UTS

20 22

UTS Annual Report

Review of operations

UTS Traditional Owners and Land

UTS acknowledges the Gadigal people of the Eora Nation, the Boorooberongal people of the Dharug Nation, the Bidiagal people and the Gamaygal people upon whose ancestral lands our university stands.

We would also like to pay respect to the Elders both past and present, acknowledging them as the traditional custodians of knowledge for these lands.

The Hon. Tim Crakanthorp MP
New South Wales Minister for Skills, TAFE and Tertiary Education
52 Martin Place
Sydney NSW 2000
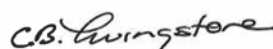
Dear Minister

The University of Technology Sydney is pleased to present the UTS Annual Report 2022 for presentation to Parliament.

Volume one outlines our performance against our UTS 2027 strategy, and includes our statutory reporting. Volume two contains our financial statements as endorsed by the UTS Council.

The report has been prepared in accordance with the Annual Report (Statutory Bodies) Act 1984 (NSW).

Yours faithfully,

Catherine Livingstone AO

Chancellor

Professor Andrew Parfitt

Vice-Chancellor

2022 year in review

Chancellor Catherine Livingstone AO

Vice-Chancellor Professor Andrew Parfitt

It was a pleasure to see our campus safely reactivated this year. The health, safety and wellbeing of our community is our number one priority.

The 2022 year was the first year under a new round of strategic initiatives. At this point in the UTS 2027 strategy, we are seeing impressive progress across each of our initiatives: enterprise learning clients and entrepreneurship opportunities are growing, partnerships and research connections with industry are strengthening, and we're increasingly being recognised for our leadership in the sustainable and responsible use of technology.

Leadership team

As we embarked on the next stage of our strategy, we welcomed new leaders to the University Leadership Team this year.

In November, Professor Vicki Chen FTSE joined as our new Provost and Senior Vice-President. Professor Chen is a distinguished researcher known for her strong academic leadership and record of success in building a culture of high performance and impact. We look forward to working with Vicki as we seek to achieve our vision.

Emeritus Professor Lesley Hitchens, Acting Provost and Senior Vice-President, and former Dean of the Faculty of Law, retires in February 2023. We acknowledge Lesley's outstanding contribution as Acting Provost, a portfolio she led with care and professionalism.

Emeritus Professor Shirley Alexander AM retired in July. Shirley served UTS for 31 years, from 1991 until 2022, starting as a lecturer, and retiring as Deputy Vice-Chancellor and Vice-President (Education and Students), a position she held from 2007. Her work at UTS reinvented the university's approach to teaching and learning. Importantly, Emeritus Professor Alexander always held the student experience at the centre of her work. She believed strongly in the critical role of universities in preparing students for a future in a global workplace, an intent which has become a cornerstone of UTS's identity.

Professor Kylie Readman commenced as Deputy Vice-Chancellor and Vice-President (Education and Students) in November. Professor Readman is an experienced educator and a leader in inclusive education initiatives. We're excited to welcome her at this pivotal time in our lifetime of learning initiative.

Professor Michael McDaniel AO stepped down as Pro Vice-Chancellor (Indigenous Leadership and Engagement) after 10 years in the role. We look forward to his continued connection with UTS as Special Advisor to the Vice-Chancellor on Indigenous priorities. Professor Robynne Quiggin has been appointed as interim Pro Vice-Chancellor (Indigenous Leadership and Engagement).

As part of our commitment to social justice, the Hon. Professor Verity Firth AM was appointed to the new role of Pro Vice-Chancellor (Social Justice and Inclusion). Verity will work to shape UTS's community engagement in precincts, as well as work with schools and TAFE to support equity and access to learning.

2022 highlights

Through our precincts and partnerships, we have become an integral part of Sydney's intellectual, cultural and social fabric. This year we signed a 13-year strategic partnership with Powerhouse Ultimo to form a new Creative Industries precinct within the broader Tech Central precinct. We'll work with Powerhouse Ultimo to deliver world-class creative industry experiences for students as well as collaborations with museum staff, researchers and creative industry practitioners.

Following on from the successful implementation of the national Respect. Now.Always campaign to eliminate sexual harm on Australian campuses, UTS approved a new Sexual Harm Prevention and Response Policy this year. The policy, and a supporting website, will strengthen our approach to the prevention of sexual harm, and our response to reports of sexual harm.

UTS has a longstanding commitment to sustainability. This year we completed the UTS Climate Positive Plan; outlining a pathway for UTS to become climate positive by 2029, the first Australian university to do so. The plan will guide our response to the climate emergency and our commitment to the United Nations' Sustainable Development Goals.

2022 was a very positive year for UTS research. It was our most successful year for Australian Research Council Future Fellowships, with 6 awarded; and for Discovery Early Career Researcher Awards, with 8 awarded.

New federal government

We welcomed the new federal Labor Government's spirit of collaboration and engagement with universities. The government has committed to the development of an Australian Universities Accord to achieve long-term stability and prosperity for Australia's universities. UTS Distinguished Professor Larissa Behrendt AO has been appointed to the panel that will consider the role and funding of Australia's universities and the higher education sector more broadly.
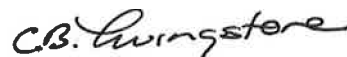
University Council

In October we farewelled two longstanding members, Tony Tobin and Peter Bennett. Tony was appointed to the Council by the Minister in 2011. During his tenure, Tony served two 2-year terms as Pro-Chancellor. Peter was appointed by Council in 2010 and served a 2-year term as Pro-Chancellor beginning in 2020.

Council recognised the service of both Tony and Peter through its decision to confer honorary awards: Tony will be conferred with an Honorary Doctor of Laws for his outstanding contribution to the professional practice of law; and Peter will be made a Fellow of the University for his outstanding service and contributions to UTS and higher education.

We welcomed Richard Howes and Kim McKay AO to the UTS Council in March. The Minister also reappointed Dr Sue Barrell AO for a second term, and appointed Antony Riordan to his first term on Council.

Looking ahead

Our achievements over the year highlight the strength, dedication and resilience of our community. We have been able to recover from the socioeconomic impact and disruption of the COVID-19 pandemic. We have remained committed to our role as a public purpose institution that teaches, innovates and undertakes research to benefit society. Most importantly, our identity as an institution committed to social justice and creating positive global impact has remained strong. We believe we are on track in executing our UTS 2027 strategy, which will shape the university for 2027 and beyond.
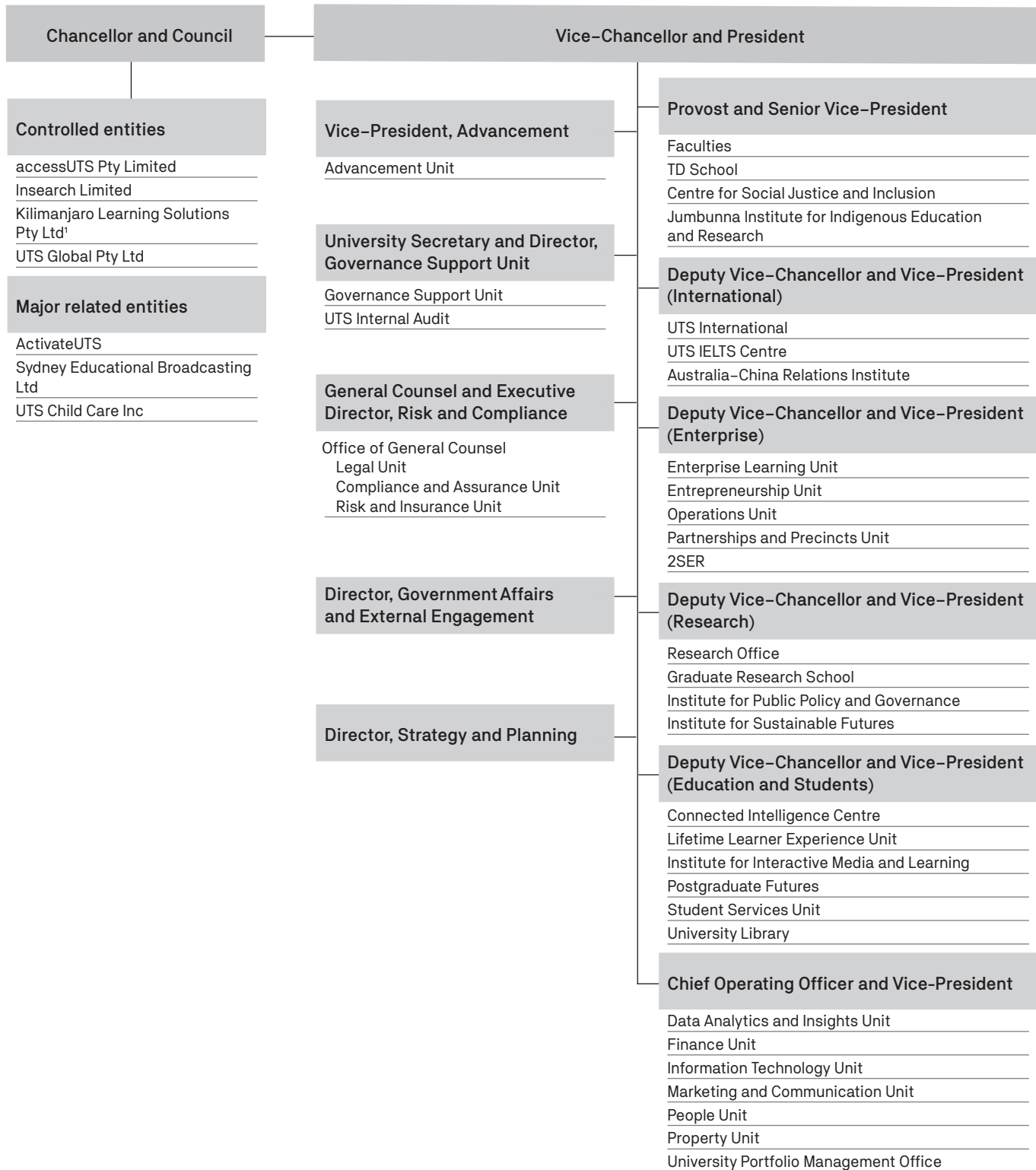
Catherine Livingstone AO
Chancellor

Professor Andrew Parfitt
Vice–Chancellor

UTS organisational structure

Chancellor and Council	Vice–Chancellor and President

Controlled entities

accessUTS Pty Limited

Insearch Limited

Kilimanjaro Learning Solutions Pty Ltd[1]

UTS Global Pty Ltd

Major related entities

ActivateUTS

Sydney Educational Broadcasting Ltd

UTS Child Care Inc

Vice–President, Advancement

Advancement Unit

University Secretary and Director, Governance Support Unit

Governance Support Unit

UTS Internal Audit

General Counsel and Executive Director, Risk and Compliance

Office of General Counsel
    Legal Unit
    Compliance and Assurance Unit
    Risk and Insurance Unit

Director, Government Affairs and External Engagement

Director, Strategy and Planning

Provost and Senior Vice–President

Faculties

TD School

Centre for Social Justice and Inclusion

Jumbunna Institute for Indigenous Education and Research

Deputy Vice–Chancellor and Vice–President (International)

UTS International

UTS IELTS Centre

Australia–China Relations Institute

Deputy Vice–Chancellor and Vice–President (Enterprise)

Enterprise Learning Unit

Entrepreneurship Unit

Operations Unit

Partnerships and Precincts Unit

2SER

Deputy Vice–Chancellor and Vice–President (Research)

Research Office

Graduate Research School

Institute for Public Policy and Governance

Institute for Sustainable Futures

Deputy Vice–Chancellor and Vice–President (Education and Students)

Connected Intelligence Centre

Lifetime Learner Experience Unit

Institute for Interactive Media and Learning

Postgraduate Futures

Student Services Unit

University Library

Chief Operating Officer and Vice-President

Data Analytics and Insights Unit

Finance Unit

Information Technology Unit

Marketing and Communication Unit

People Unit

Property Unit

University Portfolio Management Office

1. UTS's majority shareholding in Kilimanjaro Learning Solutions Pty Ltd was sold in late 2022.

Senior executive

Vice-Chancellor and President

Professor Andrew Parfitt, BE, PhD (Adel), FTSE, FRSN, FIEAust

Provost and Senior Vice-President

Professor Vicki Chen, BSc (MIT), PhD (Minn), FTSE

From: 28 November 2022

Acting Provost and Senior Vice-President

Professor Lesley Hitchens, DipTeach (AMC), BA (Macq), LLB (UNSW), LLM (Lond)

Chief Operating Officer and Vice-President

Glen Babington, CSC

Deputy Vice–Chancellor and Vice–President (International)

Iain Watt, BSc (ANU)

Deputy Vice–Chancellor and Vice–President (Enterprise)

Professor Glenn Wightwick, BSc (Monash), FTSE

Deputy Vice–Chancellor and Vice–President (Research)

Professor Kate McGrath, BSc(Hons) (UC), PhD (ANU), PGDipComFinance (Otago), FNZIC

Deputy Vice–Chancellor and Vice–President (Education and Students)

Professor Kylie Readman, BEd(Hons), MEd (QUT), PhD (USC)

From: 28 November 2022

Acting Deputy Vice-Chancellor and Vice-President (Education and Students)

Professor Joanne Gray, RM, RN, BHSc (RMIHE), GradCertHEd (UTS), GradDipWomensStud (Deakin), MNurs (Flin), PhD (UTS)

From: 7 July to 28 November 2022

Deputy Vice–Chancellor and Vice–President (Education and Students)

Professor Shirley Alexander AM, BSc, MAppStats (Macq), GradDipEd (SCAE)

Ended: 6 July 2022

UTS Council

UTS Council is the governing body of the university. It is constituted in line with the provisions of the University of Technology Sydney Act 1989 (NSW). The UTS Council comprises 20 elected and appointed members. Members have expertise and background relevant to the university's governance needs.

