UTS

2024

UTS Annual Report

Volume 1

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.

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

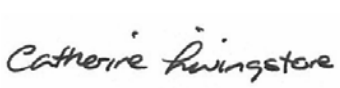
Dear Minister

The University of Technology Sydney is pleased to present the UTS Annual Report 2024 for presentation to Parliament.

Volume one outlines our performance against our strategy and volume two contains our financial statements as endorsed by the UTS Council.

The report has been prepared in accordance with the Government Sector Finance Act 2018 (NSW).

Yours faithfully



Catherine Livingstone AC
Chancellor

Professor Andrew Parfitt
Vice-Chancellor

2024 year in review

Chancellor Catherine Livingstone AC
Photo credit: Andy Roberts

Vice-Chancellor Professor Andrew Parfitt

2024 has been a year of significant achievements and growth tempered by ongoing policy uncertainty. Our collective efforts and commitment to enhancing teaching and learning, fostering innovation and creativity, and generating research with impact continues to position UTS as one of Australia's most respected universities.

Our review of progress against our UTS 2027 strategy indicates that we have made significant advances in achieving our vision of becoming a leading public university of technology recognised for global impact. After extensive consultations with our community, we are set to implement an evolved 5-year strategy from next year with an underlying theme of creativity. This strategy will help us to effectively address the opportunities and challenges present in the current higher education landscape.

2024 highlights

Two rankings were of particular note this year and confirmed our work in key areas. Largely thanks to our research excellence and commitment to sustainability we rose to 88th in the 2025 QS World University Rankings. Additionally, in the Times Higher Education Impact Rankings 2024, we were recognised as one of the top universities in the world for our commitment to progressing the United Nations Sustainable Development Goals (SDGs).

UTS was awarded the Sustainability Institution of the Year award at the 2024 Green Gown Awards Australasia. This achievement acknowledges the extensive effort by many within the UTS community to prioritise climate action and social justice, resulting in improved sustainability performance.

We have clearly defined our unique identity by fostering an environment that values creativity, innovation and technology. The finalisation of our creative industries strategy and the progress made to establishing a new faculty dedicated to creative industries were significant milestones this year.

The number of students participating in our community Shopfront program doubled this year. UTS Shopfront offers a unique approach to work-integrated learning that benefits both our students and the wider community. The program enables students to apply their skills practically, while offering community organisations crucial support.

The UTS Startups community remains strong with 601 active startups, supported by our new UTS Startups Growth Funding program, which has provided valuable resources and mentorship.

We have a long-term commitment to improving gender equity in STEM. This year we received recognition of this commitment with 2 Science in Australia Gender Equity (SAGE) Cygnet Awards. The first award recognised our efforts to attract female school students to engineering and IT studies through our outreach programs, and the second was for our support of career pathways to academia for our graduate research students.

A safe and inclusive campus

While we have had many successes this year, it has also not been without its difficulties for our UTS community.

Amid global uncertainty and volatility, we are committed to maintaining a campus where everyone feels safe, respected and valued. At UTS we are proud of the diversity of backgrounds, lived experiences and perspectives of our student and staff body and we encourage the expression of diverse views in alignment with our public purpose as a university. However, we have taken a strong stance that this must always be done respectfully and in accordance with our values.

We want all members of our community to be safe from gender-based violence. This year, we have made progress to ensure the university is aligned to the proposed code as part of the Department of Education's Action Plan Addressing Gender-based Violence in Higher Education.

Government policy

We were disappointed that the Accord process has not yet given full clarity of future higher education priorities, and we were disappointed in the approach taken to limit opportunities for international students to study in Australia. We will continue to work with Universities Australia and the Australian Technology Network of Universities (ATN) to inform the reform process such that it meets the needs for a flexible and responsive higher education sector.

Our staff

We extend our thanks to Professor Glenn Wightwick for his decade of excellent service to UTS, first as Deputy Vice-Chancellor (Research) and then as Deputy Vice-Chancellor (Enterprise). Throughout his time at UTS, Glenn played a crucial role in enhancing UTS's innovation, research and partnership capacity.

In September, we formed the new External Engagement and Partnerships Division and welcomed Dr Alana Piper as Deputy Vice-Chancellor to lead this significant strategic development. Alana has a proven track record in building partnerships and engagement and managing brand reputation. We look forward to further strengthening our engagement and impact with our partners, including with business and our alumni.

UTS Council

Anne O'Driscoll and Richard Fleming were appointed to the UTS Council this year. Anne brings with her more than 35 years of financial business experience in senior management roles and insurance board memberships. Richard has more than 25 years of management consulting experience, largely working with clients to transform their businesses through artificial intelligence, data and technology.

We look forward to working with Anne and Richard as they contribute their expertise and insights during our next strategic phase.

We also thank Professor Anthony Dooley for his contribution to Council over the past 4 years having completed 2 terms as Chair of Academic Board. The role and contribution of Academic Board in its oversight of the university's teaching and learning and research activities is of critical importance.

We also welcomed our new elected staff and student members and farewelled our previous staff and student members after completion of their terms. The contributions of our elected members of Council, who provide important perspectives of staff and students, are highly valued.

Future outlook

Universities confront increasingly complex societal, economic and compliance challenges. Through our education and research we continue to demonstrate the impact and value we bring to tackling these challenges.

In spite of the uncertain global outlook, we remain confident that UTS can continue to deliver on our commitments to our staff, students and key stakeholders and provide our New South Wales, Australian and international partners with the skills and expertise they need to transform our society for a better future.

Catherine Livingstone AC
Chancellor

Professor Andrew Parfitt
Vice-Chancellor

Overview

Who we are

Our vision is to be a leading public university of technology recognised for our global impact.

We are an inclusive university, committed to research, innovation and the dissemination of knowledge of public value. We are defined by how we support our communities to thrive, economically, socially and culturally, and measured by the success of our students, staff and partners.

We believe in social change to create a more just, equal and sustainable world. We're preparing our students for the future workforce. We aim to set up our students to be global thinkers and leaders.

We're committed to research of international excellence and of real benefit to society.

Our campus is in the heart of Sydney's creative precinct and close to the city centre.

What we do

UTS offers over 300 undergraduate and postgraduate courses across traditional and emerging disciplines.

We believe in a lifetime of learning and offer newer forms of learning including short courses, enterprise learning and microcredentials.

Our students have access to Sydney's thriving startup community, and gain real-world experience through our connections with industry. We encourage our students to take internships and entrepreneurial experiences.

Students also have the opportunity to study overseas. UTS has exchange agreements in nearly 40 countries.

Our research has the potential to make a significant economic, environmental, cultural and social impact. Our researchers support the application of new technologies and provide solutions to important national and global challenges.

As a public purpose institution, UTS is committed to supporting positive social change within and beyond our campus. This commitment is reflected by a set of institution-wide social justice initiatives that have only expanded in scope and impact since UTS was established.

Our history

The University of Technology Sydney was founded in its current form in 1988, although its antecedent organisations trace back further. The new university came about through the merging of the New South Wales Institute of Technology with the School of Design of the former Sydney College of the Arts, the Kuring–gai College of Advanced Education and the Institute of Technical and Adult Teacher Education of the Sydney College of Advanced Education.

Principal functions

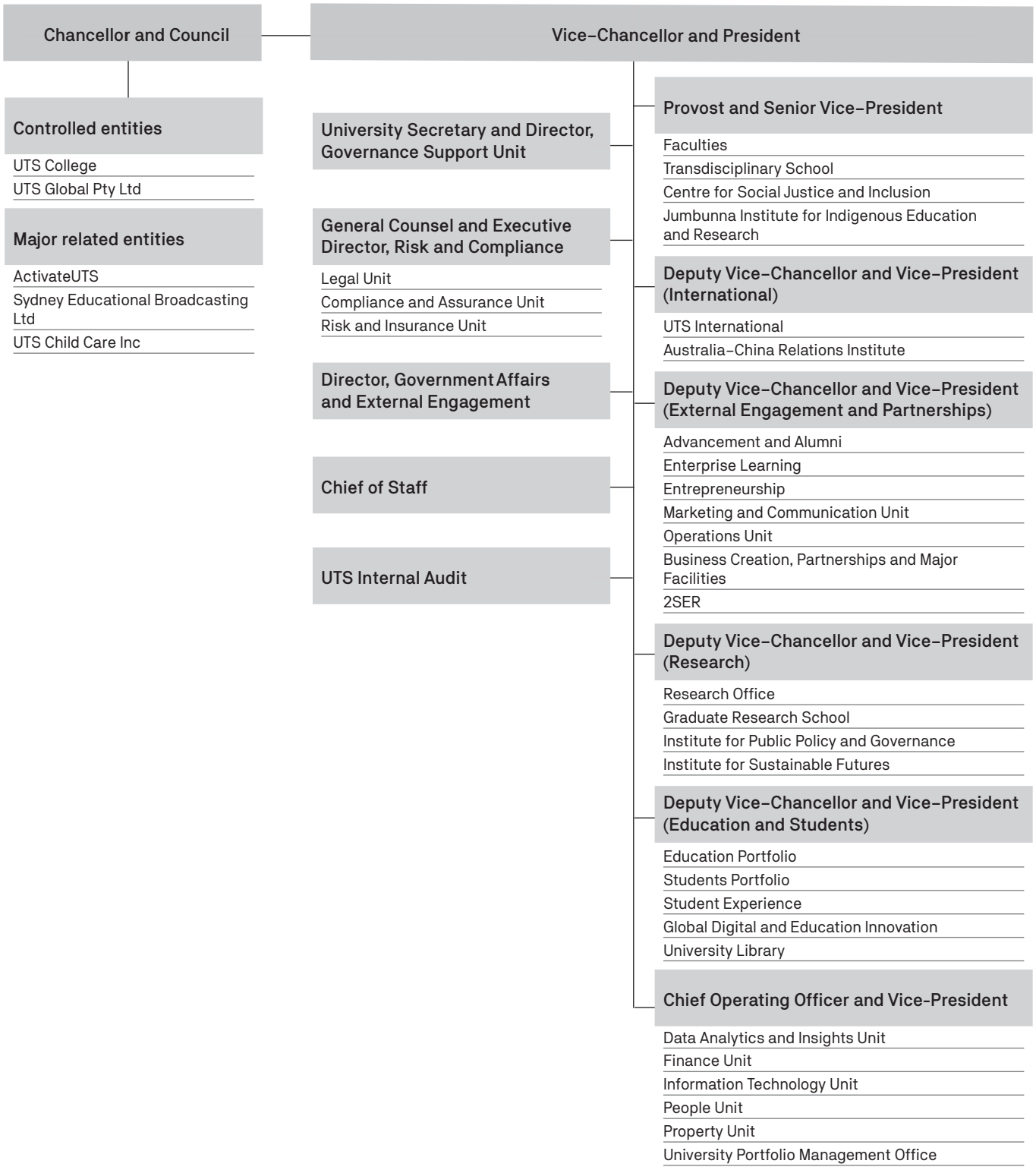
The University of Technology Sydney Act 1989 (NSW) is UTS's founding legislation. It outlines the university's objectives and functions as well as constitutional matters such as the membership and role of Council. The Act allows for the making of by-laws and rules.

Under section 6, the object of the university is the promotion, within the limits of the university's resources, of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence.

UTS has the following principal functions for the promotion of its object:

- the provision of facilities for education and research of university standard
- the encouragement of the dissemination, advancement, development and application of knowledge informed by free inquiry
- the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community
- the participation in public discourse
- the conferring of degrees, including those of bachelor, master and doctor, and the awarding of diplomas, certificates and other awards
- the provision of teaching and learning that engage with advanced knowledge and inquiry
- the development of governance, procedural rules, admission policies, financial arrangements and quality assurance processes that are underpinned by the university's values and goals and that are sufficient to ensure the integrity of the university's academic programs.

UTS organisational structure[1]



1. UTS underwent changes to its organisational structure in 2024. This structure reflects the structure in place at 31 December 2024.

Controlled entities

Section 16A of the University of Technology Sydney Act 1989 (NSW) provides for controlled entities. UTS has the following controlled entities.

UTS College Limited

UTS College Limited is a registered private higher education provider and a pathway provider to UTS. UTS College offers academic English programs, UTS Foundation Studies and higher education diplomas.

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.

accessUTS Pty Limited

Under section 601AA(4) of the Corporations Act 2001 (Cwlth), accessUTS Pty Limited was deregistered on 16 October 2024.

University leadership team

UTS is led by Vice-Chancellor and President Professor Andrew Parfitt. The role of the Vice-Chancellor and the University Leadership Team is to provide effective operational management of the university to achieve its strategic objectives.

Vice-Chancellor and President

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

Provost and Senior Vice-President

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

Chief Operating Officer and Vice-President

Glen Babington CSC, MBA, BA (Hons), GAICD

Deputy Vice–Chancellor and Vice–President (International)

Iain Watt, BSc (ANU)

Deputy Vice–Chancellor and Vice–President (Enterprise)

Professor Glenn Wightwick, BSc (Monash), FTSE

Ended: 31 October 2024

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)

Deputy Vice-Chancellor (External Engagement and Partnerships)

Alana Piper, BA (Sydney), MSt, DPhil (Oxf)

Commenced: 23 September 2024

Pro Vice-Chancellor (Indigenous Leadership and Engagement)

Professor Robynne Quiggin AO, BA (Sydney), LLB (UNSW)

Vice-President (Advancement)

Celia Hurley, BA (UNC), MA (Flor)

Ended: 12 April 2024

Faculty deans

Faculty of Arts and Social Sciences

Professor Alan Davison, BMus(Hons), PhD (Melb)

Ended: 13 December 2024

UTS Business School

Professor Carl Rhodes, BScEcon(Hons) (UWIST), MEd, EdD, LittD (UTS)

Faculty of Faculty of Design, Architecture and Building

Professor Mark Evans (interim dean), BMus(Hons), PhD (Melb)

Faculty of Engineering and Information Technology

Professor Peta Wyeth, BInfTech, PhD (UQ)

Faculty of Health

Professor Debra Anderson, BA (UQ), GradDip(NursStudies) (UNE), MN (Flin), PhD (UQ)

Faculty of Law

Professor Anita Stuhmcke, BA/LLB(Hons) (Macq), MJuris(Hons) (Sydney), PhD (ANU)

Faculty of Science

Professor James Wallman, BSc(Hons), PhD (Adel), FFSc(RCPA), FRES, FRSN

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).

Council's powers and functions include management and control of the university's affairs, concerns and property. Council acts in all matters that best promote the objectives and interests of the university.

Council committees

Council is advised by the following committees:

- Academic Board
- Audit and Risk
- Finance
- Governance
- Honorary Awards
- Infrastructure
- Nominations
- Remuneration
- Student/Council Liaison Group

Committee membership includes Council and non-Council members with relevant expertise and background.

