



---

## AGM Minutes

Thursday, 26 May 2016

Haydon Allen Lecture Theatre

**Appendix A:** Reference material in relation to Item 6.1 (Motion)

**Appendix B:** ANUSA Financial Review Committee report for 2016

**Appendix C:** AGM Agenda, including reports and other reference material

### Item 1: Meeting Opens and Apologies

Meeting opens: 1:07pm

Apologies received from: MacCallum Johnson, Lauren Brain (proxy), James Lawson (proxy), Arlene Mendoza, Caitlin Macleod, Harriet Roberts, Supriya Benjamin, Bella Lee, Victor Xu

---

### Item 2: Minutes from the Previous Meeting

**Motion:** That the minutes from the General Meeting on 3 May 2016x be accepted.

**Moved:** Raqeeb

**Seconded:** Ben

**Status:** Passed

---

### Item 3: Executive Reports

#### 3.1 President's report (B. Gill)

- Thank you to all volunteers, reps and staff – we can't do the work we do without them
- Association has grown substantially since 2012 (50% increase in budget) – SSAF allocation of \$1.8m
  - Speaks to level of service we provide ANU students
  - Student Assistance Unit continues to grow – additional lawyer added in 2015, still at full capacity w substantial demand
  - Questions: how to provide high level of service of quality while keeping in mind financial constraints
  - Newsletter for all undergrads in mid-2015 – read by 25% (or 3K) students- still room for improvement but so far so good; has led to uptake in services provided
- Payment to student representatives review has been ongoing – to be discussed this afternoon

**Motion:** that the President's report be accepted.

**Moved:** Tom  
**Seconded:** James  
**Status:** Passed

---

### **3.2 Treasurer's Report (S. Macdonald)**

- Clarification: 3 spreadsheets put forward, only first 2 pages are 2016 budget – other two are for operational reasons, don't bind us to anything
- Audited accounts v good – financial accountability much better thanks to Brendan
- Q (Sean): audited accounts are delayed each year – why is this?
  - 30 April deadline to hold AGMS, difficulty is we start working on them in December but due to size of Association and complexity – docs must include all C&S and departments
  - Looking to move deadline for AGM

**Motion:** that the Treasurer's report be accepted.

**Moved:** Tess  
**Seconded:** Fred  
**Status:** Passed

---

### **3.3 Vice President's report (C. O'Doherty)**

- Taken entirely as read

**Motion:** that the Vice President's report be accepted.

**Moved:** Jock  
**Seconded:** Sean  
**Status:** Passed

---

### **3.4 General Secretary's Report (S. Duncan)**

- Taken entirely as read

**Motion:** that the General Secretary's report be accepted.

**Moved:** Max  
**Seconded:** Daniel  
**Status:** Passed

---

### **3.5 Education Officer's Report (J. Connolly)**

- Taken entirely as read
- Point of clarification (Raqeeb): on ACT Election debate – says Zed attended
  - Zed withdrew after report was submitted

**Motion:** that the Education Officer's report be accepted.

**Moved:** Sean  
**Seconded:** Eleanor  
**Status:** Passed

---

### 3.6 Social Officer's Report (H. Hu)

- Helena absent
- Point of clarification (Raqeeb): GAC reform working group – expressions of interest not yet out

**Motion:** that the Social Officer's report be accepted.

**Moved:** Maddison  
**Seconded:** Clodagh  
**Status:** Passed

Against (noted): Raqeeb and Michael Turvey

---

### Item 4: Discussion Items/Motions on Notice

#### Item 4.1

**Motion:** That the meeting reconfirm the 2016 ANUSA Budget.

**Moved:** Sean Macdonald  
**Seconded:** Ben Gill

- Same budget as that put to OGM
- Raqeeb: at OGM1 it was noted we could move funding between line items
  - What about the \$15K for NUS accreditation – are we going to move it and does this money include funding for delegates?
  - And the \$25K for online elections – will this be spent and if so, how?
- Right of Reply (Sean): we're reviewing finances now – NUS and elections money won't be spent as per those line items
  - NUS accreditation funding won't be spent but \$5K for delegates will be reserved for that purpose
  - Some surplus funding in other lines as well
  - We will open up to the team for new initiatives for where money can be spent (over the coming months)
  - We will keep you updated

**Status of Motion:** Passed unanimously

---

#### Item 4.2

**Motion:** That the duly audited Annual Financial Statement be accepted.

**Moved:** Sean Macdonald  
**Seconded:** Ben Gill

- Audited accounts set to accounting standards – happy to discuss if you have any questions
- We received an unqualified report – nothing auditor is concerned about, everything explained
- Good financial position, more than enough money to pay loans or debts arising
- Q (Karan): surplus under new SSAF agreement – does this have to be returned to university?
- Clarification (Sean): this surplus is surplus of SSAF and other income (e.g. ticket sales) – any SSAF not spent will come out of next year’s SSAF allocation; we will look at how this can be reallocated

**Status of Motion:** Passed unanimously

---

### Item 4.3

**Motion:** That the Association endorses the recommendations outlined in the ANUSA Department Officers Proposal ( see - <http://www.anusa.com.au/wp-content/uploads/2016/05/Department-Officers-Proposal.pdf>) as part of the Payment to Student Representatives Review and supports the drafting on constitutional changes as required to bring them into effect at a following general meeting

