacqueline  
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 Beanland, Christine Joy  
 Ben-Meir, Tania Rebecca  
 Berger, Karen  
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 Bolwell, Andrew James  
 Bourton, Susan Margaret  
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 Chow Way Ming, Ernest  
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 Daniels, Stewart Geoffrey  
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 Eng Choo Bor  
 Fairbridge, David Robert  
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 Giannos, Chris  
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 Gould, Jonathan David  
 Gray, Joanne Helen  
 Green, Simon Paul  
 Gross, Anita Karina  
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 Harari, Danny  
 Harris, Michelle Elizabeth  
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 Hoffman, Brigitte Waltraut  
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 Hull, Cindy Lee  
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 Kanost, Dawn Christine

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 Knowles, Stuart John  
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 Kurek, John Basil  
 La Fontaine, Sharon Liesel-Anne  
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 Lanza, Lucianne Antoinetta  
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 Lau Sze Fang, Rose  
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 Lee Soon Leong  
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 Liancas, Ken  
 Lim, Cheng-Imm Giselle  
 Lim Phaik Ting  
 Loh Yew Keong  
 Low Lee Hun  
 Lowe, Donald Bruce  
 Maher, Patrick John  
 Mandragona, Scott Andrew  
 Mantamadiotis, Theo  
 Marcon, Garry Peter  
 Margaritis, Jamie  
 Marinopoulos, John  
 Markovich, Daniel  
 Martin, Siobhan Elise  
 McCall, Adrian Mark  
 McGeary, Ross Peter  
 McPartlin, Elaine Marion  
 Merakis, Thomas  
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 Mifsud, Roger David  
 Mo Kwong Sing  
 Monseair, Robyne  
 Morrissey, Karen Paula  
 Mosbey, Janet Lisa  
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 Naismith, Luke Anthony  
 Nicholls, Felicity  
 Nitsos, Ilias  
 Norris, Davyd Andrew  
 Norton, Leigh Geoffrey  
 Obranovich, Tania Daniella  
 On Lee Fong, Stephanie  
 Ong Siew-Tuan  
 Oostendorp, Julia Monique  
 Osner, Nicole Kim  
 Owen, Jennifer Anne  
 Papazoglou, Dimitria Toulia  
 Parisot, John-Phillip  
 Pereira, Kevin Neale  
 Pinczower, Gideon David  
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 Ponnampalam, Myuran  
 Proudfoot, Jacqueline Ann  
 Purcell, Anthony Wayne  
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 Rees, Vaughan Wallis  
 Reilly, John Sydney  
 Rinarelli, Mina Michelina  
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 Roberts, Fiona Maree  
 Robinson, Andrea Jane  
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 Scarfe, Gregory Paul  
 Scheer, Jane  
 Schmitt, Jacqueline Frida  
 Schulz, Lewis David  
 Schulze, Michael Thomas  
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 Setterfield, Samantha Ann  
 Seychell, Dianne Marie  
 Sheehan, Peter Frank Joseph  
 Simmons, Geoffrey Allan  
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 Skangos, John  
 Skeljo, Maryanne  
 Smith, Helen Barbara  
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 Spiers, Samantha Jane  
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 Tennent, Mark Edward  
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 Thompson, Samantha Jane  
 Throsby, Mark  
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 Tinney, Leesa Marie  
 Tiso, Pina Domenica  
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 Truman, Grant Nathan  
 Tsoudis, Nicoleta  
 Ventura, Sabatino  
 Verhagen, Anne Marie  
 Vockler, Rodney Alan  
 Von Jenner, Nathalie Marie  
 Voros, Joseph  
 Waites, Anthony Brian  
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 Wallace, Megan Jane  
 Watson, Brett James  
 Watson, Neil David  
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 Witt, Andrew John  
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#### Bachelor of Science

