

Sustainability

Sustainability is part of UTS's distinctive identity and many of our sustainability initiatives in 2023 have been enabled by collaboration with staff, students, partners and the community working together to achieve positive outcomes.

United Nations Sustainable Development Goals

UTS was one of the first universities in Australia to become a signatory to the University Commitment to the United Nations Sustainable Development Goals (SDGs). UTS is implementing an SDGs Communication and Engagement Plan to embed the SDGs into UTS's education, research and operational activities. An approach to embedding sustainability more broadly into the curriculum will be undertaken in 2024.

UN Global Goals month ran during September to raise awareness of the SDGs and to showcase the great work being done across the university to advance the SDGs in teaching, research and operations. Professor Kylie Readman, Deputy Vice-Chancellor (Education and Students), launched the event, which included a series of talks where UTS academics discussed their work and impact on making progress towards achieving the SDGs.

Since 2021 the annual UTS Sustainability Report has adopted the SDGs framework, reporting on the university's activities against all 17 SDGs. The UTS website contains a number of case studies for each goal and specific examples of how staff and students are making an impact.

Sustainability Framework

Sustainability at UTS is guided by the Sustainability Framework comprising the:

- Sustainability Policy
- Sustainability Strategy, and
- annual UTS Sustainability Report.

These 3 documents help us to monitor and improve our sustainability performance and advance on our pathway towards creating a more sustainable future.

Our new Sustainability Strategy 2023–2027 outlines the way in which sustainability is integrated into the university's education, research and operations and contains specific goals and targets. Implementation of the strategy will be overseen by the sustainability steering committee and guided by the sustainability development goals and climate action working groups.

The Sustainability Report provides an annual report to Council on the university's performance and achievements in relation to the specific goals and targets as outlined in the strategy, and to the principles and responsibilities as outlined in the policy.

Climate Positive Plan

Implementation of our Climate Positive Plan is underway. The plan is a vital strategic priority, guiding our response to the climate emergency and outlining a pathway for UTS to be climate positive by 2029.

We achieved our main 2023 deliverables, which included:

- procurement of a renewable electricity retail Power Purchase Agreement (PPA)
- development of a Sustainable Campus Travel Plan
- development of the Sustainability Impact Dashboard, and
- development of a Climate Change Risk Assessment and Adaptation Action Plan.

Our PPA with Flow Power will enable us to achieve our 100% renewable electricity by 2025 Climate Positive Plan commitment and help to achieve net zero by 2025 commitment for scope 1 and 2 emissions.

Our Sustainable Campus Travel Plan was informed by the results of a staff and student travel survey undertaken in August. Recommendations include site-specific measures, such as improving end of trip facilities, promoting the health and environmental benefits of choosing sustainable transport modes, encouraging walking and cycling groups and events, and supporting remote work/study.

The Sustainability Impact Dashboard will measure, track and communicate UTS's environmental and strategic sustainability performance and progress towards its sustainability goals. The dashboard provides high-level sustainability data on carbon emissions, energy, water, waste and the UN Sustainable Development Goals.

The Climate Change Risk Assessment and Adaptation Action Plan (CCAP) will help UTS prepare for the impacts of climate change and become more climate resilient.

The CCAP identifies risks and adaptation actions in the form of operational and behaviour changes that will enhance resilience, inform the planning, design and construction of the university's infrastructure, and inform UTS's business continuity plans. Identified risks will be integrated into UTS's risk management software, Risk Connect, and a monitoring plan will be developed.

Sustainability performance

Our sustainability performance continues to improve, particularly when compared with pre-COVID-19 levels, as evidenced by the following:

- Our 2023 Corporate Plan targets for operational sustainability have been achieved. Water consumption intensity was 0.35kL/m² GFA (exceeded target of 0.43), waste generation intensity was 18.6kg/EFTSL + FTE (exceeded target of 26) and greenhouse gas (GHG) emissions intensity was 75.8kg CO₂-e/m² GFA (exceeded target of 95).

- Our 2023 scope 1 GHG emissions (direct emissions – mostly gas and vehicle fuel) were 3158 tonnes. Our 2023 scope 2 GHG emissions (indirect emissions – mostly electricity) were 30,593 tonnes. Our 2023 scope 3 GHG emissions (indirect emissions – mostly from goods and services) were 56,234 tonnes.
- Under the National Greenhouse and Energy Reporting (NGER) scheme UTS's total scope 1 and 2 GHG emissions for 2022–23 were 33,964 tonnes CO₂-e, representing an increase of 1045 tonnes or 3.2% from the previous reporting year. This increase is largely a result of campus reactivation post 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.
- Energy use (electricity and transport fuel consumption) consisted of 42,467MWh of electricity, 57,903GJ of gas, 18.9kL of fuel and 12,614MWh of chilled water. 2023 electricity consumption has increased 10% over 2022 consumption but is 7% lower than pre COVID-19 levels (2018–19). Our 16 fleet vehicles travelled a total of 160,750km. Gas consumption for 2023 decreased 10% due to a warmer winter compared to 2022 and is now in line with pre COVID-19 levels. Chilled water consumption remains steady.
- Our 2023 potable water consumption was 147,614kL, a 15% increase from 2022 (128,333kL). This was likely due to 2022 being a wetter year with more rainwater being captured for non-contact purposes like flushing toilets.
- 86% of operational waste generated (739.9 tonnes) in 2023 was diverted from landfill. Waste diverted from landfill consisted of plastics, metal, paper, organics and refuse derived fuel.
- 7,063,200 pages of paper were printed in 2023, a 34% increase from 2022 (5,257,097 pages), likely due to campus reactivation.
- 92% of construction waste generated (1088 tonnes) in 2023 was recycled, which was comparable to 2022's recycling rate of 93%.

Engagement activities

- Green Week was successfully delivered with activities including sustainable campus and building tours, a photo competition and the UTS Green Hero Awards.
- 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, was successfully delivered with 4 teams undertaking 99 sustainability actions.
- The 2SER Think: Sustainability weekly radio and podcast program saw approximately 50,000 podcast listens and around 66,000 weekly radio listeners.
- The Climate Connect research collaboration forum was held as part of Global Climate Change Week in October.
- Student clubs were active throughout the year, organising regular workshops and social events.
- Our online audience continued to grow through the UTS Sustainability website and UTS Green Facebook page.
- As a founding member of the City of Sydney Council's Better Buildings Partnership, a collaboration of leading property owners providing leadership and sustainable innovation for Sydney's commercial and public buildings, UTS continued to participate on the leadership panel and in the climate positive, circular economy and resilience working groups.