**Moved:** Ben Gill

**Seconded:** Clodagh O’Doherty

- This has been an issue for as long as I’ve been involved in Association – lack of structure over rep payment; multiple models over past few years
- Looking for long-term solution, balancing autonomy, accountability and financial sustainability
- Recommendations from consultant’s report set out in agenda (HR expert and employment law)
- Recommendation: move away from current system of \$5K honoraria allocated at end each semester) to 2 different types of payments
  - (1) stipend monthly, quarterly or semesterly, though more included to make it more frequent; and
  - (2) honoraria – to ensure Dep Officers get paid for the work they do; allows flexibility to reflect different natures of each department and recognise different amounts of work dep officers do
- Here to get spot check for endorsement to continue drafting constitutional changes so we can move amendments to constitution at next general meeting
- Important day for Association

Clodagh:

- Payment to student reps is contentious issue, but this should give reps security around payment and give financial security
- Most departments are minority and activist groups, so v important to have that security and maintain autonomy – these proposals seek to give equivalent security that exec will have while maintaining autonomy in association

**Amendment:** That the Association acknowledges the recommendations outlined in the ANUSA Department Officers Proposal (see - <http://www.anusa.com.au/wp-content/uploads/2016/05/Department-Officers-Proposal.pdf>) as part of the Payment to Student Representatives Review, and supports the drafting on constitutional changes as required to bring them into effect at a following general meeting, provided that the option of having Department Officers on the EBA is fully explored & discussed with the Department Officers

**Moved:** Linnea Burdon-Smith

**Seconded:** Tom Kesina

- Many discussions, Ben has been amazing, exec has been very supporting
- Our concern with current motion is that it discounts department officers entering into Enterprise Bargaining Agreement
- Lots of discussions indicated that EBA not looked at because it would impinge autonomy; no more discussion on this
- We feel we weren't engaged in this discussion enough and we feel like there are a lot of challenges
- Issues also with stipend payment and need for many constitutional amendments to ensure autonomy is retained
- Need to make sure EBA wouldn't be as possible as stipend system – make sure moving forward that these options are worked through – inc. discussion of why EBA not looked into with enough depth

Tom:

- Disabilities Officer
- Commend work of executive and consultant giving us something to work with
- Amendment goes to the fact that more investigation could be done into prospect of being added into EBA; and noting there is work to be done in relation to stipend/honoraria proposal
- After further discussion, we might all decide to go for it – what this amendment looks to do is give us option of looking into EBA further and seeing whether potential cost to autonomy would outweigh what would happen to stipend/honoraria system
- Deps receive \$5K lump sum each year, distributed to officers/deputy (works out around \$4/hour)
- Increase this amount and do so in a way that is flexible and provides for some measure of certainty

Raqeeb:

- Don't know if EBA is solution, but department proposal has raised Qs about what autonomy means, and more discussions needed here
- Drafting changes process should be consultative

**Status of Amendment:** Passed

Abstention noted: Lauren Brain (via proxy)

Ben (Right of Reply to Primary Motion):

- Amendment was friendly – very happy to explore that possibility
- Not included in current consultancy work because exec has high risk of exposure and taking Association to Fair Work Australia, but not risk for departments; very happy to explore further

**Status of Motion:** Passed

Abstention noted: Lauren Brain (via proxy)

---

#### Item 4.4

**Motion:** That the Association endorses the preferred recommendation outlined in the ANUSA Executive Proposal, namely that the Association engage the Executive as employees ( see - <http://www.anusa.com.au/wp-content/uploads/2016/05/ANUSA-Executive-Proposal.pdf>) as part of the Payment to Student Representatives Review and supports commencing discussions regarding an Enterprise Agreement and the drafting on constitutional changes as required to bring them into effect at a following general meeting

**Moved:** Ben Gill

**Seconded:** Clodagh O'Doherty

- Encourage you all strongly to read paper – lengthy and convoluted!
- Current arrangements b/w Association and exec, we work regular hours, paid minimum way, but no formal contract, high level of responsibility and no certainty about role requirements
- Should disgruntled exec go to Fair Work Australia and claim they are employee, we would have to pay them out under our existing framework
- Currently, employees paid by EBA – if Ben found to be employee, his responsibilities would put him at classification of ANU8 or above (\$90K) – we can't entertain this option
- Greg (consultant) agrees that the current situation is not appropriate.  
Recommended:
  - Exec become employees and draft enterprise bargaining agreement dealing with different circumstances
  - Stipend option (to work full time and only be paid quarterly = access and equity issues)
- Voting today to give support to Association to start discussion of EBA – doesn't come into effect today but gives us support to go through negotiation process

Raqeeb:

- For the motion – a lot of our effectiveness comes down to executive level, staff and employees
- Honoraria system would require fundamentally different structure to deal with employee issue; would affect our legitimacy

Tom

- It's a good motion!
- This starts the process; will we need to conduct another vote or will the EBA be negotiated independent of whether we hold another vote?