Council activities in 2024

During 2024, the UTS Council discharged its functions in accordance with section 16 of the UTS Act. At its meetings this year, Council:

- received reports from the Vice-Chancellor on key developments and events including updates on:
  - the UTS 2027 strategy, its progress and the university's performance
  - state and federal government issues
  - the university sector (with a focus on the Australian Universities Accord and the potential cap on international students)
  - our precinct, and
  - internal matters
- received reports from Council committees
- reviewed and approved the 2023 financial statements
- received updates on the Research Strategy, the People Strategy and the Creative Industries Strategy
- received the annual reports on social justice, sustainability, and work health and wellbeing
- approved changes to university rules, delegations and policies
- contributed to the development of the UTS 2030 strategy
- monitored reports on the university performance against the 2024 Corporate Plan
- received reports on the operational sustainability initiative program of work, tracking implementation and scope.

UTS Council members

The UTS Council is chaired by the UTS Chancellor, who is elected by the Council.

The UTS Council comprises 20 elected and appointed members. Members have expertise and background relevant to the university's governance needs.

Chancellor

Catherine Livingstone AC, 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
1 December 2024 to 30 November 2025

Vice–Chancellor and President

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

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 30 November 2024
1 December 2024 to 30 November 2026

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

Members appointed by Council

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
1 November 2023 to 31 October 2027

Dr Jack Steele, BSc(Hons), PhD (UWA)

19 August 2020 to 31 October 2023
1 November 2023 to 31 October 2027

Anne O'Driscoll, FCA, FAICD, ANZIIF (Fellow)

17 April 2024 to 31 October 2028

Richard Fleming, BA (Oxf), MBA (AGSM)

18 April 2024 to 31 October 2028

Elected members of academic staff

Professor Isabella Alexander, Professor, Faculty of Law

1 November 2022 to 31 October 2024

Professor Prabhu Sivabalan, Pro Vice-Chancellor (Enterprise Learning)

1 November 2022 to 31 October 2024

Professor Thalia Anthony, BA LLB (Hons), MCrim, PhD (Sydney) Professor, Faculty of Law

1 November 2024 to 31 October 2026

Dr Robert Czernkowski, BCom (Hons) (Tas), PhD (AGSM) Senior Lecturer, Accounting Discipline Group, UTS Business School

1 November 2024 to 31 October 2026

Elected member of professional staff

Patrick Tooth, Information Services Librarian

1 November 2020 to 31 October 2022
1 November 2022 to 31 October 2024

Fiona Scott, Faculty General Manager, Faculty Management, Faculty of Health

1 November 2024 to 31 October 2026

Elected undergraduate student

Kurt Cheng, enrolled Bachelor of Laws/Bachelor of Communication (Social and Political Sciences)

1 November 2022 to 4 September 2024

Chloe Ferreira, enrolled Bachelor of Economics/Bachelor of Laws

1 November 2024 to 31 October 2026

Elected postgraduate student

Peter Munford, enrolled Juris Doctor (Law)

1 November 2020 to 31 October 2022
1 November 2022 to 31 October 2024

Bhargav Choudhari, enrolled Master of Finance (Extension)

1 November 2024 to 31 October 2026

University Secretary

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

Report by the members of Council 2024

The members of the Council of the University of Technology Sydney (UTS) 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 2024.

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 AC
Professor Andrew Parfitt
Professor Anthony Dooley
Ms Dianne Hill
Dr Jack Steele
Dr John Laker AO
Dr Sue Barrell AO
Dr Lisa O'Brien AM
Ms Kim McKay AO
Mr Antony Riordan
Mr Richard Howes

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

Ms Anne O'Driscoll (commenced 17 April 2024)
Mr Richard Fleming (commenced 18 April 2024)
Professor Thalia Anthony (commenced 1 November 2024)
Dr Robert Czernkowski (commenced 1 November 2024)
Ms Fiona Scott (commenced 1 November 2024)
Ms Chloe Ferreira (commenced 1 November 2024)
Mr Bhargav Choudhari (commenced 1 November 2024)

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

Professor Prabhu Sivabalan (ended 31 October 2024)
Professor Isabella Alexander (ended 31 October 2024)
Dr Patrick Tooth (ended 31 October 2024)
Mr Peter Munford (ended 31 October 2024)
Mr Kurt Cheng (ended 4 September 2024)

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 2024, 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		Finance[1]		Governance[1]		Honorary Awards[1]	
	A	B	A	B	A	B	A	B	A	B
Ms Catherine Livingstone AC Chancellor	6	6	5	5	4	4	4	4	2	2
Professor Andrew Parfitt Vice-Chancellor	6	6	5[2]	5[2]	4	4	4	4	2	2
Professor Anthony Dooley Chair, Academic Board	6	6	-	-	-	-	-	-	2	2
Ms Dianne Hill	6	6	-	-	4	4	-	-	-	-
Dr John Laker AO	6	6	-	-	4	4	4	4	2	2
Dr Sue Barrell AO	6	6	-	-	-	-	-	-	-	-
Dr Lisa O'Brien AM	6	6	-	-	-	-	-	-	-	-
Dr Jack Steele	6	6	5	5	-	-	-	-	2	2
Mr Richard Howes	6	6	-	-	3	3	-	-	2	2
Ms Kim McKay AO	6	6	-	-	-	-	-	-	2	2
Mr Antony Riordan	6	4	-	-	-	-	4	3	-	-
Ms Anne O'Driscoll	4	4	2	2	-	-	-	-	-	-
Mr Richard Fleming	4	4	-	-	-	-	-	-	-	-
Professor Prabhu Sivabalan	5	5	-	-	-	-	-	-	-	-
Professor Isabella Alexander	5	5	-	-	-	-	-	-	2	2
Mr Patrick Tooth	5	5	-	-	-	-	-	-	-	-
Mr Peter Munford	5	5	-	-	-	-	-	-	-	-
Mr Kurt Cheng	4	4	-	-	-	-	-	-	-	-
Professor Thalia Anthony	1	1	-	-	-	-	-	-	-	-
Dr Robert Czernkowski	1	1	-	-	-	-	-	-	-	-
Ms Fiona Scott	1	1	-	-	-	-	-	-	-	-
Ms Chloe Ferriera	1	1	-	-	-	-	-	-	-	-
Mr Bhargav Choudhari	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]		Infrastructure[1]		Remuneration		Student Council Liaison		Total	
	A	B	A	B	A	B	A	B	A	B
Ms Catherine Livingstone AC Chancellor	1	1	4	4	2	2	-	-	**28**	**28**
Professor Andrew Parfitt Vice-Chancellor	1	1	4	4	-	-	-	-	**26**	**26**
Professor Anthony Dooley Chair, Academic Board	-	-	-	-	-	-	-	-	**8**	**8**
Ms Dianne Hill	-	-	-	-	-	-	-	-	**10**	**10**
Dr John Laker AO	-	-	4	4	2	2	-	-	**22**	**22**
Dr Sue Barrell AO	1	1	-	-	-	-	-	-	**7**	**7**
Dr Lisa O'Brien AM	-	-	-	-	-	-	3	3	**9**	**9**
Dr Jack Steele	-	-	-	-	2	2	-	-	**15**	**15**
Mr Richard Howes	-	-	4	4	-	-	-	-	**15**	**15**
Ms Kim McKay AO	-	-	-	-	-	-	-	-	**8**	**8**
Mr Antony Riordan	-	-	-	-	-	-	-	-	**10**	**7**
Ms Anne O'Driscoll	-	-	-	-	-	-	-	-	**6**	**6**
Mr Richard Fleming	-	-	1	1	-	-	-	-	**5**	**5**
Professor Prabhu Sivabalan	-	-	-	-	-	-	-	-	**5**	**5**
Professor Isabella Alexander	-	-	-	-	-	-	-	-	**7**	**7**
Mr Patrick Tooth	-	-	-	-	-	-	-	-	**5**	**5**
Mr Peter Munford	-	-	-	-	-	-	3	2	**8**	**7**
Mr Kurt Cheng	-	-	-	-	-	-	2	1	**6**	**5**
Professor Thalia Anthony	-	-	-	-	-	-	-	-	**1**	**1**
Dr Robert Czernkowski	-	-	-	-	-	-	-	-	**1**	**1**
Ms Fiona Scott	-	-	-	-	-	-	-	-	**1**	**1**
Ms Chloe Ferriera	-	-	-	-	-	-	-	-	**1**	**1**
Mr Bhargav Choudhari	-	-	-	-	-	-	-	-	**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 include those meetings they attended, not those possible or attended by his nominee (if such nomination has occurred).
2. UTS General Rule G1 12(1) proscribes that the Vice-Chancellor will not be a member of the Audit and Risk Committee. Figures represent Vice-Chancellor attendance as a non-member.

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 Council member was not a member of that particular committee.

B: Represents the number of meetings attended by the member.

C. Principal activities

UTS offers more than 130 undergraduate and 210 postgraduate courses across both traditional and emerging disciplines. Our teaching and learning equip graduates with cutting-edge skills and knowledge, preparing them to contribute meaningfully to the workforce of the future. With more than 40 research centres spanning fields such as health, biomedical science, artificial intelligence and sustainability, we drive real-world impact and tackle both national and global challenges.

The university maintains strong partnerships with industry, business, the professions and the local community through collaborative projects, research and events. Our global footprint continues to expand through research collaborations, joint education institutes and a worldwide alumni network.

As a public-purpose institution, UTS is dedicated to driving positive social change — on campus, in the local precinct and beyond. Through student-focused programs, impactful research and innovative teaching, UTS strives 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

UTS continued to make strong progress delivering on its strategic priorities in education and research, with notable impacts in many areas of importance to its communities. The university climbed 2 places to 88th in the world in the QS World University Rankings, the only non Group of Eight in the top 100. It ranked 85th globally (and equal sixth in Australia) in the U.S. News & World Report Best Global Universities rankings, achieved first place in the world for partnering towards the United Nations Sustainable Development Goals in the Times Higher Education Impact Rankings, and remained first in Australia for the fourth year in a row in the Times Higher Education Young University Rankings 2024.

UTS's student experience metrics improved with undergraduate student satisfaction rising above all Sydney universities and above the national average while maintaining first place in NSW and ninth nationally for postgraduate student satisfaction.

In the latest round of Australian Research Council Discovery Projects, UTS was awarded $9.8 million across 18 diverse research projects including green hydrogen, AI thoughts to text, 6G antennas, wastewater surveillance, healthcare provision and gender responsive law-making.

For the second year, we partnered with SXSW Sydney as the Official Education Partner and Conference Workshop Partner, reinforcing our strategic leadership in technology and the creative industries, and providing students internship opportunities with a global festival.

Building on research by the UTS Climate Change Cluster (C3), algae biotech company Algenie secured $1.1 million in early funding from strategic investors to launch a production factory.

The Centre for Social Justice and Inclusion hosted the national Elsie Conference, celebrating 50 years since the establishment of Australia's first women's refuge and the UTS Shopfront program.

UTS celebrated 30 years of partnership with Shanghai University, a collaboration that has driven significant research engagement, student exchanges and the creation of the Sydney Institute of Language and Commerce (SILC) Business School, the most enduring and largest Sino-foreign education institute in China.

Operating result for 2024

The university reported an operating loss of $81 million in 2024 (2023: operating loss of $107 million).

This loss, in line with budget, was reflective of the challenging operating environment. The university has incurred losses for 3 consecutive years following COVID-19 and the initially slow return of international students, reduced domestic student revenue per EFTSL from declining government funding, and a period of persistent inflationary pressures.

In response to these conditions, growth in revenue through the UTS 2027 strategy anticipated a return to surplus by 2027, providing the capacity to deliver strategic priorities in the short to medium term, and time to plan for financial sustainability measures that address some of the structural issues underpinning the losses.

Revenue

Total revenue in 2024 from teaching, research and other activities was $1.31 billion (2023: $1.15 billion). This growth was in line with budget expectations as the return of international students gathered pace and with UTS's strategy to achieve a revenue level that reflects its desired scale and impact.

Teaching revenue rose 13% to $1.0 billion (2023: $0.9 billion) with the return of international students (11% EFTSL growth) and strong domestic student demand (9% EFTSL growth). Teaching revenue growth included price increases of around 4% which mostly offset the increased cost of teaching and inflationary pressures.

International EFTSL revenue was approximately 23% of teaching revenue (2023: 23%), marginally lower than expectations following disruption to student visa processing during 2024.

External research revenue rose 19% to $127 million (2023: $107 million).

Investment income and other revenue represented approximately 6% of total revenue. These funds are re-invested into UTS's education and research initiatives.

Expenditure

Total expenditure in 2024 was $1.39 billion (2023: $1.25 billion).

Employee-related expenses increased 11% to $764 million (2023: $690 million), reflecting a 3% FTE increase to support increased EFTSL levels, increased research activity, wage adjustments of 4% on average, and increased costs in high-cost courses such as STEM and health. Following the Job-ready Graduates changes to the Australian Government's student funding model, additional costs in high-cost courses are not fully recovered, reducing the surplus available for re-investment and adding to cost pressures.

The 14% increase in other costs reflected acquisition costs (agency fees and scholarships) associated with the growth in international students in a highly competitive and price-sensitive market.

UTS has provided for wage remediation obligations that have arisen as a result of our ongoing detailed program of review.

Cash and investments

The university finished 2024 with $404 million in cash and other financial assets (2023: $356 million), excluding unlisted shares. This increase included $53 million in proceeds from the sale of the Blackfriars building in 2024, as well as an ability to fund strategic investments through operational cashflows in line with the Financial Plan.

Investment in opex and capex cashflows in 2024 totalled $68 million (2023: $89 million) across property and technology programs. The university continues to ensure investments are carefully prioritised to be supported by operational cashflow while maintaining the capacity to repay the $300 million bond in 2027.

Borrowings

At December 2024, the university's total borrowings, excluding lease liabilities, were $299 million at fair value (2023: $299 million) represented by the bond. There was also $200 million in revolver credit facilities which remain undrawn (2023: $200 million undrawn).

Context and outlook

The operating environment for the university sector has remained challenging and, while the fundamentals of UTS remain strong, further constraint on revenue growth is expected from future government policy settings and geopolitical uncertainty.

In 2024, the sector was advised of significant changes in government policy on commencing international students and, though these changes are still to be clarified, the anticipated constraint on revenue growth will reduce UTS's capacity to return to surplus without significant reductions in expenditure in coming years.