Awards and rankings

- UTS improved one place to achieve 14th globally in the 2023 Times Higher Education Impact Ranking (based on the UN SDGs) and placed 4th in Australia. UTS was ranked highly for its commitment to building partnerships for the goals (11th), responsible consumption and production (18th) and clean water and sanitation (21st).
- UTS ranked 43rd in the world and 8th in Australia in the QS Sustainability Rankings 2024.
- The Building 2 plastic-free food court was awarded highly commended in the government leadership category of the Property Council of Australia Awards.
- UTS had finalists in the Green Gown Awards Australasia diversity, equity and inclusion, creating impact and staff excellence categories. And we held our own Green Hero Awards that recognise and celebrate UTS students, staff and alumni making a personal contribution to progress sustainability.

Workforce diversity

During 2023, UTS focused on a number of key areas in the workforce diversity space most notably:

- increasing the numbers of women in STEM areas
- developing a suite of actions focused on increasing cultural diversity and respect
- celebrating our LGBTQI+ staff and students by participating in World Pride
- supporting Indigenous staff in the context of the Voice referendum and building Indigenous capability among non-Indigenous staff
- reviewing our approaches to prevention and response to sexual violence for staff and students.

Gender

As part of the Athena Swan program, two programs based in the Faculty of Engineering and Information Technology (FEIT) relating to schools outreach and support for graduate research students have been submitted to the accreditation body, Science in Australia Gender Equity (SAGE).

The university welcomed Professor Peta Wyeth as the new Dean of FEIT during 2023, who brings with her a wealth of experience in supporting equity and inclusion in STEM.

Cultural diversity

UTS has developed a Cultural Diversity and Anti-Racism (CDAR) Action Plan. The 4-year plan is aligned with the UTS corporate plan and UTS 2027 strategy and aims to celebrate diversity, enhance campus and educational experiences, and ensure the wellbeing of all staff and students. It will be officially launched to the UTS community in 2024.

Alongside the development of the CDAR, a range of projects are being rolled out to address challenges related to race and cultural diversity on campus, as well as celebrating cultural diversity.

With global and local events heightening racial tensions, UTS has strongly emphasised our expectations around safety and respect for everyone in our community and is working with students and staff to facilitate an environment in which a diversity of views can be discussed.

The Centre for Social Justice and Inclusion has developed 'Anti-racism and belonging in the classroom' training, which includes content about navigating and creating safe spaces for difficult conversations.

UTS celebrated World Pride 2023 with a diverse series of events and activities across the festival. We partnered with Queer Screen for the 30th annual Mardi Gras Film Festival and were an institutional partner of the Sydney WorldPride Human Rights Conference.

Access and inclusion

Moving into the final year of the UTS 2020-2024 Access and Inclusion Plan evaluation and review of progress to date are now underway. Efforts to increase the accessibility capabilities of UTS staff, especially teaching staff, has been a strong focus over the year with LX.Lab developing a suite of resources to support staff.

In addition, a new microcredential Practising Inclusion: Working and Teaching for Social Justice (which includes accessibility content) is now included as part of the Graduate Certificate in Higher Education Teaching and Learning.

We have seen improvements in the participation, retention and success of students with disability, which by the end of 2023 were tracking above target.

A number of critical physical accessibility issues were addressed during 2023, including the installation of a purpose-built toileting facility for assistance animals on campus and the commencement of a project to provide lift access from the Goods Line to Building 6. Ensuring full accessibility across all digital platforms remains an ongoing challenge.

Workforce diversity

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

		2019	2020	2021	2022	2023
Academic						
Women	%	44.1	44.9	45.3	46.3	47.8
	headcount	711	763	682	675	715
Aboriginal and Torres Strait Islander Peoples	%	2.1	2.1	2.2	2.6	2.8
	headcount	34	35	33	38	42
People whose first language was not English	%	20.0	23.1	23.9	23.5	24.2
	headcount	323	393	360	342	362
People with disability	%	2.6	2.8	2.9	2.9	3.3
	headcount	41	48	44	43	49
Professional staff						
Women	%	62.6	63.4	63.2	63.4	64.0
	headcount	1298	1401	1200	1262	1365
Aboriginal and Torres Strait Islander Peoples	%	1.4	1.3	1.1	0.8	1.3
	headcount	30	29	21	26	28
People whose first language was not English	%	16.6	20.1	20.4	20.8	21.0
	headcount	345	445	388	415	449
People with disability	%	2.4	2.6	2.7	2.6	2.4
	headcount	50	58	51	52	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.
- With the exception of gender, this information is collected from staff on a voluntary basis. The response rate across these diversity items is approximately 58%.

First Nations education, research and employment

In December it was announced that the UTS National First Nations College will be designed by Greenaway Architects, Warren and Mahoney, and OCULUS.

The winning design team was selected by a 6-person jury comprising representatives from UTS, including senior Indigenous leaders and the City of Sydney. The design was chosen because it demonstrated a thoughtful connection to Country and its potential to create an exceptional student experience.

A transformational \$10 million gift from the Woolworths Group was pledged for the college: the largest commitment ever for UTS Indigenous initiatives.

The Galuwa Experience is the key student aspiration-raising program at UTS. It is designed to help high school students understand what university education is like and give them ideas for possible courses they could study as well as essential information on pathways to university. Two Galuwa Experience programs were held in 2023 attended by 40 high school students from the Northern Territory.

Jumbunna coordinated a New Zealand cultural experience program in November 2022 and an additional experience in September 2023 with 12 Indigenous students participating. In the mid-year break, Jumbunna supported 5 students, with the support of New Colombo Plan funding, on a 3-week study tour to Chiang Mai University.

UTS's Indigenous undergraduate student success rates increased to 88.1% in 2023.

As part of our commitment to working with First Nations people on Indigenous self-determination, UTS participates in the Jawun secondment program. The 6-week program matches UTS staff with Indigenous organisations to help build capability and empower Indigenous-led development. Two staff members completed the program this year – one placed with the Aboriginal Housing Company in Redfern and the other to South Australia's Lower River Murray. The program will continue in 2024.

