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

Establishment 01; Objectives, functions, powers and duties 01; University services 01; Shared policy responsibilities 02; Administrative structure 02; Principal offices 04; Publications 04

Operational objectives 05; Factors affecting achievement of operational objectives 06; Major changes 07; Major external reviews 07; Summary of operations: New courses offered in 1989 07; Activities funded by the Victorian Education Foundation 08; Other initiatives 08; Major works 09; Major research activities 09; Significant activities and achievements 12; Major promotional activities 13; Legislation 14; Regulations 16; Persons employed 16; Pecuniary interests 17; Overseas visits 17; Occupational health and safety 17; Industrial relations 17; Freedom of information 18; Major committees (external) 18; Prices, rates and levies 18; Major performance statistics 18

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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

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

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.

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**


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)


Rachelle Ann Lewitan BA LLB (Hons) Melb. (from 13 July 1987 to 2 July 1991)

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


*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 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**


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

Ex officio
Chancellor
The Hon. Sir George Hermann Lush LLM Melb.

Vice-Chancellor
Malcolm Ian Logan BA PhD Melb. DipEd Syd. FASSA

Appointed by the Minister for Education

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

Visitor
His Excellency Dr Davis McCaughey, Governor of Victoria

Chancellor
The Hon. Sir George Hermann Lush LLM Melb

Deputy Chancellor
James Arnold Hancock OBE BCom 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 BMetE MSc DEng Melb. FTS FIM FIEAust

Pro Vice-Chancellor Special Projects
Lance Aubrey Endersbee AO BCE ME Melb. FTS HonMEIC FIEAust

Registrar
Anthony Langley Pritchard BSc DipEd Melb. BEd Qld

Comptroller
Peter Brian Wade BCom (Hons) MA Melb. FASA

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Monash University
Wellington Road
Clayton 3168
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Monash City Office
Cnr Exhibition & Flinders Lane
Melbourne 3000
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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.
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.

### 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.

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**Regulation 8(1)(b)**

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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.

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

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.

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

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.

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

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 Venerology
- 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

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.
Major promotional activities

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 Chiangmai — 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

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 Bachelor 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. 1) Regulations
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

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

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 lecturership; 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
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 II 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 II 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
## Statement of balances as at 31 December 1989

<table>
<thead>
<tr>
<th></th>
<th>Notes</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserves</td>
<td>1(c)</td>
<td>36 315</td>
<td>19 555</td>
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<tr>
<td>Retained surplus</td>
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<td>3 568</td>
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<tr>
<td><strong>Total equity</strong></td>
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<td>48 158</td>
<td>23 123</td>
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<tr>
<td><strong>Current liabilities</strong></td>
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<td>Bank overdraft</td>
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<td>2 955</td>
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<td>Accounts payable and accrued expenses</td>
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<tr>
<td>Student fees received in advance</td>
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<td>Government grants received in advance</td>
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<td>18 868</td>
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<tr>
<td>Loans</td>
<td>8(a)</td>
<td>2 197</td>
<td>2 197</td>
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<tr>
<td>Provision for long service and accumulated recreation leave</td>
<td>1(b)</td>
<td>24 615</td>
<td>24 548</td>
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<tr>
<td><strong>Total current liabilities</strong></td>
<td></td>
<td>64 510</td>
<td>64 689</td>
</tr>
<tr>
<td><strong>Non-current liabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loans</td>
<td>8(b)</td>
<td>4 833</td>
<td>4 833</td>
</tr>
<tr>
<td><strong>Total equity and liabilities</strong></td>
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<td>92 645</td>
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<tr>
<td><strong>Current assets</strong></td>
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<td></td>
</tr>
<tr>
<td>Cash at bank and on hand</td>
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<td>1 084</td>
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<td>Accounts receivable</td>
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<td>4 642</td>
<td>4 711</td>
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<td>Inventories</td>
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<td>1 662</td>
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<tr>
<td>Short-term investments</td>
<td>6(a)</td>
<td>64 203</td>
<td>63 741</td>
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<td>Payments in advance</td>
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<td>1 845</td>
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<td>Amounts receivable from associated entities</td>
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<td><strong>Total current assets</strong></td>
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<td>73 043</td>
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<tr>
<td><strong>Non-current assets</strong></td>
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<tr>
<td>Equipment</td>
<td>1(a)(iv)</td>
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<td>16 999</td>
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<td>Investments</td>
<td>6(b)</td>
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<td>2 603</td>
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<tr>
<td><strong>Total non-current assets</strong></td>
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<td>19 602</td>
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<tr>
<td><strong>Total assets</strong></td>
<td></td>
<td>117 501</td>
<td>92 645</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
Consolidated statement of changes in equity for the year ended 31 December 1989

<table>
<thead>
<tr>
<th>Notes</th>
<th>Contributed capital $000</th>
<th>Funds held for restricted purposes $000</th>
<th>Funds held in perpetuity $000</th>
<th>Asset revaluation reserve $000</th>
<th>Retained surplus $000</th>
<th>1989 Total $000</th>
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</thead>
<tbody>
<tr>
<td>Balance at 1 January 1989</td>
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<td>Surplus for the year</td>
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<td>Capital receipts</td>
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<td>Retroactive adjustment for</td>
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<tr>
<td>Provision for long service leave</td>
<td>(16 000)</td>
<td>(16 000)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Provision for recreation leave</td>
<td>(6 000)</td>
<td>(6 000)</td>
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<tr>
<td>Transfer from retained surplus to</td>
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<td></td>
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<td></td>
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<tr>
<td>Funds held for restricted purposes</td>
<td>4 146</td>
<td>4 146</td>
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<td></td>
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<td></td>
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<tr>
<td>Funds held in perpetuity</td>
<td>17 594</td>
<td>17 594</td>
<td></td>
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<tr>
<td>Asset revaluation reserve</td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Non-current asset, Equipment capitalised at cost less Accumulated depreciation</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 31 December 1989</td>
<td>1(c)</td>
<td>586</td>
<td>4 146</td>
<td>17 594</td>
<td>13 989</td>
<td>11 843</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
## Revenue and expense statement for the year ended 31 December 1989

<table>
<thead>
<tr>
<th>Notes</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
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<tr>
<td>Commonwealth Government grants</td>
<td>9</td>
<td>137 055</td>
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<td>State Government grants</td>
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<td>Higher Education Contribution Scheme</td>
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<tr>
<td>Student fees</td>
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<td>Grant from Monash University Foundation grants</td>
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<td>3 842</td>
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<tr>
<td>General donations</td>
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<td>3 318</td>
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<tr>
<td>Investment income</td>
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<td>11 859</td>
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<tr>
<td>Other revenue</td>
<td>10</td>
<td>28 259</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td></td>
<td>202 400</td>
</tr>
<tr>
<td><strong>Less</strong></td>
<td></td>
<td></td>
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<tr>
<td>Operating expense</td>
<td></td>
<td>44 623</td>
</tr>
<tr>
<td>Salaries and related items</td>
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<td>127 387</td>
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<td>Scholarships</td>
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<td>3 438</td>
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<tr>
<td>Audit fees</td>
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<td>42</td>
</tr>
<tr>
<td>Depreciation</td>
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<tr>
<td>Interest on loans</td>
<td>8(c)</td>
<td>805</td>
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<tr>
<td>Bad debts expense</td>
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<td>54</td>
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<tr>
<td>Lease expense</td>
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<tr>
<td>Directors' emoluments</td>
<td></td>
<td>41</td>
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<tr>
<td>Provision for long service leave</td>
<td>1(b)</td>
<td>2 228</td>
</tr>
<tr>
<td>Provision for recreation leave</td>
<td>1(b)</td>
<td>387</td>
</tr>
<tr>
<td><strong>Total expense</strong></td>
<td></td>
<td>186 402</td>
</tr>
<tr>
<td>Operating surplus before abnormal items</td>
<td></td>
<td>15 998</td>
</tr>
<tr>
<td><strong>Less</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Abnormal item</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expenditure on building construction and site works</td>
<td></td>
<td>7 389</td>
</tr>
<tr>
<td>Surplus for the year ended 31 December 1989</td>
<td></td>
<td>8 609</td>
</tr>
<tr>
<td>Retained surplus at 1 January 1989</td>
<td></td>
<td>46 974</td>
</tr>
<tr>
<td>Funds available for appropriation</td>
<td></td>
<td>55 583</td>
</tr>
<tr>
<td><strong>Less</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retroactive adjustments for</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provision for long service leave</td>
<td>1(b)</td>
<td>16 000</td>
</tr>
<tr>
<td>Provision for recreation leave</td>
<td>1(b)</td>
<td>6 000</td>
</tr>
<tr>
<td>Transfers to reserves</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transfer to funds held for restricted purposes</td>
<td>1(c)(i)</td>
<td>4 146</td>
</tr>
<tr>
<td>Transfer to funds held in perpetuity</td>
<td>1(c)(ii)</td>
<td>17 594</td>
</tr>
<tr>
<td><strong>Retained surplus at 31 December 1989</strong></td>
<td></td>
<td>11 843</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
1 Statement of accounting policies