The UTS 2030 strategy, due to be finalised in 2025, will respond to this challenging environment and provide financial sustainability to achieve UTS's vision to be a leading public university of technology, recognised for its global impact. In line with the strategy, UTS is evaluating its cost structures and adapting its operating model with the aim of returning to surplus by 2027. This will allow for repayment of the bond and provide the capacity to make the prudent investments to ensure excellence in UTS's education and research.

UTS will also continue to work with peak bodies to advocate a way towards a financially sustainable university sector.

E. Matters subsequent to the end of the financial year

On 1 January 2025, UTS became the sole member of AustLII Foundation Limited.

No other 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 2030 strategy.

G. Environmental reporting

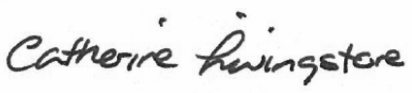
The university is not subject to any particular or significant environmental regulation under either Commonwealth or state legislation. However, the university believes that adequate systems are in place for the management of environmental requirements and is not aware of any breach of those environmental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

I. Declaration

This report is made in accordance with a resolution dated 16 April 2025 of the members of the Council of the University of Technology Sydney.



Ms Catherine Livingstone AC

Chancellor

Sydney

16 April 2025

Strategy

Moving beyond UTS 2027

2024 year marked the final year of the implementation of the 2022–2024 strategic plan and its 5 strategic initiatives:

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

This strategic plan, which outlined the second transformation phase of the UTS 2027 strategy, supported our vision to become a leading public university of technology recognised for our global impact by 2027.

2024 performance

Our review of 2024 strategic performance shows that we have largely achieved our UTS 2027 vision:

- We rose to 88th in the QS World University Rankings 2025, with research excellence, a commitment to sustainability and reputational gains being key to our place in the top 100.
- We retained our place as Australia's number one young university in the Times Higher Education Young University Rankings.
- 2024 was another record year for external research income of $127 million across all categories (1 to 4).
- We achieved 1st place ranking in the Times Higher Education Impact Rankings 2024 for our contribution to the United Nations Sustainable Development Goal (SDG) 17 'Partnerships for the Goals'.
- Other notable 2024 achievements included our responses to the introduction of regulation around the ethical use of AI, widening participation, and sexual harm and harassment prevention and response, each of which have been recognised by peers and industry as sector leading.

In this context, and after consultation with staff, students and partners throughout 2024, a new strategy, with a new 2030 strategic horizon, was formalised by UTS Council in March 2025.

UTS 2030

UTS 2030 is the university's new 5-year strategy. It has its foundation in UTS 2027 but also responds to our changing environment. It acknowledges the resource constraints and changes to the higher education sector that will be an ongoing feature of the coming years and sharpens our focus through 4 strategic priorities that will reinforce and amplify the impact we have on the communities we serve.

It is built on the attributes our community has cultivated since its inception, and they frame the following principles, which we will use to guide our strategic choices:

- **Inclusive**: We foster a diverse community, committed to social justice and advancing the economic, social and cultural prosperity of our communities.
- **Sustainable**: We shape a future that addresses the challenges of climate change and environmental degradation through our commitment to contributing to an equitable and just future.
- **Collaborative**: We support our staff to excel and innovate, nurturing a culture of positive partnership that delivers mutual benefit across disciplines, with our students, with other universities, and with external partners.
- **Globally connected**: We lead research into responsible use of technology across traditional and emerging disciplines for positive global impact, while remaining anchored in the needs and contributions of our local communities.
- **Championing Indigenous excellence**: We recognise that self-determination by Indigenous Australians leads to excellence in Indigenous education and research and responsible, respectful engagement with Indigenous Knowledges and Knowledge Systems which benefits the entire community.

We remain steadfast in our vision of being a leading public university of technology recognised for our global impact.

To achieve this vision, we will focus on 4 strategic priorities with the aim to be:

- **A creative and innovative university** – As a research-intensive university creativity and innovation are an essential part of what we do, and we must ensure we are in the best position to elevate and use these intrinsic attributes.
- **A connected and engaged university** – Deep connections with industry and community have always been part of our unique history and identity. We understand that mutually beneficial collaborations are the best way to magnify and accelerate impact, today and into the future.
- **A student-centred university** – We will support and enable our students to thrive in all stages of their educational journey.
- **A resilient and agile university** – Our excellence in teaching and research is underpinned by how we operate. We will continue to evolve to provide an environment that meets the dynamic needs of our students, staff, industry and global community.

Through these strategic priorities and the programs within them we will create transformative change to elevate our people and amplify our community's intrinsic creativity and innovation, ensure our campuses are safe, inclusive, vibrant centrepieces for student life and collaboration, and work across disciplines and with diverse communities to develop solutions to society's big challenges through our research, teaching and practice.

Operations and performance

Lifetime of learning

By the end of 2024, we aim to have built scale and growth in our lifetime learning offering, with a focus on supporting our learners through their career pathways and meeting future workforce needs. Our learner centric approach will be embedded in our systems and processes enhancing learner experience and engagement.

We had considerable success under this initiative in 2024.

Student experience

The UTS Student Experience Framework (SEF) remains at the heart of our mission to enhance the student journey at UTS. This framework promotes a comprehensive approach to student success, focusing on 4 essential pillars: academic engagement, wellbeing, belonging and partnership.

Our student experience team made significant strides in revitalising the student orientation program and improving our digital onboarding communications to better cater to students' needs. This initiative will continue throughout 2025 as we seek to integrate more personalisation and automation into our onboarding processes.

Collaborating closely with both staff and students, the team began the process of co-creating a new student voice framework. This will offer students more opportunities to provide real-time feedback on UTS systems, processes and services, ensuring they respond to evolving student needs. Further, we are developing an evaluation framework to assess and measure the impact and effectiveness of our student experience initiatives. This will help us identify and prioritise areas for improvement.

Digital global growth

In 2024, UTS created and approved the digital global growth approach to offshore learning. This new approach aims to lay the foundation for scalable online learning in targeted markets and modes. The first program to be launched, in 2025, is a strategic partnership with CinLearn.

Underlying this initiative is a broader need to take a digital-first approach to our curriculum, for both on and off campus students. The focus is on digital literacy for staff and students, wedded to the integration of generative AI (GenAI) in the curriculum and in assessment.

Curriculum design

In late 2024, UTS launched its new curriculum management system, CourseLoop, for our students. This implementation has significantly enhanced the efficiency and effectiveness of curriculum management, resulting in improved educational experiences for both students and staff.

Throughout the year, the curriculum transformation project made significant progress in providing a sustainable approach to teaching and learning at UTS. This project focused on clarifying and reshaping course and curriculum design, emphasising assessment reform, and integrating strategic initiatives, including the ethical use of GenAI.

Ethical use of AI

The University Leadership Team endorsed an AI Statement of Intent, which was developed in consultation with experts from across the university. This statement highlights our approach to integrating AI into our learning and teaching, research, and processes and systems.

To support our students and teaching staff in using GenAI responsibly and ethically, we have continued to develop relevant resources. We launched an 'Introduction to GenAI' short-form learning specifically for teaching staff, as well as another module designed by and for students.

Connected research

By the end of 2024, through our focus on research translation, we will have grown our research profile, augmented our research impact and increased external funding by business and industry. Our staff and students will be involved more deeply in industry and entrepreneurial experiences, supporting graduate development, career progression and industry needs.

This initiative delivered against its objectives this year. UTS has a thriving community of researchers — our students, staff and partners — who produce research with impact and of real benefit to society.

We had another record year for external research income (ERI) with $127 million across all categories (1 to 4).

Research excellence

We rose to 88th in the QS World University Rankings 2025. A focus on research excellence, as measured by research citations per faculty, was a key reason for our result.

Research translation

We worked this year to ensure that research translation at UTS is an explicit and deliberate undertaking.

We completed our research translation plan in 2023. This year, we further cemented our commitment to research translation and embedded governance arrangements into the Research Policy, approved a new Intellectual Property and Research Translation Procedure and developed terms of reference for a new Research Translation Advisory Committee.

After last year's algae research translation pilot, we successfully executed a commercial agreement with Algenie for the commercialisation of efficient algae bioreactors and elite algae strains.

Research concentrations

We worked this year to expand cross-university membership of our research centres. In support of this, we continued to formally review our centres that have reached the end of their 3-year review cycle.

An example of a new cross-disciplinary collaboration formed in 2024 is the Green Infrastructure Lab, which brings together industry and researchers across disciplines to further research into nature-based solutions for urban environments.

We also provided dedicated support for the development and visibility of our research concentrations. As a result, we saw an increased number of UTS research groups come forward throughout the year expressing interest in pursuing research concentrations, in particular in the form of research networks.

All UTS research concentrations now have online group profile pages, which are available both internally and externally.

Success stories for our research concentrations include:

- The UTS Robotics Institute secured substantial funding through the award of $5 million over 5 years for the Australian Research Council (ARC) Research Hub for Human-Robot Teaming for Sustainable and Resilient Construction. This program of work has been put together with increased cross-university collaboration in its design, bringing together researchers from the institute and the Faculty of Engineering and Information Technology with a cohort from the Faculty of Design, Architecture and Building.
- The UTS Ageing Research Collaborative (UARC) significantly influenced the development of the new federal Aged Care Act (to commence in July 2025). UARC's detailed sector reporting and submissions to the Department of Health and Aged Care have led to notable amendments in the development of the Act, including enhanced whistleblower protections and refined definitions of high-quality care.

Knowledge exchange

Knowledge exchange is an integral part of UTS's research ecosystem.

In support of our endeavours in this area, we hosted Professor Trevor McMillan OBE, Vice-Chancellor of Keele University and lead on the United Kingdom's Knowledge Exchange Concordat, to work with key stakeholders at UTS to help identify opportunities and capabilities. The Knowledge Exchange Concordat was established in the UK to enhance collaboration and knowledge sharing between academia, industry and other stakeholders. It aims to facilitate the exchange of knowledge, expertise and resources to foster innovation, economic growth and societal benefits.

Global partnerships

In 2024 we focused on developing relationships with global partners for large-scale projects.

The Faculty of Science established the Global Forensic Science Alliance with Florida International University, Université du Québec à Trois-Rivières, University of Dundee and University of Lausanne. This new alliance brings together 5 of the world's leading universities in forensic science to tackle the crimes of tomorrow with shared research and education initiatives.

And, in Vietnam, the Faculty of Engineering and Information Technology established a Joint Research Centre – AI Hub – with Hanoi University of Science and Technology. The hub will promote collaboration between the 2 universities in applied AI research.

Work will continue in 2025 to explore potential partners in Europe for transnational funded projects.

Achievements

Research achievements in 2024 included:

- Distinguished Professor Guoxiu Wang received a $3.6 million ARC Industry Laureate Fellowship to explore how to combat the self-combustion of ultrahigh performance batteries to make them safer and support the renewable energy transition.
- Professor Karu Esselle received the 2024 NSW Premier's Prize for Science and Engineering Leadership in Innovation.
- Jiayan Liao, UTS Chancellor's Research Fellow in the Faculty of Science, was awarded the 2024 NSW Premier's Prize for Science and Engineering in the Early Career Researcher of the Year (Physical Sciences) category.
- Associate Professor Nicholas Hart won the 2024 Outstanding Mid-Career Researcher Award at the NSW Premier's Awards for Outstanding Cancer Research.
- Professor Amir H Gandomi was awarded the prestigious IEEE TCSC Award for Excellence in Scalable Computing in recognition of his outstanding contributions to the development of scalable AI for data analytics and optimisation.
- Dr Xuan Li, UTS Chancellor's Research Fellow in the Centre for Technology and Wastewater, won the Royal Society of NSW Ida Browne Early Career Medal 2024.
- Dr Jennifer Matthews, UTS Chancellor's Research Fellow in the Climate Change Cluster, was awarded a Royal Society of NSW Early Career Research and Service Citation.
- Professor Daryle Rigney, Professor and Director, Indigenous Nations and Collaborative Futures Research, was made a Fellow of the Australian Academy of Humanities.
- Professor Meera Agar won the Advocacy Award and Dr Jiayan Liao won the Discovery Award at the Research Australia 2024 Health and Medical Research Awards.

Distinctive identity

By the end of 2024 we will be in high demand by students and learners seeking a transformational education experience, recognised for our positive impact, commitment to technology that improves society, the planet and the professions; known for our capability in innovation, transdisciplinarity and entrepreneurship.

UTS has firmly established itself as a university with a distinctive identity that embraces creativity, innovation and technology, embedding these attributes into its collaboration with industry and the community.

External engagement and partnerships

Strategic engagement efforts within this initiative are enhancing partnerships across industry, government and the public.

In response to the recommendations made in our 2023 external engagement review, a new External Engagement and Partnerships Division was established this year, led by Deputy Vice-Chancellor (External Engagement and Partnerships) Dr Alana Piper.

New digital presence

Work on the new UTS website has well advanced. The new website will deliver an improved online experience reflecting our distinctive identity and resulting in better engagement and brand awareness when launched in March 2025.

Creative industries

We finalised and endorsed our creative industries strategy this year. A key component of the strategy is the establishment of a creative industries faculty. Work was undertaken with the 3 faculties that primarily support the creative industries at UTS – Arts and Social Sciences; Design, Architecture and Building; and Engineering and Information Technology – to manage consultation on the new faculty to ensure we realise our aspirations in this area.

Enterprise learning

Enterprise learning (EL) continued its steady growth with a 20% year on year increase delivering tailored upskilling to over 50 different organisations. A targeted 'Plus UTS' branding campaign doubled traffic to the EL website this year.

UTS Startups

The UTS Startups community continues to thrive with 601 active startups at the end of the year.

We launched a new UTS Startups Growth Funding program that provides eligible startups with opportunities to receive mentorship, gain access to valuable resources and compete for the chance to pitch for $100,000.

Our Practical Entrepreneurship Program, which allows high school students to start their entrepreneurship career while at school, received NSW Education Standards Authority approval in 2024. Seven hundred high school students completed the pilot program this year.

The second UTS Startups Summit, held at the ICC Sydney, provided year 9 and 10 high school students with an overview of how tech skills can lead to careers in a range of industries. Students heard from young entrepreneurs at UTS about their journey and work, with live demonstrations showcasing use of AI and technology.

Social impact

2024 has been a big year for Shopfront and UTS SOUL, our programs where students are given the opportunity to gain real-world experience and make a meaningful difference in the community sector.

Nearly 2200 students undertook a coursework project with a client and 3734 students undertook a project and engaged in Shopfront modules as part of their course. This was up from 1900 in 2023. The number of clients that Shopfront works with also increased from 49 to 84 in 2024; almost doubling our impact in small to medium community organisations.

The SOUL program also grew in 2024. Five students received a new social activation grant that was introduced to support student leadership in social impact. Project areas included helping international students, conducting STEM workshops for girls, and distributing food to support students with cost of living.