Charles

- If an international student is elected executive, how will you deal with visa restriction issues?

Right of Reply (Ben)

- EBA sets out framework within which exec can be engaged – we can deal with 20-hour visa restriction issues between the individual exec (for international students) – ways to deal with this
- Yes, this starts the process of the EBA – that will not necessarily come back for discussion, but we will discuss how the constitution reflects that – up to current staff to accept or reject EBA
- Tom (clarification): could EBA operate without constitutional changes?
  - Ben: Yes – just trying to make things tidy

**Status of Motion:** Passed unanimously

---

## **Item 5: Other Business**

### **Item 5.1**

**Motion:** Motion for the creation of the Language Diversity Committee

**Moved:** Georgia Johnston

**Seconded:** Erin McCullagh

[For reference material and supporting statements, see Appendix A]

- Part of Language Diversity ANU – student led body, representing languages from CASS and CAP (including CHL)
- Review process of CHL highlighted disjointed communication b/w students and staff, lacking consultation with students
- Language Diversity group formed in response to this
- Now seeking to form committee to formalize this process
- Our main aims would be as follows;
  - To promote the value of language studies within the ANU;
  - Communicate concerns and questions of the student body to the appropriate faculty and administration staff;
  - To gather data on student expectations regarding course quality and learning outcomes, to generate proposals based on this evidence, and to communicate these effectively to the university;
  - Provide news of administration decisions to the student body; and
  - To inform the student body of opportunities in terms of courses, scholarships and opportunities offered by CASS and CAPS.
- Will function primarily as advocacy group working with university, so ANUSA body is appropriate form for us to take; supported by ANUSA CAP reps and CHL teaching staff
- Advised that student input will be critical over coming months, so seeking approval today

Erin:

- We started off in March this year with FB group with over 1K members to publicise and protest CHL cuts – massive impact on students
- Aim to publicise the review and process to give students information they deserve

- Promote language and linguistics study – and in Asian languages (“jewel in crown of ANU”)
- We represent a large population of ANU and high-enrollment courses – may students do at least major and minor in language
- Seriously affected by cuts – particularly for small enrolment courses
- Teachers leaving will affect completion of majors and minors for some students
- Want to ensure teaching quality remains and language teaching is done well and respectfully
- Staff approached us saying main issue was review lacking data on student consultation- this data could help us identify the problems and discover issues
- Will help with this activism

#### Speakers to the motion:

- Alex: what does becoming an ANUSA Committee entail?
- Raqeeb: speaking for motion – language diversity has been a great advocate for CHL – successes collaborating with staff, analyzing docs provided publically and otherwise by uni
  - They have filled gap in ANUSA’s approach to advocacy
  - Association has much to learn from way this group has operated – formalizing committee is a win for the group and for ANUSA in terms of reforming its approach to advocacy
- James: terms of reference – do you see committee having a function beyond restructure/reformation of CHL (once fully implemented?) – will you continue?
- Tess: what are the implications for becoming an ANUSA committee – connection, funding, how different to being a group
- Tom: sounds great – under current committee structure, there are budgetary things operating under the executive
  - Also, outside of CHL cute, after this process is completed, will this Committee still have a purpose
- Karan: becoming a committee guarantees budget of \$3-5K – do you have ideas of how you will spend this money?
- Eleanor: clarifying why a committee and not a C&S which can be advocacy focused / or just working through College Reps
- Tim: clarification – exec meaning ANUSA exec;
  - Speaking for the motion – as a student as part of Japanese program, we have strongest program in not only the country but possibly the world; cuts of key staff members without any notice to students and appalling effort to inform us
  - Possibly the complete cut of the program or loss of quality

#### Right of Reply:

- Forming committee because we do cover a number of topics: linguistics, forensic linguistics, all language programs
- Struggled to advocate because of lack of professional body – trying tp change that



- Funding we will seek will allow us to go through survey process so framework to present info in non-biased way; and engage experts to drive this process (accurate, unbiased, can't be ignored)
- Future of LD: not only our role to advocate for current restructuring, but to make sure ANU understand role of languages as crucial to ANU
- Seeking to create solidarity in and between languages
- This may not be the end of the cuts as part of CHL – Language Excellency ARC centre may not be funded in the future – this committee has much work to do in next few years

**Status of Motion:** Passed

Abstentions noted: Alexander Joske, Zac Rayson

---

## **Item 5.2**

### **Report of the ANUSA Financial Review Committee**

[For reference material, see Appendix B]

**Motion:** That the Report of the ANUSA Financial Review Committee be accepted

**Moved:** Natasha Tioukavkin

**Seconded:** Sean Macdonald

**Status of Motion:** Passed

---

## **Item 6: Meeting Close**

The next General Meeting of the ANU Students' Association is Ordinary General Meeting 2, scheduled for Tuesday, 9 August 2016 (location to be confirmed).

Meeting Close: 1:57pm

## **APPENDIX A**

### **Reference material in relation to Item 6.1 (Motion):**

#### Motion for Creation of the Language Diversity Committee

Language Diversity at ANU is a student-led body representing languages from the College of Arts and Social Sciences (CASS) and the College of Asia and the Pacific (CAP), which includes the School of Culture, History and Language (CHL).