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


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:

<table>
<thead>
<tr>
<th></th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equipment at cost</td>
<td>24 352</td>
<td>23 932</td>
</tr>
<tr>
<td>Less Provision for depreciation</td>
<td>7 030</td>
<td>6 933</td>
</tr>
<tr>
<td>Net value at 31 December 1989</td>
<td>17 322</td>
<td>16 999</td>
</tr>
</tbody>
</table>

(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:

<table>
<thead>
<tr>
<th></th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provision for long service leave</td>
<td>2 228</td>
<td>2 191</td>
</tr>
<tr>
<td>Provision for recreation leave</td>
<td>387</td>
<td>357</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2 615</td>
<td>2 548</td>
</tr>
</tbody>
</table>

Retroactive adjustment in respect of estimated liability at 1 January 1989

<table>
<thead>
<tr>
<th></th>
<th>Provision for long service leave</th>
<th>Provision for recreation leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16 000</td>
<td>16 000</td>
</tr>
<tr>
<td></td>
<td>6 000</td>
<td>6 000</td>
</tr>
<tr>
<td><strong>Retroactive adjustment</strong></td>
<td>22 000</td>
<td>22 000</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Provision for long service leave</th>
<th>Provision for recreation leave</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>18 228</td>
<td>18 191</td>
</tr>
<tr>
<td></td>
<td>6 387</td>
<td>6 357</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>24 615</td>
<td>24 548</td>
</tr>
</tbody>
</table>

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

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

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.'
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:

<table>
<thead>
<tr>
<th>Trust</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infertility Medical Centre Pathology Services Trust</td>
<td>$500,000</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Item</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trading bookshop</td>
<td>1 076</td>
<td>1 076</td>
</tr>
<tr>
<td>Union and sports and recreation</td>
<td>294</td>
<td>294</td>
</tr>
<tr>
<td>Central building maintenance store</td>
<td>73</td>
<td>73</td>
</tr>
<tr>
<td>Halls of residence</td>
<td>29</td>
<td>29</td>
</tr>
<tr>
<td>Central stationery store</td>
<td>178</td>
<td>178</td>
</tr>
<tr>
<td>Other academic services</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td><strong>1 662</strong></td>
<td><strong>1 662</strong></td>
</tr>
</tbody>
</table>

5 Accounts receivable

<table>
<thead>
<tr>
<th>Item</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued Government grants</td>
<td>132</td>
<td>132</td>
</tr>
<tr>
<td>Trade debtors</td>
<td>1 922</td>
<td>1 897</td>
</tr>
<tr>
<td>Student loan debtors</td>
<td>537</td>
<td>537</td>
</tr>
<tr>
<td>Infertility Medical Centre Pty Ltd</td>
<td>--</td>
<td>114</td>
</tr>
<tr>
<td>Other income receivable</td>
<td>2 031</td>
<td>2 031</td>
</tr>
<tr>
<td>Loan account — unsecured</td>
<td>20</td>
<td>--</td>
</tr>
<tr>
<td></td>
<td><strong>4 642</strong></td>
<td><strong>4 711</strong></td>
</tr>
</tbody>
</table>

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.

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>6 212</td>
<td>5 705</td>
</tr>
<tr>
<td>Accrued charges</td>
<td>1 813</td>
<td>1 447</td>
</tr>
<tr>
<td>Group tax</td>
<td>2 779</td>
<td>2 779</td>
</tr>
<tr>
<td>Fringe benefits tax</td>
<td>519</td>
<td>519</td>
</tr>
<tr>
<td>Monash University Foundation</td>
<td>—</td>
<td>1 116</td>
</tr>
<tr>
<td>Montech Pty Ltd</td>
<td>—</td>
<td>18</td>
</tr>
<tr>
<td>Other</td>
<td>484</td>
<td>484</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>11 807</strong></td>
<td><strong>12 068</strong></td>
</tr>
</tbody>
</table>

8 Loans

(a) Current
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 12 12
Total current loans 2 197 2 197

(b) Non-current
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 18 18
Total non-current loans 4 833 4 833

(c) Interest expense
In 1989 on VicFin loans 689 689
In 1989 on loans from banks and other loans 116 116
Total interest expense on loans 805 805

9 Revenue — Commonwealth Government grants

<table>
<thead>
<tr>
<th>Description</th>
<th>Consolidated $000</th>
<th>Monash University $000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating grant</td>
<td>123 887</td>
<td>123 887</td>
</tr>
<tr>
<td>Teaching hospitals grant</td>
<td>461</td>
<td>461</td>
</tr>
<tr>
<td>Australian Research Council grant</td>
<td>3 053</td>
<td>3 053</td>
</tr>
<tr>
<td>Other Commonwealth Government grants</td>
<td>9 654</td>
<td>9 654</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>137 055</strong></td>
<td><strong>137 055</strong></td>
</tr>
</tbody>
</table>
10 Other revenue

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

11 Expenditure commitments

<table>
<thead>
<tr>
<th>Description</th>
<th>Consolidated</th>
<th>Monash University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital — equipment grant purchases</td>
<td>1 257</td>
<td>1 257</td>
</tr>
<tr>
<td>Building expenditure</td>
<td>1 267</td>
<td>1 267</td>
</tr>
<tr>
<td></td>
<td>2 524</td>
<td>2 524</td>
</tr>
</tbody>
</table>

12 Lease commitments

<table>
<thead>
<tr>
<th>Description</th>
<th>Consolidated</th>
<th>Monash University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lease of the premises situated at 41-43 Exhibition Street Melbourne</td>
<td></td>
<td></td>
</tr>
<tr>
<td>lease expires 15 January 1994</td>
<td></td>
<td></td>
</tr>
<tr>
<td>rental commitment at 31 December 1989</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not later than 1 year</td>
<td>280</td>
<td>280</td>
</tr>
<tr>
<td>Later than 1 year and not later than 2 years</td>
<td>280</td>
<td>280</td>
</tr>
<tr>
<td>Later than 2 years and not later than 5 years</td>
<td>512</td>
<td>512</td>
</tr>
<tr>
<td></td>
<td>1 072</td>
<td>1 072</td>
</tr>
</tbody>
</table>

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

$ $

**Income**

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income from investments</td>
<td>$2,083,594</td>
</tr>
<tr>
<td>Total income</td>
<td>$2,083,594</td>
</tr>
</tbody>
</table>

**Less**

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenditure</td>
<td></td>
</tr>
<tr>
<td>Investment adviser's fee</td>
<td>$90,204</td>
</tr>
<tr>
<td>Bank charges</td>
<td>$37</td>
</tr>
<tr>
<td>Audit fee</td>
<td>$1,050</td>
</tr>
<tr>
<td>Total expenditure</td>
<td>$91,291</td>
</tr>
</tbody>
</table>

**Surplus for the year**

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus at 1 January 1989</td>
<td>$2,865,735</td>
</tr>
<tr>
<td>Surplus at 31 December 1989</td>
<td>$4,858,038</td>
</tr>
</tbody>
</table>

**Add**

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surplus at 31 December 1989</td>
<td>$1,992,303</td>
</tr>
<tr>
<td>Surplus at 1 January 1989</td>
<td>$1,903,038</td>
</tr>
</tbody>
</table>

**Less**

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocation to capital funds to preserve capital</td>
<td>$950,000</td>
</tr>
<tr>
<td>Distribution to Monash University</td>
<td></td>
</tr>
<tr>
<td>From surplus for the year</td>
<td>$505,000</td>
</tr>
<tr>
<td>From accumulated surplus</td>
<td>$1,500,000</td>
</tr>
<tr>
<td>Total expenditure</td>
<td>$2,217,000</td>
</tr>
</tbody>
</table>