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 Arico, Carl  
 Athanassiou, Arthur  
 Attoe, Paul Jonathan  
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 Bailey, Michael John  
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 Barlow, Christopher John  
 Barrett, Rowena Joy  
 Barton, Paul Timothy  
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 Bradford, Julian Christopher  
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 Brown, Gavin Antony  
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 Bui, Thi My Thanh  
 Bujic, Militsa  
 Bulic, Tomi Luke  
 Bull, Maree Lorraine  
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 Cassano, Gregory Joseph  
 Chak, David  
 Chalmers, Simon James Luke  
 Chang Hong Yun  
 Charlaftis, Arthur  
 Cheung, Lola

Chong Ming Hean  
 Choo Choi Hah  
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 Christopoulos, Steve  
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 Cody, Lisa Michelle  
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 Coleman, Shelly Ann  
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 D'Intini, Francesco  
 Dalais, Valerie Cecile  
 Dandie, William James  
 Davoren, Paul John  
 Dawes, Geoffrey John Benjamin  
 Day, Frank Thomas  
 Dendrinis, Spiros Athanasios  
 Dermanis, Stelios  
 Dewar, Steven John  
 Di Giantomasso, David  
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 Do Duong Thuy  
 Downs, Colleen Patricia  
 Drouvalakis, Georgia  
 Du, Huebinh  
 Eliades, Angelo Con  
 Ellis, Rosemary Kay  
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 Epstein, Udi  
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 Fielding, Jacqueline Frances  
 Fitzgerald, Sean  
 Fletcher, Ian Douglas  
 Fong, Chi Hong Victor  
 Foo Piang Sam  
 Foong Chee Wai  
 Freeman, Andrea Joy  
 Fry, Christine Elizabeth  
 Furlan, Robert Edward  
 Galli, Lisa Anne  
 Gantner, John Robert  
 Gason, Sandra Linette  
 Geller, Lilia  
 Gerendasi, Ronnie Paul  
 Gibson, Heather Mary  
 Gilbert, Michael Bruce  
 Goh Cute Min  
 Goh, Helen  
 Goldsworthy, Simon David  
 Gordon, Jonathan Brett  
 Grant, Cary Angus  
 Greig, Susan Elizabeth  
 Grinter, Brendan Alexander  
 Haji Abdul Aziz, Fadzillah  
 Haley, Sophie Jane  
 Halim, Jasim  
 Hanafi, Jenny Suryani  
 Hargreaves, Samantha Jo-Anne  
 Harper, Kathryn Lucy  
 Harvey, Catherine Anne  
 Hatfield, Christopher Leonard  
 Hayes, Andrew John  
 Head, Simon  
 Hesse, Michael Heinrich  
 Hii Ching Hung  
 Hii Lu Hee, Sara  
 Hili, Pauline  
 Hillier, Adrian Dean  
 Ho Po Yin, Patricia  
 Ho Sau Fah  
 Hodder, Michael Andrew  
 Hoefer, Raymond  
 Hollands, Louise Deirdre  
 Holmes, Steven  
 Home, Cameron James Boyton  
 Honan, Matthew Geoffrey Francis  
 Honey, James Andrew  
 Honey, Timothy George  
 Hourigan, Jennifer Ann  
 How Yoke Lee  
 Hu, Linda Man Hang  
 Ivone, Patricia Jane  
 Jahnecke, Gerd Gunter  
 Jakobcic, Melita Marina