This year, 1439 new students registered for the SOUL program, nearly double the number of students (751) recruited to the program in 2023. A total of 19,604 social impact action hours were logged with 251 community organisations.

The SOUL program will look to broaden its opportunities for students in 2025 by including networking and career support to enhance student experience and prepare our students for life beyond university.

Sustainable partnerships

By the end of 2024, our staff will have the systems, tools, processes, support and capabilities to collaborate and deliver partnership outcomes. UTS will be a partner of choice, delivering mutually beneficial outcomes for our growing community of learners, donors, industry and community partners.

Precincts and creative partnerships

UTS again partnered with South by Southwest (SXSW) Sydney.

As the official education partner and conference workshop partner, UTS hosted panel discussions, workshops, live music and interactive sessions on campus.

UTS speakers included renowned climate scientist Professor Chris Turney, accounting educator and YouTube star Associate Professor Amanda White OAM, behavioural data scientist Associate Professor Marian-Andrei Rizoiu, tech policy expert Sophie Farthing and UTS alumnus social entrepreneur and restaurateur Shaun Christie-David, founder of Plate It Forward, a Sydney-based collective of social impact restaurants that provide food relief, training and employment opportunities for people in need.

UTS students had special access to the festival via wristbands to gaming, music and screen events, as well as the opportunity to win tickets to attend the full conference. Some UTS students received SXSW internships and worked directly with SXSW Sydney partnerships, conference programming and event operations teams.

Estimated foot traffic on campus during the festival was an additional 4500 people. The Gaming Hub in the UTS Great Hall attracted more than 5300 participants; the opening night Platinum Party in the Great Hall hosted 400 people; and The Underground became home to Rolling Stone, offering 5 nights of music within the music showcase.

Industry partnerships

We continued to partner with industry to address the challenges of today and position NSW and Australia as leaders in innovation. In March we launched the TPG-UTS Network Sensing Lab; a world-first lab using cutting-edge technology to deliver real-time flood and storm intelligence. This timely initiative with TPG Telecom, the NSW State Emergency Service and led by Distinguished Professor Jay Guo of the UTS Global Big Data Technologies Centre aims to revolutionise the approach to flood risk management for emergency personnel.

UTS signed a 5-year strategic partnership with HeraMed, focused on care and wellbeing of women and babies. And we renewed a memorandum of understanding with the City of Sydney and progressed several potential partnerships for 2025.

The SME@UTS team focused on growing the number of small and medium enterprises (SMEs) engaging with students and academics and using UTS infrastructure. Five futuremap workshops, which use a business diagnostic tool to help SMEs assess and understand their capabilities, were conducted. Reports associated with these workshops were submitted to the NSW Department of Education, the NSW Boosting Business Innovation Program, and the Australian Industry (Ai) Group.

Alumni

In 2024, the UTS alumni community grew to over 280,000 graduates globally. The university continues to build alumni networks both in Australia and internationally. The number of engaged alumni increased in 2024, exceeding the target of 5.4% with a year-end engagement score of 7.8%.

The Global Alumni Network on LinkedIn has grown by 40% since 2023, now reaching 14,000 members.

Locally, the 2024 UTS Alumni Awards Gala Dinner attracted 170 distinguished alumni, staff and guests, with alumni award winners celebrated for their contributions to the professions and society. We held a reception for 120 of our Friends of Distinction; supporters of the university's vision with a strong and unique connection to UTS. And our UTS Young Alumni program events received over 500 registrations in 2024. Other significant UTS Alumni activities in 2024 included:

- Establishment of the UTS UK/EU Advisory Board to provide strategic support in building and sustaining a thriving community of alumni and friends in the United Kingdom and Europe.
- The second annual UTS Alumni Forum in Sydney brought together 10 leading academics in AI and health together with UTS Ambassadors to develop a vision for the future of AI and health innovation.
- Two international alumni events were held in China with 300 alumni and panel discussions by UTS academics and local alumni. Senior alumni participated in a UTS Vietnam Symposium and a reception for alumni and friends was held in Hanoi attracting almost 100 guests.

Philanthropy

At year end, donations and bequests received totalled $18.1 million (2023: $16.9 million). This result reflects an increase in partnerships with individual academics and faculties and units for the benefit of our students through scholarships, research and other important community programs led by UTS.

Total philanthropic gifts secured for the National First Nations College stand at $12.4 million.

The inaugural National First Nations Scholarship, sponsored by the Woolworths Group, was awarded this year. The scholarship sets a new standard for how Indigenous scholarships can be awarded. First Nations people can apply, whether completing high school or considering university as a mature-age student. The scholarship is offered before classes start, ensuring recipients can enrol in university without financial concerns.

Other philanthropic highlights included:

- In collaboration with the Faculty of Engineering and Information Technology a second gift of $387,000 was secured from the Garnett Passe and Rodney Williams Memorial Foundation for Associate Professor Nham Tran's research into oropharyngeal cancer patients.
- In collaboration with the Faculty of Law, Professor Nola Ries was awarded $420,000 from the Wicking Trust for an ageing and end-of-life project.
- The Rebecca L. Cooper Medical Research Foundation awarded $1 million each to Dr Jiao Jiao Li and Dr Gang Liu, 2 next-generation UTS biomedical researchers. Awarded through the 2025 AI and Val Rosenstrauss Fellowships, the gifts will support research aimed at improving the lives of those suffering from joint and respiratory diseases.
- The Snow Foundation contributed $200,000 to the UTS Business School to fund the development of a new longitudinal study. The project, led by Dr Anne Summers AO, will seek to obtain key data on social issues related to domestic violence. Another $15,000 gift was made to the Elsie Conference in support of 50 years of women's refuges in Australia.
- The Brian M Davis Charitable Foundation made a $435,000 pledge to the Centre for Social Justice and Inclusion to help fund the Strengths-Based Tertiary Pathway project. This initiative aims to redesign entry pathways for students from low-SES backgrounds by focusing on their skills and capabilities.
- The Kyndryl Foundation made a $513,000 gift, enabling UTS to empower non-profits to strengthen their cybersecurity practices, ultimately contributing to a more secure and inclusive digital environment.

Working together

By the end of 2024 our people will enjoy exciting, productive work and attractive career pathways enabled by our people-centred and digital first approach to our spaces, services, processes, tools and systems.

The People Strategy and the Learning and Development Strategy initiatives focused on improving staff experience and developing leadership capability.

Staff Pulse Survey

Our staff survey is crucial for understanding and improving staff engagement and wellbeing. The feedback we received in 2024 led to local area action plans and is reflected in the University Leadership Team's approved strategic projects, including a new leadership academy and a revised approach to internal communications.

Staff enhancements

Our Information Technology Unit and People Unit collaborated on the development of a systems catalogue to improve staff visibility of systems available at UTS. We soft launched the catalogue in late 2024 with a wider roll-out planned for 2025.

In 2024, the People Unit focused on developing early and emerging leaders, heads of schools, and enhancing the UTS capability framework.

LEAD Program

The UTS LEAD Program focused on nurturing emerging and early career leaders, providing them with the tools and support needed to make an impact in their leadership roles and career progression. By investing in their development, the program equipped these leaders with essential capabilities to effectively assume leadership responsibilities and contribute to UTS's strategic goals.

Heads of school program

The heads of school development program, launched in August 2023, was designed to enhance leadership capabilities by focusing on essential skills and mindsets to support effective leadership approaches. In 2024, the People Unit delivered masterclasses on managing change, facilitating quality conversations and understanding key business aspects of UTS, such as funding streams and budget cycles.

Capability Framework

In 2024, we focused on building a capability framework. This initiative involved extensive consultations with both academic and professional staff to ensure a holistic approach. The feedback and insights gathered during these consultations have been instrumental in shaping the framework. This work will continue into 2025 to ensure that we develop a solution that is fit for purpose and meets the evolving needs of UTS.

Academic performance

This year we launched a new SharePoint site to streamline the academic promotions process and provide clear guidance for staff. Additionally, we implemented an academic work planning tool to enhance user experience, centralisation, efficiency and governance.

AI developments

The Data and AI Strategy has been drafted and endorsed. UTS will communicate the strategy to its community in early 2025.

We continued to use AI this year. Predictive AI was deployed to support recruitment and GenAI was deployed to support the curriculum management modernisation program.

Bots are being developed to support our staff and students. We also continued our pilot of Office 365 Copilot, which has created efficiency savings for the 200 pilot users.

Management and accountability

Risk management

In 2024, UTS further enhanced its enterprise risk management framework, which aligns with international standards (ISO 31000:2018, Risk Management — Guidelines). This framework continues to support all aspects of university operations, including academic activities, research, change initiatives, financial planning and legal compliance.

Building on the progress made in 2023, UTS has strengthened its risk maturity by adapting to evolving operational and external risk landscapes. Through a continued focus on fostering a risk-aware culture, the university has improved decision-making processes, enhanced asset protection and reinforced stakeholder confidence.

In 2024, all staff members at UTS continue to play a vital role in risk management, ensuring that risks are identified, assessed and managed within the university's defined risk appetite. By fostering a culture of informed risk-taking, UTS has strengthened its ability to navigate challenges and drive innovation and sustainable growth and success.

UTS continued to advance its enterprise risk management framework this year by building on improvements made in 2023. Key enhancements include:

- expanded periodic external threat landscape scans to proactively identify emerging risks and strengthen resilience
- refined the risk taxonomy to cover strategic, operational, academic and compliance risks
- further strengthened risk governance with clear roles and responsibilities of UTS Council and its committees and the University Leadership Team in risk oversight and monitoring effectiveness of risk mitigation strategies
- increased on-the-job training of staff on risk management during periodic risk and opportunity review processes.

In 2024, UTS further advanced its synergistic approach to integrate insurance as a financial protection against risks. This allowed UTS to strengthen risk mitigation strategies that balance prevention, control and financial protection for risks that cannot be fully mitigated.

UTS maintains a comprehensive insurance program to cover the university and its controlled entities. These include:

- financial lines (including directors and officers, cyber, medical malpractice, commercial crime, professional indemnity, employment practices liability)
- public, products and environmental liabilities
- property and asset protection and business interruption
- accident and health (including travel insurance)
- staff and students international health and security management through International SOS.

Academic Freedom and Freedom of Expression Attestation Statement

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

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

UTS respects and promotes academic freedom and freedom of expression 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 academic freedom and freedom of expression as paramount values that meet the requirements of the Model Code.

In an environment of heightened tensions in the Middle East, and considering the impacts on our local community, in 2024 UTS took a range of measures to ensure the safety and wellbeing of our community, while supporting the right for students and staff to express their opinions and contribute to public debate.

Over the last 12 months UTS has reviewed its governance settings to better manage safety in the context of protests and demonstrations and clearly articulated its expectations of staff, students and the broader university community. In providing this statement of attestation, UTS reiterates its commitment to academic freedom and freedom of expression, while safeguarding student and staff wellbeing.

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 2024, 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	2023		2024	
	Female	Male	Female	Male
Band 4 (Vice Chancellor)	–	1	–	1
Band 3 (Provost)	1	–	1	–
Band 3 (Deputy Vice-Chancellor)	2	2	3	1
Band 3 (Chief Operating Officer)	–	1	–	1
Total	**3**	**4**	**4**	**3**

Band[1]	Range	2023	2024
Band 4 (Vice-Chancellor)	$900,000–$999,999	1	1
Band 3 (Provost, Deputy Vice-Chancellor and Chief Operating Officer)	$500,000–$699,999	6	6
Total		**7**	**7**

1. Bands are reflective of total remuneration (inclusive of base salary and superannuation, and, where applicable, performance payments).

Legal change

New legislation

Responding to the Australian Universities Accord Final Report

The Australian Government made changes to the Higher Education Support Act 2003 and other related legislation to respond to the recommendations of the final report of the Australian Universities Accord Review. The changes:

- require higher education providers to ensure that 40 per cent of the Student Services and Amenities Fees (SSAF) revenue they collect from students is provided to student-led organisations
- affect the way HELP indexation is calculated to use the lower of either the consumer price index or the wage price index backdated to the 2023 and 2024 indexation years
- establish a Commonwealth Prac Payment from 1 July 2025 for student teachers, nurses, midwives and social workers
- provide greater opportunities for more people, especially those from underrepresented backgrounds, to participate in higher education by delivering FEE-FREE Uni Ready courses.

The Australian Government also amended the Ombudsman Act 1976 to establish the National Student Ombudsman as a new statutory function of the Commonwealth Ombudsman to deal with complaints about, and conduct investigations into, actions of higher education providers. The new Ombudsman is able to take complaints from 1 February 2025.

Changes to process offshore student visa applications

On 18 December 2024, the Assistant Minister for Citizenship and Multicultural Affairs made Ministerial Direction 111 (Order for considering and disposing of offshore Subclass 500 (Student) visa applications). The ministerial order introduces new arrangements for processing offshore subclass 500 (student) visa applications. It provides an order of priorities for considering and disposing of applications, whereby each higher education and VET provider is allocated a priority threshold. The priority threshold is set at 80% of the indicative allocation of new overseas student commencements as calculated by the Department of Education in late 2024. Applications are processed as high priority as long the providers remain below their priority threshold, and move to standard priority once the threshold is exceeded.

Changes to Australia's national security laws

The Australian Government implemented significant changes to export controls laws through amendments to the Defence Trade Controls Act 2012. The amendments implement Australia's commitments under the AUKUS agreement, including removing the need to obtain a permit for supply of most controlled items between Australia, the United Kingdom and the United States. The amendments also introduce 3 new serious criminal offences for engaging in certain conduct related to items on the Defence and Strategic Goods List (DSGL) without a permit, unless an exception applies.

UTS has audited existing research projects to ensure compliance and modified the research project risk assessment process to identify any new projects that may require permits.

The Australian Government also amended the Defence Act 1903 to create the Safeguarding Australia's Military Secrets program. The changes establish a framework to regulate the work that certain former defence staff members (foreign work restricted individuals) can perform without a foreign work authorisation; and the training that Australian citizens and permanent residents, other than foreign restricted individuals, may provide without a foreign work authorisation. The requirement for a foreign work authorisation strengthens Australia's security by preventing individuals from disclosing or exploiting classified military or related information. General and targeted information has been circulated to staff as to how to comply with this new legislation.

The government also amended the Australian Research Council Act 2001 to grant the minister the power to terminate a funding approval of an organisation for reasons of the security, defence or international relations of Australia. The minister will also have the power to direct the board not to approve a grant, or to terminate funding to research grants, based on national security concerns.