Monash University Foundation — balance sheet at 31 December 1989

<table>
<thead>
<tr>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated funds</td>
<td></td>
</tr>
<tr>
<td>Capital funds</td>
<td></td>
</tr>
<tr>
<td>Balance at 1 January 1989</td>
<td>$18,925,700</td>
</tr>
<tr>
<td>Add</td>
<td></td>
</tr>
<tr>
<td>Allocation from accumulated surplus to preserve capital</td>
<td>$950,000</td>
</tr>
<tr>
<td>Contribution from Monash University</td>
<td></td>
</tr>
<tr>
<td>University</td>
<td>$2,549,000</td>
</tr>
<tr>
<td>Total assets</td>
<td>$22,424,700</td>
</tr>
<tr>
<td>Less</td>
<td></td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
</tr>
<tr>
<td>Accrued charges</td>
<td>$22,827,738</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$22,827,738</td>
</tr>
<tr>
<td>Represented by</td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td></td>
</tr>
<tr>
<td>Investment portfolio — JP Morgan Investment Management Australia Limited</td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
</tr>
<tr>
<td>Cash at bank</td>
<td>$33</td>
</tr>
<tr>
<td>Debtor — Monash University</td>
<td>$521,000</td>
</tr>
<tr>
<td>Total assets</td>
<td>$22,852,936</td>
</tr>
<tr>
<td>Less</td>
<td></td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
</tr>
<tr>
<td>Accrued charges</td>
<td>$25,198</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$22,827,738</td>
</tr>
</tbody>
</table>
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 to 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

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  P Hudson
Director  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  P Hudson
Director  Director
6 March 1990  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  P W Fraser
Chartered Accountants  Partner
6 March 1990  6 March 1990
Montech Pty Ltd — balance sheet at 31 December 1989

<table>
<thead>
<tr>
<th>Notes</th>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>3</td>
<td>67,360</td>
</tr>
<tr>
<td>Investments</td>
<td>4</td>
<td>462,395</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>1,900</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td></td>
<td>531,655</td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>6</td>
<td>72,961</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td></td>
<td>72,967</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td></td>
<td>604,622</td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors and borrowings</td>
<td>7</td>
<td>505,400</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td></td>
<td>505,400</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td>99,222</td>
</tr>
<tr>
<td><strong>Shareholders' equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Share capital</td>
<td>8</td>
<td>135,000</td>
</tr>
<tr>
<td>Retained profits (losses)</td>
<td></td>
<td>(35,778)</td>
</tr>
<tr>
<td><strong>Total shareholders' equity</strong></td>
<td></td>
<td>99,222</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Notes</th>
<th>1988</th>
<th>1989</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Operating (loss)</td>
<td>9</td>
<td>(29,649)</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>10</td>
<td>—</td>
</tr>
<tr>
<td>Operating (loss) after income tax expense</td>
<td></td>
<td>(29,649)</td>
</tr>
<tr>
<td>Accumulated losses at 1 January 1989</td>
<td></td>
<td>(6,129)</td>
</tr>
<tr>
<td>Accumulated losses at 31 December 1989</td>
<td></td>
<td>(35,778)</td>
</tr>
</tbody>
</table>

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 non­current 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.

3 Receivables (current)
Trade debtors and bills receivable  25 280 69 674
Monash University current account  22 080 —
Loan account — unsecured  20 000 35 000
67 360 104 674

4 Investments — at cost (current)
Short term deposits  462 395 1 115 487

5 Other assets (current)
Prepaid expenses  1 900 —

6 Property, plant and equipment
Office furniture and equipment  37 867 11 975
Less Accumulated depreciation  (3 327) —
34 540 11 975

Motor vehicles  39 489 —
Less Accumulated depreciation  (1 068) —
38 421 —

Written down value  72 961 11 975

7 Creditors and borrowings
Bank overdraft  15 219 165 799
Monash University current account — 117 211
Creditors  479 964 820 325
Other amounts payable  10 217 —
505 400 1 103 335

8 Share capital
(a) Authorised capital
135 000 ordinary shares of $1 each  135 000 135 000

(b) Issued capital
135 000 ordinary shares of $1 each  135 000 135 000
9 Operating profit before income tax

Operating profit before income tax has been determined after:

(a) Crediting as revenue
- Fee income
- Interest received — other people

(b) Charging as expense
- Write-off of loan account
- Audit fees
  - Auditing the accounts (the auditors did not receive any other benefits)

<table>
<thead>
<tr>
<th></th>
<th>1988</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
</tr>
<tr>
<td>Fee income</td>
<td>932 033</td>
</tr>
<tr>
<td>Interest received — other people</td>
<td>116 488</td>
</tr>
<tr>
<td>Write-off of loan account</td>
<td>15 000</td>
</tr>
<tr>
<td>Audit fees</td>
<td>9 550</td>
</tr>
<tr>
<td>Total</td>
<td>1 485 920</td>
</tr>
<tr>
<td>Less: income tax</td>
<td>106 916</td>
</tr>
<tr>
<td>After tax</td>
<td>1 378 983</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Percentage beneficially owned</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wills Records Office Pty Ltd</td>
<td>6</td>
<td>70</td>
</tr>
</tbody>
</table>

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.

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

<table>
<thead>
<tr>
<th>Notes</th>
<th>1988 $</th>
<th>1988 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>2</td>
<td>22,677</td>
</tr>
<tr>
<td>Total current assets</td>
<td></td>
<td>22,677</td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>3</td>
<td>262,690</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>4</td>
<td>249,905</td>
</tr>
<tr>
<td>Total non-current assets</td>
<td></td>
<td>512,595</td>
</tr>
<tr>
<td>Total assets</td>
<td></td>
<td>535,272</td>
</tr>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors and borrowings</td>
<td>5</td>
<td>354,798</td>
</tr>
<tr>
<td>Provisions</td>
<td>6</td>
<td>66,522</td>
</tr>
<tr>
<td>Total current liabilities</td>
<td></td>
<td>421,320</td>
</tr>
<tr>
<td><strong>Non-current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creditors and borrowings</td>
<td>7</td>
<td>113,852</td>
</tr>
<tr>
<td>Total non-current liabilities</td>
<td></td>
<td>113,852</td>
</tr>
<tr>
<td>Total liabilities</td>
<td></td>
<td>535,272</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td>100</td>
</tr>
<tr>
<td><strong>Shareholders’ equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Share capital</td>
<td>8</td>
<td>100</td>
</tr>
<tr>
<td>Retained profits</td>
<td></td>
<td>—</td>
</tr>
<tr>
<td><strong>Total shareholders’ equity</strong></td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Note</th>
<th>1988 $</th>
<th>1988 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating profit</td>
<td>9</td>
<td>—</td>
</tr>
<tr>
<td>Income tax attributable to operating profit</td>
<td></td>
<td>—</td>
</tr>
<tr>
<td>Operating profit and extraordinary items after income tax</td>
<td></td>
<td>—</td>
</tr>
<tr>
<td>Retained profits at the beginning of the financial year</td>
<td></td>
<td>—</td>
</tr>
<tr>
<td>Total available for appropriation</td>
<td></td>
<td>—</td>
</tr>
<tr>
<td>Retained profits at the end of the financial year</td>
<td></td>
<td>—</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th></th>
<th>1988</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 Cash</td>
<td></td>
</tr>
<tr>
<td>Cash at bank</td>
<td>22 677</td>
</tr>
<tr>
<td>3 Receivables (non-current)</td>
<td></td>
</tr>
<tr>
<td>Amounts receivable from associated entities</td>
<td>262 690</td>
</tr>
<tr>
<td>4 Property, plant and equipment</td>
<td></td>
</tr>
<tr>
<td>Plant and equipment</td>
<td></td>
</tr>
<tr>
<td>Cost</td>
<td>385 572</td>
</tr>
<tr>
<td>Provision for depreciation</td>
<td>(135 667)</td>
</tr>
<tr>
<td>Written down value</td>
<td>249 905</td>
</tr>
<tr>
<td>5 Creditors and borrowings (current)</td>
<td></td>
</tr>
<tr>
<td>Patient refunds</td>
<td>38 550</td>
</tr>
<tr>
<td>Accrued expenses</td>
<td>289 853</td>
</tr>
<tr>
<td>Other creditors</td>
<td>26 395</td>
</tr>
<tr>
<td></td>
<td>354 798</td>
</tr>
<tr>
<td>6 Provisions (current)</td>
<td></td>
</tr>
<tr>
<td>Employee entitlements</td>
<td></td>
</tr>
<tr>
<td>Annual leave</td>
<td>36 361</td>
</tr>
<tr>
<td>Long service leave</td>
<td>30 161</td>
</tr>
<tr>
<td></td>
<td>66 522</td>
</tr>
<tr>
<td>7 Creditors and borrowings (non-current)</td>
<td></td>
</tr>
<tr>
<td>Amounts payable to</td>
<td></td>
</tr>
<tr>
<td>Monash University</td>
<td>113 852</td>
</tr>
<tr>
<td>Associated entities</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>113 852</td>
</tr>
<tr>
<td>8 Share capital</td>
<td></td>
</tr>
<tr>
<td>(a) Authorised capital</td>
<td></td>
</tr>
<tr>
<td>Ordinary shares of $1 each</td>
<td>10 000</td>
</tr>
<tr>
<td>(b) Issued capital</td>
<td></td>
</tr>
<tr>
<td>Ordinary shares of $1 each</td>
<td>100</td>
</tr>
</tbody>
</table>
9 Operating profit
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