UTS Council members

Chancellor

Catherine Livingstone AO, BA (Accounting) (Hons) (Macq), HonDBus (Macq), HonDSc (Murdoch), HonDBus (UTS), HonDLitt (Sydney), HonDSc (UOW), FCAANZ, FAATSE, FAICD, FAAS

1 December 2016 to 30 November 2020
1 December 2020 to 30 November 2024

Vice–Chancellor and President

Professor Andrew Parfitt, BE, PhD (Adel), FTSE, FRSN, FIEAust

Chair of Academic Board

Professor Anthony Dooley, PhD (ANU), FAICD, FRSN

9 March 2021 to 31 December 2022
1 January 2023 to 31 December 2024

Deputy Chancellor

Dr John Laker AO, BEc(Hons) (Sydney), PhD (LSE), HonDSc (Sydney)

1 December 2018 to 30 November 2020
1 December 2020 to 30 November 2022
1 December 2022 to 31 October 2024

Members appointed by the Minister

Dr Sue Barrell AO, BSc(Hons) (UC), PhD (ANU), GradDipMeteorology (BMTC), FTSE, GAICD

1 November 2018 to 31 October 2022
1 November 2022 to 31 October 2026

Antony Riordan, BEc, LLB (Macq)
1 November 2022 to 31 October 2026

Tony Tobin, BA LLB (UQ)
12 December 2011 to 31 October 2014
1 November 2014 to 31 October 2018
1 November 2018 to 31 October 2022
Pro–Chancellor (elected by Council):
1 December 2018 to 30 November 2020
1 December 2020 to 31 October 2022

Members appointed by Council

Peter Bennett, BEc, DipEd (Monash), MBA (Melb), FCPA, MAICD, SA Fin

1 November 2010 to 31 October 2012
1 November 2012 to 31 October 2016
1 November 2016 to 31 October 2020
1 November 2020 to 31 October 2022
Pro–Chancellor (elected by Council):
1 December 2020 to 31 October 2022

Michelene Collopy, JP, BEc (ANU), CA, FPS, GAICD

4 October 2011 to 31 October 2012
1 November 2012 to 31 October 2016
1 November 2016 to 31 October 2020
1 November 2020 to 3 October 2023
Pro–Chancellor (elected by Council):
1 December 2018 to 31 October 2020
1 November 2020 to 3 October 2023

Dianne Hill, BAcc (UniSA), Fellow (UTS), FCA, FAICD, MIIA

1 July 2019 to 31 October 2022
1 November 2022 to 31 October 2026

Richard Howes, BCom(Hons), BEcon (UQ), AMP (HBS)

1 March 2022 to 31 October 2025

Dr John Laker AO, BEc(Hons) (Sydney), PhD (LSE), HonDSc (Sydney)

1 July 2015 to 31 October 2018
1 November 2018 to 31 October 2022
1 November 2022 to 31 October 2026

Kim McKay AO

1 March 2022 to 31 October 2025

Dr Lisa O'Brien AM, MBBS(Hons), MBA, MHRM&C (Sydney), FRACMA, GAICD
1 March 2020 to 31 October 2023

Dr Jack Steele, BSc(Hons), PhD (UWA)
19 August 2020 to 31 October 2023

Elected members of academic staff

Professor Isabella Alexander, Professor, Faculty of Law
1 November 2022 to 31 October 2024

Distinguished Professor Larissa Behrendt AO, Director, Jumbunna Research, and Associate Dean (Indigenous Research)
1 November 2018 to 31 October 2022

Professor Prabhu Sivabalan, Associate Dean, External Engagement, UTS Business School
1 November 2022 to 31 October 2024

Professor Anita Stuhmcke, Dean, Faculty of Law
1 November 2020 to 31 October 2022

Elected member of professional staff

Patrick Tooth, Information Services Librarian
1 November 2020 to 31 October 2022
1 November 2022 to 31 October 2024

Elected undergraduate student

Kurt Cheng, enrolled Bachelor of Laws / Bachelor of Communication (Social and Political Sciences)
1 November 2022 to 31 October 2024

Juneyt Adem Cihan, enrolled Bachelor of Business
1 November 2020 to 31 October 2022

Elected postgraduate student

Peter Munford, enrolled Juris Doctor (Law)
1 November 2020 to 31 October 2022
1 November 2022 to 31 October 2024

University Secretary

William Paterson, BA(Hons) (Sydney), MEdAdmin (UNSW)

Council members' report 2022

Council of the University of Technology Sydney

The members of the Council of the University of Technology Sydney present their report on the consolidated entity consisting of the university and the entities it controlled at the end of, or during, the year ended 31 December 2022.

A. Members

The following persons were members of the Council of the University of Technology Sydney during the whole of the year and continue in office at the date of this report:

Ms Catherine Livingstone AO
Professor Andrew Parfitt
Professor Anthony Dooley
Ms Michelene Collopy
Ms Dianne Hill
Dr Jack Steele
Mr Peter Munford
Dr John Laker AO
Dr Sue Barrell AO
Dr Lisa O'Brien AM
Mr Patrick Tooth

The following were appointed (or elected) members as indicated below and continue in office at the date of this report:

Mr Richard Howes (commenced 1 March 2022)
Ms Kim McKay AO (commenced 1 March 2022)
Mr Antony Riordan (commenced 1 November 2022)
Professor Prabhu Sivabalan (commenced 1 November 2022)
Professor Isabella Alexander (commenced 1 November 2022)
Mr Kurt Cheng (commenced 1 November 2022)

The following were members from the beginning of the year until their terms ended as indicated below:

Mr Tony Tobin (ended 31 October 2022)
Mr Peter Bennett (ended 31 October 2022)
Mr Juneyt Cihan (ended 31 October 2022)
Professor Anita Stuhmcke (ended 31 October 2022)
Distinguished Professor Larissa Behrendt AO (ended 31 October 2022)

B. Meetings of members

The numbers of meetings of the members of the Council of the University of Technology Sydney, and of each Council committee held during the year ended 31 December 2022, and the numbers of meetings attended by each member were:

(a) Names of responsible persons and executive officers

The following persons were responsible persons and executive officers of the University of Technology Sydney during the year:

	Council		Audit and Risk		Commercial Activities[1]		Finance		Governance		Honorary Awards[1]	
	A	B	A	B	A	B	A	B	A	B	A	B
Ms Catherine Livingstone AO Chancellor	7	7	5	4	3	3	5	4	3	3	1	1
Professor Andrew Parfitt Vice-Chancellor	7	7			4	4	5	5	3	3	1	1
Professor Anthony Dooley Chair, Academic Board	7	7									1	1
Mr Peter Bennett	6	6			4	4					1	1
Ms Michelene Collopy	7	6	5	5			5	5			1	–
Ms Dianne Hill	7	7					5	5				
Mr Tony Tobin	6	6							2	2		
Dr John Laker AO	7	6					5	5	3	2	1	1
Dr Sue Barrell AO	7	7			4	4						
Dr Lisa O'Brien AM	7	6	5	5								
Dr Jack Steele	7	7			4	4						
Mr Patrick Tooth	7	6										
Mr Peter Munford	7	6										
Mr Juneyt Cihan	6	5										
Professor Anita Stuhmcke	6	4									1	1
Dist. Prof. Larissa Behrendt AO	6	3										
Mr Richard Howes	6	6										
Ms Kim McKay AO	6	5										
Mr Antony Riordan	1	1										
Professor Prabhu Sivabalan	1	1										
Professor Isabella Alexander	1	1										
Mr Kurt Cheng	1	1										

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

The following persons were responsible persons and executive officers of the University of Technology Sydney during the year:

	Nominations[1]		Physical Infrastructure[1,2]		Remuneration		Student Council Liaison		Total	
	A	**B**	**A**	**B**	**A**	**B**	**A**	**B**	**A**	**B**
Ms Catherine Livingstone AO Chancellor	1	1	4	4	2	2			**31**	**29**
Professor Andrew Parfitt Vice-Chancellor	1	1	4	4					**25**	**25**
Professor Anthony Dooley Chair, Academic Board									**8**	**8**
Mr Peter Bennett									**11**	**11**
Ms Michelene Collopy							3	3	**21**	**19**
Ms Dianne Hill									**12**	**12**
Mr Tony Tobin	1	1	2	2	2	2			**13**	**13**
Dr John Laker AO			4	3	2	2			**22**	**19**
Dr Sue Barrell AO									**11**	**11**
Dr Lisa O'Brien AM									**12**	**11**
Dr Jack Steele									**11**	**11**
Mr Patrick Tooth									**7**	**6**
Mr Peter Munford							3	3	**10**	**9**
Mr Juneyt Cihan							3	–	**9**	**5**
Professor Anita Stuhmcke									**7**	**5**
Dist. Prof. Larissa Behrendt AO									**6**	**3**
Mr Richard Howes			2	2					**8**	**8**
Ms Kim McKay AO									**6**	**5**
Mr Antony Riordan									**1**	**1**
Professor Prabhu Sivabalan									**1**	**1**
Professor Isabella Alexander									**1**	**1**
Mr Kurt Cheng									**1**	**1**

1. Indicates that, for this committee, the composition allows for the Vice–Chancellor 'or nominee' to attend. Figures for the Vice–Chancellor only includes those meetings he attended, not those possible or attended by his nominee (if such nomination has occurred).
2. The Physical Infrastructure Committee became the Infrastructure Committee from July 2022.
A: Represents the number of meetings held during the time the member held office or was a member of the committee during the year. A dash indicates that a member is not entitled to attend that particular committee meeting.
B: Represents the number of meetings attended by the member.

C. Principal activities

UTS offers over 130 undergraduate and 210 postgraduate courses across traditional and emerging disciplines.

The university's world leading research centres span a range of disciplines providing practical and relevant solutions to issues of national and international importance and equip graduates with the latest discipline specific skills and practices.

The university also maintains strong relationships with the local community, industry, business and the professions through a wide range of partnerships, projects and events.

As a public purpose institution, UTS is committed to supporting positive social change within and beyond our campus. Student-based programs, focused research and innovative teaching approaches aim to create a more just and equitable world.

There were no significant changes in the nature of the activities of the consolidated entity during the year.

D. Review of operations, including significant changes in the state of affairs

All commentary relates to the university (parent) performance unless otherwise noted.

UTS 2027

UTS 2027, our decadal strategy, was launched in 2018 with the vision for UTS to be a leading public university of technology, recognised for our global impact. Despite the challenges of the global COVID-19 pandemic, the first four years of the implementation of UTS 2027 have led to significant achievements against the goals and targets set out in the plan. The 2022 year saw the continued evolution of new forms of learning including the growth of online learning and enterprise learning alongside a return to on-campus learning for the majority of students. The university has reimagined international education and put in place measures to grow new markets as well as re-establishing existing markets post-COVID. UTS continues to excel in, and expand, its research capabilities in targeted sectors including health, food and agriculture, defence, space and climate. UTS has committed to further invest in the successful Tech Lab facility at Botany as well as engage in the planning for precincts such as Tech Central and Bradfield in Western Sydney.

Operating result for 2022

UTS delivered an operating loss of $53 million (2021: an operating surplus of $122 million which included the one-off Education Australia dividend of $93 million, excluding which the result was a surplus of $29 million). The 2022 result was made up of an underlying deficit of $42 million and an $11 million revaluation loss related to UTS's investment in IDP Education Australia Limited (ASX Code IEL) due to movements in the stock market. This result was an improvement on the 2022 budgeted loss of $85 million, primarily reflecting reduced expenditure and staff position vacancies due to the impact of supply constraints and the highly competitive employment market. In addition, as the university executes on its strategy, the financial results have benefited from increases in external research income, online program management and enterprise learning revenues, all of which were above budget.

UTS College, which is the university's pathway provider and largest controlled entity, delivered an operating loss of $19 million (2021: $14 million) bringing the consolidated group deficit to $72 million (2021: $109 million group surplus). The UTS College result was in line with budget and reflected the accumulated impact of the pandemic on the student population; transitional expenditure to diversify channels for international students transferring to the UTS campus, and preparation for growth recovery in 2023-2025.

Revenue

As expected, UTS saw further reductions in International Student Load with 2022 bearing the cumulative impact of Australian and Chinese borders being closed. The International Equivalent Full-time Student Load (EFTSL) was down 33% on pre-pandemic levels or circa 3,800 EFTSL. This was a better than anticipated outcome, with the university maintaining a strong continuing international cohort on the back of several key initiatives and investments. These investments included the rapid move to remote teaching on UTS's newly implemented Canvas platform, the implementation of strong student support services and the continued delivery through offshore learning centres to supplement the student experience. Domestic student revenue was lower than the previous year, primarily in postgraduate enrolments, reflecting the impact of high levels of employment opportunities across the Australian economy.

Education Australia / IDP Shareholding

In 2021, UTS benefited from a one-off transaction in relation to its shareholding in IDP Education Australia Limited. Education Australia paid the university a dividend of $83 million in the form of both cash and shares in IDP and, at the end of that period, UTS held 1.8 million shares in IDP subject to certain escrow restrictions. The fair value of the IDP shares increased a further $10 million as at 31 December 2021. In 2022, UTS executed a sale of approximately half its shareholding generating circa $27 million in cash. Given the reduction in share price during the year, UTS recognised an investment income loss of $11 million, a portion of which was realised upon sale of the shares. UTS subsequently sold the remaining shares in 2023 generating another $27 million in cash.

Expenditure

Total expenditure on operating activities was $1.08 billion (2021: $1.02 billion). In 2022 UTS saw students returning to campus and a ramp-up in activities throughout the year following two years of COVID restrictions. UTS was also impacted by inflationary pressures in the second half of the year, which will have an increasingly material impact in 2023 onwards.

Cash and capital

UTS finished the year with $329 million in cash and long-term deposits (2021: $205 million), which reflected a continued focus on cash preservation. The proceeds from asset sales netted the university over $100 million in 2022, with the proceeds on the sale of outlying housing settled early in the year and the first tranche of the IDP share sale in December 2022. Capital expenditures continue to be closely managed, however UTS expects this to increase in the coming years as the university invests in and executes on its digital strategy and Campus Masterplan.

Borrowings

The university's gross total debt in the form of bonds and revolving debt facilities was maintained at $300 million (2021: $300m). In 2022, the university reduced its available debt facilities to $475 million ($2021: $550m).

Context and outlook

The global pandemic was forecast to impact UTS's revenue, with a reduction in excess of $400 million over the period 2020 to 2025. Notably, the most significant reductions in international student revenue were forecast to occur from 2022 onwards as a result of the effect of reduced commencing student numbers in 2020 and 2021 and the completion of studies by continuing students, many of whom continued to study remotely from overseas. In addition to the COVID impact, the university is now experiencing a high inflation and supply-constrained environment, putting significant pressure on salary and operating costs. UTS expects to see operating losses continue in 2023 and 2024, with a return to surplus in 2025. UTS College expects a return to surplus on a slightly earlier timeframe in 2024, reflecting the costs savings made through greater alignment with the university as well as the return of international students. Actions taken since 2020 through asset sales and cash preservation have ensured a robust balance sheet that provides a platform to absorb these losses as well as supporting future growth and investment

E. Matters subsequent to the end of the financial year

In January 2023, the university sold its remaining shareholdings in IDP. The sales proceeds were higher than the value at the balance date however this is not deemed to be material.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group or Parent, the results of those operations, or the state of affairs of the Group or Parent in future financial years.