New foreign bribery offence

The Australian Government has strengthened the legal framework by introducing a new strict liability offence for failing to prevent foreign bribery through amendments to the Criminal Code Act 1995. As a defence, body corporates, including universities, will need to prove they adopted adequate procedures to prevent the bribery. UTS has amended relevant policies and procedures to respond to the new offence.

Fair Work Legislation Amendment (Closing Loopholes) Acts

The Australian Government's 'Closing Loopholes' workplace reforms are being enacted through amendments to the Fair Work Act 2009 and related legislation. Key changes which came into effect in 2024 affecting the higher education sector include:

- a new 'right to disconnect' for employees to refuse to read, respond or monitor communication from employers or third parties outside their paid working hours unless that refusal is unreasonable
- changes to the definition of 'casual employee' mean that a broader range of matters must be taken into consideration when determining whether an employee is a casual employee or not
- a new 'employee choice pathway' for eligible employees to change to full-time or part-time (permanent) employment if they want to.

New industrial manslaughter laws

The NSW Government introduced a new industrial manslaughter offence under the Work Health and Safety Act 2011. Significant penalties now apply for conduct that causes the death of a worker, with fines of up to $20 million for companies and up to 25 years' imprisonment for individuals.

Significant cases

Significant cases affecting the higher education sector in 2024 include the following.

TEQSA v Chegg Inc

Enforces academic integrity laws and sets a precedent for regulatory action against academic cheating services, thereby protecting the quality and reputation of higher education in Australia.

Hove v University of Western Australia [2024] WASCA 37

Affirms the importance of education providers ensuring that they follow their internal procedures and provide procedural fairness when deciding whether to exclude students from enrolling in practical clinical units.

Fair Work Ombudsman v University of Melbourne [2024] FCA 330

Illustrates the importance of protecting casual academic employees' workplace rights. Universities must ensure that employees can make complaints or inquiries about their employment without fear of adverse action. The penalties imposed by the FWO will serve as a deterrent to other institutions, emphasising the need for compliance with workplace laws and the fair treatment of casual employees at universities.

University of Sydney v National Tertiary Education Industry Union [2024] FCAFC 57

Highlights the need for clear guidelines and standards for academic conduct, particularly in relation to public commentary, and emphasises the importance of ensuring that disciplinary actions are based on well-defined and consistently applied standards to avoid potential legal challenges.

GGG v University of Sydney [2024] NSWCATAD 264

Underscores the need for universities to ensure that their actions, particularly those involving the collection and use of employee information, comply with relevant privacy laws and emphasises the significance of clear and transparent communication between universities and their employees regarding external interests and potential conflicts of interest.

Cybersecurity

UTS recognises that having strong cybersecurity capabilities enables the organisation to achieve its priorities in a safer manner. UTS maintained its focus on enhancing its cybersecurity posture and maturity during 2024, building on the robust foundations established during previous years.

The Chief Information Security Officer reported to the Audit and Risk Committee every meeting (5 during the year), and management also presented a report to the UTS Council. These reports cover progress made in delivering the comprehensive cybersecurity roadmap and call out any changes in the cyber risk environment driven by either internal or external influences.

UTS experienced no significant cybersecurity incidents in 2024. Due to improved detection and monitoring capabilities the cyber team were able to detect a few concerning behaviours early and responded effectively to reduce the risk exposure. Examples include UTS websites that may lack protective features or older non-secure devices running on the UTS network that required removal or remediation activity.

The critical area of 'cyber aware people' saw a new emphasis in 2024 with the creation of a new manager role focused on cybersecurity engagement and awareness. This increased the capacity for relevant outreach activities across UTS involving faculties, business units, events and tailored sessions, and a refresh of the cybersecurity champions network, which has been running for 18 months.

Selected 2024 milestones include:

- as part of the wider Information Technology Unit (ITU) operating model changes, the cybersecurity team redefined its roles and converted a few critical positions to continuing roles. This provides increased stability and continuity in building resilience within the team
- conducted multiple engagement sessions with faculty and business unit leadership teams and town halls to spread cyber safe behaviours and tailor activities to local requirements
- delivered a significant uplift in security for access of guest users into the UTS Teams environment by reviewing and deleting unused access and introducing multifactor authentication to all guest users
- strengthened the security around multifactor authentication for all UTS staff by shifting away from the SMS option to using a more robust method (this process has also commenced for all UTS students)
- greatly improved email security across UTS through the implementation of domain-based message authentication, reporting and conformance (DMARC), which is an increasingly mandatory requirement for email to flow smoothly between organisations
- published 2 new information security directives to include necessary updates and changes
- delivered the secure reference architecture framework and associated security designs, which are a substantial step towards embedding security by design within IT solutions and services
- undertook improvement work with the managed Security Operations Centre to increase detections tailored to a university environment and effective triage and alerting, and
- implemented the Centre for Internet Security benchmark controls for ITU assets to improve cybersecurity controls to protect against cyber threats.

Land disposals

UTS sold Blackfriars land and building in September 2024 for $53,164,000. The funds from the sale were subsequently invested in UTS managed funds, Australian Ethical Limited.

Overseas travel and promotion

UTS paid $8,508,000 for overseas travel in 2024 (compared with $8,965,000 in 2023). 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.

Privacy

UTS is bound by the 12 information protection principles contained within 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 within 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 1 September 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 Regulation (GDPR), China's Personal Information Protection Law (PIPL), or other cross-jurisdictional privacy laws in other countries, may apply to data in some limited activities.

How UTS manages personal and health information

The management of personal and health information is primarily 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 about:

- UTS policies and practices that govern privacy
- details of information and training programs for staff
- how UTS will comply 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 public website. Privacy is also supported by the Data Breach Policy, Data Governance Policy, Records Management Policy, Artificial Intelligence Operations Policy and other activity-based policies which may include privacy requirements where appropriate.

More specific information may also be provided through privacy notices (collection statements) provided at the time an individual's information is being collected. These notices will explain what is being collected, how that information will be used, if it is expected to be disclosed and an individual's rights. Key privacy notices are located on the university's website footer.

Activities during 2024

- We continue to focus on building privacy into information system design and development as part of the project planning stage. Privacy is considered of high importance by project teams where a new system may involve personal or health information.
- Our Privacy Contact Network continued with 2 sessions held for our privacy champions across the university.
- Further work has been undertaken to streamline and refine our privacy content and transparency communications, in particular in consolidating key privacy notices. Our student focused notices were reviewed in 2024 along with the privacy content in our Student Declaration. As a result, relevant privacy content was consolidated into a newly deployed Student Privacy Notice that covers both applicants and students. This work aimed to improve transparency and reduce duplication, making it easier for students to understand how their information will be handled. Further work in streamlining privacy notices and content will continue into 2025.
- We continue to improve data retention by reviewing records and data collections to ensure they can be destroyed when they are no longer required to be retained, and ensuring they are stored in appropriate systems while ongoing retention is required.
- The new Mandatory Notification of Data Breach (MNDB) Scheme under the PPIP Act, introduced in late 2023, was applied to incidents identified in 2024. Potential data issues were considered in line with the Data Breach Policy, and notification obligations were assessed and applied where required.
- An annual review of the Data Breach Policy was conducted with minor amendments applied in November.

Internal reviews

We completed 2 formal privacy internal reviews during 2024 under section 53 of the PPIP Act. These reviews were conducted within the required timelines and framework of the university's obligations under the PPIP Act.

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. 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.
- Partnerships: In response to information requests during 2024, information about defence-related partnerships was proactively released and is available on our website.

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 2024, UTS received a total of 14 access applications, of which 7 became valid access applications.

No applications processed in 2024 were carried over from 2023, and no access applications received in 2024 were still being processed into 2025.

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
Media	0	0	0	0	0	0	0
Members of parliament	0	0	0	0	0	0	0
Private sector business	0	0	0	0	0	0	0
Not–for–profit organisations or community groups	1	1	0	1	0	0	0
Members of the public (application by legal representative)	0	0	0	0	0	0	0
Members of the public (other)	2	3	1	3	2	1	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
Personal information applications[2]	0	0	0	0	0	0	0
Access applications (other than personal information applications)	3	4	1	4	2	0	0
Access applications that are partly personal information applications and partly other	0	0	0	0	0	1	0

1. More than one decision can be made in respect of a particular access application. Where this is the case, 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)	9
Application is for excluded information of the agency (s 43)	0
Application contravenes restraint order (s 110)	0
Total number of invalid applications received	**9**
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[1]
Responsible and effective government	2
Law enforcement and security	0
Individual rights, judicial processes and natural justice	3
Business interests of agencies and other persons	4
Environment, culture, economy and general matters	1
Secrecy provisions	1
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)	6
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	1[1]
Total	**7**

1. One access application was completed 5 working days after the due date. Attempts were made to negotiate an extension with the applicant but no response was received from them until after the application was decided.

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	1	1
Review by Information Commissioner	0	0	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**	**0**	**1**

1. One application has been referred to review by the Information Commissioner in late 2024. The review was not completed in 2024. It will be reflected in the 2025 annual report.

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	2
Applications by persons to whom information the subject of access application relates (s 54)	0

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

Sustainability

Sustainability is core to UTS's distinctive identity. Our journey towards a more sustainable future is reflected in the implementation of the UTS Sustainability Strategy 2023–2027 and the Climate Positive Plan. Staff, students, partners and the community have all contributed to the positive outcomes achieved in 2024 through their active engagement in sustainability initiatives.

In recognition of our performance, UTS won the Australasian Campuses Towards Sustainability Green Gown Award for Sustainability Institution of the Year and will now go on to contest the category in the International Green Gown Awards in October 2025.

Sustainability Framework

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

- Sustainability Policy, which articulates our sustainability principles, governance authorities and responsibilities
- Sustainability Strategy, which outlines the way in which sustainability is integrated into UTS's operations, with specific goals and targets. The strategy's implementation is overseen by the Sustainability Steering Committee and guided by the Sustainability Development Goals and Climate Action working groups
- annual UTS Sustainability Report to Council detailing the university's performance and achievements.

United Nations Sustainable Development Goals

UTS is a signatory to the University Commitment to the United Nations Sustainable Development Goals (SDGs) and participates in the UN Global Goals month (September) which raises awareness of the SDGs in teaching, research and operations.

The Global Goals month expanded in 2024 to over 500 staff, students and visitors attending events, which included an interactive exhibition, photo competition and a series of discussions with academics with work focused on making progress towards achieving the SDGs.

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

Climate Positive Plan

As part of the Climate Positive Plan, the following work was undertaken in 2024:

- commenced our retail electricity Power Purchase Agreement (PPA)
- began procurement of a solar farm PPA
- procured a new utility bill management platform to enable visibility over expenditure and provide quality data for sustainability reporting
- started the upgrade of our energy and water monitoring system to enhance energy efficiency opportunities and enable the identification of faults and leaks
- commenced the design and procurement of stage 1 of the battery project and the electrification project to lower peak demand charges and reduce the strain on the electricity grid and reduce the university's carbon emissions by transitioning away from gas
- completed post-occupancy evaluation surveys of the Library, Faculty of Engineering and Information Technology, and Law, to assess occupants' satisfaction with the indoor environment quality performance, and
- launched the Sustainability Impact Dashboard to measure, track and communicate UTS's environmental and strategic sustainability performance and progress.

UTS's progress towards 100% renewable electricity and net zero for scope 1 and 2 emissions by 2025 are on track.

Sustainability performance

- UTS improved one place to achieve 13th globally in the Times Higher Education Impact Rankings 2024 (based on the UN SDGs) and placed 5th in Australia. UTS achieved the number one position globally out of 2152 universities for SDG 17 Partnerships for the Goals, which is testament to the university's strength in forming relationships with regional NGOs and government, cross-sectoral dialogue, and international collaboration, as well as best practice promotion and quality of reporting against the SDGs. UTS was also ranked highly in clean water and sanitation (5th), responsible consumption and production (12th), and climate action (15th).
- UTS was ranked 47th globally in the 2025 QS Sustainability Rankings and rose 3 places to achieve 5th in Australia.
- The 2024 UTS Council's sustainability impact target (based on performance in the Times Higher Education Impact Rankings) of 82 was exceeded, with 84 achieved.
- UTS Council's carbon intensity target of 85 tonnes CO2-e/m2 GFA (carbon dioxide equivalent per square metre of gross floor area) for 2024 was exceeded, with 78.5 achieved.

- The university's 2024 scope 1 greenhouse gas (GHG) emissions (direct emissions – mostly gas and vehicle fuel) were 3,356 tonnes. Scope 2 GHG emissions (indirect emissions – mostly electricity and chilled water imports) were 31,667 tonnes. Scope 3 GHG emissions (indirect emissions – mostly from goods and services) were 54,122 tonnes.
- Under the National Greenhouse and Energy Reporting scheme UTS's total scope 1 and 2 GHG emissions for 2023–24 were 32,335 tonnes CO2-e, representing a decrease of 1629 tonnes or 4.8% from the previous reporting year. This decrease is largely a result of reduced gas consumption during the winter period, and was assisted by 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 44,957 MWh of electricity, 61,740 GJ of gas, 19.1 kL of fuel and 15,115 MWh of chilled water. 2024 electricity consumption has increased 5.9% from 2023 partially due to a 9.4% increase in student numbers. The university's 16 fleet vehicles travelled a total of 146,514 km. Gas consumption for 2024 increased 6.6% compared to 2023 due to a colder winter, but will decrease as UTS starts to electrify its heating plant.
- UTS's 2024 potable water consumption was 149,540 kL, a 1.3% increase from 2023.
- 87.7% of operational waste generated (495.9 tonnes) in 2024 was diverted from landfill. Waste diverted from landfill consisted of plastics, metal, paper, organics and refuse derived fuel.
- 91.7% of construction waste generated (518 tonnes) in 2024 was recycled, which was comparable to 2023's recycling rate of 92.2%.
- 6,558,239 printed pages were produced in 2024, a 7.1% decrease from 2023 (7,063,200 pages).

Engagement activities

We held our annual Green Week, and our students and staff were active throughout the year with regular sustainability-related workshops and social events.

Our online audience continued to grow through the UTS Sustainability website, and we launched the UTS Sustainability Instagram site this year, which tripled the reach of our Facebook group.

Our external engagement activities included presenting the Sustainability Impact Dashboard at the Australasian Campuses Towards Sustainability conference in Tasmania, as well as the resources developed at UTS to assist academics to embed sustainability into their subjects and courses.

We participated in the UN Sustainable Development Solutions Network Community of Practice for Education for Sustainability and the SDGs. We also continued our participation in the City of Sydney Council's Better Buildings Partnership leadership panel and in the climate positive, circular economy and resilience working groups.