(c) Operating revenue
   Fee revenue $1,476,324 $1,556,056
   Other revenue
   Medical supplies sales $12,905 $31
   Interest received $7,028 $23,859
   Rent received $98,130 $83,740

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.
Accounts for the year 1989

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
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

<table>
<thead>
<tr>
<th>Function</th>
<th>Academic</th>
<th>Non-academic</th>
<th>Total</th>
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</tr>
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<tr>
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<td>11</td>
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<tr>
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<td>64</td>
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<tr>
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<td>0</td>
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<tr>
<td>All staff</td>
<td>168</td>
<td>695</td>
<td>863</td>
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<tr>
<td>Other</td>
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<td>1</td>
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<tr>
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<th>FFT staff</th>
<th>FT + FFT staff</th>
<th>Casual staff</th>
<th>All staff</th>
</tr>
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<td>5</td>
<td>11</td>
<td>31</td>
<td>42</td>
</tr>
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<td>22</td>
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## 2.1 Student load by teaching faculty

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<th>DEET non-award</th>
<th>Non-credit</th>
<th>Overseas full-fee paying</th>
<th>State youth guarantee</th>
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<td>3 143</td>
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<td></td>
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<td>23</td>
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<td>58</td>
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<td>360</td>
<td>195</td>
<td>13 031</td>
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</table>
## 2.2 Enrolments as at 31 March 1989

| Faculty by level | Full-time | | Part-time | | Total | | Total |
|------------------|-----------|----------------|-----------|-----------|----------------|-----------|
|                   | Female    | Total          | Female    | Total     | Female        | Total     |
| Arts (1)          |           |                |           |           |               |           |
| Higher degree     | 152       | 286            | 194       | 315       | 346           | 601       |
| OTHD              | 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         |
| OTHD              | 3         | 8              | 0         | 8         | 3             | 8         |
| Total             | 3         | 8              | 0         | 8         | 3             | 8         |
| Arts/Law (15)     |           |                |           |           |               |           |
| Higher degree     | 0         | 0              | 0         | 0         | 0             | 0         |
| OTHD              | 347       | 510            | 37        | 60        | 384           | 570       |
| Total             | 347       | 510            | 37        | 60        | 384           | 570       |
| Ecops (2)         |           |                |           |           |               |           |
| Higher degree     | 62        | 167            | 87        | 306       | 149           | 473       |
| OTHD              | 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         |
| OTHD              | 5         | 60             | 0         | 6         | 5             | 66        |
| Total             | 5         | 60             | 0         | 6         | 5             | 66        |
| Ecops/Law (25)    |           |                |           |           |               |           |
| Higher degree     | 0         | 0              | 0         | 0         | 0             | 0         |
| OTHD              | 168       | 459            | 6         | 26        | 174           | 485       |
| Total             | 168       | 459            | 6         | 26        | 174           | 485       |
| Education (4)     |           |                |           |           |               |           |
| Higher degree     | 109       | 179            | 277       | 440       | 386           | 619       |
| OTHD              | 164       | 228            | 224       | 286       | 388           | 514       |
| Total             | 273       | 407            | 501       | 726       | 774           | 1 133     |
| Engineering (4)   |           |                |           |           |               |           |
| Higher degree     | 14        | 146            | 10        | 119       | 24            | 265       |
| OTHD              | 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         |
| OTHD              | 3         | 17             | 0         | 0         | 3             | 17        |
| Total             | 3         | 17             | 0         | 0         | 3             | 17        |
| Law (5)           |           |                |           |           |               |           |
| Higher degree     | 6         | 26             | 35        | 108       | 41            | 134       |
| OTHD              | 77        | 150            | 53        | 120       | 130           | 270       |
| Total             | 83        | 176            | 88        | 228       | 171           | 404       |
| Medicine (6)      |           |                |           |           |               |           |
| Higher degree     | 70        | 151            | 77        | 170       | 147           | 321       |
| OTHD              | 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       |
| OTHD              | 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         |
| OTHD              | 38        | 368            | 0         | 4         | 38            | 372       |
| Total             | 38        | 368            | 0         | 4         | 38            | 372       |
| Science/Law (75)  |           |                |           |           |               |           |
| Higher degree     | 0         | 0              | 0         | 0         | 0             | 0         |
| OTHD              | 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 OTHD 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

45
### 2.3 Student load (EFTSU) by course as at 31 March 1989

<table>
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<tr>
<th>Course code (307)</th>
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<th>Faculty</th>
<th>EFTSU</th>
<th>% of total</th>
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Subject to rounding error.
0.0 = % of total rounded to one decimal point.

2.4 Past course completions 1988

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Number of students for which completions are being reported

47
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
- Kuh Khan Eng
- Lateef, Shireen Rexina
- Lucas, Rosemary Anne
- Marriott, Helen Elizabeth
- McBurnie, Grant Douglas
- 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
- Hopley, Judith Anne
- Kafkarisos, Steven
- Kennedy, Irene Erica
- Khan, Yeena Roshan Ara
- Kyle, Avril Jacqueline
- Lefman, Doris
- Lock, Andrew James
- MacPhee, Julie Ann
- Mollock, Bernard
- Morris, Teresa Ann
- Naughton, 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
- Hoveeman, Suzanne Linda
- James, John Maxwell
- Leeson, Robyn Maree
- O’Keefe, Noeline Susan
- Pescod, Neil Richard
- Porter, Nicholas Anne
- Poungsomle, Anuchat
- Samoosakorn, 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
- Badeley, Cameron John
- Ball, Jillian Glenda

Blashkii, Katherine Marie
Bowen, Gillian Elizabeth
Bramley, Rachel Elizabeth
Browne, Ian MacDonald
Campbell, Marlene Lorraine
Chang Yoke Keat
Chia Bee Giau
Christians, Sandra
Cook, Beata Ewa
Clark, Craig Andrew
Clarke, Christine Margaret
Clifton, John
Cook, Fieather 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
Diener, 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, Lubica
 Jenkins, Mark David
Kelleher, Peter Thomas
Kent, Frederick Tasman
Kerlin, Gerardine Rosemary
Kirkman, Yoko
Klooger, Jeffrey Barnett
Knight, Elizabeth Anne
Lamsled, Fiona Denise
Lee, Belinda Bee-Lian
Leuschner, Ariane
Litacic, Susan
Macmillan, Angus Wilfred
Manly, Angela Joan
March, Tracy Rae
Matsrat, Zoe Pauline
Maxwell, Kathryn Elizabeth
McConnell, Jane Elizabeth
McNess, Margaret Anne
McRae, Donald Joseph
Meraxietts, 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
Petersen, 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

Bachelor of Special Education
Barton, Anne Rosemary Carlos, George Carleton Coade, Dorothy Denise Cunningham, Elizabeth Anne Davey, Christine Margaret Delbridge, Kathleen Mary Farrelly, Rita Anne Gurry, Patricia Ann Helfernan, Peter Gerard Henwood, Patricia Hepworth, Christine Houschin, Robyne Lees Irving, Cheryl Catherine Iveson, Kim Desley Lamond, Barbara Joyce Lawson, John Robert Lim, Maimie Grace Loughlin, Susan Joy McEllan, Maria Irene McMahon, Kathleen Mary Monk, Leanne Marie Nadolski, Georgia Pullman, Christine Robin Ronngard, Heather Jean Ryan, Patricia Anne Scherrenberg, Agnes Mary Thompson, Deidre Liane Trevaks, Elana Weighorn, Gwelda

Doctor of Engineering
Hart-Smith, Leonard John

Doctor of Philosophy (Engineering)
Asa-Awuku, Adu Kwasi Gould, Andrew Noel Hauser, Jothannah Yniol Jayasuriya, Mahabudage Dasarath Ajith Khor Khiam Aik Mao Qi-Ming Nataatanaja, Andreas Novello, Elio Alberto Mario Saathoff, Patrick John Sanjayan, Gnananandan Sazinski, Andrzej Marian Szeeto Wai Tun Tan Poh Chuan Tse, David