F. Likely developments and expected results of operations

The university is managing likely future developments through its well-established governance arrangements, policies, processes and practices, founded on a risk management framework, and aligned to the delivery of the UTS 2027 strategy.
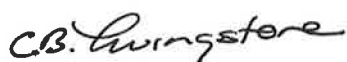
G. Environmental reporting

The University of Technology Sydney is not subject to any particular or significant environmental regulation under either Commonwealth or state legislation. However, the university believes that adequate systems are in place for the management of environmental requirements and is not aware of any breach of those environmental requirements.

H. Insurance of officers

The university maintains commercial insurance to indemnify persons who serve on UTS boards and committees. The coverage includes costs of awards of damages, judgements, court orders for compensation and associated costs in relation to claims for wrongful acts made against UTS's directors or officers.

I. Declaration

This report is made in accordance with a resolution dated 19 April 2023 of the members of the Council of the University of Technology Sydney.

Ms Catherine Livingstone AO
Chancellor
Sydney
19 April 2023

2022 initiatives

2022 was the first year under 5 refocused strategic initiatives.

We designed the UTS 2027 strategy to allow the university to adapt and grow. This staggered approach means we can adjust our focus where necessary, including as we navigate the COVID-19 era and subsequent changes to the higher education sector and society as a whole.

We have delivered the first 3 years of the strategy, which saw significant achievements against our goals and targets.

We have now embarked on our next 3 years under the following initiatives:

- Lifetime of learning
- Connected research
- Distinctive identity
- Sustainable partnerships
- Working together

Lifetime of learning

We continued to focus on our lifetime of learning offerings to provide more people with more options for learning (including online, enterprise and short forms of learning both onshore and offshore).

In 2022, we supported our learners through their career pathways to meet future workforce needs.

Enterprise learning

We continued to grow and diversify our enterprise learning clients, which included the Australian Army, Ministry of Health, Australia Council for the Arts, Microsoft, Telstra, Cricket NSW and Transport for NSW.

PLUS UTS, established last year to work with organisations to develop customised future-focused learning, exceeded its target with 4 new partnerships.

Our online delivery of postgraduate courses (through our online program management (OPM) portfolio) was expanded in 2022 to 12 course suites up from 9 in 2021. Our OPM revenue exceeded the $7 million target for 2022. Work began with the Faculty of Science to deliver course suites in medical science leadership and sustainability and energy courses in 2023.

We collaborated with Microsoft to design the Graduate Certificate in Business Consulting and Technology Implementation. The graduate certificate aims to boost the supply of technology consultants amidst a huge shortage in Australia and worldwide. The course will allow students to address and shape tech solutions across a range of industries.

Short forms of learning

We reviewed our short forms of learning this year to ensure they continue to meet demand. We need to grow a sustainable portfolio of courses that target industry professionals and alumni.

The Faculty of Engineering and Information Technology is meeting market demand by increasing the delivery of courses in programming languages, new business architecture, cybersecurity and cloud offerings; the Business School will start new courses and workshops to support Indigenous business and organisations working with Indigenous communities; the Faculty of Design, Architecture and Building is creating new courses in infrastructure delivery and service design; and the Faculty of Law is developing additional content for lawyers and legal content for non-lawyers.

Student experience

Our campus was successfully reactivated after COVID-related restrictions ended in March. Our 'O Day' returned to campus in July. UTS's student-centred organisation ActivateUTS saw record numbers of club memberships, with 18,247 in 2022 compared with 13,000 in 2019 (the last time we held an on-campus O Day).

In 2023, our new Deputy Vice-Chancellor (Education and Students) will lead a review of the student experience, starting with the establishment of the Student Experience Framework. The framework will create a shared vision and common language for the student experience and will guide UTS's engagement in planning and evaluation for all student-facing areas at the university.

Graduate capabilities

We want to offer our students the opportunity to learn more than just their chosen profession. We want to produce graduates who are highly employable global citizens with the knowledge and skills to think critically, collaborate widely and problem solve innovatively. To do this, we introduced an optional transdisciplinary electives program this year. This will be expanded in 2023 where students will undertake a transdisciplinary elective as a required component of their UTS undergraduate degree.

Connected research

2022 was a very successful year for UTS research. The university's research income and outcomes reached their highest levels ever, with an overall income of $93.2 million for the year (from a target of $76.9 million), which represents a 17% increase when compared to 2021 actual results.

Research achievements

UTS research was recognised this year through a strong showing in Australian Research Council funding.

- Discovery Project round: 18 grants awarded amounting to more than $9 million in funding.
- Discovery Early Career Researcher Awards: awarded to 8 researchers.
- Future Fellowships: awarded to 6 researchers, the university's best ever result for Future Fellowships.
- Australian Laureate Fellowship: awarded to Distinguished Professor Larissa Behrendt AO.
- Centres of Excellence: 7 UTS researchers featured as chief investigators in 3 of the 11 ARC Centres of Excellence across fields including Indigenous futures, quantum biotechnology and optical physics.
- Research Hub for Nutrients in a Circular Economy: UTS water researchers awarded leadership of the new $3.8 million research hub.

Partnerships and research translation

2022 saw the university enter into partnerships with targeted industry sectors to understand their research and business needs. Our researchers work with industry across an increasingly broad range of fields (including space and defence, medical technology, clean energy and agricultural/horticultural technology) to investigate how UTS research can be used to develop commercially viable products and solutions with a positive social impact.

The UTS Ageing Research Collaborative is led by UTS academics from multiple faculties working with researchers from other universities, aged-care providers, health services and government agencies with the aim of finding practical solutions to the issues facing ageing and aged care.

UTS is a partner in the NSW Decarbonisation Innovation Hub. The hub will produce research, development and commercialisation for decarbonisation technology in New South Wales, a key part of the NSW Government's goal of achieving net zero emissions by 2050.

In October the Hon. Ed Husic MP, Minister for Industry and Science, officially launched the Human Technology Institute at UTS. The institute's vision is to build a future that applies human values to new technology, aligning with UTS's leadership in the responsible use of artificial intelligence and new technology. The institute was awarded a $300,000 public policy grant to work with Service NSW to create a facial recognition technology governance framework to protect people against harm.

The Australian Quantum Software Network also launched this year. The network brings together more than 110 members across 30 academic groups at 9 universities and 2 Australian-based quantum software startups. The network was launched at the Vice-Chancellor's Innovation Showcase in November.

The showcase is an opportunity for UTS and its industry partners, government and business to discuss issues such as the skills challenge, research commercialisation and the power of collaborative partnerships.

UTS was recently named Secretariat for the Global Network for World Health Organization Collaborating Centres in Nursing and Midwifery, an international collaborative network that undertakes projects in support of the World Health Organization's program.

UTS won best invention (sponsored by IP Australia) for their iSTRIP technology at the Knowledge Commercialisation Australasia awards. UTS iStrip technology is an ultrasensitive quantitative lateral flow strip sensor that uses new generation fluorescence probes to detect the presence of single molecules. The invention opens new markets for strip sensors in the diagnosis of cancers, infections and cardiovascular diseases, and has been licensed to a number of commercial partners for product development in specific disease categories.

Distinctive identity

Entrepreneurship

Our work across UTS to inspire and support startups continued with another record year in 2022.

This year saw the highest number of active UTS Startups at 577, with 573 new paid jobs created in these startups. We had 252 new startups, and celebrated our 1000th startup launched. In support of our approach to learning for a lifetime, we launched 119 alumni-led startups. Work integrated learning engagements reached record numbers as well, with 298 internships in our startups, and 585 students working on in-subject projects with our startups.

Our new home for startups, UTS Startups@Central, hosted and streamed 68 events in 2022, reaching 30,369 viewers.

Our UTS Startups@School program began this year, reaching 44 schools and 3547 year 9 and 10 students. 74% of these were female.

We secured $1.9 million in external funding for a range of initiatives including our UTS Startups Summit, a new free course for senior high school students, expansion of our UTS Startups@School programming in collaboration with the University of Newcastle, and other smaller sponsorships for our events.

Social impact

In 2022 we developed a series of online, interactive dashboards that measure and report on our social impact. These dashboards allow the UTS community and our external partners to see how we contribute to social good. They also support decision-making and improved outcomes.

Widening participation

- The NSW Equity Consortium (comprising UTS, the University of New South Wales, the University of Sydney and Macquarie University) successfully delivered a syllabus-linked English program for students in years 7 to 9 in selected low SES high schools in south west Sydney.

  UTS delivered the program to year 8 students, co-taught by English teachers and UTS Equity Ambassadors, using literacy as a vehicle for students to explore their 'imagined futures'.

  An accompanying longitudinal research and evaluation framework assesses the impact of this intervention.

- The First Year Success Program was piloted in 2022, offering transition support to 230 U@Uni Academy graduates in their first year of university at UTS. Transition activities included decoding workshops, orientation sessions and a peer mentoring programming.

  In 2022, the U@Uni Academy welcomed a third cohort of year 11 students to the two-year program. 295 year 12 students also graduated from the program, with 98 per cent receiving an offer to study at UTS.

- Pasifika mentoring in high schools and professional networking for university students focused on developing meaningful relationships to enhance Pasifika learners cultural, academic and professional identities. The mentoring program was delivered to 111 students from Greater Western Sydney, culminating in an invitation to attend the annual Pasifika Experience Day offered to all Pasifika high school students and their families.

  In 2022, UTS hosted over 200 students from across Australia for the 2-day annual Australian Universities Pacific Associations Conference.

- In 2022 there were 48 UTS Humanitarian scholars. 11 new students commenced their degrees and 11 completed degrees in 2022. Throughout the year, academics and industry professionals from partner organisations volunteered in academic and career and industry mentoring programs for students.

Access and inclusion

In 2022, the Vice-Chancellor approved a new Accessibility and Inclusion Policy that aims to embed accessibility within UTS's learning and teaching environment and provide greater clarity around processes and responsibilities for reasonable adjustment. This is supported by LX.Lab's extensive suite of resources for academic staff about delivering inclusive teaching.

Progress was made in 2022 on a number of important accessibility projects including digital captioning, assistance animal toileting facilities, upgrades of hearing assistance in teaching spaces, and stair, elevator and door upgrades in buildings 1 and 2.

The UTS Disability Research Network supports interdisciplinary research and partnerships between UTS scholars, people with disability, community and government to address real-world problems facing people with disability. The network continued to build in 2022 promoting disability research capabilities, events, projects and sharing opportunities for new project funding and partnerships. Events included webinars on pathways to open employment for people with intellectual disability, exploring the experiences of parents with disability, and the Paralympics.

In 2022 the Deputy Vice-Chancellor (Research) introduced funding for researchers looking to make their work more accessible and inclusive of people with disability. Funds contribute to meaningful inclusion and engagement with people with disability including through activities like captioning research outputs, AUSLAN translation, purchasing accessibility software and engaging people with disability as researchers/consultants.

UTS adopted a Student Mental Health Strategy aligned with the Australian University Mental Health Framework and has begun working to embed best practices for mental wellbeing and inclusion across our community and curricula.

Indigenous education, research and employment

Our achievements in 2022 continue to be based on the objectives of the 2 Indigenous strategies: the Indigenous Education and Research Strategy (2019–2023) and the Wingara Indigenous Employment Strategy (2019–2023).

Our key priorities remain increasing our student and staff numbers, providing excellence in the student experience and Indigenous research, growing collaborations across the university, and progressing the Indigenous Residential College.

To increase the participation of Indigenous students at UTS, and in the higher education sector more broadly, we held the UTS Indigenous Education Forum twice in 2022. This forum is a collaboration between the Jumbunna Indigenous Students and Community Engagement team and selected schools to generate new thinking and approaches to Indigenous education and how best to support Indigenous students. Jumbunna Indigenous Students and Community Engagement also hosted workshops and campus tours and events for Indigenous students in their high schools.

Our people are pivotal to the achievement of the objectives under the Indigenous strategies. A number of senior academic staff joined UTS this year, growing the Indigenous professoriate to 20. Members of the Indigenous professoriate led sector leadership events including the inaugural National Indigenous STEM Professionals Network gathering hosted by the Faculty of Science.

We continued the embedding of an Indigenous graduate attribute (IGA) across all UTS courses to ensure UTS graduates have the capability to work with and for Indigenous people in their professional fields.

UTS hosted its sector-leading inaugural Indigenous Higher Education Curriculum Conference with 149 delegates attending from across Australia, New Zealand, Canada and Germany.

The conference highlighted the innovative ways academics and practitioners are using to progressively embed Indigenous perspectives into the higher education curriculum. The conference resulted in the establishment of an international community of practice of over 80 members. As a result of the strong interest shown by delegates, the conference will now be held every second year with other universities committed to future hosting.

Indigenous-led research continued strongly in 2022 with Distinguished Professor Larissa Behrendt AO being awarded a $4.3 million Australian Laureate Fellowship, including the Kathleen Fitzpatrick Australian Laureate Fellowship, to explore new ways to give First Nations communities greater control over how they're treated within the criminal justice, coronial and child protection systems. Distinguished Professor Behrendt was named along with Professor Megan Williams and Associate Professor Paul Gray in the $35 million ARC Centre of Excellence for Indigenous Futures led by the University of Queensland. Professor Heidi Norman was awarded an ARC Discovery Indigenous research grant for $533,000.

In support of eliminating racism and discrimination towards First Nations Peoples, Jumbunna Research in partnership with the National Justice Project launched the Call it Out Racism Register, which provides a simple and secure online register for First Nations Peoples who have experienced racial discrimination the opportunity to share their experiences.

Continued progress was made for our planned Indigenous Residential College including the launch of expressions of interest for the design competition. A transformational $10 million gift from the Woolworths Group was pledged for the college: the largest commitment ever for UTS Indigenous initiatives. The college, the first of its kind in Australia, will be Indigenous designed and led, with Indigenous programs, an Indigenous library, a family history research facility and an arts centre. It will enable Aboriginal and Torres Strait Islander peoples to choose a residential college that celebrates their identity, cultures and traditions.

Workforce diversity

In 2022, UTS launched a Cultural Diversity Action Plan that includes:

- a university wide anti-racism campaign
- a faculty pilot program to increase staff capacity in cultural diversity and inclusion
- actions to address research findings on the inclusion of Culturally and Linguistically Diverse and Indigenous women staff
- partnerships with stakeholders including the Multicultural Women's Network, Addi Road's Racism Not Welcome campaign and Welcoming Cities.