First Nations education, research and employment

Strategies and governance

We continued to develop the next iterations of our Indigenous Education and Research and Wingara Indigenous Employment strategies. UTS Indigenous staff and committees provided input and feedback. The Indigenous Education and Research Strategy will be approved in mid 2025 with the Wingara strategy to follow later in the year.

We also refined UTS's inaugural draft Confirmation of Aboriginal and Torres Strait Islander Status Procedure for staff. This important process provides a means for our Indigenous applicants and staff to confirm their Aboriginal and Torres Strait Islander status to UTS in a way that is sensitive and meets sector and community standards. The procedure will be finalised and implemented in 2025.

We drafted UTS-wide Indigenous Cultural and Intellectual Property (ICIP) guidelines for consultation with key stakeholders.

Students

At the end of 2024, our Indigenous student headcount was 406, up from 367. This is the highest number of Indigenous students in UTS's history. The Indigenous student participation rate is at 1.09% as at the end of 2024.

Staff

Indigenous staff employed on a fixed-term and continuing basis increased by 5 this year to 83, with 2.2% Indigenous staff participation achieved against the overall 3% target (up from 2.1% in 2023).

Of the 83 Indigenous staff at UTS, 51 (3.3%) are academic staff and 32 (1.5%) are professional staff, which includes 5 senior managers.

Of the 51 academic staff, 22 are professoriate staff (academic levels E-D) and 29 are academics (levels A-C).

An additional 29 casual staff increased the total number of Indigenous staff to 112 in continuing, fixed-term and/or casual positions.

Indigenous Graduate Attribute

In 2024, the Indigenous Graduate Attribute (IGA) saw increased engagement and recognition across all faculties.

The Indigenous teaching and learning team completed 100% of IGA implementation plans for submission to the Courses Accreditation Committee in 2024.

We continued to support staff by running 3 monthly programs: IGA workshops, IGA cultural capability workshops and culturally safe Indigenous teaching and learning workshops. A total of 235 staff attended the 3 workshop types, which is 156% achievement of the target of 150 participants for 2024, well above the anticipated attendance rate.

Research

Our Indigenous research continued to make significant and meaningful contributions that result in positive change for First Nations peoples.

We worked throughout the year with local Indigenous-led organisations, including the Coota Girls Aboriginal Corporation and the Kinchela Boys Home Aboriginal Corporation, to record survivor stories to support truth-telling and healing and to develop a comprehensive model of care for survivors and descendants of the Stolen Generations.

Our Indigenous-led research institute, Jumbunna Research, achieved $2.7 million income against a $2.3 million target.

Thirty-two research projects were approved for Indigenous research or projects involving Indigenous academics, including 9 category 1 and 24 category 2 to 4 research grants.

Professors Nicole Watson and Jason De Santolo were awarded an Australian Research Council (ARC) Discovery Grant worth $723,213 for their project Raising the Bar: Learning from the Life Stories of Indigenous Lawyers.

Our Laureate Fellow, Distinguished Professor Larissa Behrendt AO, and her team continued their research into taking a First Nations sovereign approach to decolonising colonial institutions. The $3.5 million ARC project aims to reduce the harmful overrepresentation of Aboriginal and Torres Strait Islander people within the criminal justice, coronial and child protection systems.

Work also continued on our multi-year projects, including the $35 million over 7 years for the ARC Centre of Excellence for Indigenous Futures. The centre, which is entirely Indigenous-led, aims to transform the life chances of Indigenous Australians through innovative cross-sector research utilising Indigenous Knowledges.

Four of our graduate research students graduated with a PhD this year.

National First Nations College

Following selection of a design competition winner in December 2023, work on the National First Nations College project continued throughout 2024.

We worked intensively with the design team, key stakeholders and consultants on feasibility testing, commercial and operational modelling.

In collaboration with the Office of the Pro Vice-Chancellor (Indigenous Leadership and Engagement), fundraising activity has been focused on the co-design and co-creation of strategic engagements with major corporate prospects. These are designed to create multiple points of alignment with the college, as well as UTS's Indigenous research priorities.

Equity, diversity and inclusion

Gender-based violence response and reporting

This year we continued to work on our prevention and response efforts to gender-based violence on campus. In particular, to ensure our alignment to the Department of Education's Action Plan Addressing Gender-based Violence in Higher Education.

This work will include implementation of a single reporting tool for our community, a core unit to respond to incidents of gender-based violence, and a coordinated prevention and response approach.

Other activities throughout the year included:

- UTS chaired the NSW Universities Prevention Connection, a network of experts brought together to address gender-based violence, including sexual violence and harm, at NSW universities.
- Our Sexual Harm Prevention and Response Policy was updated to respond to the action plan.
- The Student Services Unit hired 2 professionally trained, trauma-informed safety caseworkers. The role of the safety caseworkers is to provide dedicated confidential support and advice to students who have experienced sexual violence.

Further work will be undertaken in 2025.

Access and inclusion

Following successful co-design workshops with students and staff, the 2025-2029 Access and Inclusion Plan is being finalised and is expected to be released in the first half of 2025.

2024 saw key developments in accessibility including the opening of our purpose-built assistance animal toileting facility, which was designed with users and Guide Dogs Australia. In addition, works have commenced to improve access from the Goods Line to Building 6.

We've seen a steady increase in participation of students with disability; from 3% in 2017 to 8.3% of enrolments in 2024 (as at 8 January 2025).

Success rates for students with disability have also steadily increased from 85.5% in 2016 to 91% this year, which remains slightly below other students (94.2%) but above the 2024 target (88%).

Respect at UTS

This year we hosted our first Respect at Uni week in March. An initiative of Respect.Now.Always., the week showcased UTS's efforts to promote respect and inclusion across its diverse student and staff community.

To mark International Women's Day, award-winning author and UTS Luminary Anna Funder spoke on how the patriarchy continues to maintain the status quo. Associate Professor Ramona Vijeyarasa and Professor Peter Siminski joined Anna to share insights and discuss how society can move towards more a more equitable model.

Cultural diversity and anti-racism

In 2024 UTS hosted Race Discrimination Commissioner Giridharan Sivaraman to speak to our community about the work the commission is undertaking in cultivating an anti-racist campus culture. We will continue to work with the commission in 2025 as the government's Respect at Uni: Study into antisemitism, Islamophobia, racism and the experience of First Nations people survey and project rolls out across Australian universities.

The UTS Multicultural Women's Network played a leading role this year promoting cultural diversity, bridging the cultural gender gap in leadership, exploring culture and identity in the diaspora, and language survival and revival. A highlight was the Say My Name project which delved into how to approach a diversity of names (for example, pronunciation, understanding cultural significance of names/heritage/histories) and to be proud of cultural diversity. The project was featured as part of Vivid Sydney, expanding the impact of our focus on cultural diversity and anti-racism beyond our campus.

During 2024 we participated in the pilot of the RISE (Realise. Inspire. Support. Energise) Project. RISE is a visionary project that aims to build pathways to leadership for women from culturally and racially marginalised backgrounds. It is designed to identify and break down systemic barriers and to assist organisations in supporting women in middle management to reach senior leadership positions within their organisations.

RISE is a collaborative project between Diversity Council Australia, Settlement Services International and Chief Executive Women and is funded by the Australian Government's Office for Women Women's Leadership and Development Program.

UTS hosted the first national Welcoming Universities Summit. Welcoming Universities is a network to inspire and support Australian universities to develop a culture and practice of welcome, inclusion and belonging within their institutions, in the community, and across the higher education sector.

Gender equity

In 2024 was proud to earn 2 Cygnet Awards from Science in Australia Gender Equity (SAGE) for our initiatives to improve career pathways for women and girls in engineering and information technology.

The first award was for the UTS Women in Engineering and IT STEM outreach program. The program is run in 93 primary and high schools, where students are involved in project-based hands-on learning to increase girls' interest and confidence in STEM.

The second award recognised our efforts in supporting career progression for female graduate research students in the Faculty of Engineering and Information Technology by providing mentorship opportunities, fostering a better understanding of academic career pathways and promoting an inclusive culture within UTS.

Three additional Cygnet programs are now underway focused on recruitment, promotion and flexible work.

In other critical gender equity work, UTS examined its gender pay gap. The outcomes from this piece of work were shared with faculty and divisional leaders to help target initiatives to reduce UTS's gender pay gap to less than 5 per cent as recommended by the Workplace Gender Equality Agency.

UTS's gender pay gap has decreased from 11.4 per cent in the 2022–23 reporting period to 8.8 per cent in 2023–24.

LGBTQIA+ Inclusion

In 2024 UTS worked to support our LGBTQIA+ community through events including Pride Week, Queer Screen and IDAHOBIT (International Day Against Homophobia Biphobia and Transphobia) and Trans Awareness Week.

UTS students took part in a new project, Say My Name: Say My Pronouns, to engage our community around the importance of using people's preferred pronouns.

The use of correct pronouns and names is part of a major piece of cross-university work to be undertaken in 2025; the ADAM (Anti-Deadnaming/Anti-Misgendering) project. This aims to ensure that UTS systems and processes appropriately support students and staff of all genders and that everyone feels welcome on campus and able to fully participate.

Widening participation

Since its launch in 2019, our U@Uni Academy, which offers an alternate, non-ATAR entry pathway for high school students from our partner schools, has offered 977 students from low socioeconomic backgrounds a place to study at UTS. The program's success rate rose to 77% in 2024, up from 67% in 2023, highlighting its effectiveness as a pathway.

UTS consistently outperforms the sector average when it comes to student success, achieving a low SES success rate of 90% in 2023 compared to the sector average of 82.45%.

In February, the Minister for Education, the Hon. Jason Clare MP launched Fairfield Connect, a cutting-edge study hub to support students and the community of western Sydney. The hub will provide access to facilities including computers, high-speed internet, advanced video-conferencing capabilities and interactive technology-enabled learning studios.

We are committed to working on initiatives and projects such as Fairfield Connect to boost higher education attainment in western Sydney; one of the most socially, economically and culturally diverse regions in Australia.

UTS is partnering with Western Sydney University and the University of New South Wales on the hub.

Workforce diversity

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

		2020	2021	2022	2023	2024
Academic						
Women	%	44.9	45.3	46.3	47.8	48.6
	headcount	763	682	675	715	757
Aboriginal and Torres Strait Islander Peoples	%	2.1	2.2	2.6	2.8	2.9
	headcount	35	33	38	42	45
People whose first language was not English	%	23.1	23.9	23.5	24.2	26.2
	headcount	393	360	342	362	408
People with disability	%	2.8	2.9	2.9	3.3	3.3
	headcount	48	44	43	49	51
Professional staff						
Women	%	63.4	63.2	63.4	64.0	64.5
	headcount	1401	1200	1262	1365	1406
Aboriginal and Torres Strait Islander Peoples	%	1.3	1.1	0.8	1.3	1.5
	headcount	29	21	26	28	33
People whose first language was not English	%	20.1	20.4	20.8	21.0	22.3
	headcount	445	388	415	449	487
People with disability	%	2.6	2.7	2.6	2.4	3.3
	headcount	58	51	52	52	58

- 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%.

Gender-based violence response and reporting

Online reporting in 2024

This report summarises data from reports of sexual assault and sexual harm (SASH) submitted to the Student Services Unit (SSU) in 2024. It details student experiences submitted by students and staff via UTS's 2 online reporting forms.

UTS students may complete an online report to make a disclosure or formal complaint about sexual harm. UTS staff are required to complete a summary form if they receive a SASH disclosure from a UTS student.

For the purposes of this report, student and staff SASH reports are referred to as student reports and staff reports respectively.

Use of online reporting forms in 2024

Overall, reports of sexual harm increased by 37.5% in 2024 (compared with 2023). Ninety-one per cent of reports received were student reports and 9 per cent of reports received were staff reports.

Incidents of SASH reported via online forms

Reported incidents	2021	2022	2023	2024
Student reports	3	13 (3)[1]	7 (2)[1]	10
Staff reports	63 (8)[1]	58 (9)[1]	73 (2)[1]	97 (9)[1]
Total use of online reporting forms	74	83	84	116
Total SASH incidents reported[2]	**66**	**71**	**80**	**107**

1. Incidents reported from 2 or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

SSU student safety team

In 2024, following an expert external review in 2023, UTS established a dedicated student safety team in SSU comprising 2 safety caseworkers and one project officer. The safety caseworkers respond to student disclosures and/or reports of SASH while providing trauma-informed and person-centred case management to students. The team prioritises holistic support, including seamless referrals to SSU's counselling, health, accessibility and financial support services and promotes collaboration across all areas of the university.

From October to December 2024 (when the safety caseworkers were operational), they responded to 21 cases of sexual harm. The cases were referred to the team by UTS Counselling, accessibility, UTS Security, faculty members and self-reported by students.

UTS areas reporting student disclosures

The majority of student disclosures were made to UTS Counselling.

The student safety team (safety caseworkers) began receiving and managing SASH reports in October 2024.

Staff reports by area[1]	Number	%
SSU Counselling	66	62.2%
SSU Accessibility	14	13.2%
Safety caseworkers (from October 2024)	8	7.5%
Faculty	13	12.2%
UTS Library	1	<1%
UTS Helps	1	<1%
UTS Housing	1	<1%
Unknown	2	<1%
Total	**106**	

1. Note that 106 is the total number of reports made by staff, including any duplicates.

Location of alleged SASH incidents

Most disclosures and reports were about an alleged SASH experience that had occurred off campus (71), with on campus (19) and unknown (17).

Available data indicated that off-campus locations where alleged SASH occurred included private homes of the student or other (19), off-campus UTS activities (9), UTS placements (4) and public transport (4).

Type of alleged SASH incidents on campus

Of the 19 reports of alleged SASH on campus, there were 14 complaints of sexual harassment, 3 reports of sexual touching without consent, one report of sexual assault and one report which was unsure of the category.

One incident of alleged sexual harassment was reported to police. Fourteen SASH incidents were referred for review by the Concerning Behaviour Assessment and Intervention Team (CBAIT). Of the cases referred to CBAIT, 6 were referred to misconduct.

SASH complaints against UTS staff

There were 3 reports that indicated the alleged respondent was a UTS staff member, including 2 sexual harassment reports and one report that was unsure about which category the incident fell under.

Health, safety and wellbeing

The current phase of our Health, Safety and Wellbeing Strategy 2023-2025 aims to solidify the progress made in the previous year and ensure that the improvements in health, safety and wellbeing are sustainable and embedded into UTS's culture.

The health, safety and wellbeing (HSW) team developed an approach to managing risk for UTS through 6 strategic pillars, with the objective to deliver sustainable performance improvements and cultural change.

Management commitment and leadership

- 155 senior leaders attended development sessions on psychosocial risk management in October
- A mock court on the importance of psychosocial risk management was held in June, presenting a fictional psychosocial case highlighting the impact of bullying and harassment in the workplace.