Master of Engineering Science
Bryan, Geoffrey Raymond Cheong, Chan Kay

Chin Chi Leong De Alwis, Hettiarachchi Sanath Padmasiri Filipponi, Frank Giovan Fraser, Richard Ian Greenwood, Ian Bruce Hiew Yee Onn Jegarathan, Gunaseger Kannaperan, Ranjani Kennedy, John Francis Le Hua Hien Lee Chuan Heng Lee Keng Kuan Lee Siew Ying, Lisa Mann, Stuart Douglas McAte, Donald Alexander Millar, Robert Neil Myer, Martyn Kenneth Oykari, Halit Orr, Stuart Christopher Patch, Ian Kenneth Poon Wing Fu Potts, Andrew Elmhirst Proe, David James Quinn, Vincent William Sia Chean Chin Singh, Sirjit Ting Tiew Tuan Vun chen Hua

Bachelor of Engineering with Honours

Bachelor of Engineering

Bachelor of Science
Bartonn, Anne Rosemary Carlos, George Carleton Coade, Dorothy Denise Cunningham, Elizabeth Anne Davey, Christine Margaret Delbridge, Kathleen Mary Farrelly, Rita Anne Gurry, Patricia Ann Helfernan, Peter Gerard Henwood, Patricia Hepworth, Christine Houschin, Robyne Lees Irving, Cheryl Catherine Iveson, Kim Desley Lamond, Barbara Joyce Lawson, John Robert Lim, Maimie Grace Loughlin, Susan Joy McCollan, Maria Irene McMahon, Kathleen Mary Monk, Leanne Marie Nadolski, Georgia Pullman, Christine Robin Ronngard, Heather Jean Ryan, Patricia Anne Scherrenberg, Agnes Mary Thompson, Deidre Liane Trevaks, Elana Weighorn, Gwelda

Master of Engineering Science
Bryan, Geoffrey Raymond Cheong, Chan Kay

Chin Chi Leong De Alwis, Hettiarachchi Sanath Padmasiri Filipponi, Frank Giovan Fraser, Richard Ian Greenwood, Ian Bruce Hiew Yee Onn Jegarathan, Gunaseger Kannaperan, Ranjani Kennedy, John Francis Le Hua Hien Lee Chuan Heng Lee Keng Kuan Lee Siew Ying, Lisa Mann, Stuart Douglas McAte, Donald Alexander Millar, Robert Neil Myer, Martyn Kenneth Oykari, Halit Orr, Stuart Christopher Patch, Ian Kenneth Poon Wing Fu Potts, Andrew Elmhirst Proe, David James Quinn, Vincent William Sia Chean Chin Singh, Sirjit Ting Tiew Tuan Vun chen Hua

Bachelor of Engineering with Honours

Bachelor of Engineering

54
Lee Liang-Hin, Michael
Lee Pak Lum
Leong Chee Foon
Leong Lee Van
Liew Huey Chyan
Liew Kean Teck, Allan
Lim Chong Yau
Lim Geok Lan
Loffel, Trevor Roy
Loh Tet Fook, Michael
Loke Wing Hon
Loo Hwai Sheng
Low Siew Kim
Mccormick, Alison Margot
McPherson, Douglas Barry
Mehes, John Peter
Ming Tak Ma, Martin
Ng Heng Wan
Ng Wai Liam
Ng Puw Choo
Nguyen, Thanh Nhut
Oh Seong Huat, Sonny
Overyberg, Catherine Mary
Pak, Kyungho
Perich, Edward Mathew
Pham, Thang Cao
Ruben, Gary
Russo, Stephen Gerard
Sadowski, Miroslaw Andrzej
San Cheong Seek
Sanchez, Thomas Manfred
Saw Choong Seong
Shanmuganathan, Vignaeswaran
Sieber, Andrew Guy
Singh, Daljinder
Soo Seng Fei
Soo Thoong Meng, Melvyn
Tan Meng Kong
Tan, Weichiat
Tan Yew Gene, Nigel
Tan Lian Kan
Tang Tiong Hock, Peter
Teh Teng Lu, Luisa
Thong Chuan Sing
Thorley, Byrne Roger
Timmins, Stephen Oliver
Tolo, Gianni
Vinh Hien Tran
Webster, Andrew Lochiel
Wells, Jansen
Wong Chi-Fun, Catherine
Wong King Kong
Wong Shun Kong
Yap, Paul
Yen Chung Ming, Grace
Zadow, Simon

Doctor of Philosophy (Law)
Kovacs, Dorothy
Petersen, Kerry Anne

Master of Laws
Ashiaibor, Hope Kwaku
Barclay, Andrew John Athan Drummond
Berry, Mark Newman
Diggens, Rodney John
Duns, John Charles
Fitzgerald, Peter Arthur
Georgiou, Aspasia
Hartnett, Norah Helena
Kontelj, Srechko Jernej
Mackenzie, George Pearce
Passant, John Richard
Stenning, Roy James
Suhr, Shamsuddin
Tawia, Seyram Yao Solomon
Trapnell, Douglas Andrew
Troschke, Thilo Bernhard

Bachelor of Laws with Honours
Blackshaw, Jeremy George Randle
Bourke, Claire Marie
Carne, Gregory Gordon
Crawford, Matthew Edward
Dean, Mark Dwayne
Donnellon, Kathleen Maree
Duncan, Margaret Ruth
Fernandez, Derek John
Fisher, Grant William
Frenzese, Prospero
Fulcher, Leslie
Hanscombe, Kristine Patricia
Hunter, Daniel Ashley Douglas
Kuhlmann, Carolyn Jane
Mardirossian, Zaven
Morabito, Vincenzo
Nikou, Chris
Price, Cameron Bruce
Rayner-Laver, Suzanne Therese
Rees, Kathryn Rose
Richards, Craig Andrew
Scouller, Carol Alano
Thomson, Graham Alno
Windholz, Eric Larry

Bachelor of Laws
Adams, Kenneth Alexander
Ahern, Gregory James
Aigle, Martin Ian
Andriopoulos, Niki
Arendsen, Nicole Michelle
Athanasiecle, Bill
Ballek, Stephen John
Bancroft, Russell Andrew
Barlow, Nicole Jane
Barrett, Amanda Louise
Barns, Graeme James
Basline, Joseph Anthony
Best, Richard Christopher
Bisset, Philip Ashton
Bolkus, Arthur
Booth, Andrew John
Bradford, Elda
Brick, Lisa Nicole
Brown, Debra
Brown, Helen Maree
Bryden, Alexandra Heidi
Burnside, Carolyn Marie
Bursill, Lisa Maree
Busuttil, Dianne
Butler, Glencie Margaret
Campbell, Prudence Louise
Carbonaro, Michael Anthony
Carp, Barry Anthony
Carter, Glyn Clair
Catalano, Angelia Gabriela
Catalano, Salvatore
Cernaz, Frank
Ch'ing Khong Aun
Chambers, Andrew John
Chang Li Meng, Angelia
Chang Nge Weng, Lucy
Chatfield, Paula Maria
Chellsw, John Wesley
Cheng Mei Sin, Catherine
Cheong Kok Wah
Cherben, Victoria
Chin Kiet Sen
Chong Mun Choong, Arthur
Chong Kok Ying
Chua, Kin Wee
Cilia, Suzanne
Clarke, Jennifer Ann
Clarke, Peter Antoni
Cleary, Genevieve Marie
Coleman, Andrew Kenneth
Collery, Kenneth Lindsay
Connard, Timothy David
Cowan, Fiona Penelope Margaret
Croce, Michael Victor
Dadok, Ralph
Dajkovich, Chris Stephen
Dandie, Julie Dianna
Darmody, Teresa Mary
Davidson, Alastair Brown
Davis, George Robert
Dav, Michael Clinton
de Uray-Ura, Tim Charles
Dermertzis, Andrew
Dimopoulos, Maria
Dunn, Debra Anne
Dunn, Peter Stewart
Durran, Lisa Jane
Eichler, Dominic Vivian
Erlich, Tamara
Faltermair, Michael Eric
Farrands, Sam
Fischer, Jillian Christine
Fisher, Victoria Austin
Fox, Simone Suzanne
Francis, Jennifer Anne
Galbally, Paul Thomas
Gallagher, Lyn Michelle
Galletly, Sarah Jane
Gambhera, Anne Marie
Graspas, Evdokia
Gregory, Stephen
Grimes, Philippa Allan
Halikopoulos, Georgia
Hall, Elizabeth Suzanne
Hanlon, Anthony James
Haralambopoulos, Peter
Harper, Michelle Karen
Harris, Gregory Peter
Haywood, Craig Alan
Hermann, Anton Jeremy
Herscope, Michael Arthur
Himmetreich, Margaret Elaine
Holan, Peter
Holcroft, Michael Bruce
Horosh, Iris Lillian
Huecherg, Celia
Humphreys-Grey, Matthew William
Hurd, Steven David
Ingham, Michael
Ingle, Kathryn Susan
Jamieson, Audrey Graham
Jeffery, Maria Catharina
Johnson, Harold James
Kalyvas, Theo
Kamalanathan, Geraldine Selvie
Kaur, Mansheel
Keightley, Monica Maria
Kho Bee Lim
Kilbride, Matthew John
King, Brendan Leonard
Kirton, Suzanne Anna
Klorz, Anthony Emmanuel
Korte, Paul Christian
Knueger, Reinhold Werner
Kuna, Nicole
Laird, Andrew James
Larizza, Melina Frances
Latour, Marie-Claire Elisabeth
Lawler, Merran Jane
Lee Chong Hoe
Lee Yoke Yean, Michelle
Leggatt, James William Allan
Lenaghan, Anthony James
Leonidas, Charles
Levin, Ross Joseph
Levy, Laurence Mark
Lewis, Danielle Susan
Liw Tock Yim, Evelyn
Liberatore, Phillip
Liddell, Kathryn Mary
Lim Eu Keong, Ian
Lin Gin Chuan
Maccine, Patricia
Mann, Geoffrey David
Mann, Margaret Elizabeth
Markusic, Durko
Marquis, John Peter Michael
Marshall, Catherine Elizabeth
McKewon, Danielle
McPherson, Leslie James
Meerkin, Alan
Moore, Karen Anne
Morgan, Mark Matthew
Nabb, Liesl Karen
Nancarrow, Michelle Helen
Nancarrow, Sophie Louise Anna
Nanfia, Maria Gabrielle
Newport, Stephen Charles
Nobbliss, Wesley John
Norster, Michael Gregory
O'Donnell, Julie Ann
Ong Seng Lock
Ong Wai-Yin, Susannah
Ooi, Katalin
Palorlogoudas, Marina
Payne, Caroline
Bachelor of Jurisprudence