As a university of technology, we are focused on initiatives to encourage girls and women to enrol and succeed. In 2022 our efforts to support women in STEMM included primary, high school and extracurricular programs for girls; year 10 and 11 work experience programs; the Wanago Program, which delivers NSW STEM electives for high school students; ATAR adjustment points for women in key under-represented disciplines; and Women in Engineering and IT Scholarships.

Our Athena SWAN program works to encourage female graduate research STEMM students into academia and then supports female academics to develop successful careers through workforce initiatives including targeted recruitment and promotion, focused professional development, and flexible work provisions that they may need as they move through the ranks of academia.

Representation of women academics in STEMM reached our target of 40% in 2021 and, by 2022, had again increased to 41.7% with STEMM faculties also developing their own internal targets. Across the board, by the end of 2022, women academics increased to 46.8% of all academic staff and accounted for 40.4% of senior academic staff.

Sustainable partnerships

Partnerships and precincts

In 2022 the focus of the Sustainable Partnerships initiative was cementing UTS's reputation for being good to do business with. We aim to establish UTS as the preferred institutional partner for a range of stakeholders. These partnerships will foster industry alignment around the translation of our research, job readiness for our graduates and our identity and precinct leadership.

A major achievement was the signing of a 13-year partnership with the Powerhouse Ultimo in September. This new partnership will form the basis of a Creative Industries precinct within the broader Tech Central precinct. Work has begun on identifying the priority projects for the new precinct in a UTS Creative Industries Strategy led by Professor Elizabeth Mossop, Dean of the Faculty of Design, Architecture and Building.

Technology is a key part of our identity and is central to our work in precincts and partnerships. Our partner engagement in Tech Central continued in collaboration with the University of Sydney, Atlassian, City of Sydney, Inner West Council and the Sydney Local Health District with a focus on leadership and governance in the precinct.

We also began significant new partnerships with Apple, Stryker, Cricket NSW and Atlassian. Our relationships with Microsoft, TAFE NSW, Sydney Water, and Transport for NSW continued to grow.

In partnership with UTS and RMIT, Apple is launching two new Apple Foundation programs that provide four-week courses on the fundamentals of Swift coding. Students will learn introductory coding skills and gain the skills to design and prototype their own apps. Enrolments opened this year, with courses beginning in early 2023.

Under their billion-dollar Digital Future Initiative, Google expanded its investment and collaboration in quantum computing research with UTS. Google and UTS will work together to ensure that Australian researchers remain at the forefront of this important field.

Following the launch in mid-2021, and boosted by federal government funding from the Department of Education, Skills and Employment, SME@UTS (UTS's small and medium enterprises (SME) engagement program focused on building advanced manufacturing capabilities) has had tremendous success in its pilot phase. It has built an ecosystem of 28 partners participating in, and promoting, SME@UTS workshops and masterclasses, including in 6 locations in Western Sydney and 4 locations in regional NSW. 180 unique SMEs have been involved through workshops, masterclasses, factory tours, Tech Lab tours, student engagement opportunities and research project explorations.

Western Sydney

Over the course of the year, we have increased our visibility and built a strong industry network in Western Sydney.

Work is continuing via our Western Parkland City Authority (WPCA) memorandum of understanding (MOU) to explore smart cities, the Advanced Manufacturing Research Facility and the Advanced Industry Hub opportunity.

We are part of the Western Sydney Leadership Dialogue through which we are working to deepen relationships with key stakeholders in Western Sydney. UTS microcredentials are now being taught at Meadowbank as part of the Institute of Applied Technology Digital.

In October, we signed a MOU with TAFE NSW to develop a Specialist Advanced Training Centre in the Western Sydney Aerotropolis.

Alumni

In 2022, the UTS alumni community grew to comprise 270,000 graduates globally. We continued to create pathways for early engagement of alumni through to senior board and network volunteers, and our peak UTS community group, the UTS Friends of Distinction.

The UTS Young Alumni Program took advantage of the post-COVID return of face-to-face events, hosting 5 events. We also saw significant growth in social media followers. As part of UTS's lifetime of learning initiative, we conducted 4 campaigns to build awareness among alumni of UTS's further study offerings.

On an international stage we continued to build momentum in the United States through the North America Advisory Board and a series of events hosted by the Vice-Chancellor generating over 60 engagement leads.

In 2022 we established the Advancement Engagement Index. In the early stages of implementation we saw an increase in alumni engagement from 12.7% in August to 15.5% by the end of the year.

Philanthropy

UTS exceeded its 2022 philanthropic fundraising target of $12 million, with more than $18.4 million in philanthropic funds secured in the form of gifts and pledges.

The second largest single gift in the university's history was pledged in 2022. The Woolworths Group Limited committed to donating $10 million over a period of five years towards the development of the Indigenous Residential College.

In addition to the pledge from Woolworths Group Limited other corporate gifts include $500,000 from Breville supporting Indigenous scholarships and initiatives and $400,000 from KPMG for the newly established Human Technology Institute (HTI). UTS continued to receive support from a number of foundations and trusts including the Paul Ramsay Foundation ($2.4 million), the NORTH Foundation ($1.2 million), the Dunn Family Trust ($500,000) and the Cognizant Foundation ($464,000).

UTS continued to improve its capability towards transformational fundraising as 2 philanthropic campaigns were finalised, Indigenous and health.

To support more ambitious philanthropic targets, and for the development of senior leaders' philanthropy skills and capabilities, Creating Breakthrough Performance in Higher Education Philanthropy training took place in November.

Working together

To achieve our vision of being a world-leading university of technology, we need to ensure that the UTS workforce has the right capabilities and support to work together to adapt to the ever-changing environment.

Key to this initiative was the development of the UTS People Strategy. In early 2022, UTS leaders and managers contributed to its development, resulting in a draft strategy that was refined using staff feedback. In November, Council endorsed the strategy and it will be implemented in early 2023.

Ways of working

As is the case in most workplaces, we are working differently as a result of the COVID-19 pandemic. We want to ensure our staff are set up to work and succeed in the new hybrid working environments.

Our hybrid working environment pilot workspaces project aims to provide the opportunity for new technology, including hybrid meeting rooms, collaboration tools, digital storage/workflows, and space booking tools, to be used in working areas. The new physical hybrid spaces will include fully ergonomic workspaces including workstations and focus rooms, casual open areas, touchdown workspaces and an event space.

This year we embarked on the first pilot within this project. The project, which involves not just relocation but changes in the way that people use and interact with workspaces and technology, makes it a complex change project. We have developed metrics to test and validate the impact of new workplaces on staff.

To enable staff to embrace the new environment, transition plans are being developed, hybrid working workshops will be delivered in early 2023 and a guide is being developed to help staff settle into and make the most of their new space.

Income statement

For the year ended 31 December 2022

	University			
	Actual 2022 $'000	Budget 2022[1] $'000	Variance 2022 $'000	Budget 2023[1] $'000
Revenue from continuing operations				
Australian Government grants	308,251	303,278	4,973	313,870
HELP – Australian Government payments	247,925	262,332	(14,407)	268,474
State and local governments financial assistance	7,226	4,020	3,206	5,259
HECS – HELP – student payments	19,852	20,000	(148)	20,000
Fees and charges	349,892	344,250	5,642	386,389
Investment income	(1,291)	3,100	(4,391)	9,000
Royalties, trademarks and licences	81	833	(752)	1,479
Consultancy and contract research	44,822	37,527	7,295	53,603
Other revenue	35,908	26,808	9,100	26,690
Gains on disposal of assets	–	5	(5)	250
Other income	11,315	10,520	795	20,862
Total revenue from continuing operations	**1,023,981**	**1,012,673**	**11,308**	**1,105,876**
Expenses from continuing operations				
Employee benefits	609,230	619,097	9,867	656,719
Depreciation and amortisation	125,542	125,169	(373)	137,515
Repairs and maintenance	16,383	13,586	(2,797)	15,022
Borrowing costs	16,028	16,452	424	16,655
Impairment of assets	(104)	2	106	6
Losses on disposal of assets	1,527	–	(1,527)	–
Other expenses	307,917	323,367	15,450	368,108
Total expenses from continuing operations	**1,076,523**	**1,097,673**	**21,150**	**1,194,025**
Operating result before income tax	**(52,542)**	**(85,000)**	**32,458**	**(88,149)**
Income tax related to continuing operations	**–**	**–**	**–**	**–**
Operating result from continuing operations	**(52,542)**	**(85,000)**	**32,458**	**(88,149)**

1. Budget numbers are unaudited.

Note: The complete UTS financial statements are available in volume two of this annual report.

Statutory reporting

UTS Freedom of Expression Attestation Statement

This annual statement attests that the UTS Council is satisfied that the university:

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

UTS respects and promotes academic freedom and freedom of speech primarily through its Academic Freedom and Freedom of Expression Policy (and supported by commitments outlined in other university-wide policies) and its enterprise agreements.

The Academic Freedom and Freedom of Expression Policy makes clear UTS's position to uphold freedom of speech and academic freedom as paramount values, and also directly aligns with the requirements of the Model Code.

Statement on Voluntary Code of Best Practice for the Governance of Australian Public Universities

The Voluntary Code of Best Practice for the Governance of Australian Public Universities provides a framework to assess performance and to ensure transparency and accountability in a university's governance arrangements. It contains 14 protocols, each of which have several sub-components.

For protocol 12(b), regarding the independence of controlled entity board directors, UTS has chosen in some instances to not adhere to the protocol's requirements. This approach has been the case since the code's adoption.

In 2022, UTS was fully compliant with 13 of the code's protocols and, noting the above exception, partially compliant with the remaining protocol. The university reviews its compliance on an annual basis.

Statement on Voluntary Code of Australian Universities Vice-Chancellor and Senior Staff Remuneration Code

The Australian Universities Vice-Chancellor and Senior Staff Remuneration Code is a voluntary set of principles and processes designed to ensure fair and appropriate remuneration for university leadership that is understood and supported by the sector.

UTS acknowledges the importance of ensuring the remuneration of its Vice-Chancellor and senior leaders is competitive, appropriate and transparent.

Remuneration needs to appropriately reflect the value that high quality leaders bring to the university, and the broader economy and society, while also acknowledging the role of universities as public purpose institutions.

Transparency is a vital part of good practice remuneration ensuring that decision-making bodies, processes and outcomes are openly explained and readily available to all stakeholders.

UTS has a Remuneration Committee comprising the Chancellor, Deputy Chancellor and one Council-appointed person whose term of appointment is not about to expire. The committee advises Council on the Vice-Chancellor's and Provost's performance and remuneration. In addition to the Remuneration Committee of Council, UTS also has a Vice-Chancellor's Remuneration Committee that considers Senior Executive Management performance and remuneration.

The Remuneration Committee of Council and the Vice-Chancellor's Remuneration Committee meet biannually to review remuneration. Once to determine variable performance pay outcomes and once for annual remuneration setting.

In determining performance pay outcomes, each committee considers institutional and individual performance. Institutional performance is reviewed against the UTS corporate plan and annual KPI scorecard, which includes a range of financial and non-financial targets. Individual performance reviews are required to be undertaken annually and consider individual performance from a leadership, culture and risk management perspective. Recommendations are submitted to the relevant committee for determination and approval.

In setting remuneration, an annual remuneration review is completed for the Vice-Chancellor, the Provost and Senior Executive Management to ensure remuneration is competitive from an attraction and retention perspective and within range in comparison to higher education sector relativities. Sector remuneration and benefit benchmark data for comparable roles as well as market observations and movements are provided to the relevant committee for determination and approval.

Senior executive remuneration

Band	2021		2022	
	Female	Male	Female	Male
Band 4 (Vice Chancellor)	–	1	–	1
Band 3 (Provost)	–	1	1	–
Band 3 (Deputy Vice-Chancellor)	3	3	2	2
Band 3 (Chief Operating Officer)	–	–	–	1
Total	**3**	**5**	**3**	**4**

Band[1]	Range	2022 (including performance payment[1])
Band 4 (Vice-Chancellor)	$800,000–$899,999	1
Band 3 (Provost[2], Chief Operating Officer[3] and Deputy Vice-Chancellor[2])	$500,000–$599,999	6
Total		**7**

Band[1]	Range	2021 (including performance payment[1])
Band 4 (Vice-Chancellor)	$1,100,000–$1,199,999	1
Band 3 (Provost)	$700,000–$799,999	1
Band 3 (Deputy Vice-Chancellor)	$600,000–$699,999	5
Band 3 (Deputy Vice-Chancellor)	$500,000–$599,999	1
Total		**8**

1. Bands are reflective of total remuneration (inclusive of base salary and superannuation; and, where applicable, performance payments).
2. In 2022 UTS had an Acting Provost and Acting Deputy Vice-Chancellor (Education and Students) for most of the year with the new Provost and new Deputy Vice-Chancellor (Education and Students) commencing on 28 November 2022.
3. 2022 was the first full year for the Chief Operating Officer position (which superseded two Deputy Vice-Chancellor positions).

Employees

	2020	2021	2022
FTE staff (non-casual)			
Academic	1,508.7	1,344.9	1,316.4
Professional	2,032.8	1,825.8	1,918.8
Total	3,541.5	3,170.7	3,235.2
FTE staff (casual)			
Academic	464.3	408.0	444.4
Professional	235.1	234.1	260.0
Total	699.4	642.1	704.4
Actual persons (non-casual)			
Academic	1,652	1,469	1,433
Professional	2,161	1,921	2,013
Total	3,814	3,390	3,446

Note: Staff may be employed as both academic and professional staff.

Workforce diversity

UTS is committed to a workforce that draws on the diversity of people in the community.

		2018	2019	2020	2021	2022
Academic						
Women	%	43.0	44.1	44.9	45.3	46.3
	headcount	635	711	763	682	675
Aboriginal and Torres Strait Islander Peoples	%	1.8	2.1	2.1	2.2	2.6
	headcount	27	34	35	33	38
People whose first language was not English	%	21.1	20.0	23.1	23.9	23.5
	headcount	311	323	393	360	342
People with disability	%	2.7	2.6	2.8	2.9	2.9
	headcount	40	41	48	44	43
Professional staff						
Women	%	60.8	62.6	63.4	63.2	63.4
	headcount	1179	1298	1401	1200	1262
Aboriginal and Torres Strait Islander Peoples	%	1.2	1.4	1.3	1.1	0.8
	headcount	23	30	29	21	26
People whose first language was not English	%	16.7	16.6	20.1	20.4	20.8
	headcount	324	345	445	388	415
People with disability	%	2.6	2.4	2.6	2.7	2.6
	headcount	50	50	58	51	52

- Information is provided on all full-time and part-time staff employed at 31 March each year in line with Australian Government data collections.
- Staff on leave without pay are included in the figures.