Consultation and communication

- Regular management attendance at the HSW working groups to participate in local HSW consultation
- Communications plan with monthly newsletters and annual calendar of events
- HSW Information Day stall that coincided with SafeWork NSW Safe Work Month in October.

Information and training

- Completed HSW training needs analysis for faculties and units to assess their HSW training requirements
- De-escalation training program delivered to over 180 staff on how communication can be used effectively to mitigate difficult situations
- HSW SharePoint site continues to be developed to enable effective communication regarding risks and hazards.

Risk management

- Development of research safety plan within Research Master to enable research programs to identify their risks and hazards prior to commencement of programs
- Continuation of the psychosocial risk assessment programs with customised psychosocial risk assessments in place for units and faculties
- Renewal training and refresher CPR and first aid training provided throughout 2024
- Development of lithium battery campus management approach to protect buildings and teaching/research activities.

Wellbeing

- Provision of TELUS Health employee assistance program throughout 2024 with increased usage for first time users of 3.2% of staff and increased returned users
- Implementation of fitness passport program for staff with 1100 staff and family members using the service.

Monitoring, reporting and verification

- Implementation of a regular 3-year review cycle for all HSW plans
- 12 HSW plans completed in line with the updated 3-year planning cycle
- Completion of 9 HSW team lead audits for faculty and unit HSW plans
- Implementation of the R3 upgrade of the hazard and incident reporting online (HIRO) program hosted by Riskware, including the roll out of the audit module resulting in over 800 inspections and audits being conducted across the buildings.

Wellbeing program

The 2024 series of wellbeing seminars involved 24 sessions across topics relating to physical, emotional, financial and career development. The sessions allowed staff to undertake both online and face-to-face opportunities for personal and professional growth.

The Wellbeing Champion network continued this year and saw information sharing at regular champions meetings.

A holistic approach to wellbeing will continue into 2025 with additional seminars and programs planned.

Incidents

A total of 492 injury and illness incidents were reported for 2024, which was a decrease from 502 on the previous year. Incidents involved a combination of staff, students, contractors and visitors. Of the 492 incidents, 41 required notifications to the workers compensation insurer. In addition to these reports there were 270 hazard reports submitted in 2024.

SafeWork NSW investigations and notices

There were 2 incidents that required notification to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW), a decrease from 6 in 2023.

Both incidents were related to falling lighting fixtures and equipment that generated an electric shock.

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

Workers compensation data 2024

- Premium impacting claims: 17
- Average cost per claim: $26,848.12
- Premium: $3,469,708.77 (including GST)
- Total workers compensation notifications: 41

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. An additional 800 plus site-based inspections were conducted throughout the year.

Health and safety training

Across the permanent staff cohort compliance with mandatory health and safety training achieved an average of 90% in 2024. Consent Matters mandatory training remains high at 99% for permanent staff and 83% for casual staff.

Health management cases

A total of 85 cases were managed in 2024 with 51 of those cases closed out. Many of the cases managed throughout the year successfully returned to pre-injury duties.

Referrals relate to 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.

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.

Modern slavery

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. UTS has a structured modern slavery risks management process in relation to procurement and supply chains. This includes:

- **Risk management** – Modern slavery risk assessments are conducted annually and are part of a continuous improvement cycle.
- **Supply chains and ethical resourcing** – UTS remains an active member of the Australian University Procurement Network (AUPN). This collaboration helps universities demonstrate leadership, streamline efforts and drive meaningful change in supply chains. UTS has also strengthened processes around lists of preferred supplier panels, purchasing terms and conditions, supplier codes of conduct, modern slavery questionnaires and staff training modules.
- **Property and contractors** – UTS is aware of the modern slavery risk to people employed either by the university or indirectly where staff are sourced through contractors. UTS is committed to upholding the welfare and wellbeing of cleaners at its properties and recognises those companies who are likewise committed to ethical business practices.
- **Governance continuous improvement** – The UTS Modern Slavery Working Group brings together key stakeholders to ensure UTS is monitoring risk and responding to its obligations under Commonwealth and state legislation.

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 continues to be a key area of action at UTS. This includes:

- **Awareness raising, education and support for international students** – UTS provides a wide range of ongoing services for international students to support their learning, health and wellbeing.
- **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.
- **Reporting of modern slavery** – UTS actively encourages the reporting of any concerns related to modern slavery through a confidential reporting mechanism on its public website for staff, students and stakeholders.
- **Research and policy advocacy** – UTS is home to academics and research organisations such as Anti-Slavery Australia, which advance policy and advocacy on modern slavery in Australia.

Detailed information on actions taken in 2024 to support these key areas will be available in the 2024 UTS Modern Slavery Statement to be submitted to the Australian Government by 30 June 2025.

Consultants

The university paid $44.14 million for external consulting services in 2024, of which $12.84 million was for capital works. A total of $9.36 million was paid for consultancies consisting individually of less than $50,000.

Consultants were contracted by the university in support of the execution and delivery of strategic and operational projects including capital building and information technology programs of work and supporting the university's teaching and research activities.

Payments in excess of $50,000 totalled $34.77 million and are listed below.

Building works

Company	Category	Project	$
H20 Architects Pty Ltd	Architect/design	CB15 Decant project, UTS College relocation project, Adavanced Prototype Packing Facility project	931,865.00
HDR Pty Limited	Architect/design	Campus Master Plan	579,268.00
Jones Lang Lasalle (Nsw) Pty Limited	Commercial real estate agent	UTS National First Nations College, CB01 ITU Refurbishment Project-Workplace Strategy and Change Management	384,627.50
Tranzformd Pty Ltd	Contractor	Operations Division Office - Workforce Management & Planning	358,539.50
CCG Architects Pty Ltd	Structural engineer	UTS DAB - Good Line access improvement project, CB01.19 Flexible Workspace	302,361.80
Burtenshaw Scoufis Architecture Pty Ltd	Architect/design	FEIT Tech Lab - Block D fit out, Yura Mudang carpet replacement, CB01 L7 & 8 Podium/Balcony areas remedial waterproofing works	277,973.00
RPS AAP Consulting Pty Ltd	Architect/design	CB15 Decant project, UTS College relocation project, Goods Line South/Building 6 access improvement	224,479.75
Marsh Pty Ltd	Insurance broker	Insurance broker and risk management solutions, Valuation fee - Land & buildings	222,884.07
The Trustee For BGE Unit Trust	Energy/BMS consultant	Building optimisation, NSW Energy Savings Certificate accreditation	162,826.69
Johnson Controls Australia Pty Limited	BMS/HVAC consultant	CB04 & CB10 miscellaneous HVAC controls replacement, Campus EMS upgrade project	156,811.03
Turf Design Studio Pty Ltd	Landscape architect	Campus Domains Landscape Architecture, Goods Line South / Building 6	155,348.00
Warren and Mahoney Living Australia Pty Limited	Architect/design	UTS National First Nations College -Briefing Refinement inc Design Workshops and Studies	139,450.97
DJMT Pty Limited & The Trustee for Ajaycee Trust & Wish Estates Pty Limited T/A Cook Wish Ellison	Commercial real estate agent	Leasing agents fee - for Create NSW, B5B L5 CAPA	131,981.33
Arup Australia Pty Ltd	Engineers	CB03 remedial works, CB01 Façade replacement - Level 3&4, CB01 Façade spalling – priority remediation work	127,720.80
Foran Design Pty Ltd	Architect/design	CB11.06.101 TO 103 Cyber Security Teaching labs, FEIT Control Lab CB11.11.300, CB11.B1.203-204 MME Manufacturing Workshop	113,090.00
NDY Management Pty Ltd T/A Norman Disney & Young	Electrical engineer	City Campus Electrification Strategy Report	104,300.00
Kinrite Building Services Pty Ltd	Project management consultant	CB05 - All Blocks - Remediation works for roofs & hazardous materials removal, CB10 – Replacement of fire indicator panel, CB01 façade spalling – priority remediation work	94,600.00
Hoslab Services Pty Ltd	Gas reticulation consultant	CB04 - Gas Sensor Upgrade Works	90,529.50
All Aces Clean Pty Ltd	Cleaning and restoration consultant	CB05 - All Blocks - Hazardous materials investigations & remediation works	75,330.10

Company	Category	Project	$
DJRD Unit Trust	Architect/design	CB01 Façade replacement - Levels 3 & 4	60,560.00
Wilde & Woollard Pacific Pty Limited T/A Wilde and Woollard Pacific Pty Ltd	Quantity surveyor	CB15 Decant, UTS College relocation project, Advanced Prototype Packaging Facility(APPF)	60,400.00
RLK Oceania Pty Ltd	Electrical engineer	CB02 Replacement of UPS Batteries	59,650.00
Donald Cant Watts Corke (Nsw) Pty Ltd	Quantity surveyor	Advanced Prototype Packaging Facility - CB04A Cleanroom facilities	55,884.00
Buildings Alive Pty Ltd	Engery/BMS consultant	Electricity demand management & Central plant optimisation - UTS Buildings BMS & EMS points audit	51,874.00

Consulting

Company	Category	Project	$
Deloitte Risk Advisory Pty Limited	Business consulting	Agreed hours remediation - Project Staff Cost, HR Transformation - Planning and Select Modern HR Platform (ERP), Identity Governance and Administration (IGA) project	3,715,503.29
KPMG	Business consulting	Operational Sustainability, Optimisation of CASS, Maintain and Enhance Cybersecurity Posture	2,075,449.20
The Trustee for The Thriving Trust T/A Beyond Excellence	Business consulting	Facilitating executive leadership and team development forums	762,000.00
UTS Research And Innovation Institute (Shenzhen) Co Ltd	Business consulting	UTS Shenzhen Intercompany Service Fee	342,847.61
Minter Ellison T/A Minter Ellison Lawyers	Legal consultant	Legal advise for agreed hours remediation - Project Staff Cost	281,601.35
N.J Abrahams & Others T/A Norton Rose Fulbright	Legal consultant	UTS National First Nations College - Legal advice for electricity procurement	240,437.55
S.W Cameron & B.C Chau & D.B Fischl & P Hendriks & R.R Irvine & C.I Leaver & N Marhaba & N.D Tancred & Q.K Wong T/A Hicksons	Legal consultant	HR Transformation - Planning and Select Modern HR Platform - ERP Program	222,846.88
Cloudrock Asia Pacific Pty Ltd	Business consulting	ERP Program Director	221,921.87
Era Co Pty Ltd	Placemaking consultant	UTS Campus Masterplan 2040 Strategy -Future Needs Analysis addendum, UTS Creative Industries Project Space Needs Analysis	216,770.00
Endpoint IQ Pty Ltd	Business consulting	Data Sharing Architecture Strategy and high-level roadmap	207,350.00
Peter Berry Consultancy Pty Ltd	Executive coaching/ assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
Deloitte Touche Tohmatsu	Business consulting	UTS National First Nations College	173,786.88
The Trustee for Policy Insights Trust	Public policy consultant	IPPG public policy and organisational strategy project - Neighbourhood Facilities Portfolio Review	160,940.00
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Creative Industries Visualisation Project, Transform UTS online presence	151,050.00
AWS Consulting	Business consulting	In Country Liaison - Europe	148,239.53
Parthipan S/O Poospernathan	Business consulting	In Country Liaison - Singapore	130,957.08
ABM Technologies Australia Pty Ltd	Business consulting	Build of Activity-Based Models (cost allocation) Model to replace current excel model	130,000.00
O'Connor Marsden & Associates Pty Limited	Probity audit services	UTS National First Nations College, HR Transformation - Planning and Select Modern HR Platform (ERP program)	127,387.75
Patternmakers Pty Ltd	Business consulting	Market Research for UTS Creative Industries	124,938.00
Punika Jaiswal	Business consulting	In Country Liaison - India	110,928.25
Shibashis Sengupta	Business consulting	In Country Liaison - India	109,186.56
Fixinc Consulting Partners	Business consulting	Business Continuity Management Program	108,270.00
Nguyen Nhut Hung (Hugo)	Business consulting	In Country Liaison - Vietnam	105,459.68

Company	Category	Project	$
Goodnews Strategy & Communications Pty Ltd	Business consulting	FEIT - Project management and proofreading for various projects and research grant applications	100,200.00
Hays Specialist Recruitment (Australia) Pty Limited	Business consulting	Contractor for Operational Sustainability	98,294.17
Vesna Event Crafters Pvt.ltd	Business consulting	In Country Liaison - India	95,446.34
Ruth John	Business consulting	In country Liason - Africa	84,304.90
Picnic Customer Intelligence Pty Ltd	Market researcher	Postgraduate segmentation	84,000.00
Pricewaterhousecoopers	Business consulting	Maintain and Enhance Cybersecurity Posture Project	83,428.00
Saptarshi Roy	Business consulting	International Business Development - Offshore Expansion India	82,050.00
Utopia Digital Group Pty Ltd	Business consulting	Create virtual representation of a physical system (Digital Twins) for FEIT microcredential courses e.g. Building Information Modelling (BIM) course, Digital Engineering for Design Managers	81,999.98
Pham Huong Tra	Business consulting	In Country Liaison - Vietnam	79,941.68
Siska Yaputra	Business consulting	In Country Liaison - Indonesia	77,808.72
Unconscious Potential Pty Ltd	Coaching	ISF transformation project -CSI Renewal Capability Project Support, DAB & UTS Health Academic Supervisor Program	76,774.00
Ann Toh Lai Yin	Business consulting	In Country Liaison - South East Asia(Malaysia), International Business Development- Offshore Expansion	76,399.92
Azra Barodawala	Business consulting	In Country Liaison - South Asia Country Liaison (Nepal)	67,240.06
Hifsa Mukhtar	Business consulting	International Business Development - Offshore Expansion - Pakistan	64,294.00
GJW Enterprises Pty. Ltd.	Business consulting	Facilitation & Partnerships - Application Writing Services - ARC Centres of Excellence Grant	60,000.00
DT Gilbert & S Nickless & WR Spain	Legal consultant	AI Safety Standard – NAIC / UTS Human Technology Institute project, UTS Rowing Club Endowment Fund	59,362.00
Moody's Investors Service Pty Limited	Investment consulting	Management fee - credit ratings	58,142.20
HCM Australia Pty Ltd	Business consulting	Consultant for Operational Sustainability	58,102.89
Neva Danielle Collings	Legal consultant	Indigenous Cultural and Intellectual Property Stage 2 Guidelines	57,600.00
Bobi Bestari	Business consulting	International Business Development - Offshore Expansion Indonesia	52,007.48
Serendis Pty Ltd	Coaching	Research Professional Development Schemes - Mentoring Program 2024	51,800.00
Growth Mantra Pty Ltd	Business consulting	Creative Industries Strategic Lead - develop a Creative Industries Strategy	50,000.00