Jarvis, Andrew James  
 Jenkins, Trisha Anne  
 Johnson, Peter Joseph  
 Johnston, Cathryn Maree  
 Jones, Dean Andrew  
 Kaehne, Jonathan David  
 Kakouris, Hariclia  
 Kalfas, Anna  
 Kanellakis, Peter  
 Karabourniotis, Maria  
 Karakatsanis, Dimitria  
 Karavas, Alexandra  
 Kasperczyk, Alfred Benjamin  
 Katrakazos, Nickolas Emmanoil  
 Keen, Andrew Thomas  
 Kelly, Elizabeth Anne  
 Kerski, Michelle  
 Khong Yoon Hoi, Victor  
 Kilkenny, John Litchfield  
 Kirkman, Simon Francis  
 Kirwin, Paul Gerard  
 Koh, Evelyn  
 Kong Hon Poh  
 Korkoneas, Steven  
 Koukouvitikis, Ekaterini  
 Kurzmann, Guy Bradley  
 Kyriazis, Crissa  
 Lahy, Anthony John  
 Lam Shwu Lee  
 Langenbacher, Simon Leonard  
 Lau Chiu Wa, Mabel  
 Lau Hon Hung, Sammy  
 Lautee, Rolland Andrew  
 Leahey, William James  
 Lee Chooi Yen  
 Leggio, Josephine Mary  
 Lekkas, Jenny Sofia  
 Leong, Gary Raymond  
 Lewin, Claire Louise  
 Liew Kee Meng  
 Lim Chee Leong  
 Linardakis, Angela  
 Ling Sing Kok, Francis  
 Lipcsey, Peter Johannes  
 Ljubicic, Anthony  
 Loftus-Hills, Patrick Dean  
 Loidl, Nicole Maree  
 Looi Deng Nam  
 Louey-Gung, Alison Gaye  
 Low Lai Mei  
 Lowy, Mark Eric  
 Lucas, William Robert  
 Mannion, Andrew William  
 Mansell, Ashley Scott  
 Martin, Anthony Craig  
 McAlpin, Jennifer Helen  
 McArdle, Jeremy Brian  
 McCarthy, Paul Daniel  
 McCausland, Katherine Anne  
 McGowan, Miriam Christine  
 McIntyre, Karen Denise  
 McKeegan, Donna Maree  
 McKenna, Brendan Peter  
 McKimm, Lynette May  
 McMahon, Bernadette Marie  
 McQueen, Janette  
 Meagher, Therese Anne  
 Melder, Carollyn Anne Elizabeth  
 Merenng, Nishanta Renuka Mutha  
 Middleton, Hugh Stephen  
 Mitchell, Andrew William  
 Miu Yen Sung, Samuel  
 Moody, Stuart Craig  
 Mountain, Katrina Shirley  
 Moylan, Joanne Therese  
 Mulvahil, Anthony John  
 Murdoch, Carolyn Rose  
 Murtagh, Paul Daniel  
 Myers, Stuart James  
 Nettleton, Simon Ewan  
 Ng Shu Fan  
 Ng Yuk Wan, Linda  
 Ngu Siew Fung, Jaime  
 Nicopoulos, Leslie  
 Nobelius, Ann-Maree  
 Noonan, Glen Andrew  
 Northfield, John Francis  
 Nyhuis, Robert John  
 O'Callaghan, Dean Terrence  
 O'Shea, Timothy John