Andriopulos, Nikita
Baslone, Joseph Anthony
Brasier, Leanne Ruth
Campion, Prudence Louise
Catalano, Angela Gabriela
Catalano, Salvatore
Clarke, Jennifer Ann
Cook, Jennifer Anne
Cowl, Fiona Penelope Margaret
Dimopoulos, Maria
Grant, Anne Therese
Halikopoulos, Georgia
Hanlon, Anthony James
Haralambopoulos, Peter
Marquis, John Peter Michael
Marshall, Catherine Elizabeth
Payne, Caroline
Thomass, Barry Trevor
Vellas, Michael
Wilson, Katherine Ann

Doctor of Medicine

Kosky, Robert John
Murtough, John Edward
Topliss, Duncan Jake

Doctor of Philosophy (Medicine)

Andrews, Paul Victor
Davis, Susan Ruth
Dickson, Kerry Ann
Doyle, Damian Gerard
Dyke, Anne Christine
Gu-Wei He
Ham, Lindsay Mark
Harahap, Alida Roswita
Hasking, Gregory James
Hey, Alan William
Hirst, Jonathan James
Horne, Rosemary Sylvia Claire
Horton, Roderick John Ewan
Lang, Graeme John
Malecki, Jack Christopher
Mercer, Julie Elizabeth
Mestano, Sam
Morrow, Anthony Francis
Oates, Adrian Malcolm
Sattayasaai, Jintana
Sleeman, Mark William
Thom, Thong Tuck, Eric
Thomas, Elena Maria Virginia
Tong Kung Lien
Trakiewieser, Jeannette Anne
Wage, Jonathan
Williams, Roderick Patterson Winfield
Zhwen Zhang

Master of Psychological Medicine

Brodrick, Ida Bell
Clarke, David Murray
Freidin, Julian Alexander
Kulkarni, Jayashri

Master of Public Health

Black, Rhyll
Gilbert, Barry Steele
Goater, Ian
Goss, Barbara Dianne
Grogan, Robert Stephen
Hamilton, Catherine Louise
Ozanne-Smith, Eleanor Joan
Tribe, Peter William
White, Jan
Woods, Frederick James

Bachelor of Medical Science with Honours

Batchelor, Peter Egerton
Chanan, Andrew Matthew
Froomes, Paul Richard Alan
Hawdon, Gabrielle Michelle
Herbert, Mel Eamon
Jackson, Shaun Phillip
Leventer, Richard Jacob
Morton, Judith Mary
Mullins, Ann Frances
Ogden, Kathryn Jane
Opal, Stephen Samuel
Proctor, Peter Frank
Rudelic, Mark Ivan
Rumble, Stuart Wayne
Shapiro, Jeremy David
Sharma, Seema
Singh, Ranjeet Bhagat
Smith, Ian Winston
Stroudford-Carr, Carol Anne
Story, David Andrew
Szto Yu Foo, Gregory
Teede, Helen Jane
Thomson, Brett Allan
Torey, Eric Imre
Umranikar, Abhay Hanumant
Usartoff, Valery
Wallis, Karen Lee
Webb, Ashley Rohan
Whe, Susan Lindy
Wongprasartsuk, Poranee

Bachelor of Medicine and Bachelor of Surgery

Balding, Leanne Christine
Bender, Mark Andrew
Bibby, Martha Anne
Boyle, Jacqueline Anne
Brotchie, Kathryn Elizabeth
Campain, Rodney John
Carr, Martin Douglas
Castle, Wendy Elizabeth
Chalmers, Madeleine Sophie
Chan, Siew Keng Rina
Civitico, Patricia Coreen
Coates, Gregory
Collins, Julian Padrac
Condron, Catherine Patricia
Dicker, Anthony John
Ellingham, John Grant
Elid, Simon
Enten, Peter
Fisher, Simon Andrew
Frenkel, Ita
Fusca, Joseph
Giannakopoulos, Ioannis
Green, Dominic Paul
Griffiths, Andrew James
Hahnenmann, Susan Andrea
Hall, Ingrid Renate
Hawdon, Gabrielle Michelle
Hermann, Larry Rafael
Housman, Nicholas David
Howard, Rodney Philip
Kashyap, Ravi Adarsh
Komesarok, Andrew
Kosimbos, Andrew
Koureas, John
Lott, Sandor Louise
Littler, Melanie Ann
McGovern, Rebecca Joan
Mclean, Mark James
Nash, Carolyn Joy
Newman, David Glenn
Nicol, Nicholas
Ogle, Nicole Margaret

Bachelor of Medical Science with Honours

Adami, Dennis Coleszino
Adlard, Steven Francis
Arban, Eugene
Batchelor, Maree Ann
Batchelor, Peter Egerton
Behovic, Robert Martin
Buttery, James Peter
Callan, Catherine Mary
Came, Neil Andrew
Chanan, Andrew Matthew
Connelly, David Alister
Day, Meredith Robin
Dowling, Damian John
Edwards, Andrew Grant
Fernando, Marlene Julie
Froomes, Paul Richard Alan
Gilligan, Amanda Karen
Goldfield, Sharon Ruth
Gow, Paul John
Granton, Dennis Bruce
Grauer, Robert Peter
Grindlay, Joanne Elizabeth
Hamilton, Peter Robert
Heazle, Stefan Bernard Julian
Herbert, Mel Eamon
Hock Boon Toh
Howard, Vicki Caroline
Huy Tran Anh
Jackson, Shaun Phillip
Kipen, Yiel
Klein, Margaret Barbara
Klein, Paul Stanislav
Konstantatos, Alex Harry
Kors, Deborah Mary
Kurtzky, Adam
Lacey, Heather Brown
Leventer, Richard Jacob
Lomas, Fiona Margaret
Lascombe, Simone Lynette
Mann, Angus Donald
Mansfield, Darren Robert
Marks, Geoffrey Paul
Morton, Judith Mary
Mullins, Ann Frances
Ogden, Kathryn Jane
Opsal, Stephen Samuel
Proctor, Peter Frank
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Housman, Nicholas David
Howard, Rodney Philip
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Komesarok, Andrew
Kosimbos, Andrew
Koureas, John
Lott, Sandor Louise
Littler, Melanie Ann
McGovern, Rebecca Joan
Mclean, Mark James
Nash, Carolyn Joy
Newman, David Glenn
Nicol, Nicholas
Ogle, Nicole Margaret
Bachelor of Science with Honours