Research

Company	Category	Project	$
Creative Activation Pty Ltd	Research	ISF external research project - Uber Eats order sprints	403,822.00
Design & Industry Pty Ltd	Research	FEIT external research project - Miniature Physiological Sensors with Integrated Brain Signal Decoders for Brain-Robot Interaction	345,569.07
The University of Wollongong T/A University Of Wollongong	Research	Eastern Australia Regional University Centre Partnership Consortium, FASS externl research project- PNG Pilot: FFA Indicator framework to monitor contributions to sustainable development for Pacific Tuna Industries	308,503.78
Clothing Stewardship Australia Limited	Research	ISF external research project - Product Stewardship - National Clothing Product Stewardship Scheme	286,256.79
Lembaga Teknologi Ftui	Research	ISF external research project- Lifecycle costs for rural piped schemes	283,439.36
Uber Pacific Pty Ltd	Research	ISF external research project - Uber Eats order sprints	223,380.66
Center For Regulation Policy And Governance	Research	ISF external research project - Lifecycle costs for rural piped schemes, Future proofing a basic social service: climate-resilient community-based rural water supply	174,164.30
University of New South Wales	Research	Various research projects e.g Australia-EU Hydrogen Climate Dialogue, Achieving Circularity: Development of a sustainable and viable model to reuse hospital waste, 3D Printed Self-Deployable Antenna Arrays for CubeSat Applications	171,387.05
Universitas of Indonesia	Research	ISF external research projects - Indonesia sanitation emissions, KONEKSI Future proofing a basic social service: climate-resilient community-based rural water supply, Groundwater and Climate Resilient WASH - Indonesia	169,211.21
Australian Genome Research Facility Limited	Research	Faculty of Science research projects e.g The infectome of NSW dairy calves, a genomic microbial surveillance, Understanding the origins and molecular epidemiology of Bluetongue virus serotypes in NSW	165,616.00
Kwan, Ka Shun T/A Ka Shun Kwan	Research	FEIT external research project- Revolutionising Mineral Separation using Additive Manufacturing	147,474.78
Deloitte Consulting Pty Limited	Research	"Australian Ocean Energy Group - Fisheries Research & Development Corporation Microgrids in the Aquaculture Industry"	136,709.67
Zhao, Ming T/A Ming Zhao	Research	FEIT exetrnal research project- Hyperspectral imaging and Artificial Intelligence-driven diary food and plastic waste provenance, Blockchain-based Melanoma data management	125,990.00
Pureprofile Pty Limited	Research	CHERE external research projects - Measuring and valuing changes in child health to facilitate robust decision making, Equitable funding for health care: integrating social outcomes	120,756.40
Testpoint Pty Ltd	Research	Faculty of Health external research project - Development and Evaluation of an Internet-based Clinic for Stuttering	115,243.32
University of New South Wales T/A The Ramaciotti Centre For Gene Function Analysis Biological Sciences Building (D26)	Research	Various research projects - e.g Development of a molecular mRNA signal assay that assesses the infectious potential and growth dynamics of Chlamydia trachomatis (CT) present in clinical samples, ARC Research Hub for Solutions and Stewardship to fight AMR	98,186.70
Outside Opinion Pty Ltd	Research	Advice on research grants e.g. ARC, DAB - MCR Emerging Leaders Program	92,840.00

Company	Category	Project	$
Syntro Pty Ltd	Research	Faculty of Health external research projects - Support for Cancer Clinical Trials Program, Better Treatments For Breathlessness In Palliative and End of Life Care	86,988.09
The Hanover Research Council LLC	Research	Increase international funding opportunities for Academics -connect internationally and engage in mutually beneficial collaborative projects	85,637.02
Aurecon Australasia Pty Ltd	Research	ISF external research project - Telecommunications Resilience Investment Pilot	85,344.39
Schoen Initiatives Pty Ltd	Research	ISF external research project - European Union Climate Dialogues Green Hydrogen project	75,257.30
Mineral Carbonation International Pty Limited	Research	FEIT external research project -Low carbon footprint supplementary cementitious materials for concrete and blended cement use from mineral carbonation	75,000.00
Cantho University	Research	ISF external researh project- Groundwater and Climate Resilient WASH - Vietnam	66,920.00
Syncline Energy Pty Ltd	Research	Australian Ocean Energy Group - Fisheries Research & Development Corporation Microgrids in the Aquaculture Industry	66,000.00
The University of Queensland	Research	SCI Climate Change Cluster (C3) external research project - Young Henry Brewery and Meat and Livestock Australia investigate if micro-algae can reduce methane emissions	64,732.12
Marine Environment and Resources Foundation, Inc	Research	FASS external research project - Enhancing Marine Environmental Governance in Indonesia and the Philippines	63,746.00
Howard Partners Pty Limited	Public policy consultant	IPPG research project - Regional Activation Strategy and related research for Office of Regional Economic Development	62,411.90
Adam Edmond Thompson Bryant	Research	FEIT external research project - Development of industry code and technical evidence base to implement Optus Outage Review Recommendation 3	60,060.00
Healthcare Information And Management Systems Society - HIMMS	Research	CHERE external research projects - Valuing digital health maturity: Evaluation of the health economic impact of increasing regional digital health ecosystem maturity	60,000.00
South Western Sydney Local Health District	Research	Faculty of Health external research - The APRICA program - Accelerated translational research in Prlmary Liver Cancer	54,137.65
Smart MCS Pty Ltd	Research	FEIT external research project - Intervertebral disc-on-a-chip: a precision-engineered platform for low back pain studies	53,649.00
Michelle Anne Webb	Research	Faculty of Health Nursing external research project - Improving coverage, confidence and knowledge about COVID-19 vaccination among Aboriginal Women of child-bearing age in Western Australia	51,394.13
Connell, John T/A John Connell	Research	Faculty of Health external research project - Improve Quality of Nursing and Midwifery Education and Regulation with a long term aim to address shortage of nurses and midwives in the Pacific Island countries and areas - Phase 1	50,279.37
Scimita Operations Pty Ltd	Research	"Technology, Development and Commercialisation Roadmap for UTS Novel Sodium-ion Battery Commercial Review	50,000.00

Information technology and software

Company	Category	Project	$
Levo Digital Pty Ltd	Digital transformation consultant	Transform UTS digital presence program - Digital strategy	3,952,721.24
Testpro Pty Ltd	Software consulting	CASS to the Cloud Project - Testing Services including Automation Testing Services, Curriculum Management Modernisation	1,235,340.76
Cybercx Pty Ltd	Cybersecurity specialist	Maintain & Enhance Cybersecurity Posture Program, Data retention project	630,532.87
TMlabs Pty Ltd	Software implementation	Service Management and ServiceNow engineering services, Build & Integration (SCP Program)	522,099.98
ISG Information Services Group Americas, Inc	Software consulting	UTS ERP Procurement Consultancy Services	442,820.00
Capgemini Australia Pty Limited	Software development	Salesforce Test Analyst, Build & Integration (ESM Program)- replacement of the UTS existing ServiceNow Platform	431,205.00
DXC Connect Pty Limited	Software consulting	Solutions Consultant for Microsoft 365, Enhance Identity Platforms	400,468.49
Simplus Australia Pty Ltd	Software implementation	Enchance data foundations of the Salesforce platform - Customer Interaction	395,048.96
Australian Centre For Advanced Computing And Communication Pty Ltd T/A Ac3 Pty Limited	Software development	Build & Integration (ESM Program) - replacement of the UTS existing ServiceNow Platform	374,463.56
Grimmer Pty Ltd	Software consulting	CASS to the Cloud - Tertiary Collection of Student Information (TCSI) functionality setup and configuration	226,400.00
M & S B Solutions Pty Ltd	Software consulting	Data Sharing Architecture Strategy Delivery	211,400.00
The Trustee For Core Ideas Unit Trust	Software consulting	Content strategy and design for a refreshed digital onboarding campaign	185,149.44
Accenture Australia Pty Ltd	Software development	"IT Operating Model Program - Transformation Office, Change Readiness, Agile New Ways of Working, Organizational Design and Skills"	175,286.55
Anatas Pty Ltd T/A Atturra Data & Integration	Software consulting	CASS to the Cloud	164,854.70
DXC Red Rock Pty Ltd T/A Red Rock Consulting Pty Ltd	Software consulting	Database support consultant for HR Transformation - Planning and Select Modern HR Platform (ERP program)	147,200.00
CourseLoop Pty Ltd	Software development	Curriculum Management Modernisation	144,827.00
Agile Analytics Pty Ltd	Software development	Generative AI Framework, Designing, build and deploying an AI chatbot solution with supporting components for students	134,000.00
One Diversified (Aust.) Pty Ltd	Audio visual consultant	CB01.19 PU meeting rooms AV upgrade	121,638.99
Enterprise IT Resources Pty Ltd	Software consulting	Agreed Hours Remediation - Project Staff Cost	75,433.33

Marketing and communications

Company	Category	Project	$
Peter Berry Consultancy Pty Ltd	Executive coaching/ assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Creative Industries Visualisation Project, Transform UTS online presence	151,050.00
Enigma Communication Pty Limited	Marketing agency	Transform UTS digital presence program - UTS's Digital Stories Hub	113,000.00
Grainger Films Pty Ltd	Film production consultant	International profiling and branding	105,975.70
Picnic Customer Intelligence Pty Ltd	Market researcher	Postgraduate segmentation	84,000.00
Symmetry Media Pty Limited	Creative agency and production consultant	Creative development & production of - UTS Impact Report Content, VC Video Production, Donor Impact Cutdown Package	68,565.50
Writemedia Pty Ltd	Media & internet, publishing consultant	Content strategists - Review, edit, advise and report writing on various research projects	56,443.85

Teaching and learning

Company	Category	Project	$
Peter Berry Consultancy Pty Ltd	Executive coaching/ assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
Transport For Nsw	Short course facilitator	Short course - NSW Movement and Place workshops, FASS external research project - Transport for NSW AVAS Soundscape	161,486.75
Proctoru, Inc.	Remote proctoring consultant	Provision of Online Examinations	157,927.78
Batyr Australia Limited	Counselling service	BATYR Project - programs for mental health and crisis intervention	105,000.00
Empowering Engagements Pty Ltd	Short course facilitator	Plus UTS Business Futures course - e.g ACCIONA - Future Leaders (2024 - 2026), Acciona: Senior Leaders Program	92,284.37
The Trustee For Skinner Family Trust T/A Sandal Consulting Pty Ltd	Short course facilitator	Faculty of Business Short Courses - Lean Six Sigma program	70,520.00
Serendis Pty Ltd	Coaching	Research Professional Development Schemes - Mentoring Program 2024	51,800.00
Engineers Without Borders Australia Ltd	Course facilitator	UTS Program - STEM X NSW Schools Outreach Program	50,000.00

Contractors

Company	Category	Project	$
Tranzformd Pty Ltd	Contractor	Operations Division Office - Workforce Management & Planning	358,539.50
The Trustee For SDC Squared Trading Trust	Contractor	Agreed hours remediation - Project Staff Cost	314,934.29
Sandham Consulting Pty Limited	Contractor	Operational Sustainability	270,750.00
Alexander, Kathryn T/A The Unfolding Space	Contractor	UTS Business Futures- short course programs	200,561.64
FJS Workplace Solutions Pty Ltd	Contractor	Legal Advice for Agreed Hours Remediation - Project Staff Cost	191,000.00
Five Whys Consulting Pty Ltd	Contractor	Research Translation services	135,160.16
Gabrielle Carney	Contractor	Fellow at the UTS Human Technology Institute - Policy, law and strategy expert	132,418.35
Art of Coaching Pty Ltd	Contractor	Research project - UTS Climate Change Cluster (C3) Algenie development	126,021.16
Irene Ann-Kerstin Schofer	Contractor	Strategic Lead Global and Digital Educa4on Innova4on	116,432.38
Birch, Suzzanne Maree T/A Sue Birch Consulting	Contractor	UTS Advancement Unit - Services	100,744.93
Crocker and Company Pty Ltd	Contractor	Strategy Advisor - Sydney Technology Innovation Precinct	96,750.00
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.	94,499.28
Prendergast Projects Pty Ltd	Contractor	Renewable Energy consultant - UTS Energy projects	89,955.22
Vanessa Chan Consulting Pty Ltd	Contractor	UTS Institute for Public Policy and Governance - short course programs with a focus on Local Government e.gCommunity Engagement Strategy for Bathurst Regional Council, Willoughby Council Planning Weekend	82,656.00
Prospect Research & Marketing Pty Ltd T/A Robert Lawrence & Associates	Contractor	Market Research for the Creative Industries Project in international regions	80,000.00
Melissa Louise Goodrope	Contractor	Creating Marketing communications for Indigenous Campaign Lead	62,804.26
Nicole Elizabeth Dryden	Contractor	Report writing - IPPG projects - Lead Partner Interviews and Draft Report	59,801.17
Equity By Design Pty Ltd	Contractor	Unpacking the Australian University's Accord's recommendation of reshaping outreach. UTS Centre for Social Justice - UTS Pathways Strategy - student equity strategy, program evaluation and inclusive service design	59,641.17
Campo Capital Pty Ltd	Contractor	Wage Remediation Project	58,050.00
Gaul Christopher Dominic T/A Parallel Lines	Contractor	Design consultant for DAB & ISF research projects - Values and Vulnerabilities Exhibition, Energy Ready: empowering energy-resilient communities	56,710.00
Robert Thomson	Contractor	Agree Hours Remediation - Project Staff Cost - SME	54,800.00
Maria Luciana Cucchiara	Contractor	Photography consultant for Digital Presence Program photography & post production work	54,100.00
Jean Clews	Contractor	Report writing for Faculty of Health external research project - Strengthening Health Workforce Education in Papua New Guinea	53,301.90

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.

Performance comparison table

		2023		2024	
Pool	Manager	Actual rate of return %	Benchmark rate[1] of return %	Actual rate of return %	Benchmark rate[1] of return %
Cash and cash equivalents	Internal	4.2	3.88	4.53	4.3
Managed funds	External	11.0	8.25	11.0	9.2

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

Acknowledgements

Compliance

The report was written to comply with relevant legislation including the Government Sector Finance Act 2018 (NSW) and the Government Sector Finance Regulation 2024 (NSW).

In its structure and writing we have striven for best practice reporting, taking into account annual reporting guidelines and recommendations from the NSW Treasury and the Audit Office of New South Wales.

Availability

The university's annual report is available on the UTS website:

www.uts.edu.au

Acknowledgements

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The UTS Annual Report 2024 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 activities and performance; and volume two contains our financial statements.

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