The Indigenous teaching and learning team continued to embed the Indigenous Graduate Attribute (IGA) across UTS's core curriculum. The team facilitated professional development workshops on Indigenous cultural capability and culturally safe Indigenous teaching and learning practices in support of the IGA.

UTS established the Indigenous Higher Education Curriculum Conference (IHECC) working party and holds the secretariat function for the international community of practice that was created following the inaugural IHECC hosted by UTS in 2022.

We made significant progress through consultation and workshops to develop the next iterations of our Indigenous Education and Research and Wingara Indigenous Employment strategies. UTS Indigenous staff reviewed our current strategies and provided feedback on initiatives that should remain and identified new priorities including cultural safety, increased internationalisation, data sovereignty and the ways we measure success and impact.

The growth of Indigenous research remains strong with work across the 9 Jumbunna Research Hubs responding to community, industry and government needs.

Work was progressed on major research projects including the Australian Laureate Fellowship Policy for Self-determination: the Case Study for the Aboriginal and Torres Strait Islander Commission. The university-wide Indigenous research agenda includes 29 projects that were approved for Indigenous research or projects involving Indigenous academics comprising 9 Category 1 research grants and 20 Category 2-4 research grants.

UTS Indigenous staff are instrumental to achieving the aims and objectives of the Indigenous Education and Research Strategy. We have a significant Indigenous professoriate with 20 professors and associate professors as well as 2 senior Indigenous professional staff. Our Indigenous employment staff participation rate increased from 1.8% in March to 2.1% in December 2023, with 3% achieved for academic staff and 1.5% for professional staff in the same period.

As a university with a commitment to social justice, UTS supports the Uluru Statement from the Heart and its implementation in full. We provided various initiatives to support informed and respectful conversations during the Indigenous Voice to Parliament campaign. These initiatives included presentations, panel discussions, articles and the First Nations Film Festival curated by Associate Professor Pauline Clague. A health and safety working group was established to support the safety of Indigenous students and staff during the Voice campaign.

The National Justice Project and UTS's Jumbunna Institute for Indigenous Education and Research launched a new report *In Every Corner of Every Suburb: The Call It Out Racism Register 2022-2023*. This is the first annual report from the Call It Out racism register, which collated and analysed 497 reports of racism from First Nations people and witnesses over 2022 to 2023.

Sexual violence reporting

UTS is committed to the goal of eliminating sexual violence on campus. This goal requires awareness, prevention and response strategies that work together as part of a whole of university approach to drive social and behavioural change. This goal is underpinned by the university's Sexual Harm Prevention and Response Policy.

UTS has a dedicated sexual harm support line (managed by UTS Counselling) and students can make an online report of sexual violence. We have a website that outlines what students can expect when they make a report and details the internal and external support available for students.

Online reporting in 2023

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.

Online report forms enable students to report incidents (student reports) and staff to report how student disclosures to them have been managed (staff reports). The same incident may be the subject of more than one report

Reported student incidents

Reported incidents	2021	2022	2023
Direct student reports	3	13 (3) ¹	7 (2) ¹
Reports via staff	63 (8) ¹	58 (9) ¹	73 (2) ¹
Total use of reporting forms	74	83	84
Total incidents ²	66	71	80

1. Some incidents reported from 2 or more sources. Unbracketed number indicates number of primary reports. Bracketed number indicates secondary reports made about a primary report.

2. Total represents number of unique incidents reported.

Overall sexual violence incidents for 2023 have increased compared to 2022 with 28% greater primary disclosures to staff.

Location of alleged incident(s)

The majority of disclosures refer to incidents off campus, many historical in nature. Nine reported incidents were of behaviour within UTS, down from 12 in 2022.

On-campus allegations disclosed

One incident involved sexual assault, 2 incidents involved sexual touching, while 6 incidents involved sexual harassment. None of the sexual violence allegations on campus were reported to the police at the wish of the reporting students. It should be noted that UTS was not required to make reports to the police against the wishes of these reporting students. One sexual harassment incident was planned to be reported anonymously using the police's sexual assault reporting option (SARO).

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	58 (2) ¹	80
SSU accessibility	5	7
Faculty	4	5
UTS Library	2	3
Lifetime Learner Experience Unit	2	3
UTS Housing	1	1
SSU First base program	1	1
Total ²	73 (2) ¹	

1. Some incidents reported from 2 or more sources. Unbracketed number indicates number of primary reports by an area. Bracketed number indicates secondary reports made about a primary report.

2. Total represents number of unique incidents reported.

Staff-related incidents

Eight incidents were staff related, including 2 alleged sexual assaults, 5 sexual harassment cases and one undisclosed sexual violence.

Modern slavery

Actions to address the vulnerability of international students to modern slavery

Ensuring vulnerable student cohorts, including international students, are protected from modern slavery and other forms of exploitation is a key area of action at UTS.

UTS is particularly focused on the significant risk faced by international students who may be subjected to various forms of coercion, abuse, or gain employment and may be subjected to exploitative conditions or other forms of abuse in the workplace.

Awareness raising, education and support for international students

UTS has implemented a wide range of ongoing services for international students to support their learning, health and wellbeing. Key services are delivered by teams led by the Deputy Vice-Chancellor (Education and Students) including the International Student Services team, UTS HELPS (providing English language and academic support services), UTS Health, Counselling, Financial Assistance Services and UTS Housing.

Commencing international students are advised by UTS about their rights to work as student visa holders in Australia. UTS Careers has a particular focus on ensuring students understand their rights and entitlements in the workplace. UTS Careers has developed a targeted International Student Career Guide and an avenue for internship students to anonymously report concerns.

The university also works with its student representative organisations to provide practical support and services that support student welfare. The UTS Students' Association offers free breakfast and dinner food services several times a week and a free Food Pantry on campus to assist students facing hardship and financial stress.

The UTS Student Legal Service provides information about workplace rights in a number of community languages for international students. The service provides free and confidential legal advice to any students that experience difficulties.

In addition, Anti-Slavery Australia (ASA) (based in the Faculty of Law) provides free, confidential legal and migration services to people who have experienced, or are at risk of, modern slavery in Australia, including forced labour and forced marriage.

In 2023, UTS expanded its work with the Australian University Procurement Network (AUPN) Anti-Slavery Program to focus on managing risks for international students. This includes joining a project with other AUPN members and the Australian Red Cross to develop a toolkit for international students, highlighting areas such as recruitment scams and workplace rights.