Sexual harm reporting

This report provides an overview of numbers of reports, staff and student uptake of online reporting, location of reported incidents, and reports made to police.

In 2022, the Vice-Chancellor approved the Sexual Harm Prevention and Response Policy. The policy establishes a framework for UTS to:

- recognise the impact of sexual harm at UTS and in the broader community
- identify responsibilities, actions and strategies under the university's zero tolerance commitment to sexual harm
- provide support for students, staff and affiliates wishing to report an incident of sexual harm
- formally outline its commitment to the national Respect.Now.Always. initiative
- take collective responsibility for the prevention of sexual harm at UTS, and
- make transparent UTS's response, review and recordkeeping practices with regard to sexual harm.

Use of online reporting in 2022

Online report forms enable students to report incidents (direct student reports) and staff to report how student disclosures to them have been managed (reports via staff).

Reported student incidents

Reported student incidents	2020	2021	2022
Direct student reports	3 (2[1])	3	13 (3[1])
Reports via staff	57 (7[1])	63 (8[1])	58 (9[1])
Total use of reporting forms	69	74	83
Total student incidents[2]	60	66	71

1. Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

Student sexual assaults directly reported by students increased fourfold between January to December 2022 compared to the same period in 2021. The increased figure may be attributed to:

- increased opportunity for interaction and socialisation in 2022 with the UTS campus reactivated
- increased awareness of, and confidence in, UTS reporting channels and available support (which will be further strengthened with the introduction of UTS's sexual harm policy and supporting online content)
- UTS's Respect.Now.Always campaign and mandatory completion of Consent Matters module by all staff and students.

Location of alleged incident(s)

The majority of disclosures refer to incidents off campus, many historical in nature. Twelve reported incidents were of behaviour on campus, up from 2 reports in 2021 and 4 reports in 2020. Of the on-campus incidents, 7 were reports of sexual harassment and the remaining were reports of sexual assault and sexual touching. Two of the reports from the sexual assault/sexual touching category were reported to police.

UTS areas reporting student disclosures

The majority of student disclosures were made to UTS Counselling.

Staff reports of student disclosures	Number	%
Student Services Unit (SSU) Counselling	48 (6[1])	82.8
Faculty	3 (1[1])	5.2
SSU accessibility	3 (1[1])	5.2
Security	1 (1[1])	1.7
Academic	1	1.7
Chinese Medicine Clinic	1	1.7
UTS International	1	1.7
Total[2]	58	

1. Some incidents reported from two or more sources. Unbracketed number indicates number of primary reports by an area. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

Controlled entities

accessUTS Pty Limited

accessUTS Pty Limited is a wholly owned company of the university.

accessUTS's mission is to provide a professional gateway for government, industry and the community to access the knowledge, expertise and resources of UTS.

accessUTS began winding down activities in 2022 with a view to ceasing operation in 2023.

Insearch

Insearch Limited (trading as UTS College) is a registered private higher education provider and a pathway provider to UTS.

Insearch offers academic English programs, UTS Foundation Studies and higher education diplomas.

Kilimanjaro

Kilimanjaro Learning Solutions Pty Ltd is a proprietary company limited by shares, 100 per cent owned by UTS. It was incorporated on 29 September 2021, with the sole initial director the UTS Vice-Chancellor, Professor Andrew Parfitt. The company provides a direct-to-learner marketplace technology platform to deliver new experience-based learning opportunities.

UTS's majority shareholding was sold in late 2022.

UTS Global Pty Ltd

UTS Global Pty Ltd provides management and administrative services to the university related to UTS representative offices overseas.

Currently, UTS Global Pty Ltd provides services related to the strategic direction and management of:

- a representative office in Beijing, China, UTS Beijing Ltd, which is a wholly foreign–owned entity of which UTS Global Pty Ltd is the only shareholder, and which provides relationship management, market intelligence and profile–building services to UTS; and

- UTS Research and Innovation Institute (Shenzhen) Co Ltd, also a wholly foreign–owned entity of which UTS Global Pty Ltd is the only shareholder, which provides business development, technology transfer, consultancy and industry engagement services to UTS, particularly research–focused engagement.

The directors of UTS Global Pty Ltd, UTS Beijing Ltd and UTS Research and Innovation Institute (Shenzhen) Co Ltd comprise current UTS executive and staff.

Public interest disclosures

UTS received no public interest disclosures in 2022.

Our Fraud and Corruption Prevention and Public Interest Disclosures Policy (available on the UTS website) addresses UTS's legal and ethical obligations to prevent, monitor and report fraud and corrupt conduct.

The policy (and supporting procedure) describe the framework for dealing with fraud and corruption risks faced by UTS. They outline how to make disclosures of corrupt conduct, maladministration, serious and substantial waste, and government information contraventions.

The policy and procedure are scheduled for review in 2023.

Work health and safety

2022 saw a return to campus for students and staff operating in a hybrid manner. The health safety and wellbeing (HSW) team continued to record and manage COVID-19 cases where staff and students had been on campus in the days prior to a positive diagnosis. The trend in reported cases reduced significantly by year end in line with the state-wide reportable cases.

Towards the end of the year the HSW team was expanded to create a partnering model and to implement a three-year strategic plan. This model will support each faculty and unit to implement local HSW plans and to coach local consultative groups to maximise their role in promoting a safe work environment. The HSW team will be responsible for the implementation of the HSW Strategy 2023-2025, which has been developed throughout the year.

Incidents

A total of 389 incidents were reported for the year, which was an increase on the previous year of 316. This was a combination of staff, students, contractors and visitors. Of the 316 only 25 were reported to the workers compensation insurer.

In addition to these reports there were 249 hazard reports submitted and 980 COVID-19 related reports, most of which were recorded in the first half of the year.

SafeWork NSW investigations and notices

The following three incidents required notification to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW).

In February blades from a ventilation louver in Building 5 dislodged from the support frame during high winds falling onto the light rail track on Hay Street. This blocked the path of the light rail and required NSW Fire Brigade and light rail engineers to be called to assess the damage to rail power lines. Building services responded immediately to remove and repair the louvers and checked all other louvers in the building for signs of corrosion.

In May a contractor was struck by elevated work platform (EWP) within a lift in Building 8. Unclear verbal communication and role responsibility lead to the security officer being positioned in the corner of the lift and was struck as the EWP was being reversed out of the lift. The staff member was taken to hospital for assessment with no injury sustained. Safe operating procedures were reviewed with additional controls implemented for the use of the EWP.

In November, a staff member fell down the stairs in the fire escape as part of an evacuation practise drill. SafeWork NSW was notified as the staff member sustained a fracture that required hospitalisation. There was no visible fault with the stairs and appeared to be a trip by the staff member. The staff member was supported by the return-to-work coordinator and made a full recovery and a return to preinjury duties.

Workers compensation data 2022

- Premium impacting claims: 23
- Average cost per claim: $13,671.14
- Premium: $1,337,358.54 (Inc GST)
- Total workers comp notifications: 25

Health Safety and Wellbeing Strategy

The HSW team has developed an approach to managing risk for UTS using a 'six-pillar' strategic approach. The HSW Strategy 2023-2025 was developed throughout the year and will be implemented in stages over three years. The objective is to deliver sustainable performance improvements and cultural change against the following six pillars.

- Management commitment and leadership
- Consultation and communication
- Information and training
- Risk management
- Wellbeing
- Monitoring, reporting and verification

Progress against these pillars and the maturity of the overarching safety management system will be measured and reported annually.

Auditing and compliance

An external health, safety and wellbeing governance review was conducted in September. The scope of this review was to assess UTS's HSW compliance against ISO 45001-2018: Occupational health and safety management systems and ISO 45003 – 2021 Guide for managing psychosocial risk.

The standards provide a clear framework for improving safety performance and establishing an effective safety management system. A formal management system will bring many benefits by enforcing best practice and setting standards for mitigating risk and the adverse effects on the physical, mental and cognitive condition of staff.

The audit resulted in a 75% overall conformance, 22% partial conformance and 3% non-conformance against ISO 45001; and 50% conformance, and 50% partial conformance with no non-conformances noted against ISO 45003.

Health and safety training

Compliance with mandatory health and safety training continues to be close to the target of 95%. Throughout the year the mandatory module for supervisors was revised and offered to a wider group to include academic staff. The training was renamed Health and Safety for Supervisors and Academics. Compliance in this course initially reduced due to the wider cohort and was at 89% compliance at year end. Other mandatory modules were also revised and updated throughout the year with compliance remaining over the 95% target.

There was a 5% increase in casual staff health and safety training compliance to 78% at year-end up from 73%.

Consent Matters mandatory training remains high at 98% for permanent staff and an increase to 84% for casual staff.

Health management cases

A fluctuating number of health cases were managed throughout the year with 47 active cases at year end. Many of the cases managed throughout the year successfully returned to preinjury duties. Almost half of the cases throughout the year related to psychological injury with the remainder sustaining physical injuries.

Psychological cases remain the most common referral with support required for issues such as anxiety due to work related matters including perceived bullying and intimidation, poor workplace culture, and interpersonal issues. These areas will be the focus of a psychosocial key risk management program in 2023 as part of the HSW Strategy.

Cultural diversity

UTS values the richness of our culturally diverse community and the enormous benefits that diversity brings to our university.

Aligned with this, UTS is required (as part of the New South Wales Government's Multicultural Policies and Services Program) to embed multicultural planning within core business operations focused around the key principles of service delivery, planning, leadership and engagement.

We aim to promote a positive and supportive learning environment for our students and an inclusive workplace for our staff. This year UTS began developing a Cultural Diversity Action Plan, with a number of elements including:

- launching a university-wide anti-racism campaign, in conjunction with the re-booted 'Racism Stops with Me' campaign
- implementing actions to address 10 recommendations around inclusion for culturally and linguistically diverse (CALD) and Indigenous women arising from the DiverseWerks research report into the experience of CALD and Indigenous women staff at UTS
- partnering with internal stakeholders such as the Multicultural Women's Network and external stakeholders including Addi Road's Racism Not Welcome campaign and Welcoming Cities), and
- a pilot program in the School of Design to increase their capacity in the area of cultural diversity and inclusion.

These activities will be extended during 2023 with the aim of increasing the capacity for cultural diversity and inclusion in faculties and units across UTS. The plan will be reflected in the development of the UTS People Strategy and will increase the capacity for cultural diversity and inclusion in faculties and units across UTS.

In 2022 we offered a wide range of activities and programs to support our culturally diverse community.

- UTS Residential Life Program: UTS's housing team put on events, activities and training programs to encourage cross-cultural communication. Students are challenged to overcome cultural biases, reassess stereotypical beliefs and develop friendships. Housing maintains a culturally diverse balance of students and Residential Networkers.
- On campus and online English conversation sessions: Volunteer alumni and staff ran English conversation sessions (UTS's Higher Education Language and Presentation Support (HELPS) program) attended by students from languages other than English backgrounds. Students also volunteered in a buddy program supporting international students.
- On campus and online TalkFest: Connects students and volunteers from all backgrounds and faculties across UTS, promoting cultural exchange and community. It offers students an opportunity to network with each other while taking part in rounds of group discussion and games.
- On campus and online buddy program: This program matched international students with local students, staff and community volunteers. Students and buddies get together once a week and speak English, exchange cultural information and form friendships in a non-threatening informal way.

- The Financial Assistance Service supported students from refugee and humanitarian visa holder backgrounds experiencing financial disadvantage. The service offered a range of financial assistance programs and grants including credit cards, support grants, housing rental subsidies, laptops and textbook vouchers, in addition to providing budgeting, financial literacy advice, debt management and support with tax returns. Students from a refugee or asylum seeker background who are currently on temporary visas and therefore unable to access the government's HECS-HELP scheme are eligible for fee-waiver scholarships.
- Accessibility and Financial Assistance hosted UTS inpUTS welcome online event for students eligible for entry to UTS via one of our Educational Access Schemes, including students from refugee and humanitarian visa holder backgrounds. This event is designed to help students connect with UTS through introductions to other students in their area of study and providing information to help transition into university.
- UTS multi–faith chaplaincy: A visiting chaplaincy service assisted students and staff of all faith traditions and those of no faith. This assistance is flexible and available via a variety of modalities, including remotely and in-person. Where appropriate, there are bookable spaces for students and staff to carry out activities related to their faith tradition
- The Multicultural Women's Network continues to build a strong community of multicultural women who are empowered and liberated to become their best personal and professional selves, and who are included as valuable contributing members of the UTS community. The network welcomes UTS staff members who identify as a woman and have been minoritised based on their cultural, ethnic or linguistic background. The network establishes a safe space for networking and mutual support through online and face-to-face events.

- Pasifika programs: The Pasifika mentoring in schools and professional networking for university students focused on developing meaningful relationships to enhance Pasifika learners' cultural, academic and professional identities. The program supports student engagement, agency and success in educational journeys. This year the program was delivered in 3 schools in Greater Western Sydney (Plumpton High School, Rooty Hill High School, Blacktown Girls High School) and Norwest Junior Rugby Union Club. A highlight in 2022 was UTS hosting over 200 students from across Australia for the 2-day annual Australian Universities Pacific Associations Conference.
- Humanitarian academic and industry mentoring: UTS academics and industry professionals from partner organisations volunteered in academic and career and industry mentoring programs for students from asylum seeker and refugee backgrounds. These initiatives not only support the success outcomes for students, but also maximise capacity and building awareness across the institution around refugee and asylum seeker experiences.

Land disposals

UTS disposed of no land in 2022.

Sustainability

Sustainability is key to UTS's distinctive identity. This year the university continued to make good progress towards creating a more sustainable future and improving our sustainability performance. Staff, students, partners and the community have all contributed to the positive outcomes achieved in 2022 through their active engagement in sustainability initiatives.

Completion of the UTS Climate Positive Plan has outlined a pathway for the university to be climate positive by 2029, the first Australian university to do so. The plan is a vital strategic priority and guides our response to the climate emergency and our commitment to the UN Sustainable Development Goals (SDGs).

UTS's commitment to sustainability is being recognised on the world stage, achieving excellent national and global results in our first year of participation in the Times Higher Education Impact Ranking and being awarded two International Green Gown Awards.