The review process has highlighted the disjointed communication between administration and students, and the lack of solid data on student expectations to inform executive decision making. Language Diversity group was formed in response these demonstrated concerns.

We would like to formalise as a Committee to better serve the interests of the many language students at the ANU, particularly those who have been negatively affected by the CHL review.

Our main aims would be as follows;

- To promote the value of language studies within the ANU;
- Communicate concerns and questions of the student body to the appropriate faculty and administration staff;
- To gather data on student expectations regarding course quality and learning outcomes, to generate proposals based on this evidence, and to communicate these effectively to the university;
- Provide news of administration decisions to the student body; and
- To inform the student body of opportunities in terms of courses, scholarships and opportunities offered by CASS and CAPS.

We have spoken to the CAP representatives James Lawson and Harriet Roberts and they have given us their support, as they agree this would be a useful initiative. We have also gained the support of CHL teaching staff, who will work with us directly to identify issues and propose solutions. We've been advised that student input will be critical over the next six months, during the restructure of the Asia Pacific studies program.

We now seek to present our proposal to the ANUSA AGM on Thursday the 26th May 2016, so that it may be put to a vote for endorsement by the Association.

## **APPENDIX B**

### **ANUSA FINANCIAL REVIEW COMMITTEE REPORT 2016:**

The following report provides an overview into the financial policies of the Australian National University Students' Association (ANUSA) and investigates whether the association is complying and adhering to these policies at an acceptable standard.

**POLICY: Procurement**

There was no evidence of a breach of this policy and all potential purchases were disclosed and declared. Gifts and other tokens were additionally declared, however further emphasis must be placed on this area so as to avoid any potential corruption. Through the establishment of a more rigorous process of gift declaration through the use of witnesses and a variety of checklists, this issue can be further prevented.

#### **1. POLICY: Purchases/Debit Card**

All purchases made by ANUSA have been in accordance with the guidelines specified and necessary approval has been sought. In addition, the CBA Debit card has been utilised effectively and there has been no evidence of misuse or fraud.

#### **2. POLICY: Payments to Individuals for their work**

The payment of ANUSA representatives for their efforts is one of great contention and should be carefully considered. Through a sliding scale of payment based on the role of the individual representative, equality according to the tasks each member performs can be ensured. The only concern, however may entail the fact that individuals may join the organisation for reasons of payment only and hence, may not participate in the role in their fullest capacity. However, as organisations such as Woroni provide payment to some individuals, it would also be suitable for ANUSA to follow suit to ensure the continuity of the organisation's smooth running and achievements.

#### **3. POLICY: Gifts and Entertainment**

As previously stated, the discouragement of the receipt of any form of gift to association members should be emphasised through more accessible and transparent methods. Appropriate expenditure on means of entertainment and travel should also be adhered to. ANUSA has effectively complied with these measures so far and checklists regarding fraud have played a role in minimising such issues.

#### **4. POLICY: Fraud Management**

Through the use of the fraud checklist provided by ANUSA, evidence of a potential breach can be identified with ease, hence preventing further cases of corruption. Stricter regulations may need to be enforced to emphasise a 'zero tolerance' policy through implementing more severe consequence for those engaged in fraudulent activity. Overall though, the evidence of fraud occurrence within this organisation has been carefully monitored contributing to a more transparent space.

#### **5. POLICY: Financial Oversight and Reporting**

The internal and external manners of financial reporting for ANUSA are overall, commendable in that a variety of methods have been implemented to ensure financial

transparency. The readiness of ANUSA to receive random external reporting notices also indicates its adherence to financial policies and procedures.

#### 6. POLICY: Accounts Receivable

It has been evidenced that ANUSA has cooperated with account procedures through deposits occurring in a prompt and timely manner. Effective debt management must also be ensured by the organisation. Currently however, due to the surplus that ANUSA has received this year, this policy is not essential, however more measures must be implemented to ensure further annual surplus through more events, activities and sales of merchandise for ANUSA to continue to advocate students' needs and to celebrate the achievements and diversity of ANU students.

Based on the analysis of the abovementioned policies, in my view, ANUSA has been complying and adhering effectively to these measures.

Potential changes, however, may include the payment of student representatives for their services to the organisation based upon their role and hours of work. In addition, more checklists for actions such as account payment and expenses may also be a necessary change. General financial policy summaries in a few dot points for all ANU students to view may also be a better way to allow students to engage with the financial sector of ANUSA.

## **APPENDIX C**

See AGM agenda below.