Support for students as UTS staff

UTS is aware of the significant identified risk to people employed either directly or indirectly by UTS is where staff are sourced through contractors, particularly in the areas of cleaning, security and hospitality.

In 2023, UTS became a foundation member of the Cleaning Accountability Framework (CAF), which provides access to a range of resources and support to address modern slavery risks in cleaning contracts. This partnership has also contributed to increasing awareness of modern slavery among key staff at UTS and in ensuring a pathway for consultation with unions representing staff in the contract cleaning industry.

Awareness raising and education for staff and the wider community

UTS continues to build a program of activities, events and communications designed to increase awareness of modern slavery among staff and students.

In 2023, UTS began developing a standalone Modern Slavery Policy. This policy will, once approved, provide greater clarity about our obligations and intentions related to preventing modern slavery in UTS operations.

UTS staff are provided with an Anti-Slavery Awareness online course that includes information about modern slavery and labour exploitation risks among students, as well as referral options.

UTS also shares information about educational initiatives including resources, forums and podcasts developed by ASA designed to raise awareness of forced marriage and other forms of modern slavery which can impact on students.

Reporting of modern slavery

UTS actively encourages the reporting of any concerns related to modern slavery. The university has established confidential reporting mechanisms on its public website for staff, students and stakeholders to report any suspicions or incidents related to modern slavery.

In 2023, the Speak up at UTS webpage was created, which includes information about and links to modern slavery reporting. No incidents of modern slavery were reported during the 2023 calendar year.

Research and policy advocacy

ASA's research areas include modern slavery, human trafficking, forced marriage, dowry abuse, online sexual exploitation of children, asylum seeker exploitation, survivors' perspectives and modern slavery reporting requirements. During 2023, ASA made multiple policy submissions to government and parliamentary bodies addressing forced marriage, the vulnerability of temporary workers, women's rights and the review of the Commonwealth Criminal Code Act (1995).

Steps taken to ensure goods and services UTS procures are not the products of modern slavery

UTS recognises the existence of modern slavery risk across its supply chains. These risks may be elevated in certain supply chains, due to factors such as geographical location and/or source locations for materials and products procured.

Risk management

The university has a structured modern slavery risks management process in relation to procurement and supply chains. The UTS Modern Slavery Steering Committee works with senior representatives from key areas across the university to ensure broad engagement in risk identification.

In 2023, UTS continued collaboration with the AUPN, and the use of tools such as supply chain risk management software (known as FRDM) and the Anti-Slavery Dashboards, as part of a sector-wide program to address modern slavery risk. FRDM also monitors any companies with commercial relationships with our suppliers (i.e. Tier 2 trading partners), such as suppliers to our direct suppliers and parent companies of our direct suppliers.

Supply chains and ethical sourcing

UTS has strengthened its commitment to ethical sourcing in the following ways:

- Development of a list of UTS Preferred Suppliers and Supplier Panels, which are bound under contract to abide by UTS terms and conditions. Staff should include contract clauses that address modern slavery, and new vendors are assessed for modern slavery and other ESG risks during onboarding.
- A revised Procurement Policy and introduction of Standard Terms. These terms emphasise a supplier's adherence to the Supplier Code of Conduct and have been integrated into all new contract templates to align with the UTS Procurement Policy.
- Implementation of a legally binding Supplier Code of Conduct, which includes an outline of expectations regarding labour, human rights and implications for non-compliance.
- The UTS Modern Slavery questionnaire, which all UTS vendors are required to respond to as part of their contractual obligations.
- A mandatory training module that all supervisors and managers with financial delegation for procurement and purchasing are required to undertake, with guidance on reducing the risks of modern slavery when procuring goods and services.
- In collaboration with AUPN, participation in monthly forums and maintaining membership in the Modern Slavery Risk Review subcommittee.

Continuous improvement

UTS is committed to continuous improvement in our efforts to combat modern slavery. These efforts include annual risk assessment activities, mitigation strategies, review of procurement policies, procedures and practices, and reporting to Council.

Health, safety and wellbeing

The Health, Safety and Wellbeing Strategy 2023-2025 was endorsed by the University Leadership Team this year. The objective of the strategy's first year was to raise awareness of staff responsibilities to contribute to a workplace that is free from risk, and one that promotes staff wellbeing.

The health, safety and wellbeing (HSW) team developed an approach to managing risk for UTS using a six-pillar strategic approach, with the objective to deliver sustainable performance improvements and cultural change.

Progress was made against the following six pillars.

Management commitment and leadership

- HSW Strategy and HSW Policy endorsed in May
- Wellbeing program endorsed in October
- Senior leaders information sessions for legal responsibilities held in November.

Consultation and communication

- Regular management attendance at working groups
- Communications plan with monthly newsletters and annual calendar of events
- HSW Information Day stall to coincide with safety month.

Information and training

- HSW training needs analysis
- Learning pathway development in progress for supervisors to provide information on legal responsibilities, including modules on managing psychosocial hazards, incident investigation and general responsibilities
- HSW Sharepoint site developed.

Risk management

- Online risk register updated and launched to ensure that risk assessments are approved by the responsible person
- Overarching UTS wide psychosocial risk assessment completed with customised psychosocial risk assessments in place for each area (26 individual faculty and unit risk assessments completed, with 6 scheduled for the first quarter of 2024)
- First aid risk assessments underway (to be completed in early 2024). Renewal training and refresher CPR training is scheduled for 2024
- Register of ergonomic furniture and equipment with key furniture
- A full review of chemical management completed in the Faculty of Science, which will inform a formal program of work for 2024 across the university.

Wellbeing

- TELUS Health onboarded in May
- Wellbeing survey conducted against Mercer Marsh Benefits international data, leading to development of UTS's wellbeing program.

Monitoring, reporting and verification

- Implementation of a regular 3-year cycle for all HSW plans
- 12 HSW plans completed in line with the updated 3-year planning cycle
- Completion of 9 HSW management audits for faculties and units against HSW plans
- Development of an online workplace inspection module, which is part of the upgrade of the hazard and incident reporting online (HIRO) program hosted by Riskware. Upgrade due for completion by mid-2024.

Wellbeing program

As part of the awareness phase of the new strategy, we developed a wellbeing program aimed at fostering a healthier work environment. The program encompasses physical, emotional, financial, career and community wellbeing. We engaged staff at all levels in rolling out the program, and launched with a seminar series.