Key sustainability activities and achievements for 2022 include:

- Completion of the UTS Climate Positive Plan, which includes net zero, carbon neutral and climate positive targets.
- Completion of the UTS SDGs Communication and Engagement Plan, which aims to embed the SDGs into UTS's education, research and operational activities.
- Website updated to showcase UTS's contribution to the SDGs.
- UTS moved to a fossil-free fund to better align our investments with the university's sustainability and social justice commitments.
- Campus reactivation in 2022 increased electricity, gas and water use by 4%, 18% and 10% respectively, when compared with 2021 when the campus was partially shutdown due to the impacts of the COVID-19 pandemic. This increase would have been larger if it was not for the implementation of building analytics projects, building management system tuning, chilled water imports and ongoing energy and water efficiency initiatives.

- A 9.5% reduction in greenhouse gas (GHG) emissions in 2021/2022 compared with 2020/2021 National Greenhouse and Energy Reporting (NGERs) scheme results.
- Completion of external review of the university's scope 1, 2 and 3 GHG emissions inventory.
- Ongoing procurement of electricity using a combination of 'block' and 'progressive' purchasing, with 100% of electricity secured for 2022 and 2023 and 85% for 2024.
- Execution of the Polldale solar farm Power Purchase Agreement (PPA) which will supply UTS with 50% of its electricity demand from renewable sources.
- Approval to commence procurement of a renewable retail PPA from 2025 to meet the university's 100% renewable electricity by 2025 commitment.
- Installation of 540kW of solar (1,300 panels) on Block A/B at the Tech Labs at Botany.

Engagement

We successfully delivered:

- UN Global Goals Week with an exhibition, activities and events
- activities including Green Week, sustainable campus tours, UTS Green Hero Awards and Green Campus Day, mostly in-person as staff and students returned to campus
- the Green Impact Program, a behaviour change program where staff and students work in teams to undertake sustainability actions that are audited by trained students. In 2022, 8 teams with over 30 participants undertook 80 actions
- the inaugural Climate Connect research collaboration forum as part of Global Climate Change Week
- the 2SER Think: Sustainability weekly radio and podcast program, which continued to grow, with approximately 80,000 podcast listens in 2022 and over 60,000 weekly radio listeners.

Awards and rankings

- UTS ranked 15th globally and 2nd in Australia in the 2022 Times Higher Education Impact Ranking (based on the UN SDGs) as well as placed 2nd globally for meeting sustainability challenges in clean water and sanitation, and 3rd for addressing responsible consumption and production.

- UTS ranked equal 69th in the world and 7th in Australia in the QS World University Rankings: Sustainability.

- UTS won 2 International Green Gown Awards: UTS Central's plastic-free food court won in the Creating Impact category and the transdisciplinary innovation subject Industry Innovation Project (part of the Bachelor of Creative Intelligence and Innovation) won in the Next Generation Learning and Skills category.

- UTS Central's plastic-free food court project was a finalist in the Government Leadership category of the Property Council of Australia Awards.

- Rachael Scott won the Australasian Green Gown Award for Research with Impact (student) category, and UTS were finalists in the Benefitting Society and Student Sustainability Champion categories.

Goals for 2023 include developing the UTS Sustainability Strategy 2023–27 and updating the Sustainability Policy, developing a Sustainable Campus Travel Plan and a dashboard communicating UTS's progress towards sustainability and achieving the SDGs.

More information on the university's sustainability achievements can be found in the annual UTS Sustainability Report available on the UTS website.

Legal change

New legislation

New visa screening for critical technologies

Migration Amendment (Protecting Australia's Critical Technology) Regulations 2022 (Cth) commenced on 1 July 2022. These regulations will apply to new postgraduate research student visa applications. However, the regulations have no immediate impact on UTS and will not have impact until the Minister for Home Affairs identifies critical technologies in a legislative instrument.

Until such time as the Minister specifies the relevant 'critical technologies' in a legislative instrument UTS will keep monitoring the list of critical technologies identified as being in the national interest as well as any changes to the critical technology visa screening process.

New public interest disclosures protections in New South Wales

The NSW Parliament has passed new Public Interest Disclosures Act 2022 (PID Act 2022). The new PID Act 2022 received assent on 13 April 2022 and will come into force up to 18 months after assent. The University will continue to be subject to the Public Interest Disclosures Act 1994 (PID Act 1994) until the new PID Act 2022 comes into force.

The new PID Act 2022 shares the same broad objective as the PID Act 1994: to encourage and facilitate the disclosure in the public interest of wrongdoing in the public sector. The PID Act 2022 provides more comprehensive protections to witnesses and those who are involved in investing PIDs. The new PID Act 2022 also imposes clear duty on authorities to take appropriate steps to deal with the disclosure they receive and introduces enhanced measures to encourage a 'speak up culture' within agencies. The university is updating its policies and processes to reflect this change.

Amendment to Security of Critical Infrastructure Act

The Security of Critical Infrastructure Act 2018 (SOCI Act) was amended in 2021 and 2022 to more appropriately capture those assets that are critical to Australia's defence, national security, economic and social stability. The amendments also responded to the deteriorating threat environment related to cyber attacks. The SOCI Act is designed to manage risks to critical infrastructure assets by ensuring owners and operators of critical infrastructure assets are taking appropriate steps to secure their assets and ensuring the government has the information required to manage national security risks.

The changes to higher education include an obligation to notify data service providers if they are storing or processing business critical data. This ensures that companies that are handling sensitive data for critical infrastructure assets are aware that they may themselves also have obligations under the Act and that they treat the security of the data appropriately.

The amendments include mandatory reporting requirements where entities must report cybersecurity incidents that have a significant or relevant impact on their asset. This information will support government to develop an aggregated threat picture to inform both proactive and reactive cyber response options: from providing immediate assistance to working with industry to uplift broader security standards.

Significant cases

Thiab v Western Sydney University [2022] NSWSC 760

In August 2021, when about to commence a clinical placement at a hospital, Ms Thiab disclosed that she was not vaccinated against COVID-19. She declined to undergo screening swabs for the virus, saying that regular swabbing would cause cancer. She is also reported to have said that she would not comply with public health orders. The hospital advised that she could not attend the clinical placement. Western Sydney University (WSU) cancelled the placement.

Later in 2022, having been vaccinated against COVID-19, Ms Thiab presented for a further placement. Following reports of comments made about the impact and safety of the vaccination, this second placement was cancelled and WSU commenced a disciplinary process.

Primary decision: at first instance, the New South Wales Supreme Court held that both the cancellation and imposition of disciplinary sanctions were unlawful as these decisions breached section 35 of the Western Sydney University Act (WSU Act). Section 35 of the WSU Act prohibits WSU from discriminating against its students on the grounds of religious or political affiliations, views or beliefs.

Appeal: WSU appealed the primary decision. The Court of Appeal allowed the appeal of WSU. Relevantly, the Court held the following: (1) the nature of Ms Thiab's opposition to vaccination was medical and scientific and not political; (2) the cancellation decision was made because of an apprehension that there was a risk that Ms Thiab would share misinformation with patients about vaccination against COVID-19 and not because of Ms Thiab's views and beliefs.

Privacy

UTS is bound by the 12 information protection principles contained in the Privacy and Personal Information Protection Act 1998 (NSW) (PPIP Act). This Act covers the university in relation to how it manages personal information on or after 1 July 2000, and health information on or after 1 July 2000 until 1 September 2004.

UTS is also bound by the 15 health privacy principles contained in the Health Records and Information Privacy Act 2002 (NSW) (HRIP Act). This Act covers the university in relation to how it manages health information on or after 1September 2004.

Although UTS is not directly covered by the Privacy Act 1988 (Cwlth), its principles may apply in certain circumstances in relation to university activities that are governed by other federal legislation or codes of practice, as well as data breach reporting in relation to certain types of information. Similarly, in some cases, provisions of the European Union's General Data Protection Regulations (GDPR) or China's Personal Information Protection Laws (PIPL) may apply to data in some limited activities.

How UTS manages personal and health information

The management of personal and health information is governed by the university's Privacy Policy and the Privacy Management Plan.

The Privacy Management Plan is required under the PPIP Act and is essentially a statement of how UTS complies with both New South Wales privacy acts.

The plan includes information for both members of the public and UTS staff about:

- various UTS policies and practices that govern privacy
- details of information and training programs for staff
- how UTS complies with information protection and health privacy principles including details of how UTS collects, uses and protects information, and examples of when information may be disclosed

- details of the university's internal review process, and
- a summary of the types of information UTS collects and holds.

Both the policy and the plan are available on the university's policy website. Where appropriate, privacy requirements are also specifically referenced in other policies, such as records management and data governance.

More specific information may also be provided in privacy notices (collection statements) provided to individuals at the time their information is collected. These notices will explain what is being collected, how that information will be used, if it is expected to be disclosed, and individual's rights.

Activities during 2022

- The university's Privacy Management Plan was amended in March. Changes covered the university's organisational structure as well as processes regarding emergencies.

- There was a continued and increased focus on building privacy into information system design and development as part of the project planning stage. Privacy is of high importance to project teams in this space where a new system may involve personal or health information, including, in particular, new ways of working and studying as a consequence of COVID-19, continuing on from 2021 initiatives.

- Our Privacy Contact Network continued with 2 sessions held for our privacy champions across the university during 2022.

- Work continued on streamlining and refining some of our key privacy notices. A new Admissions Privacy Notice was developed and implemented in June 2022 to replace a handful of separate application stage privacy notices, consolidating content into a consistent statement for those individuals thinking of applying for study at UTS, and in the application stage. Our Marketing Privacy Notice was also revamped during 2022, and will be deployed in 2023.

- A project was undertaken to revise the entry point for individuals to access privacy content on the university's public website. The privacy link on the UTS website footer page has been re-purposed as a landing page with key information, including core privacy notices, who to contact, and where to find other privacy related information. The changes were finalised in 2022 with the plan to deploy early 2023.
- A review of how the university collects, manages and stores government issued identity information was commenced following high-profile data breaches. This project will continue into 2023.

Reviews

UTS completed no formal internal review in 2022 under section 53 of the PPIP Act.

Data breaches

UTS had no eligible data breaches for mandatory notification in 2022 under Part IIIC of the Privacy Act 1998 (Cwlth).

Right to information

Review of proactive release program

Under section 7 of the Government Information (Public Access) Act 2009 (NSW) (GIPA Act), agencies must review their programs for the release of government information to identify the kinds of information that can be made publicly available. This review must be undertaken at least once every 12 months. UTS's program for the proactive release of information involves decisions made at the business activity level routinely regarding what information to make public on the university's website. Consideration of proactive release is undertaken on an ongoing basis, and considered annually by the right to information team. Information relating to ongoing business and key projects and activities considered of interest to the wider community is proactively released on the UTS website.

- News: The UTS Newsroom includes news stories of interest, including media releases, and informs the public of activities happening at UTS.
- Sustainability: UTS strives to continually improve its sustainability performance. Information is available on the UTS website relating to our targets, sustainability-related activities and performance.
- Facts, figures and ratings: Information known to be of interest to the public includes information on the university's ratings against other universities, and facts and figures including information on student numbers, diversity, performance and completion rates, and graduate employment. This information is released for the benefit of past, present and future students, as well as donors, partners and supporters.

- Governance: The GIPA Act requires certain governance information to be made public, such as policy documents. These are available on the UTS website. Additional governance information is proactively released to inform staff, students and members of the public about the governance frameworks at UTS and important university decisions. Governance information proactively released includes information about the UTS Council and Academic Board and associated committees.
- Strategy: The UTS 2027 strategy was shaped by ideas from staff, students, alumni and industry partners. The strategy is available on the UTS website.
- COVID-19: Information on how the university is tackling the challenges related to COVID-19, and how staff, students and members of the public can be protected when engaging with the university, was regularly maintained on our website during 2022.

In addition to the above, the review focused on trends identified through requests for information, including applications under the GIPA Act. Any information available regarding informal requests was also considered. No trends in requests were identified. As a result no further information was proactively released.

Number of access applications received

In 2022, UTS received a total of 6 access applications, 5 of which were or became valid access applications. No applications were carried over from 2021. Communications with applicants and processing of applications continued in both remote and hybrid working environments in 2022 and applications were completed on time or as negotiated with applicants.

Number of refused applications for Schedule 1 information

During the reporting period, no applications were refused due to a conclusive public interest against disclosure under Schedule 1 to the GIPA Act.

Statistical information about access applications

Table A: Number of applications by type of applicant and outcome[1]

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	1	0	0	0	0
Members of parliament	0	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0	0
Not–for–profit organisations or community groups	1	0	0	0	0	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0	0
Members of the public (other)	2	3	0	2	0	0	0	0

1. More than one decision may be made in respect of a particular access application. Where this is the case, each decision is individually recorded.

Table B: Number of applications by type of application and outcome[1]

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application withdrawn
Personal information applications[2]	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	2	2	0	2	0	0	0	0
Access applications that are partly personal information applications and partly other	1	1	0	1	0	0	0	0

1. More than one decision can be made in respect of a particular access application. Each decision is individually recorded.
2. A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the GIPA Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number
Application does not comply with formal requirements (s 41)	3
Application is for excluded information of the agency (s 43)	0
Application contravenes restraint order (s 110)	0
Total number of invalid applications received	**3**
Invalid applications that subsequently became valid applications	2

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to the GIPA Act[1]

Overriding public interest against disclosure	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015	0
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016	0

1. More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of the GIPA Act[1]

Public interest considerations against disclosure	Number of occasions when application not successful
Responsible and effective government	0
Law enforcement and security	0
Individual rights, judicial processes and natural justice	1
Business interests of agencies and other persons	1
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate freedom of information legislation	0

1. More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application).

Table F: Timeliness

Timeliness	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	5
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	**5**

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

Type of review	Decision varied	Decision upheld	Total
Internal review	0	0	0
Review by Information Commissioner	1[1]	0	1
Internal review following recommendation under section 93 of the GIPA Act	0	0	0
Review by NSW Civil and Administrative Tribunal	0	0	0
Total	**0**	**2**	**2**

1. Separate decisions were under review on one application, most were upheld, but one was varied and returned to the university for further consideration.

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

Type of applicant	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (s 54)	0

Note: Includes where an application for review was lodged with the IPC and where an internal review was also completed.

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

Type of transfer	Number of applications transferred
Agency–initiated transfers	0
Applicant–initiated transfers	0

Cybersecurity

UTS continues to invest in and prioritise cybersecurity maturity across the university. Significant progress was made during 2022 as part of the ongoing Cybersecurity Strategy.