---

## **AGENDA – ANNUAL GENERAL MEETING (AGM) 2016**

Thursday, 26 February 2016 1pm, Haydon Allen Lecture Theatre

### **Item 1: Meeting Opens and Apologies**

- 1.1 Acknowledgement of Country
- 1.2 Apologies

### **Item 2: Minutes from the Previous Meeting**

### **Item 3: Executive Reports**

- 3.1 President's report (B. Gill) [Reference A]
- 3.2 Treasurer's report (S. Macdonald) [Reference B]
- 3.3 Vice President's report (C. O'Doherty) [Reference C]
- 3.4 General Secretary's report (S. Duncan) [Reference D]
- 3.5 Education Officer's report (J. Connolly) [Reference E]
- 3.6 Social Officer's report (H. Hu) [Reference F]

### **Item 4: Discussion Items/Motions on Notice**

- 4.1 Motion: "That the meeting reconfirm the 2016 ANUSA Budget"
- 4.2 Motion: "That the duly audited Annual Financial Statement be accepted"
- 4.3 Motion: ANUSA Department Officers Payment Reform
- 4.4 Motion: ANUSA Executive Payment Reform

### **Item 5: Other Business**

### **Item 6: Meeting Close**

The next general meeting of the Association is scheduled to be on Tuesday, 9 August 2016, location to be confirmed.

Expected Close of Meeting: 2:00pm

Released: 19 May 2016 by Sam Duncan

## PRESIDENT'S REPORT

Ben Gill

### Executive Summary

1. Welcome to the 2016 AGM.
2. Condolences (TW: Suicide).
3. Overview of OrgSync Decommissioning Project.
4. Overview of Payment to Student Representatives Review.
5. ANUSA Departments continue to be a vital and active part of the Association.
6. Thank you to all ANUSA Staff, Representatives and Volunteers.
7. Overview of 2016 SSAF Allocation, Capital Works and increases in Association funding from 2012 to 2016.
8. Update on Student Assistance Unit, with overview of 2015 statistics.
9. Update on Legal Service throughout 2015.
10. Overview of the Association's Communications & Engagement throughout 2015.
11. Brief note regarding the Union Court Redevelopment.
12. Overview of 2016 Projects.

### Further Information

#### 1. Welcome

Welcome to the ANUSA Annual General Meeting for 2016 and thank you for participating in the governance of your student association. The year thus far has seen the Association have some great successes, some of which are outlined in my report. The key successes to note include;

- Launch of ANU OK, a joint project between ANUSA, PARSA and ANU to improve student safety and wellbeing at ANU.
- Launch of New @ ANU, a new initiative to assist new students pre-arrival.
- Securing a \$2 per day (total \$6 per day) increase in Library Fines, rather than a proposed \$26 per day increase (total \$30 per day).
- Introduction of a Parents & Carers Grants as well as trialling a child care facility in O-Week to increase engagement among students with children.
- Year on year increase of the Association's SSAF Allocation.
- Many more...

In addition, there are many other successes of student advocacy outside the Association. Of note is the Save the Arts Campaign who successfully advocated for the Union Court Redevelopment to include an equivalent theatre space for the student community. In addition, Fossil Free ANU has had substantial traction with the release of a letter to ANU Council with over 400 staff signatures in support of divestment as well as recent activities with Flood the Campus.

As always, the remainder of the year looks to be exciting, though not without its challenges. Please get in touch with myself at [sa.president@anu.edu.au](mailto:sa.president@anu.edu.au) if you have any questions or ideas regarding the Association.



## **2. Condolences (TW: Suicide)**

We were deeply saddened to hear of the loss of a member of our student community to suicide in late April. As can be appreciated, this has had a huge impact on the community and those directly affected. On behalf of the Association, I would like to extend our condolences and deepest sympathies to the family and friends of this student. Additionally, I'd like to take this opportunity to encourage you to reach out for assistance during this difficult time. Or, if at any time in the future that you may need assistance, be it with loss, university or any other life events.

There is a [comprehensive list of support services available on the ANUSA website, including free in-person, phone, online and email options.](#)

If you feel distressed as a result of this I would encourage you to phone ANU Counselling on 6124 2442 or Lifeline on 13 11 14.

## **3. OrgSync Decommissioning**

As noted at both SRC 1 and OGM 1 2016 the Associations (ANUSA and PARSA) contract with OrgSync expires in January 2017. This began discussions within the Associations as to whether there was appetite to renew this contract. Due to a range of factors, the response was from the Associations was to decommission OrgSync and procure a new tool.

Since this time, the Associations have been exploring potential new vendors and working with ANU ITS to document user requirements to ensure an effective process is followed. The leading potential vendor at this stage is Membership Solutions (MSL) (<https://www.ukmsl.com/>), a platform developed and managed by a UK based company. This membership management system was developed as a bespoke solution for Warwick Student Union to manage the needs of their diverse student community and all the associated clubs and societies. Parallel to discussions regarding a new membership management system have been discussions regarding transitioning to online elections. This would be possible should we go with MSL.

Project updates regarding the decommissioning and procurement of a new tool are provided regularly to SRC. For further information or questions please email [sa.president@anu.edu.au](mailto:sa.president@anu.edu.au).

## **4. Payment to Office Bearers**

In June 2015 as part of the brief for the development and implementation of a Human Resource Management Framework for the ANU Student Associations (ANUSA, PARSA & ANUSM) a review of the terms and conditions for the executive members of the associations and in particular the payment to office bearers was conducted.

Following on from this and other discussions in 2015 regarding payment to Office Bearers, ANUSA and PARSA engaged a HR Consultant to seek clarity regarding the workplace relations of elected representatives. Note the scope of review only included ANUSA Executive and Department Officers. The following terms of reference were used to guide this work.