The Wellbeing Champion network was re-established this year and saw information sharing at regular champions meetings.

A holistic approach to wellbeing will continue into 2024 with additional seminars and programs planned.

Incidents

A total of 508 incidents were reported for the year, which was an increase from 389 on the previous year. This was a combination of staff, students, contractors and visitors. Of the 508 only 36 were reported to the workers compensation insurer. In addition to these reports there were 192 hazard reports submitted.

In 2023 regular reporting of COVID-19 cases was ended, however, continuous review of information and community trends continues to be monitored.

SafeWork NSW investigations and notices

There were 6 incidents that required notification to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW), an increase from 3 in 2022. Additionally, there was one contractor incident, which required the principal contractor to notify SafeWork NSW.

Of the 6 incidents, 5 were related to unsafe/ageing plant and equipment such as lighting fixtures, a handrail, escalators and an electrical outlet, with the remaining incident related to unsafe operating procedures.

The serious contractor incident involved a contractor working in an unsafe manner at height without correct personal protective equipment.

Each of these incidents were fully investigated with the corrective actions all complete.

Workers compensation data 2023

Premium impacting claims: 17

Average cost per claim: \$13,838.76

Premium: \$1,608,454 (including GST)

Total workers comp notifications: 36

Auditing and compliance

The HSW team completed 9 audits as part of the annual internal audit program. Findings from these audits were documented with actions assigned to each of the work areas.

Health and safety training

Compliance with mandatory health and safety training achieved an average of 91% in 2023. Throughout the year supervisors were provided with access to training compliance records in PowerBI. The PowerBI dashboard provides access to data for each faculty and unit to assist in the management of this metric. Consent Matters mandatory training remains high at 98% for permanent staff and 78% for casual staff.

Health management cases

A fluctuating number of health cases were managed throughout the year with 45 active cases at year end. Many of the cases managed throughout the year successfully returned to pre-injury duties.

Referrals relate to a number of personal and work-related issues such as interpersonal issues with colleagues, workload, return to campus following treatment or surgery and staff with psychological conditions impacting them in the workplace.

A wider understanding of the responsibilities of managers to address psychosocial hazards in their areas is key to reducing the risk. The psychosocial risk assessments currently being developed in each faculty and unit will continue to play a role in increasing the awareness and understanding of early reporting by staff and requests for assistance by managers and supervisors when hazards are identified.

Consultants

UTS paid \$45.53 million for external consulting services in 2023. A total of \$9 million was paid for consultancies consisting individually of less than \$50,000. Payments in excess of \$50,000 totalled \$36.52 million and are listed below.

Building works

Company	Category	Project	\$
Shape Australia Pty Limited T/A Isis Projects Pty Limited	Building consultant	CB05 - removal of hazardous materials, CB05 - fire, mechanical & electrical service audits	833,318.00
Burtenshaw Scoufis Architecture Pty Ltd	Architect/design	FEIT Tech Lab - Block D fit out, B1 Level 3 to Level 6 amenities upgrade	502,347.98
Ethos Urban Pty Ltd	Design/statutory planning	UTS National First Nations College	376,040.32
Warren And Mahoney Living Australia Pty Limited	Architect/design	UTS National First Nations College - Design Presentation	285,624.00
Jones Lang Lasalle (NSW) Pty Limited	Commercial real estate agent	UTS National First Nations College	282,872.81
Natural Power Solutions Pty Ltd	Power Protection Consultant	Network replacement - UPS Replacement Works as part of planned TSG room upgrades	248,822.34
RPS AAP Consulting Pty Ltd	Architect/design	Redevelopment of CB05D Levels 1,2 & 3 to general teaching space, CB01, CB03, CB04 & CB18 ACP Replacement project	239,165.00
Arup Australia Pty Ltd	Engineers	Due diligence UTS CB10 Facade , Remedial worksCB05, CB05 - miscellaneous waterproofing remedial works	160,350.00
Gran Associates Australia Pty Ltd	Architect/design	Building 2 Level 13 Coldshell refurbishment to warmshell - Tenancy fitout	141,834.00
Foran Design Pty Ltd	Architect/design	CB01.02.024 - AARNET shared server room upgrade, FOH - Clinical Physiology Clinic, FEIT Engineering workshops	137,047.00
BVN Architecture Pty T/A Bligh Voller Nield	Architect/design	UTS National First Nations College - Design Presentation	131,468.48
Jackson Clements Burrows Pty Ltd	Architect/design	UTS National First Nations College - Design Presentation	119,119.23
The SJB Architecture NSW Unit Trust	Architect/design	UTS National First Nations College - Design Presentation	118,000.00
Nguluway Di Sydney Pty Limited	Architect/design	UTS National First Nations College - Design Presentation	116,241.81
Hayball Pty Ltd	Architect/design	UTS National First Nations College - Design Presentation	115,000.00
Yates Security Pty Ltd	Security Services	CB05A refurbishment for DAB - CCTV	94,889.20
N.J Abrahams & Others T/A Norton Rose Fulbright	Legal Consultant	UTS National First Nations College - Legal advice for electricity procurement	90,459.60
The Trustee For Kinrite Consulting	Project Management	CB05 - Miscellaneous Waterproofing remedial works, CB05 all blocks hazardous materials investigations and remediation works	81,602.00
Group GSA Pty Ltd	Architect/design	The Vault Project - secure collaborative research and innovation facility in world-leading cyber security and defence technology	80,005.00
MBMPL Pty Ltd	Quantity Surveyor	CB02 LevelL 13 Coldshell reburishment to warmshell, CB01 L03 - L06 Amenities Upgrade	75,200.00
Prendergast Projects Pty. Ltd	Renewable Energy consultant	UTS Energy projects, ISF Business Renewables	69,066.91
WTP Australia Pty Limited T/A WT Partnership	Quantity Surveyor	UTS National First Nations College	68,015.00
Civas (NSW) Pty Ltd	Commercial Property Appraisals	Valuation of UTS Blackfriars, Market rental review- Yura Mudang Student Accommodation	68,495.98