Odgers, Steven Mark  
 Ollquist, Andrea Jane  
 On Poh Choo  
 Orfanidis, Nick  
 Orlando, Carmela  
 Ortner, Vivien Mathilde  
 Pahl, Anja-Karina  
 Palma, Catherine Anne  
 Pang Tak-Ling, Dorothy  
 Papadopoulos, Tas  
 Papakonstantinou, Aikaterini  
 Papalazarou, Peter  
 Paron, Larra Prasede  
 Parris, Brett William  
 Payne, Mark John  
 Pearson, Matthew Judge Grant  
 Penney, Angela Gay  
 Persichelli, Antonio  
 Phang Sweet Lee  
 Phillips, Damien Joseph  
 Phillips, Karen Ruth  
 Phuong Dinh Pham  
 Platts, Mark Julian  
 Polyzos, Eleni  
 Pope, Andrew Raymond  
 Price, Christopher John  
 Prvulovic, Zlatibor  
 Quilty, William Kenrick  
 Ralphsmith, Sean James  
 Ranieri, Lucia  
 Recupero, Antonella  
 Redwood, Tiffany Jane  
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 Rolfe, Damian Vincent  
 Rolfe, Ricky Alan  
 Rosenbaum, Perry  
 Rowe, Justin Barry  
 Ruys, John  
 Saffin, Rodney Graeme  
 Sagripanti, Timothy Richard  
 Sahely, Josephine  
 Sakkas, Sophie  
 Scheitler, Laurence Agnes  
 Schlatt, Jorg  
 Schwarz, Darrel Brian  
 See Kok Hing  
 Sharp, Kathleen Rose  
 Shircore, Amanda Lee  
 Shrivies, Kelvin John  
 Sinclair, Mark William  
 Singh, Rajvinder  
 Slonim, Nathan  
 Sluiter, Andrew James  
 Smith, Simon Squire  
 Smith, Terrence Michael  
 Snowball, Susan Carolyn  
 Spano, Angelo Rosario  
 Spitzer, Antje  
 Squire, Zoe Elizabeth  
 Steer, Helen Ann  
 Steinkamp, Jane Elisabeth  
 Stow, Julian Francis  
 Stranieri, Annalucia Domenica  
 Su Chua Poh  
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 Sutrisno, Santoso Budiono  
 Taft, Peter Braham Jerome  
 Tan Hooi Peng, Jennifer  
 Tan Hoy San  
 Tanil, Deral  
 Tanskanen, Eva Ingrid  
 Tay Gek Eng  
 Tay Tze-Jiuan  
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 Testa, Bruno Robert  
 Tham Wai Yee, Winnie  
 Thane, Bronwyn Eris  
 Thane, Carolyn Louise  
 Theobald, Karen Louise  
 Theodoropoulos, Martha  
 Theunissen, Julie Marie  
 Thoman, Michael  
 Thomas, Pat  
 Thompson, Cary Michael  
 Thompson, Lisa Kim  
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 Tiong Siu Tang  
 To, Hoa Khac  
 Tong, Ruby

Trace, Anthony Wade  
 Trichias, Despina  
 Tsang Yao Yung  
 Vahl Meyer, Deryn  
 Van De Loop, Debra Jane  
 Van Der Wielen, Sylvia Elisabeth  
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 Walker, Jane Nicole  
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 Wan, Peter James  
 Wan Tai Kwang  
 Warren, Elizabeth Diane  
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 Weaver, Sarah Ellen  
 Wee Bee Hoi, Tracy  
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 Werdiger, Menachem David  
 White, Primrose  
 Williams, David Andrew  
 Williams, Karen Maree  
 Williams, Robert George  
 Wilson, Shyamala Rajamany  
 Winter, David Charles  
 Wong, Karen Kim Lei  
 Wong, Po Ching  
 Wong Wai Seng  
 Worley, Helen Anne  
 Worsley, Sue Yvonne  
 Yap Jer Yee  
 Yeo Shua Hoon  
 Yeunh Kwei Ming  
 Yew Boon Hock  
 Young, David John  
 Youngman, Guy Rohan  
 Youngs, Jennifer Ann  
 Yu, Lawrence Ting Tung  
 Zinchovschij, Anna Teresa  
 Zuccala, Nathan Fortunato

#### Diploma in Environmental Science

Hexter, James Allen  
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 Lavery, Kevin Bernard  
 Milne, Shirley Ethel  
 Moulton, Roger Ralph  
 Phillips, Bruce Robert  
 Richdale, William Eric  
 Warner, Philip Jeffrey  
 Wilson, Christopher Gerald

#### Diploma in General and Comparative Literature

Openshaw, Jennifer Ann  
 Scammell, Margaret Ann

#### Diploma in Japanese Business Communication

Fry, Robyn Anne  
 Lee Yoke Yee  
 Leong Wai Feung  
 Ma Oi Woon, Irene

#### Diploma in Applied Japanese Linguistics

Sato, Keiko

#### Diploma in Librarianship

Chile, Rebecca Awuese  
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 Suen, Suet Ching Judy