UTS recognises that the cyber threat landscape is always changing and advancing, and, through the investment in cybersecurity capability improvements, the university is now better able to both articulate and manage the associated risks. UTS now uses the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) in order to assess the capability maturity. During 2022 the Cybersecurity Strategy was updated to align with the initial assessment and outlined the prioritised program to improve against all relevant capability areas. UTS also aligns broadly to the NSW Government Cyber Security Policy and aims to apply and stay up to date with industry good practice.

The Chief Information Security Officer (CISO) reports on the cybersecurity program to the Audit and Risk Committee every meeting, and the Cybersecurity Steering Committee provides governance throughout the year. The CISO also held engagement sessions with the University Leadership Team, the Council and other senior leader forums during 2022 to raise awareness, convey improvements and enable leadership to help progress changes.

UTS has a risk based approach to cybersecurity, and the prioritisation of the most critical assets (systems, services and data) is now embedded across the university.

During 2022 several key milestones were achieved, including:

- 5 new directives on information security were developed and published on the internal site, resulting in an improvement in coverage and direction given to all staff and users in line with good practice and international standards. The two overarching information security policies are publicly available on the UTS website and all users of UTS's information technology resources must comply with them. Together these define the fundamental principles for the protection of UTS's information resources and the controls required to ensure compliance with internal policy and external regulatory and legislative requirements. The university's Data Governance Policy (also available on the UTS website) establishes principles and practices for effective management and use of UTS corporate data.

- A great improvement to the visibility of assets connected to the network was achieved through deployment of a new technology, which enables greater monitoring for cyber threats and management of these before they become an incident.

- The roll out of Microsoft's end point detection and response (EDR) tool was a major focus during 2022, and was completed successfully across UTS managed devices. This also provides significant improvement in the ability to detect threats and respond quickly.

- The Cybersecurity Incident Response Plan was revised and updated. Through this UTS is better prepared to respond effectively to cyber incidents.

- An improvement in email security through the deployment of further technical controls, helping reduce the level of emails aimed at fraud or obtaining information improperly.

- UTS deployed a platform that enables assessment and monitoring of cyber risk associated with third party providers/suppliers. This allows greater assessment of risk before signing contracts and for ongoing monitoring of suppliers.

Overseas travel

The university paid $5,197,000 for overseas travel in 2022 (compared with $236,000 in 2021). These payments supported a wide range of activities, including attendance and presentation of research papers at international conferences, staff development, research and teaching at affiliated institutions.

Risk management

UTS employs a range of strategies to manage and mitigate risk.

We review and assess strategic and operational risks biannually at a university and faculty/business unit level. We conduct risk assessments to manage specific areas of risk, including building projects; environment, health and safety; information technology projects; strategic projects; disaster recovery; emergency management; fraud and corruption; financial risk management; and business continuity planning.

The university's Risk Management Framework, incorporating policy and supporting procedures, sets out the objectives and approach for identifying and managing risk. The Audit and Risk Committee provides strategic guidance and reviews UTS's top risk themes and top strategic and operational business risks biannually.

We continue to advance the consideration of risk across the university, with this embedded in many key areas of decision-making, and operating procedures and processes. UTS continues to enhance its overarching framework, strengthen its risk aware culture and provide a variety of risk management training, including risk–intelligent informed decision-making and the use of Risk Connect.

2022 strategic and operational risk assessment (top risk themes)

Risk management is an integral aspect of the university's organisational governance. It drives corporate performance and the safe and successful achievement of the university's objectives. UTS aims to minimise its exposure to reputational, compliance and financial risks while actively promoting controlled risk taking through opportunities. As the university moves into a post-pandemic world, evolving external emerging risks continue to pose a threat to the operations of the university. These risks have been considered in planning for 2023, strategic and operational initiatives and projects.

The strategic and operational risk review considered the impact of the current and emerging internal and external risks, the progress of the strategic initiatives and projects and their impact, and the output from faculties and business units' risk assessments. The review identified the six key risk themes to be current and relevant and updated the appropriate mitigating activities and initiatives implemented to manage them.

In addition to the review of the six key risk themes that focuses on delivering the university's corporate strategy, a review of the performance of the university was undertaken and measured against the university's risk appetite statement. This review considered the current performance of the university against established risk metrics that define the risk appetite statements. The ongoing and new strategic initiatives and projects that have been implemented, or will be implemented in 2023, will effectively manage our six key risk themes within the UTS risk appetite statement thresholds.

Internal audit and risk management attestation statement for the 2022 financial year

We, the undersigned, are of the opinion that the University of Technology Sydney has internal audit and risk management processes in operation that are compliant with the seven core requirements set out in the Internal Audit and Risk Management Policy for the General Government Sector, specifically:

(For each requirement, please specify whether compliant, non–compliant, or in transition.)

Risk management framework	
1.1 The Accountable Authority shall accept ultimate responsibility and accountability for risk management in the agency.	Compliant
1.2 The Accountable Authority shall establish and maintain a risk management framework that is appropriate for the agency. The Accountable Authority shall ensure the framework is consistent with AS ISO 31000:2018.	Compliant
Internal audit function	
2.1 The Accountable Authority shall establish and maintain an internal audit function that is appropriate for the agency and fit for purpose.	Compliant
2.2 The Accountable Authority shall ensure the internal audit function operates consistent with the International Standards for Professional Practice for Internal Auditing.	Compliant
2.3 The Accountable Authority shall ensure the agency has an Internal Audit Charter that is consistent with the content of the 'model charter'.	Compliant
Audit and Risk Committee	
3.1 The Accountable Authority shall establish and maintain efficient and effective arrangements for independent Audit and Risk Committee oversight to provide advice and guidance to the Accountable Authority on the agency's governance processes, risk management and control frameworks, and its external accountability obligations.	Compliant
3.2 The Accountable Authority shall ensure the Audit and Risk Committee has a Charter that is consistent with the content of the 'model charter'.	Compliant

Membership

The independent chair and members of the Audit and Risk Committee for 2022 are:

- Chair: Michelene Collopy, 1 November 2020 to 31 October 2022, 1 November 2022 to 3 October 2023
- Council member (who is also a member of the Finance Committee): Catherine Livingstone AO, 1 November 2020 to 31 October 2022, 1 November 2022 to 31 October 2024
- External member: Chris Westworth, 1 November 2020 to 31 October 2022, 1 November 2022 to 11 April 2023
- External member: Dr Lisa O'Brien, 14 April 2021 to 31 October 2022
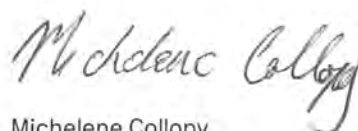- External member: Diona Rae, 1 December 2022 to 31 October 2024

Kumar Srinivasan
Director, Risk

Frederik Theron
Director, Internal Audit

Professor Andrew Parfitt
Vice-Chancellor and President

Michelene Collopy
Chair, Audit and Risk Committee

Internal audit

Internal audit program 2022

Portfolio	Operational units	Process
COO	Finance Unit / ITD	Payroll pre-imp casual academics
DVC Education and Students; Provost	SSU; Jumbunna; EDU; faculties	Student financial support
COO; Provost; all deans; DVC Research	Faculties; WHS (People Unit)	Health and safety – research activities
Provost; DVC Education and Students; COO	Faculties; People Unit	Casual academic payments
DVC International and UTS College	UTS International	ESOS compliance
COO; DVC Research	Data Analytics and Insights Unit	Data Governance Framework
COO	Finance Unit	Taxation management and compliance
COO	ITU	IT general controls (ITGC)
All	All faculties and divisions	Follow-up audits, including cybersecurity

Account payment performance

(Parent entity only)

2022		Total accounts paid on time		Total amounts paid on time	
		Target[1] %	Actual[1] %	Target $'000	Actual $'000
Q–1	January to March	70	89	60699	86713
Q–2	April to June	70	92	54407	77724
Q–3	July to September	70	91	67509	96442
Q–4	October to December	70	85	106504	152149

1. The percentage is based on number of transactions and not on monetary value.

Investment performance

(Parent entity only)

For investment performance purposes, the university classifies investment funds into the following pools.

1. Cash and cash equivalents

This pool comprises university cash holdings held and managed in order to meet liquidity, working capital and short term returns requirements. The university manages this pool internally.

2. Managed funds

This pool comprises endowment funds donated to the university, invested with primarily a long–term view, returns from which are used to fund student scholarships. The university switched its external funds manager from NSW Treasury Corporation to Australian Ethical in 2022.

Performance comparison table

Pool	Manager	2021		2022	
		Actual rate of return %	Benchmark rate[1] of return %	Actual rate of return %	Benchmark rate[1] of return %
Cash and cash equivalents	Internal	0.39	0.03	1.97	1.26
Managed funds	External	12.82	14.92	(9.03)	(4.8)

1. Benchmark rates are sourced from NSW Treasury Corporation Investment Management Funds Review Report as at December.

Consultants

The university paid $31.81 million for external consulting services in 2022, of which $7.28 million was for capital works. A total of $9.55 million was paid for consultancies consisting individually of less than $50,000.

Payments in excess of $50,000 totalled $22.26 million and are listed below.

Company	Category	Project	$
Deloitte Risk Advisory Pty Limited	Business consulting	Cybersecurity posture project, Sailpoint identity management projects, agree hours remediation - project staff cost	1,545,128.83
Simplus Australia Pty Ltd TA/Sqware Peg Pty Ltd	Software consulting	Various IT projects e.g student acquisition technology implementation, UTS Open platform, sustain and enhance CASS	880,203.15
Tobias & Tobias Pty Ltd	Software development	Human Centric design - Student acquisition technology implementation, design academic integrity project, staff service portal implementation	749,857.89
Merkle ANZ Pty Ltd	Marketing agency	Transform UTS digital presence program - Digital strategy	745,000.00
Deloitte Consulting Pty Limited	Business consulting	Workflows (ESM Program), staff service portal implementation	682,622.00
KPMG T/A KPMG	Business consulting	HR Transformation - Planning and Select Modern HR Platform, CASS to the Cloud	615,358.69
Carbon Link Operations Pty Ltd	Research	FEIT Data Science projects - Remotely Sensed Rangelands project	600,000.00
Ernst & Young	Business consulting	Maintain and Enhance Cybersecurity Posture Project, Digital readiness assessment	531,825.00
Burtenshaw Scoufis Architecture Pty Ltd	Architect	UTS College relocation to CB10, New environmental labs: Tech Lab-Level 2, UTS College teaching space into CB05	501,314.69

Company	Category	Project	$
Courseloop Pty Ltd	Software consulting/ development	Curriculum management platform uplift	499,848.50
The Trustee for Strategic Project Partners Trust T/A Strategic Project Partners	Business consulting	UTS2027 stratgey - Postgraduate roadmap	422,098.71
Marine Environment and Resources Foundation, Inc	Research	FASS - Institutional effectiveness and political economy of coral reef restoration in the Philippines	367,894.45
Group GSA Pty Ltd	Architect	The Vault Project - secure collaborative research and innovation facility in world-leading cyber security and defence technology	359,761.60
Capgemini Australia Pty Limited	Software development	Student acquisition technology implementation, CASS to the Cloud	332,516.34
Levo Digital Pty Ltd	Digital transformation consultant	UTS Open Platform enhancements and business evolution, Transform UTS digital presence program - Digital strategy	330,630.00
Proctoru, Inc.	Remote proctoring consultant	Provision of online examinations	306,430.99
H20 Architects Pty Ltd	Architect	Strategic Tech lab planning pathway, Redevelopment of CB05D Levels 1,2 &3 general teaching space, Botany environmental and biomedical labs	306,405.00
Team8 Solutions Llc	Business consulting	Project Kilimanjaro	266,400.00
ERA Co Pty Ltd	Business consulting	UTS Future Needs Analysis, Change management consulting	265,000.00
SDC Squared Pty Ltd	Business consulting	Payroll - Agree hours remediation - project staff cost	254,566.36
FromHereOn Pty Ltd	Business consulting	Enterprise architecture blueprint to support the UTS digital strategy for UTS 2027 business strategy	248,336.00
Nemla Pty Ltd	Software implementation	Implementation of Windows 11 on UTS computers	230,125.00
Universitas of Indonesia	Research	Water for Women research (WASH)	199,665.00
CyberCX Pty Ltd	Cybersecurity specialist	Maintain and enhance cybersecurity posture program	196,846.48
Outside Opinion Pty Ltd	Research	Advice on research grants e.g. ARC	179,684.00
Marsh Pty Ltd	Insurance broker	Insurance broker and risk management solutions	173,583.34
Two Giraffes Creative Pty Ltd	Animated video consultant	UTS2027 - Social Impact Framework implementation and reporting, Enhancing partnerships and engagement	167,080.75
Tague, Elizabeth T/A Elizabeth Tague	Business consulting	UTS Health and INSIGHT campaign communications, planning and implementation	161,380.00
Quorum Systems Pty Ltd	Software implementation	Maintain and enhance cybersecurity posture program	160,920.00
Cevo (NSW) Pty Ltd	Software implementation	Hybrid-cloud computing environment - Sailpoint implementation project	145,600.00
Dysart, Kenneth Michael T/A Ken Dysart Management Consultant	Contractor	FEIT finance related services	145,440.00
Alex Solutions Pty Ltd	Software implementation	Data Catalog - Software as a Service (SaaS) plus implementation services	141,271.90