Company	Category	Project	\$
Brain & Poulter Pty Limited	Food consultant	UTS Retail Strategy Update - campus retail masterplanners	68,411.36
Imagination (Australia) Pty Ltd	Brand design consultant	UTS National First Nations College Branding Identity Development	65,300.00
DJMT Pty Limited & The Trustee For Ajaycee Trust & Wish Estates Pty Limited T/A Cook Wish Ellison	Commercial real estate agent	Leasing agents fee - ARIA Research B5 L2, B5 L5 CAPA, B5 L3 EDU	64,352.84
Turf Design Studio Pty Ltd	Landscape Architect	Campus Domains Landscape Architecture	51,912.00

Business consulting

Company	Category	Project	\$
Deloitte Risk Advisory Pty Limited	Business consulting	Agreed hours remediation - Project Staff Cost, Cybersecurity posture project, Sailpoint identity management projects	3,354,814.17
KPMG	Business consulting	HR Transformation - Planning and Select Modern HR Platform, CASS to Cloud, Maintain and Enhance Cybersecurity Posture	897,730.95
High Resolves Australia Pty Ltd	Business consulting	Digital Learning platform - Workshop and programs for high school students and UTS students	663,400.00
Marsh Pty Ltd	Insurance broker	Insurance broker and risk management solutions	335,583.33
Pricewaterhousecoopers Consulting (Australia) Pty Limited	Business consulting	Maintain & Enhance Cybersecurity Program	317,089.50
The Trustee For The Paxon Consulting Group Trust	Business consulting	Transactional Advisory Manager Services - Campus Masterplan	246,344.71
The Trustee For The Thriving Trust T/A Beyond Excellence	Management consulting	Facilitating executive leadership and team development forums	182,400.00
Fromhereon Pty Ltd	Business consulting	Enterprise Architecture Blueprint to support the UTS digital strategy for UTS 2027 Business Strategy	172,200.00
Deloitte Touche Tohmatsu	Business consulting	IT Operating Model Modernisation, UTS - PPA Valuation	158,600.00
Ernst & Young	Business consulting	Digital Readiness assessment - HR Transformation Planning and Select Modern HR Platform, Maintain and Enhance Cybersecurity Posture Project	149,500.00
Qiomos Ltd	Business consulting	Maintain and Enhance Cybersecurity Posture Project	147,966.00
AWS Consulting	Business consulting	In Country Liaison - Europe	147,458.24
Nous Group Pty Ltd	Business consulting	Faculty of Science strategy engagement	146,648.98
Parthipan S/O Poospernathan	Business consulting	In Country Liaison - Singapore	143,022.88
Goodnews Strategy & Communications Pty Ltd	Business consulting	FEIT - Project management and proofreading for various projects and research grant applications	113,093.88
Annette Lim En Ning	Business consulting	In country Liaison - Malaysia	112,035.71
Procurement Co Pty Ltd	Business consulting	Procurement services for Property Unit	99,729.90
Vesna Event Crafters Pvt.ltd	Business consulting	In Country Liaison - India	92,493.60
Nguyen Nhut Hung (Hugo)	Business consulting	In Country Liaison - Vietnam	92,389.58
Shibashis Sengupta	Business consulting	In Country Liaison - India	90,981.42
Tague, Elizabeth T/A Elizabeth Tague	Business consulting	UTS Health and INSIGHT Campaign Communications, planning and implementation	85,300.00
Ruth John	Business consulting	In country Liason - Africa	79,360.78
The Trustee For H & M Tonkin Family Trust T/A Tonka Learning	Business consulting	Strategic Initiative- Staff Working Together Project	77,484.86
Punika Jaiswal	Business consulting	In Country Liaison - India	73,129.33
The Trustee For Skd Trust T/A Expert Proposals	Business consulting	UTS2027 strategy - Proposal Review work	72,000.00
Hifsa Mukhtar	Business consulting	In Country Liaison - Pakistan	67,502.70

Company	Category	Project	\$
Reimers, Rebecca Jane T/A Rebecca Jane Reimers	Business consulting	HR Operating Model - People Strategy	67,000.00
Pham Huong Tra	Business consulting	In Country Liaison - Vietnam	64,031.05
Deloitte Consulting Pty Limited	Business consulting	Agreed hours remediation - Project Staff Cost	60,645.00
Yaputra Siska	Business consulting	In Country Liaison - Indonesia	56,351.81
Moody's Investors Service Pty Limited	Investment consulting	Management fee - credit ratings	54,839.45
Information Integrity Solutions Pty Ltd	Business consulting	Privacy Impact Assessment for CinLearn project - provide guidance on engaging in both NSW jurisdiction but also China, with the new Privacy and Personal Information Laws	50,160.00

Research

Company	Category	Project	\$
GNM Australia Pty Ltd	Research	Centre for Media Transition - Development of a rural and regional media network and research on sustainable business model	372,255.00
Natirar Pty Ltd	Research	ISF research project - OPENAIR: Operational Network of Air quality impact resources	220,390.72
Australian National University	Research	OPENAIR- Operational Network of Air quality impact resources, The Impact of Domestic Violence on Women's Employment	200,215.57
Nine-Squared Pty Ltd	Research	Development and Delivery of a Value of Sport report for NSW	195,081.25
Alluvium International Pty Ltd	Research	ISF research project - Supporting Water Security, Resilience and Transitioning to Circular Cities in India	159,802.31
James Martin Institute For Public Policy Limited	Research	Centre for Social Justice and Inclusion - collaborative project Funding system design for higher education teaching and learning	148,000.00
Pureprofile Pty Limited	Research	Faculty of Business research projects - various	135,584.91
HIV/Aids Legal Centre Incorporated	Research	Faculty of Law - Assessing and Enhancing the Enabling Legal Environment for PLHIV and PLVH	125,474.75
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	120,771.12
University Of Bristol	Research	Faculty of Law - Teaching and Learning secondment fee for Professor Sally Sheldon	120,381.14
Tiller Design Pty Limited	Research	Research project - Green Genie Development Program	119,825.02
Hany Farid	Research	Disinformation Defence Initiative: Delivering tools and analysis to fight the growing threat of disinformation for Australia	111,000.00
Australian Fashion Council Ltd	Research	ISF Research projects - Seamless Transition Australian Fashion Council Services	105,000.00
Universitas Of Indonesia	Research	Water for Women research (WASH)	102,253.00
South Western Sydney Local Health District	Research	Faculty of Health research - The APRICA program - Accelerated translational research in Primary Liver Cancer	101,946.65
Flinders University	Research	FEIT Data Science research - Forensic analysis and real-time detection of dis-information campaigns	100,998.18
University of New South Wales T/A The Ramaciotti Centre For Gene Function Analysis Biological Sciences Building (D26)	Research	Various research projects - e.g Do marine heat waves trigger pathogen outbreaks in Australian coastal waters?, Defining and treating the physiological effects of bushfire smoke exposure	93,676.85