Atikew, Campbell Kynoch
Alberico, Maria Giovina
Alexiou, Dimitrios
Alvarez, John Paul
Andrews, Ashley Linda
Andrews, Stephen John
Anthony, Brian John
Ashley, Richard John
Aumnn, Timothy Douglas
Bakowski, George Eugene
Barrett, Kate Helen
Barry, Jacqueline
Barton, Catherine Anne
Beanland, Christine Joy
Ben-Meir, Tania Rebecca
Berger, Karen
Blaber, Bella
Blomberg, Simon Philip
Bolwell, Andrew James
Bourton, Susan Margaret
Bozas, Stamatoula Esther
Brodie, Gabrielle Mary
Brumen, Irene Aranza
Buchanan, Frank Frederick
Burke, Joanne Michelle
Callea, Julie
Chan Pui Si, Penny
Chang Lai Fong
Chay Yu Chu, Florence
Ching Soo Cheng
Choi, Neil
Chow Way Ming, Ernest
Cunningham, Sonia Jessica
Cale, Helen
Daniels, Stewart Geoffrey
Davis, Geraldine Majella
Dawbom, Robert Kingsley
De Silva, Kanthi
Die Simone, Tania
Dearmanly, John David William
Dib, Mayada
Doran, Timothy James
Douglas, Michael Mackellar
Dranon, Mark
Eabry, Michael Douglas
Elektrethas, Athanasios
Emmanuel, Christine Annmarie
Eng Choo Bor
Fairbridge, David Robert
Fimay, Alan Grant
Fisher, Christine Ruth
Fitzgirald, Anthony Michael
Fleming, Richard John
Gaffney, Ruth Charlotte
Gan Soo Choon
Garavelas, Agatha
Gaye, David Andrew
Giannis, Chris
Gotis, Theo
Gould, Jonathan David
Gray, Joanne Helen
Green, Simon Paul
Gross, Anna Karina
Gunn, Bruce Malcolm
Hain Ibrahim, Mohamad Ghazali
Haralambopoulos, George
Harari, Danny
Harris, Michelle Elizabeth
Hatsis, Jenny
Hei Kuan Yee
Hey, Nina Joy
Hibberd, Heather Jane
Hoffman, Brigitte Walraut
Holroyd, Sean Matthew
Hone, Elizabeth Ruth
Hone, Timothy William
Hoong Cheong Hon
Hull, Cindy Lee
Ingram, Wayne Lawrence
James, Anne-Marie
James, Ian William
Johnson, Cameron Sean
Kagelari, Ourania
Kanoat, Dawn Christine
Katelis, Zisi
King, Elizabeth Louise
Klefaogiannis, Fotini
Knight, Terri Louise
Knowles, Stuart John
Koumouris, Steve
Kriek, Stefan Christian
Kurek, John Basil
La Fontaine, Sharon Liesel-Anne
Lane, Samantha
Lanna, Luciana Antoinetta
Lau Aid Kwon, Winnie
Lau Sze Fang, Rose
Law Sy Cheau
Lee Soon Leong
Leong Tuck Wah
Lianes, Ken
Lim, Cheng-Inn Giselle
Lim Phaik Ting
Loh Yew Keong
Low Lee Hun
Lowe, Donald Bruce
Maher, Patrick John
Mandragon, Scott Andrew
Mantamadiotis, Theo
Marcon, Garry Peter
Margaritis, Jamie
Marinopoulos, John
Markovich, Daniel
Martin, Siobhan Eilise
McCull, Adrian Mark
McGeary, Ross Peter
McPard, Elaine Marion
Mekakis, Thomas
Mies, Paul Patrick
Mifsud, Roger David
Mo Kwong Sing
Monsear, Robyne
Morrissey, Karen Paula
Mosby, Janet Lisa
Nadeson, Raymond
Nasimuth, Luke Anthony
Nicholls, Felicity
Ninos, Ilia
Norris, Davyd Andrew
Norton, Leigh Geoffrey
Obranovich, Tania Daniella
On Lee Fong, Stephanie
Ong Siew-Tuan
Oostendorp, Julita Monique
Osmer, Nicole Kim
Owen, Jennifer Anne
Papazoglu, Dimitria Touda
Parson, John-Phillip
Perera, Kevin Neale
Pingower, Gideon David
Pizzy, Sarah Louise
Ponnampalam, Myuran
Proudfoot, Jaqueline Ann
Purcell, Anthony Wayne
Redick, Brian Thomas
Rees, Vaughan Wallis
Reilly, John Sydney
Rinarelli, Mina Michelina
Richie, Elizabeth Ann
Roberts, Fiona Maree
Robinson, Andrea Jane
Rafferty, Richard
Scarf, Gregory Paul
Sheer, Jane
Schmitt, Jacqueline Frida
Schulz, Lewis David
Schube, Michael Thomas
Seow Geok Lin
Setterfield, Samantha Ann
Seychell, Dianne Marie
Sheehan, Peter Frank Joseph
Simmons, Geoffrey Allan
Simionetta, Giuseppe
Sinclair, Robert Michael
Sioras, Anna
Skangos, John
Skeljo, Maryanne
Smith, Helen Barbara
Smith, Jacqueline McKenzie
Smith, Keith Robert
Sozzi, George
Spies, Samantha Jane
Stewart, Ewen George
Stringer, Sharee Lynn

Doctor of Philosophy (Science)

Amri, Chaitul
Bishop, Craig Huntley
Bodard, John Millar
Cookson, David Jonathan
Cookson, Lawrence James
Cornelius, Christopher Alan
Degaras, Richard Martin
Doyle, Matthew Michael
Eammsiri, Aurapin
Fildes, Brian Noel
French, Kristine Owen
Gibson, Mara
Giesner, Brian Philip
Harvey, Eammsiri, Aurapin
Hutchinson, Laura Andrea
Ihsen, Elfriede
Jennings, Sharon Anne
Kanost, Dawn Christine
Klein, Elizabeth Louise
Klefaogiannis, Fotini
Knight, Terri Louise
Knowles, Stuart John
Koumouris, Steve
Kriek, Stefan Christian
Kurek, John Basil
La Fontaine, Sharon Liesel-Anne
Lane, Samantha
Lanna, Luciana Antoinetta
Lau Aid Kwon, Winnie
Lau Sze Fang, Rose
Law Sy Cheau
Lee Soon Leong
Leong Tuck Wah
Lianes, Ken
Lim, Cheng-Inn Giselle
Lim Phaik Ting
Loh Yew Keong
Low Lee Hun
Lowe, Donald Bruce
Maher, Patrick John
Mandragon, Scott Andrew
Mantamadiotis, Theo
Marcon, Garry Peter
Margaritis, Jamie
Marinopoulos, John
Markovich, Daniel
Martin, Siobhan Eilise
McCull, Adrian Mark
McGeary, Ross Peter
McPard, Elaine Marion
Mekakis, Thomas
Mies, Paul Patrick
Mifsud, Roger David
Mo Kwong Sing
Monsear, Robyne
Morrissey, Karen Paula
Mosby, Janet Lisa
Nadeson, Raymond
Nasimuth, Luke Anthony
Nicholls, Felicity
Ninos, Ilia
Norris, Davyd Andrew
Norton, Leigh Geoffrey
Obranovich, Tania Daniella
On Lee Fong, Stephanie
Ong Siew-Tuan
Oostendorp, Julita Monique
Osmer, Nicole Kim
Owen, Jennifer Anne
Papazoglu, Dimitria Touda
Parson, John-Phillip
Perera, Kevin Neale
Pingower, Gideon David
Pizzy, Sarah Louise
Ponnampalam, Myuran
Proudfoot, Jaqueline Ann
Purcell, Anthony Wayne
Redick, Brian Thomas
Rees, Vaughan Wallis
Reilly, John Sydney
Rinarelli, Mina Michelina
Richie, Elizabeth Ann
Roberts, Fiona Maree
Robinson, Andrea Jane
Rafferty, Richard
Scarf, Gregory Paul
Sheer, Jane
Schmitt, Jacqueline Frida
Schulz, Lewis David
Schube, Michael Thomas
Seow Geok Lin
Setterfield, Samantha Ann
Seychell, Dianne Marie
Sheehan, Peter Frank Joseph
Simmons, Geoffrey Allan
Simionetta, Giuseppe
Sinclair, Robert Michael
Sioras, Anna
Skangos, John
Skeljo, Maryanne
Smith, Helen Barbara
Smith, Jacqueline McKenzie
Smith, Keith Robert
Sozzi, George
Spies, Samantha Jane
Stewart, Ewen George
Stringer, Sharee Lynn