Company	Category	Project	$
Sydney Institute of Marine Science	Research	Faculty of Science research projects e.g Research needs for assessment and monitoring of nutrients, chemicals and antimicrobials in the marine	140,850.15
MIP (Aust) Pty Ltd	Software consulting	Data Analytics & Insights Unit - NEO4j Graph Database	139,590.03
Enterprise IT Resources Pty Ltd	Software consulting	Agree hours remediation - project staff cost	138,891.43
Deloitte Touche Tohmatsu	Business consulting	UTS Indigenous Residential College - Cost-benefit analysis	137,675.00
Versent Pty Ltd	Software consulting	Cloud transformation partner	127,082.00
CCG Architects Pty Ltd	Structural engineer	Transdisciplinary school relocation to CB07, Modifications to CB04.03.321 for SAU graduations, The Vault project	125,307.05
The Trustee for ArcBlue Consulting Trust T/A ArcBlue	Business consulting	Procurement uplift review	125,235.63
Alexander, Kathryn T/A The Unfolding Space	Contractor	UTS Business Futures- short course programs	125,104.89
Mckay, Kristy Leigh T/A Designs By Kristy	Freelance design	Digital and print design - UTS course guides, various short course programs	123,773.54
Gertsakis, John T/A Cambium Communications	Research	Faciliate establishment of Product Stewardship Centre of Excellence	123,407.50
AWS Consulting	Business consulting	Europe In Country	122,484.78
Ethos Urban Pty Ltd	Design/statutory planning	Indigenous Residential College	119,869.75
Cotton Education Services Pty Ltd	Design consultant	Senior learning designer for Graduate Research School courses	118,054.49
Intersect Australia Limited	Software development/ implementation	iHPC portal replacement - UTS researchers	117,956.66
EngAnalysis Pty Ltd	Research	ARC Training Centre for Advanced Technologies in Rail Track Infrastructure	117,651.36
Read, Rose Mary T/A Rose Mary Read	Research	Faciliate establishment of Product Stewardship Centre of Excellence programs - ISF	117,078.50
The University of Sydney	Research	Various research projects	116,207.89
Enable Professional Services Pty Ltd	Business consulting	Review IT service management processes and uplift of ServiceNow platform	113,616.00
University of New South Wales	Research	Various research projects	113,086.95
Studio Gilay Pty Ltd	Animated video consultant	Video contact - motivate contribution towards building national First Nations College	112,782.80
TestPro Pty Ltd	Software consulting	CASS to the Cloud Project - Testing services including automation testing services	112,756.25
BNMH Architects Pty Ltd	Architect	CB04.02 lab, CB04.08 Animal room refurbishment, Sculpture relocation, VC & Chancellor portraits CB01	112,080.00
The Trustee for Kinrite Consulting	Project management	UTS College relocation to CB10, Library Retrieval System book cleaning and remidiation	111,491.23
nFactorial Pty Limited	Software implementation	AI capability uplift -implementatio of DataRobot – automated AI/ML and MLOps solution.	111,140.00
Natirar Pty Ltd	Research	ISF research project - OPENAIR: Operational network of air quality impact resources	110,802.45

Company	Category	Project	$
The Trustee For H & M Tonkin Family Trust T/A Tonka Learning	Business consulting	Strategic initiative- staff working together project	110,754.76
Shape Australia Pty Limited T/A Isis Projects Pty Limited	Building consultant	CB05 - Block D - Removal of hazardous materials	109,195.45
STEM Matters Pty Ltd	Business consulting	Research centres content rebuild and presentation	108,700.00
Gran Associates Australia Pty Ltd	Architect	Building 2 Level 13 Coldshell refurbishment to warmshell	108,576.00
Medilab Pty Ltd	Research	Surgical and anatomical science facility projects	107,468.75
Roberts, Andrew James T/A Andy Roberts Photographer	Photographer	UTS 2027 stratgey - UTS campaigns for postgraduates programs, various other campaigns e.g UTS Open	103,864.00
Kwan, Ka Shun T/A Ka Shun Kwan	Contractor	FEIT - Business development strategy and planning project	103,612.50
Chello Agency Pty Ltd	Business consulting	UTS brand messaging and market positioning strategy work	103,528.00
Unconscious Potential Pty Ltd	Coaching	ISF transforamtion project - GMR transformation and CSI renewal capability project support	101,999.50
Security Consulting Group Pty Ltd	Security consultant	The Vault project - secure collaborative research and innovation facility in world-leading cyber security and defence technology	101,824.99
Risk Logic Pty Ltd	Business continuity management	Emergency management training	101,467.90
Paper Moose Pty Ltd	Animated video consultant	UTS 2027 strategy - Video animations for postgraduate programs	100,123.75
Day One Design Pty Ltd	Contractor	IT consulting services	100,100.00
Foran Design Pty Ltd	Architect	CB05 - Block A - Refurbishment of Two (2) air-cooled chillers, hybrid meeting rooms upgrade UTS campus, DAB temporary accomodation to CB05A L01	99,048.00
DXC Red Rock Pty Ltd T/A Red Rock Consulting Pty Ltd	Software consuting	Database support consultant for various IT projects	97,054.95
Crocker and Company Pty Ltd	Contractor	Strategy advisor - Sydney Technology Innovation Precinct	96,750.00
Kinrite Building Services Pty Ltd	Project management	CB05C urgent remedial works, CB10 L7 Balconies waterproofing remedial works	96,574.20
Batyr Australia Limited	Counselling service	BATYR Project - programs for mental health and crisis intervention	95,900.00
Puzhou Wu	Research	Governing the City in China - The Territorial Imperative	94,200.00
Hany Farid	Research	Disinformation defence initiative: Delivering tools and analysis to fight the growing threat of disinformation for Australia	94,000.00
Arup Australia Pty Ltd	Engineers	Due diligence UTS CB10 facade , Remedial works CB05	92,387.03
Cox Inall Communications Pty Limited	Research	ISF Research - Stewardship benefits and effectiveness	90,808.00
Isle Utilities Pty Limited	Business consulting	Research commercialisation - New international revenue streams leveraged from our research base	90,000.00
PricewaterhouseCoopers Consulting (Australia) Pty Limited	Business consulting	Maintain and enhance cybersecurity program	88,870.00

Company	Category	Project	$
Soheil Mohseni	Research	Various ISF research projects – e.g MyTown Microgrid: a community and data-driven feasibility, Analysis of alternative local energy options	88,800.00
ResearchMaster Pty Ltd	Software consulting	Costing and pricing tool development and updates, Risk management forms in ResearchMaster	88,340.00
Quality Online Research Pty Ltd	Market research	Online research for various projects - e.g Improving external validity of stated choice experiments (BIDA), UTS Brand Tracker	87,829.95
Wavelength Reef Cruises Pty Ltd	Research	Various Faculty of Science research projects for Coral nurture programs	87,809.90
BVN Architecture Pty T/A Bligh Voller Nield	Architect/design	Indigenous Residential College	87,295.00
Prendergast Projects Pty Ltd	Renewable energy consultant	UTS energy projects, ISF business renewables	86,775.00
Ai Group Limited	Research	ISF Research - Stewardship benefits and effectiveness	85,300.00
Studio 3 Learning Pty Ltd T/A Studio 3 Learning	Creative media	Video production for research projects - Co-creating safe and enjoyable meals for people/children with disability and swallowing difficulties, Exploring the psychosocial needs of prostate cancer specialist nurses and their patients	84,968.00
Frank Stanisic Architects Pty Ltd T/A Stanisic Architects	Architect	CB01.02.006 Science workshop room refurbishment, Apple Foundation program space for students	84,600.00
Pathways Technology Consulting Pty Ltd T/A Intelligent Path Ways	Software implementation	Integration enhancements- uplift the intergration platform capability, shift Boomi integration platform to a managed cloud service	83,025.00
Western Sydney University	Research	Various research projects - Parents with disability and their experiences with child protection systems, Maternal newborn and womens health clinical academic stream	78,759.30
Astrolabe Group Pty Limited	Research	DAB research project - MyTown Microgrid: a community and data-driven feasibility	76,017.73
Poetic Thinking Pty Ltd	Strategic planning	UTS Innovation Review 2022 - report documentation and design	75,000.00
RPS AAP Consulting Pty Ltd	Architect	Redevelopment of CB05D Levels 1, 2 & 3 to general teaching space	75,000.00
Realmont Property Partners Pty Ltd	Commercial real estate consultant	Cashflow and higher return real estate strategies - Campus Masterplan	72,350.00
The Trustee for Skd Trust T/A Expert Proposals	Business consulting	UTS2027 strategy - proposal review work	72,000.00
BMT Commercial Australia Pty Ltd	Research	ISF research project - water efficiency program planning	71,110.00
Yuen, Joanna Ruth T/A Jo Yuen Graphic Design	Graphic designer	ISF research projects - brochures to promote awareness of the research work that ISF is developing	70,715.57
Le Quy Don Technical University	Research	Digital transformation for effective management of disaster responses and search-and-rescue	69,128.31
Centre for Inclusive Design	Business consulting	UTS 2027 strategy - Social Impact Framework implementation and reporting- human centred design	68,950.00
Ipsos Pty Ltd	Research	ISF Research - Stewardship benefits and effectiveness	68,800.00

Company	Category	Project	$
Barlow Advisory Pty Limited	Business consulting	FOH - Translation review and strategy (Australian universities are expected to be able to translate their research into beneficial outcomes for society)	68,400.00
Goodnews Strategy & Communications Pty Ltd	Business consulting	Project management and proofreading for various projects and research grant applications	68,393.38
The Trustee for BGE Unit Trust	Engineers	UTS Digital Twin - CB06, NSW Energy Savings Scheme optimisation	67,725.00
Anna Hearne	Research	Faculty of Health research - Development and evaluation of an internet-based clinic for stuttering	67,115.00
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Website strategic acceleration project, transform UTS online presence	66,834.98
Qualtrics LLC	Data and analytics	Market research and data analytics for various projects for FEIT Data Science Institute	66,062.00
The Trustee for The Thriving Trust T/A Beyond Excellence	Management consulting	Facilitating executive leadership and team development forums	66,000.00
Wells Advisory Australia Pty Ltd	Business consulting	Sustainable partnerships strategic initiative to support the UTS Engagement framework	65,688.00
Annette Lim En Ning	Business consulting	Malaysia in country	65,000.00
Kernel Property Pty Ltd	Commercial real estate consultant	UTS Technology Park Botany lease arrangements-subleasing	64,895.00
Voice Project Pty Ltd	Business consulting	Staff surveys, maintain and enhance cybersecurity program survey	63,883.00
Profiles Australia Pty Ltd	Market research	Business School - market research for various projects e.g Design and test the NSW Government CX Survey Master Questionnaire	63,750.00
The Trustee for VM Consulting Trust	Business consulting	Faculty of Health INSIGHT Research Strategy	63,600.00
Climate-Kic Australia Ltd	Research	ISF research projects - Climate Sector Engagement and Climate Impact Lab, Product Stewardship Centre of Excellence programs	63,363.64
The Trustee for The Rooftop Trust T/A The Rooftop Collective Pty Ltd	Business consulting	Workshop and evaluation services for various projects & short courses e.g UTS2027 - Sydney Technology and Innovation precinct, Rooftop social short course	62,413.30
Zhao, Ming T/A Ming Zhao	Research	FEIT research projects - Intelligent technological integrations for enhancing LED uptake, A novel and innovative system for pre-employment healthcare assessments - Q-screen	62,413.00
University of New South Wales T/A The Ramaciotti Centre for Gene Function Analysis Biological Sciences Building (D26)	Research	Various Faculty of Science research projects - e.g Neuropeptide-based approach to improve myelin repair in Multiple Sclerosis, Pancreatic transdifferentiation of human hepatocytes using a self-inactivating lentiviral vector	60,708.76
Heyfield Community Resource Centre Inc	Research	MyTown Microgrid: a community and data-driven feasibility	59,798.00
AECOM Australia Pty Ltd	Infrastructure consulting	Climate Change Adaptation Plan	59,084.00
CBRE Pty Limited	Commercial real estate consultant	Managing agent fee - general leasing	58,298.66

Company	Category	Project	$
Schnierer, Stephan Bruce T/A Stephan Schnierer	Research	Faculty of Heath research project -Identifying the mental health effects on and support needs of people bereaved during and following COVID-19	57,800.54
REKO Productions Pty Ltd	Animated video consultant	Philanthropic campaign for UTS Indigenous Residential College	57,499.50
The Trustee for MDA Australia Unit Trust T/A MDA Australia Pty Ltd	Qantity surveyor	UTS College teaching space into CB05, UTS College relocation to CB10, FASS & FOH working together	57,232.50
Gaul Christopher Dominic T/A Parallel Lines	Research	DAB & ISF research projects - Your Resilient Home, MyTown Microgrid: a community and data-driven feasibility	56,330.00
Systemology Australia Pty Ltd	Software consulting	Confluence & Jira Migration to Atlassian Cloud	56,222.40
DXC Connect Pty Limited	Software consulting	Data Network Upgrades - Switch upgrades, Teams voice projects and data network procurement	55,368.08
Savv-e Pty Ltd	Software implementation	Procurement uplift review - Procurement e-learning module	54,550.00
Grainger Films Pty Ltd	Film production consultant	UTS 2027 strategy - International profiling and branding	54,332.28
Corporate Ventures (Aust) Pty Limited T/A Bowsers	Fire protection consultant	CB05 Block A - Smoke management compliance upgrade	53,600.00
University of Kent	Business consulting	Faculty of Law - Visiting Professor	53,359.56
Project Management Partners Pty Limited T/A PM-Partners Group	Business consulting	Finance Costing Tool Updates - framework establishment	52,600.00
Philip Chun BC NSW Pty Ltd	Building compliance consultant	BPB certification short course, Remedial works to CB05, Compliance AFSS defects rectification works	52,100.00
M Capital Partners Pty Ltd	Business consulting	Project Kilimanjaro	52,000.00
MBMPL Pty Ltd	Quantity surveyor	CB01, CB03, CB04 & CB18 ACP Replacement project, New Environmental Labs: Tech Lab, Level 2, CB02 Level 13 Coldshell reburbishment to warmshell	51,965.00
Moody's Investors Service Pty Limited	Investment consulting	Management fee - ratings to help price the credit risk of fixed-income securities	51,844.38
Urbanac Pty Ltd	Architect	Town planning services for various sites e.g. FEIT Tech Park, Transdisciplinary School relocation to CB07	51,810.34
TTW (NSW) Pty Ltd	Civil engineer	Structural assessment - New Environmental Labs: Tech Lab, Botany Environmental and Biomedical Labs	51,360.00
Cyon Knowledge Computing Pty Ltd	Software consulting	UTS & UTS College merge scoping - Syllabus	51,327.50
Australian Genome Research Facility Limited	Research	Various research projects e.g. Do marine heat waves trigger pathogen outbreaks in Australian coastal waters, Understanding the bottle necks in oyster larvae production	50,673.60
Chan, Athene Elswyth Lim T/A Athen Chan	Software consulting	Space bookings - rooms availability in Library and rest of UTS buildings	50,454.55
Yaputra Siska	Business consulting	South East Asia Country Liaison	50,324.49
Snapcracker Research & Strategy Pty Ltd	Market research	Various research projects e.g Defence and space sectors industry research study - including internal workshop, AgriTech, health, defence, public policy and governance and climate change	50,000.00

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The UTS Annual Report 2022 provides a
record of the university's performance and
activities for the year. It is in two volumes:
volume one is a review of our operations
and statutory reporting; and volume two
contains our financial statements.