Company	Category	Project	\$
Five Whys Consulting Pty Ltd	Research	Research Translation services e.g Algae research, Green Genie Development Program	92,984.66
Medilab Pty Ltd	Research	Surgical and Anatomical Science Facility projects	92,000.00
Community Power Agency Co-Operative Limited	Research	ISF research projects - (Em)powering communities on the journey to energy resilience, MyTown Microgrid: a community and data-driven feasibility	91,540.00
AV1 Pty Ltd	Research	Thrive Program - preventative mental health training program	88,455.05
Gaul Christopher Dominic T/A Parallel Lines	Research	DAB & ISF research projects - (Em)powering communities on the journey to energy resilience, MyTown Microgrid: a community and data-driven feasibility	87,700.00
The Hanover Research Council LLC	Research	Market research and data analytics for various research projects	85,804.61
Hestian Pty Ltd	Research	Faculty of Science - MCT8 Research Project	85,318.79
Digital Health Crc Limited	Research	CRC Digital Health - comprehensive assessment of regional NSW current digital Health ecosystem	85,000.00
Australian Genome Research Facility Limited	Research	Faculty of Science research projects e.g Defining the Microbial-scale Processes Governing Ocean Health, Microbe-produced repellents and their roles in marine pathogen behaviours	80,624.50
Gertsakis, John T/A Cambium Communications	Research	ISF research - Faciliate establishment of Product Stewardship Centre of Excellence	80,496.25
Taylor Brydges	Research	ISF research - Faciliate establishment of Product Stewardship Centre of Excellence, Effective approaches for sourcing to drive responsible mining and circular economy principles	78,090.00
University Of New South Wales	Research	Various research projects e.g Development of a sustainable and viable model to reuse hospital waste	74,644.17
Testpoint Pty Ltd	Research	Faculty of Health research project - Development and Evaluation of an Internet-based Clinic for Stuttering	74,572.70
Southern Adelaide Local Health Network Incorporated	Research	Faculty of Health research project - research infrastructure to support clinicians initiate research projects and build clinician research capacity	71,680.00
Outside Opinion Pty Ltd	Research	Advice on research grants e.g. ARC	69,877.91
Western Sydney University	Research	Various ISF research projects e.g OPENAIR: Operational Network of Air Quality impact resources, Inclusive Place-based Planning for LGBTQIA Communities	66,109.95
Saafe Limited	Research	CRC SAAFE - various research projects	62,500.00
Masy Pty Limited	Research	FEIT research project - Building health resiliency systems through multilateral and interdisciplinary water, sanitation and hygiene (WASH) interventions	62,424.95
Constellate	Research	ISF Transformations 2023 conference	58,112.90
Read, Rose Mary T/A Rose Mary Read	Research	Faciliate establishment of Product Stewardship Centre of Excellence programs - ISF	57,682.75
Mary Roroi	Research	Faculty of Science WHO research project - Strengthening Health Workforce Education in Papua New Guinea	56,500.00
BMT Commercial Australia Pty Ltd	Research	ISF research project - Water Efficiency Program Planning	55,671.00
Product Stewardship Centre Of Excellence Limited	Research	ISF Research project - National Clothing Product Stewardship Scheme	55,000.00

Information technology and software

Company	Category	Project	\$
Australian Centre For Advanced Computing And Communication Pty Ltd T/A Ac3 Pty Limited	Software development	Build & Integration (SCP Program) - replacement of the UTS existing ServiceNow Platform	2,282,003.51
Levo Digital Pty Ltd	Digital Transformation consultant	Transform UTS digital presence program - Digital strategy	2,030,219.43
Testpro Pty Ltd	Software consulting	CASS to the Cloud Project - Testing Services including Automation Testing Services	2,022,696.14
Accenture Australia Pty Ltd	Software development	'IT Operating Model Program - Transformation Office, Change Readiness, Agile New Ways of Working, Organizational Design and Skills'	1,988,000.00
Capgemini Australia Pty Limited	Software development	Student Acquisition Technology Implementation, CASS to the Cloud	1,553,572.00
Simplus Australia Pty Ltd	Software implementation	Enhance UTS's existing Enterprise CRM for UTS wide usage, CASS to Cloud, Lifetime of Engagement Strategy	963,489.27
Cybercx Pty Ltd	Cybersecurity specialist	Maintain & Enhance Cybersecurity Posture Program	504,900.00
Anatas Pty Ltd T/A Atturra Data & Integration	Software consulting	CASS to the Cloud, StarRez to Saas	420,381.30
Isg Information Services Group Americas, Inc.	Software consulting	UTS ERP Procurement - HR Transformation - Planning and Select Modern HR Platform	291,977.00
Enterprise IT Resources Pty Ltd	Software consulting	Agreed Hours Remediation - Project Staff Cost	277,345.92
Cornerstone Management Consulting Pty. Ltd. Cornerstone Performance Management	Software implementation	Cognos Upgrade project, CASS to cloud	199,131.26
DXC Connect Pty Limited	Software consulting	Solutions Consultant for Microsoft 365	181,137.00
Altis Consulting Pty Ltd	Software consulting	Data Acquisition Strategy, UTS2027 - Social Impact Framework implementation and reporting	168,656.25
Portable Australia Pty Ltd T/A Portable Content Pty Ltd T/A Portable Content	Software development	Human-centred design (HCD) services for commencing student onboarding experience at UTS lead by the LLE	159,314.00
Black Ink Networks Pty Ltd	Software development	Network replacement - new networking strategy for cloud-based workloads	144,000.00
Nfactorial Pty Limited	Software implementation	Artificial Intelligence and Optimisation Project - Training and implementation of DataRobot	140,320.00
Tobias & Tobias Pty Ltd	Software development	Cass to Cloud	128,461.28
DXC Red Rock Pty Ltd T/A Red Rock Consulting Pty Ltd	Software consulting	Database support consultant for various IT projects	125,345.05
Episerver Inc	Software consulting	UTS Open platform upgrade	80,000.00
Erplanet Pty Limited	Software implementation	Casual Academic System (CAD) implementation for Faculty of Business	65,850.00
Explorance Inc.	Software implementation	Student Feedback System (SFS) Replacement	59,995.00
Gallinetti Consulting Pty Limited T/A Gc Blue	Software implementation	UTS Sharepoint upgrade	54,000.00
Qualtrics Llc	Data and analytics	Market research and data analytics for various projects for Faculty of Business	55,004.00
Calypso & Co Pty Limited	Software consulting	Tech Central Business Case	50,000.00