Master of Science

Adams, Maxim
Bantage, Mark Anthony
Cowled, Lance Humphrey
Doggett, Anthony George
Garden, Geoffrey Stephen
Nas, Dharmasatra
Nydam, Paul Graham
Peril, Margaret Helen
Rymarcz, Richard Michael
Schreiber, Evie-Sabine Gertrud
Thomson, Graeme Edward

Master of Biotechnology

Johnston, Anna
Till, Steven Wayne
Throby, Mark
Tam Tin Yan
Tennent, Mark Edward
Teoh Choon Sean, Ginny
Thompson, Samantha Jane
Throsby, Mark
Till, Steven Wayne
Tinney, Leesa Marie
Tiso, Pina Domenica
Townsend, Marianne Elizabeth
Truman, Grant Nathan
Tsoudis, Nicoleta
Ventura, Sabatino
Verbjan, Anne Marie
Vockler, Rodney Alan
VoJenner, Nathalie Marie
Voros, Joseph
Wates, Anthony Brian
Wakelam, Michelle Louise
Wallace, Megan Jane
Watson, Brett James
Watson, Neil David
Weigold, Michael Robert
Weiser, Paul Stephan
White, Paul Andrew
Witt, Andrew John
Wright, Catherine Louise
Yip, Mankit
Zorzan, Adriana Fortunata

Bachelor of Science
Atkin, Julie Gai
Alesi, Sandra
Allen, Darren Mark
Allison, Clarissa Louise
Alston, Jennifer Lynn
Anderson, Nicolette Clare
Anderson, Robert Francis
Angel, Deborah Julie
Anketell, Paul Christian
Anner, Elizabeth Irene
Antoniadis, Peter
Apostolopoulos, Arthur
Archman, Brett Duncan
Arico, Carl
Athanasissi, Arthur
Artoe, Paul Jonathan
Avvedissian, Christopher
Azar, May
Bailey, Michael John
Bajekwicz, Deborah Michelle
Baker, Simon Timothy
Barlow, Christopher John
Barrett, Rowena Joy
Barron, Paul Timothy
Bavage, Christopher Michael
Beaney, Elizabeth Margaret
Beartice, Mark Andrew
Bega, Jason Andrew
Benhim, Hafida
Bennett, Sally Ann
Bets, Christopher
Bizos, Pantelis
Bourke, David Lesley James
Boyce, Robert Charles
Bryfورد, Julian Christopher
Brasacchio, Maria Anne
Bren-Clarke, Christopher William
Breuer, Paul Leslie
Brookes, Gary Sean
Brouwers, Perry Peter
Brover, Ellis
Brown, Emily Patricia
Brown, Gavin Anthony
Browne, Paul Michael
Bryant, John Thomas
Bu, Thai My Thanh
Bui, Minh An
Buic, Tomi Luke
Bull, Maree Lorraine
Bulner, Sean Collin
Burns, Rohan Thomas
Cameron, Christian Neil John
Cassano, Gregory Joseph
Chak, David
Chalmers, Simon James Luke
Chang Hong Yun
Charlafis, Arthur
Cheung, Lola
Chong Ming Hean
Choo Choi Hah
Christie-Johnston, Dugald Alan
Christopoulos, Steve
Cicciostro, Joe
Cikala, Paul
Clark, Sarah Melanie
Clissold, Fiona Jane
Cody, Lisa Michelle
Coghill, Paul Martin
Coleman, Shelly Ann
Cooper, Alexander Maclellan
Corrie, Karen Elizabeth
Corry, Sonya Lyn
Couper, Justine Victoria
Crowe, James Andrew
D’Intinn, Francesco
Dalais, Valerie Cecile
Dandie, William James
Davoren, Paul John
Dawes, Geoffrey John Benjamin
Day, Frank Thomas
Dendrinos, Spars Athanasios
Dermainis, Stelios
Dewar, Steven John
Di Giantomasso, David
Dixon, Karen Leanne
Do Duong Thuy
Downs, Colleen Patricia
Drouvalakis, Georgia
Du, Huebinh
Elades, Angelo Con
Ellis, Rosemary Kay
Emons, Jacinta Mary
Epstein, Udi
Farrugia-Roberts, Jason John
Fielding, Jacqueline Frances
Fitzgerald, Sean
Fletcher, Ian Douglas
Fong, Chi Hong Victor
Foo Piang Sam
Foong Chee Wai
Fry, Christine Elizabeth
Furlan, Robert Edward
Galli, Lisa Anne
Gantner, John Robert
Gason, Sandra Linette
Geller, Lilian
Gerendasi, Ronnie Paul
Gibson, Heather Mary
Gilbert, Michael Bruce
Goh Cute Min
Goh, Helen
Goldsworthy, Simon David
Godson, Jonathan Brett
Grant, Cary Angus
Greig, Susan Elizabeth
Grimes, Brendan Alexander
Haji Abdul Aziz, Fadzillah
Haley, Sophie Jane
Halim, Jasin
Hanafi, Jenny Suryani
Hargreaves, Samantha Jo-Anne
Harper, Kathryn Lucy
Harvey, Catherine Anne
Hartfield, Christopher Leonard
Hayes, Andrew John
Head, Simon
Hesse, Michael Heinrich
Hui Chang Hung
Hui Lu Hee, Sara
Hili, Pauline
Hillier, Adrian Dean
Ho Po Yin, Patricia
Ho Sau Fah
Hodder, Michael Andrew
Hoelder, Raymond
Hollands, Louise Deirdre
Holmes, Steven
Home, Cameron James Boyton
Honor, Matthew Geoffrey Francis
Honey, James Andrew
Honey, Timothy George
Hourigan, Jennifer Ann
How Yoke Lee
Hui, Linda Man Hang
Ivone, Patricia Jane
Jahnecke, Gerd Gunter
Jakobiec, Meilta Marina
Jarvis, Andrew James
Jenkins, Trisha Anne
Johnson, Peter Joseph
Johnston, Cathryn Maree
Jones, Dean Andrew
Kaehe, Jonathan David
Kakouris, Haridita
Kalfas, Anna
Kanelakis, Peter
Karabourniotis, Maria
Karatasanis, Dimitris
Karavas, Alexandra
Kaspersczyk, Alfred Benjamin
Kratakazos, Nickolas Emmanouil
Keen, Andrew Thomas
Kelly, Elizabeth Anne
Kerks, Michelle
Khong Yoon Hoi, Victor
Kilkenny, John Litchfield
Kirkman, Simon Francis
Kirwan, Paul Gerard
Koh, Evelyn
Kong Hong Poh
Korkonas, Steven
Koukouvitakis, Elekterni
Kurzmann, Guy Bradley
Kyriazis, Crissa
Lahy, Anthony John
Lam Shwu Lee
Langenbacher, Simon Leonard
Lau Chiu Wai, Mabel
Lau Hon Hung, Sammy
Lautee, Roland Andrew
Leahy, William James
Le Chooi Yen
Leggio, Josephine Mary
Lekkas, Jenny Sofia
Leong, Gary Raymond
Lewin, Claire Louise
Liew Kee Meng
Lim Chee Leong
Linaridakis, Angola
Ling Sing Kok, Francis
Lipsky, Peter Johannes
Lubiecz, Anthony
Lofthus-Hills, Patrick Dean
Lodi, Nicole Maree
Looi Deng Nam
Louey-Gung, Alison Gaye
Low Lai Mai
Lowy, Mark Eric
Lucas, William Robert
Mannion, Andrew William
Mansell, Ashley Scott
Martin, Anthony Craig
McAlpin, Jennifer
McArdle, Jeremy Brian
McCarthy, Paul Daniel
McCaustland, Katherine Anne
McGowran, Miriam Christine
McIntyre, Karen Denise
McKeegan, Donna Maree
McKenna, Brendan Peter
McKimm, Lynette May
McMahon, Bernadette Marie
McQueen, Janette
Meagher, Therese Anne
Melder, Carolyn Anne Elizabeth
Merenge, Nishanta Renuka Mutha
Middleton, Hugh Stephen
Mitchell, Andrew William
Miu Yen Sung, Samuel
Moody, Stuart Craig
Mountain, Katrina Shirley
Moylan, Jose Anne
Mulvahil, Anthony John
Murdoch, Carolyn Rose
Murtagh, Paul Daniel
Myers, Stuart James
Nettleton, Simon Ewan
Ng Shu Fan
Ng Yik Wan, Linda
Ng Siew Fung, Michelle
Nicopoulos, Leslie
Nobelius, Ann-Maree
Noonan, Glen Andrew
Northfield, John Francis
Nyhuys, Robert John
O’Callaghan, Dean Terrence
O’Shea, Timothy John