“PARSA and ANUSA are separately seeking to clarify what the relationship of office bearers be to the associations. The review will make recommendations on what this relationship should be, including the manner of remunerating office bearers. The review will take into consideration current arrangements, including remuneration, duties and hours of work.

The review will also make recommendations what legal and policy documentation should be developed concerning office bearers.”

At the time of writing I am finalising the documentation to release for student consultation, with a student forum to be held 2pm 11<sup>th</sup> May in the ANUSA Boardroom (TBC). Following this, it is my intention to bring a range of motions to the AGM for consideration by the student body.

For further information please email me at [sa.president@anu.edu.au](mailto:sa.president@anu.edu.au).

## **5. ANUSA Departments**

Departments continue to be a vital and active part of the Association, with all contributing extensively to undergraduate students’ university experience. Already this year we have seen the launch of the Pledge, Spoon Week, International Student Welcome Evening and so much more.

Additionally, we have seen strong buy in from the University with our new Vice Chancellor Brian Schmidt saying the pledge alongside the ANUSA Women’s Officer Linnea Burdon-Smith at the inaugural ANU Commencement Address in O-Week. This is a promising sign and something that I hope continues into the future as well as extends to other Departments and their respective causes.

## **6. ANUSA Staff, Representatives & Volunteers**

The success of the Association is dependent on the dedication and commitment of professional and casual staff, elected representatives, committee chairs and volunteers. As such, on behalf of the Association I would like to express our gratitude to these people who work diligently to improve the student experience for ANU undergraduates every day.

## **7. Student Services Amenities Fee (SSAF)**

The Association has seen sizeable growth over the last four years, with each year seeing increases in the SSAF allocation. In 2016, ANUSA has been allocated a sum of \$1,773,922 of which \$605,623 counts for shared services and programs ran in collaboration with PARSA, ANUSM and University Division. Table 1 below provides an overview of the Associations SSAF Allocation (inclusive of shared services) from 2012 to 2016.

Table 1 Overview of ANUSA SSAF Allocation from 2012-2016

Year	SSAF Allocation (incl. shared services)	Percentage Increase from 2012	Percentage Increase from Previous Year
2016	\$1,773,922	150%	9.2%
2015	\$1,624,486	137%	7.5%

2014*	\$1,511,242	128%	16.1%
2013	\$1,302,050	110%	10.1%
2012	\$1,182,095	-	-

\*Note the large increase in 2014 is due to the Association being allocated \$100,000 for the procurement of OrgSync.

With respect to the 2016 allocation, I would like to take this opportunity to thank Sean and Clodagh for all their work in putting together such a successful bid and in particular their efforts in the negotiation meetings with the ANU and other Student Associations. Additionally, I would like to thank our Finance Officer Brendan for all his assistance in the preparation of the bid.

For more information please visit - <http://www.anusa.com.au/your-anusa/financial-reports/>.

### *Capital Works*

Each year a portion of SSAF funds are reserved for the purpose of Capital Works project which enhance the student experience and are in line with the SSAF agreement. For 2016, three proposals were submitted for the \$900,000 available. These include:

- Minor refurbishment of ANU Health Centre, including an accessible door and new carpet.
- Installation of outdoor furniture, power points, Wi-Fi boosters etc. to activate Science Precinct to provide students alternate means to study and socialise.
- Development of a Pavilion for South Oval

A final allocation for capital works is expected by 9<sup>th</sup> May 2016.

## **8. Student Assistance Unit**

The ANUSA Student Assistance Unit (SAU) provides free support, advice and assistance to undergraduate ANU Students. University can be hard to navigate and the Student Assistance Officers are here to help. The Student Assistance Officers are professional staff, not current students, and confidentiality is assured.

You can visit the ANUSA Office Monday to Friday, 9am – 5pm (no appointment required), phone: 6125 4093 or email [sa.assistance@anu.edu.au](mailto:sa.assistance@anu.edu.au).

The Student Assistance Unit can help in all sorts of ways, this might include information about:

- Centrelink payments, eligibility and policies;
- Bursaries and scholarships;
- University programs and services;
- Taxation; and
- Community based services.

They can also help with:

- Applying for bursaries;
- Budgeting advice;
- Free lunches and dinners for students who have any barrier to getting a healthy meal whether it's physical, financial, time pressures, etc.;

- Grocery vouchers and emergency grants;
- Completing your tax return; and
- Referrals to appropriate services.

*2015 Statistics*

Between January and December 2015, the Student Assistance had 844 student visits and provided 591 evening meal, 553 lunch meal vouchers and 68 grocery vouchers to students in need. Figure 1 below provides a monthly breakdown of service utilisation throughout 2015. Note that data for January through to March are summed together.