#### Diploma in Business Systems

Avsar, Sehne G  
 Chan Kah Choon  
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 Golebiewski, Jacek  
 Goon Wui-Yeang

Ho Mei Lin, Catherine  
 Hollis, Andrew John  
 Kan Lai Hung, Vivian  
 Kuwawi, Hitarto  
 Newman, David John  
 Poon Ping Hong  
 Savage, John Valentine Douglas  
 Stephan, Adrian Cecil  
 Tay Tze-Jiuan  
 Technitisawad, Anuchart  
 Wiranata, Setiadi  
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#### Diploma in Education

Adams, Julie Maree  
 Anderson, David James  
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 Aumann, Megan Jane  
 Bailouni, Marie Michelle  
 Bakalis, Petroula  
 Bakapanos, Angela  
 Baker, Geraldine Amy  
 Barraja Rohan, Anne Marie  
 Beveridge, Julie Leanne  
 Bisignano, Maria  
 Bonella, Stephen  
 Bottomley, William Jules  
 Boubis, Sophie  
 Boucher, Simon Mark  
 Brady, Justin Paul  
 Bray, Kerry Lee  
 Broeren, Denise Margaret  
 Brown, Christina Colette  
 Brown, Geoffrey David  
 Burggraaf, Harry  
 Burmeister, Heather  
 Burrows, Lisa Gaye  
 Byrne, Vanessa Elizabeth  
 Cameron, Gordon Alexander Macleod  
 Candotti, Edi Julian  
 Carter, Stewart Raymond  
 Chamberlain, Raymond John  
 Chambers, Alison Joy  
 Chessell, Adele Audrey  
 Chiew Ai Kiong  
 Chin Set Li, Rosalind  
 Clark, Ian Cameron  
 Cleary, Natalie Jane  
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 Cook, Donald Maxwell  
 Cook, Robert Knight  
 Cooper, Melinda Louise  
 Costoloe, Susan Patricia  
 Crea, Filomena  
 Croser, Ian Jonathan  
 Curry, Julianne Marie  
 Dassenaike, Ione Shereen  
 Davis, Erica Joy  
 Dawson, Karen Edith  
 De Hoedt, Tania Michelle  
 De Souza, Evelyn Judith  
 De Zylva, Fiona Crystal  
 Dewhurst, Julie Anne  
 Diony, Arthur  
 Donat, Suzanne Claire  
 Dumas, Irena  
 Duncan, Bruce Phillip  
 Dwyer, Tasamin Armer  
 Ebbs, Katharine Mary  
 Eddington, Ian Montgomerie  
 Edgerton, Linda Jean  
 Edwards, Maxwell Philip  
 Evagelelis, Helen  
 Farfara, Helen  
 Farrell, Leanne Margaret  
 Fernando, Aloysius W  
 Flood, Carolyn Anne  
 Ford, Karen Ann  
 Friend, Koreyna Sue  
 Fulton, Megan Elizabeth  
 Gagamanos, Vicki  
 Gaitanis, Niki  
 Galitou, Victoria  
 Garifalakis, Nicholas  
 Geeson, Elizabeth Jennifer  
 Georgiou, Theodora  
 Gianakis, Sotiria  
 Giannaros, Debbie  
 Gilchrist, Irene May