Marketing and communications

Company	Category	Project	\$
Merkle Anz Pty Ltd	Marketing agency	Transform UTS digital presence program - Digital strategy	407,086.30
Enigma Communication Pty Limited	Marketing agency	Transform UTS digital presence program - UTS's Digital Stories Hub	136,920.00
Louder Digital Pty Ltd	Marketing agency	Transform UTS digital presence program - Digital strategy	116,325.00
Grainger Films Pty Ltd	Film production consultant	UTS2027 strategy - International profiling and branding	104,008.54
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	92,752.50
Inkfield Pty Ltd	Marketing agency	Graduate Research website content development for Future Research web	88,315.07
Writemedia Pty Ltd	Media & internet, publishing consultant	Content strategists - Review, edit, advise and report writing on various research projects	85,068.29
Ipsos Pty Ltd	Market research	'CinLearn Project - UTS is considering launching online PG degrees into China via the OPM partner'	72,000.00
Reko Productions Pty Ltd	Animated video consultant	Philanthropic campaign for UTS National First Nations College	57,499.50
Ageconplus Pty Ltd	Market research	Market Research to Inform a Food & Agriculture Research Engagement Strategy	54,750.00
Tenthousand Pty Ltd	Market research	Master of Epidemiology Market Research for UTS School of Public Health, UTS Faculty of Law PLT	54,255.20

Teaching and learning

Company	Category	Project	\$
Proctoru, Inc.	Remote proctoring consultant	Provision of Online Examinations	309,094.10
Cotton Education Services Pty Ltd	Design consultant	Senior Learning Designer for Graduate Research School courses, Digital Literacy and Engagement	214,855.49
The Trustee For Skinner Family Trust T/A Sandal Consulting Pty Ltd	Short course facilitator	Faculty of Business Short Courses - Lean Six Sigma program	86,330.00
Empowering Engagements Pty Ltd	Short course facilitator	Plus UTS Business Futures course - John Holland Building Project facilitation	71,641.87
Borgnolo, Luke Joseph T/A Luke Joseph Borgnolo	Short course facilitator	Plus UTS Business Futures course - UTS capability framework project for People and culture unit, Acciona Future Leaders project	67,195.16
Transport For NSW	Short course facilitator	IPPG short course - NSW Movement and Place workshops	62,475.00
Engineers Without Borders Australia Ltd	Course facilitator	UTS Wanago Program - STEM X Indigenous NSW Schools Outreach Program	50,000.00

Staff

Company	Category	Project	\$
Minter Ellison T/A Minter Ellison Lawyers	Legal consultant	Legal advice for agreed hours remediation - Project Staff Cost	518,317.87
Batyr Australia Limited	Counselling service	BATYR Project - programs for mental health and crisis intervention	100,000.00
O'Connor Marsden & Associates Pty Limited	Probity audit services	UTS National First Nations College, HR Transformation - Planning and Select Modern HR Platform	98,415.01
Unconscious Potential Pty Ltd	Coaching	ISF transformation project - GMR Transformation and CSI Renewal Capability Project Support, DAB Academic Supervisor Program	86,297.00
Gengaroli, Jessica T/A Jessica Gengaroli	Clinical psychologist	Faculty of Science - The Kidman Centre Individual psychology therapy sessions	71,697.41
Peter Berry Consultancy Pty Ltd	Executive coaching/assessment	Executive Coaching for Financial Services Unit staff, Plus UTS Business Futures course participants coaching, along with Hogan assessments	66,220.00
Peak Corporate Solutions Pty Limited	Employer branding	UTS Employee Value Proposition - People Strategy	53,100.00

Contractors

Company	Category	Project	\$
The Trustee For SDC Squared Trading Trust	Contractor	Agreed hours remediation - Project Staff Cost	217,100.00
Alexander, Kathryn T/A The Unfolding Space	Contractor	UTS Business Futures- short course programs	211,456.96
Dysart, Kenneth Michael T/A Ken Dysart Management Consultant	Contractor	FEIT finance related services	168,480.00
FJS Workplace Solutions Pty Ltd	Contractor	Legal Advice for Agreed Hours Remediation - Project Staff Cost	156,500.00
Kwan, Ka Shun T/A Ka Shun Kwan	Contractor	FEIT - Business Development strategy & planning project	130,148.74
Crocker And Company Pty Ltd	Contractor	Strategy Advisor - Sydney Technology Innovation Precinct	104,850.00
Vanessa Chan Consulting Pty Ltd	Contractor	UTS Institute for Public Policy and Governance - short course programs with a focus on Local Government	102,103.69
The Trustee For Oberstein Family Trust	Contractor	Development of a strategic business case for UTS Vault (National Security Institute) & business development in defence sector	95,000.00
Birch, Suzanne Maree T/A Sue Birch Consulting	Contractor	UTS Advancement Unit - Services	86,557.83
Wallwork, Myfanwy Cein T/A Myfanwy Wallwork	Contractor	Centre for Social Justice and Inclusion - UTS Human Technology Institute operationalise the NSW AI Assurance Framework Fellowship program	72,963.72
Woolley, Danielle Adrianna T/A Danielle Woolley	Contractor	Centre for Social Justice and Inclusion - UTS Human Technology Institute - Thrive Fellowship program	62,514.92
Tweedie, Brett Patrick T/A Brett Tweedie	Contractor	Web development for visual interface for: Northcott Stage 2 project, MyTown Microgrid: a community and data-driven feasibility	58,600.00
Kalos, Spyro T/A Spyro Kalos	Contractor	Product Stewardship Centre of Excellence - Senior Advisor	51,067.00

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	2022		2023	
		Actual rate of return %	Benchmark rate ¹ of return %	Actual rate of return %	Benchmark rate ¹ of return %
Cash and cash equivalents	Internal	1.97	1.26	4.2	3.88
Managed funds	External	(9.03)	(4.8)	11.0	8.25

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