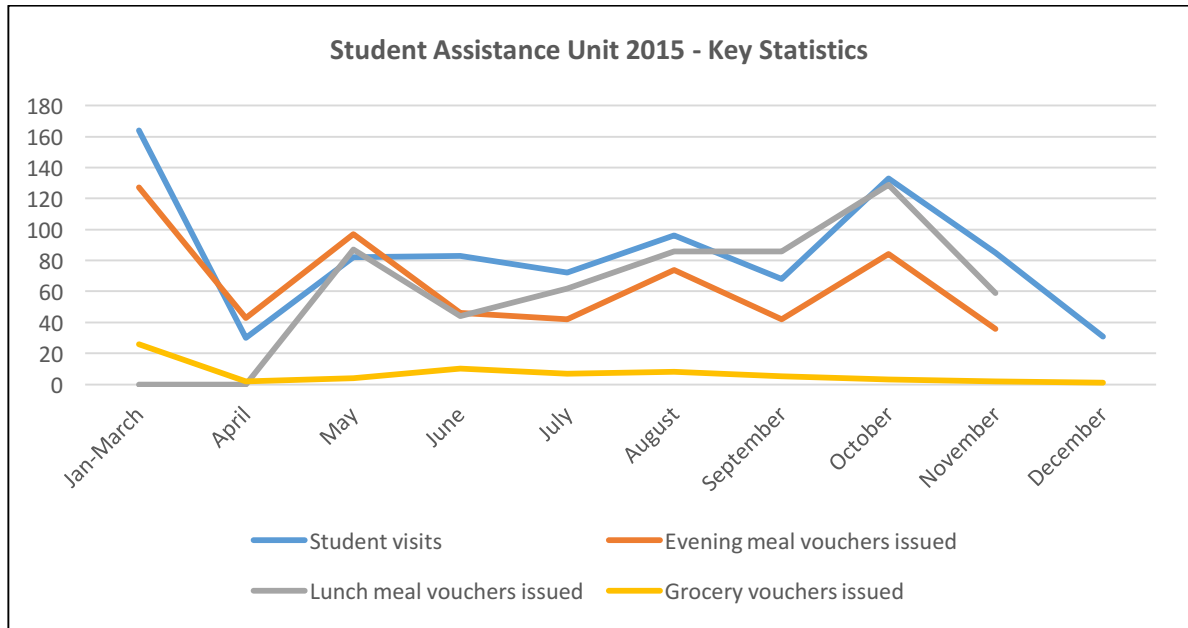


Figure 1 2015 SAU Key Monthly Statistics

A key observation from the data is that service use spikes as we begin the academic year and as we approach key assessment periods.

In addition to meal and grocery vouchers, the Student Assistance Unit provides emergency grants. In 2015, a total of \$16,618 was provided to students in need. Figure 2 below provides a monthly breakdown of emergency grants provided.

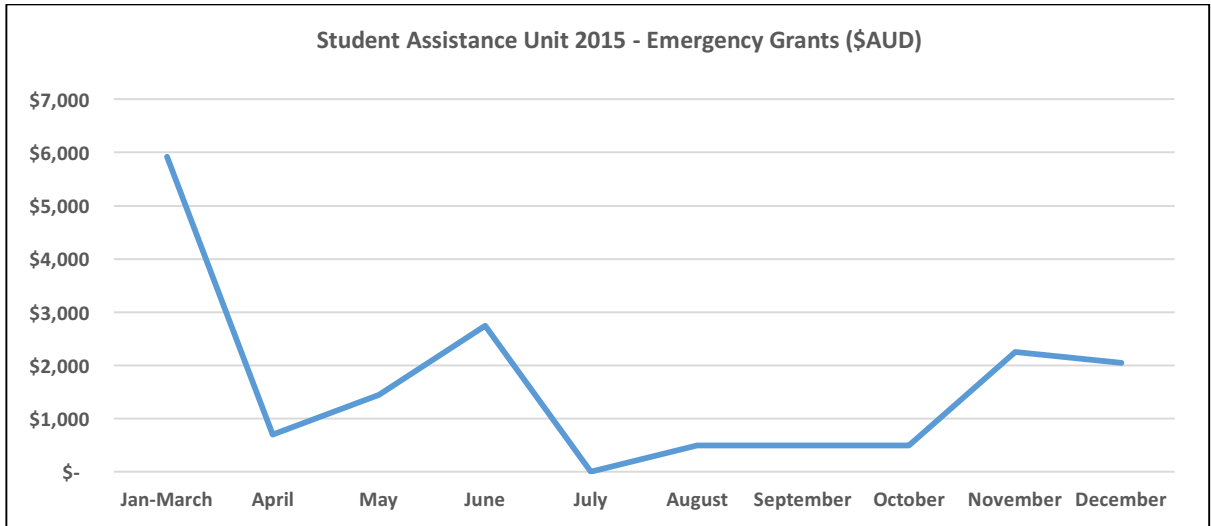


Figure 2 Student Assistance Unit 2015 Emergency Grants (\$AUD)

Lastly, of the 844 student visits throughout 2015, the primary reasons for the visit are outlined below in Figure 3 as a percentage breakdown. From this, it can be seen that financial difficulties and academic issues are the primary drivers for undergraduates accessing services.