Gischus, Belinda Ruth  
 Godfrey, Karin Rebecca  
 Gordon, Bridgitte Sheila  
 Gournas, Dimitrios  
 Graham, Jamie Andrew  
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 Green, Gerardina  
 Groves, Timothy Stephen  
 Gurtler, Irmi  
 Hartman, Leanne Marie  
 Hatton, Elizabeth  
 Hatzikosmidis, Ephrosyne Effie  
 Hauw, Jeanette Lorraine  
 Hawkins, Peter Shaw  
 Hee Kui Ping  
 Hemming, Leigh  
 Henderson, Ian Leonard  
 Henry, Alan Bruce  
 Hew, Donald Fan Loong  
 Hodgkins, Penelope Susan  
 Hodgkinson, Sarah Jane  
 Hoich, Robert Ivan  
 Holliday, Ann Gael  
 Hopkinson, Christopher John  
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 Howlett, Louise Millicent  
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 Jones, Alison Margaret  
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 Kanellakis, Lisa Kristalia  
 Katerelos, Eleni  
 Kearney, Megan Jane  
 Kelly, Angela Mary  
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 Knight, Janice Maree  
 Kokoras, Nia  
 Kolesis, Chris  
 Konstas, Helen  
 Kotsiou, Anastasia  
 Kousouris, Ourania  
 Kozelj, Tanya  
 Langenegger, Rosamaria  
 Lawrence, Susan Janette  
 Lenk, Karen Aita  
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 Li Lian Loo  
 Liauw, Christopher  
 Lincoln, Michaela Helene  
 Linley, Michael David  
 Lo Kiun Nyuk  
 Lob, Gabriele  
 Lochner, Rebecca Charlotte  
 Mackey, Denise Bernadette  
 Maggs, Thomas Archibald  
 Maharaj, Nitika Priya  
 Mahr, Karl Gerald  
 Major, Paula Catherine  
 Maklad, Reham  
 Markesich, Mary  
 Martin, Virginia Olive  
 Matthews, Rachel Clare  
 McDiarmid, Melles Gai  
 McGuire, Peter Andrew  
 McIntyre, Cedric Patrick  
 McKenzie, Helen Elizabeth  
 McKinnon, Gabrielle Mary  
 McKinnon, Sandy Ross  
 McMaster, Justin David  
 McNeil, Damien Francis  
 McRobinson, Lynette Melva  
 Meehan, Patricia Ann  
 Meisels, Annabelle Margareth  
 Menotto, Sandra Rose  
 Merbis, Susan Kaye  
 Merlo, Brian James  
 Mitrou, Effie  
 Mitsis, Michelle  
 Mollet, Susan Catherine  
 Montero, Ruben  
 Morley, Alan Wayne  
 Murphy, Martin Joseph  
 Nanfra, Maria Josephine  
 Ng Yee Leng  
 Nicolaou, Nicholas Onoufriou  
 Nictas, Christine

Norris, Peter Francis  
 Nuttall, Peter Martin  
 O'Bryan, Jennifer Anne  
 O'Malley, Louise Kirsten  
 Ong, Yan Yeok  
 Orefice, Angela Marie Dell  
 Palmer, Glenda  
 Paterson, Barbara Helene  
 Patsakos, Dimitra Diane  
 Perdriau, Kathryn Anne  
 Perry, Karen Leonie  
 Petzierides, Irene  
 Phillips, Bradley Mark  
 Phillips, Naomi Rae  
 Potter, Melissa Jayne  
 Prapas, Fotina  
 Prosper, Jean-Claude Michel  
 Proy, Therese  
 Puclin, Katarina  
 Pugh, Ian Gordon  
 Pushett, Leora Malka  
 Reeves, Jacinta Troy  
 Roberts, Denise Nadine  
 Rodostianos, Athan  
 Rotstain, Leon David  
 Rowe, Christopher Charles William  
 Rowe, Stephenie Louise  
 Rycroft, Paul  
 Sandford, Andrew Colin  
 Schulz, Petra Monika  
 Shallcross, Linda Kaye  
 Sidney, Mark Francis  
 Simpson, Colwyn John  
 Siolis, Dimitra  
 Smith, Michael Jeffrey  
 Smith, Wendy Sutherland  
 Sokol, Anthony  
 Soon, Mandy Suan Choo  
 Soric, Dolores  
 Sotiriou, Mary  
 Spagnol, Craig David  
 Spivakovsky, Cheryl May  
 Stamatelatos, Constantinos  
 Starr, Deborah  
 Steele, Michael William  
 Stege, Lelia  
 Stevenson, Mark David  
 Symeonides, Paula  
 Talbot, Karen Denise  
 Taranto, Tina Maria  
 Tate, Leslie Robert  
 Ticio, Elizabeth  
 Toovey, Jillian  
 Touranakos, Stavroula  
 Trigg, Julia Marion  
 Tsagarakis, Athina  
 Tsarouhas, Vicki  
 Tsirigotis, Dimitra  
 Turnbull, Penelope Jillian  
 Vague, Robert James  
 Van Pinxteren, William Peter  
 Vanderhope, Yvonne Jean  
 Vanis, Zeliko  
 Vanselow, Elizabeth Anne  
 Vasilopoulos, Veneta  
 Verdonck, Kerrie Joy  
 Vernadakis, John  
 Voon Tsei Liang, Stephen  
 Voulanas, Freda  
 Wahren, Carl Henrik  
 Walklate, Michael John  
 Weate, Catherine Jane  
 Weir, Julie Anne  
 Wright, Catherine Margaret  
 Yacoub, Aziz Adel Aziz

#### Diploma in Educational Psychology

Baker, Elizabeth Audrey  
 Bleaser, Jacinta Mary  
 Carnegie, Andrew Bruce  
 Catroppa, Agata Cathy  
 Chan Mei-Lynn, Janna  
 Corrigan, Yvonne  
 Crooke, Alan John  
 Cummins, Elizabeth Terese  
 De La Rue, Ann  
 Dowsett, Sharon Joy  
 Fulton, John Laurence  
 Gartner, Bronwyn

Kapsalakis, Anthoula Toulia  
 Keegel, Margaret Anne  
 Kostopoulos, Thomaï  
 Kyrou, Vicki  
 Leonard, Marion Frances  
 Lhuede, Dominica Michelle  
 Mavroudis, Andrew  
 McClean, Margaret Ann  
 McSwiney, Margaret  
 Mitropoulos, Jenny  
 Morda, Romana Rosa  
 Neeson, Anne Maria  
 Perkins, Mary Margaret  
 Pratt, Dennis Keith  
 Reidpath, Daniel Diamond  
 Rosenberg, Melissa Anne  
 Sabbagh, Nabeel  
 Sleeman, Maree Ann  
 Stecher, Erica Josephine  
 Stevenson, Jeannette Craig  
 Taylor, Suzanne Gwendolyn  
 Triantopoulos, Georgia  
 Tsimiklis, Jenny  
 Westhorp, Kerryn May  
 Wilson, Karen Joy  
 Woodhouse, Ian Osborne  
 Yates, Judith Mascall  
 Young, Phillip Nicholas

#### Diploma in Commercial Law

Baldwin, Clive Wallace  
 Beynon, Ian Lloyd  
 Byrne, Suzanne Carla Bettink  
 Elliott, Janet Mary  
 Hunt, Geoffrey Robert  
 Laws, Neil  
 MacLean, Alan Stewart  
 Murray, James  
 Raftis, Andrew  
 Riggall, Paul  
 Sinclair, Margaret Jessie  
 Stokes, Pauline Rose  
 Weitzman, Roy  
 Yu Wei Jing

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Fryer, Helen Barbara  
 Morgan, Ian Donald  
 Wiltshire, Maureen Patricia  
 Yelland, Belinda Susan

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 Stewart, William Jackson

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Dent, Graham Anthony  
 McGill, Maura Bernadette  
 Seneviratne, Denzil Lalith Dimal

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Brereton, Glenn  
 Kotsimbos, Vassiliki  
 Long, Anthony Gerard  
 O'Keefe, Robert Joseph  
 Rennie, Christine Frances  
 Rowland, Michael Campbell  
 Rush, David Anthony  
 Triantafyllis, Ken  
 Wain, Jeff Sinclair

#### Diploma of Reproductive Sciences

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 De Leon, Daniel Alop  
 Donnan, Elizabeth Anne  
 Hambali  
 Jellinek, Peter  
 Saravanamuttu, Bhuvana Sundari  
 Stanek, Sean Timothy