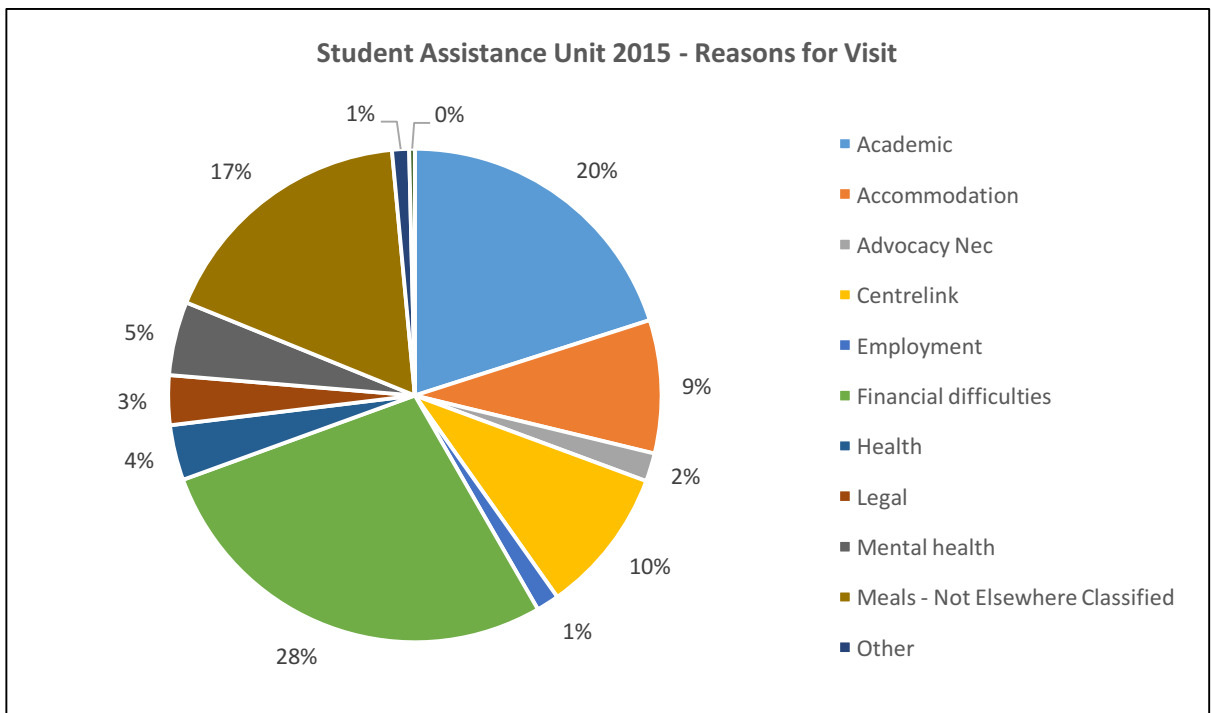


Figure 3 Student Assistance Unit 2015 - Reasons for Visit

*2016 Statistics*

Figure 4 and Figure 5 below provide a comparison of between 2015 and 2016 of key statistics and emergency grants for the Student Assistance Unit during January and March.

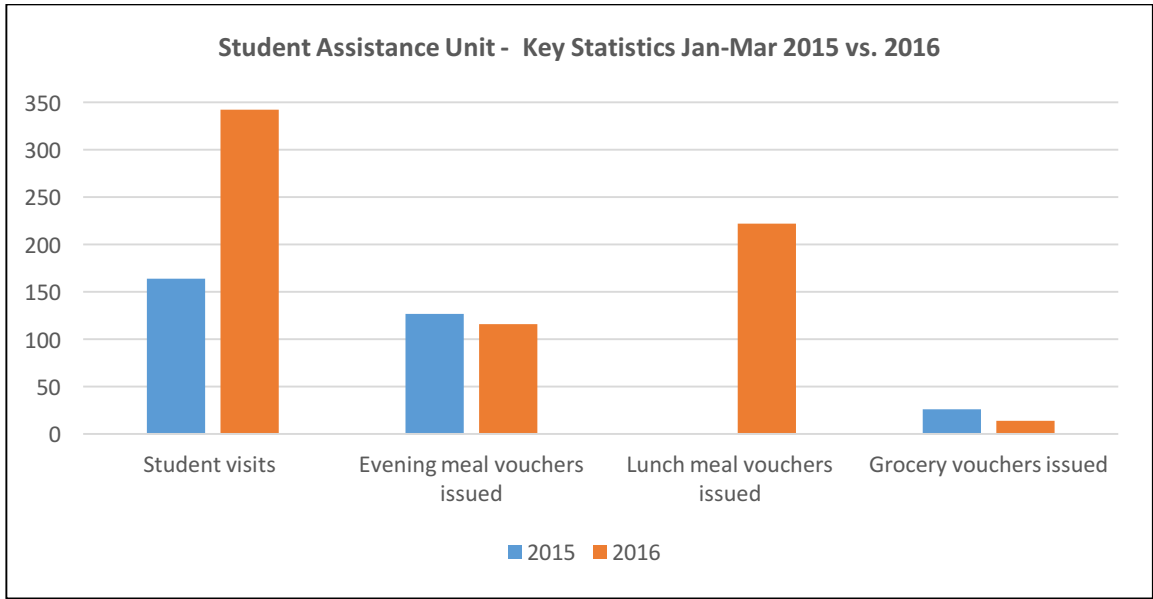


Figure 4 Student Assistance Unit - Key Statistics Jan-Mar 2015 vs. 2016

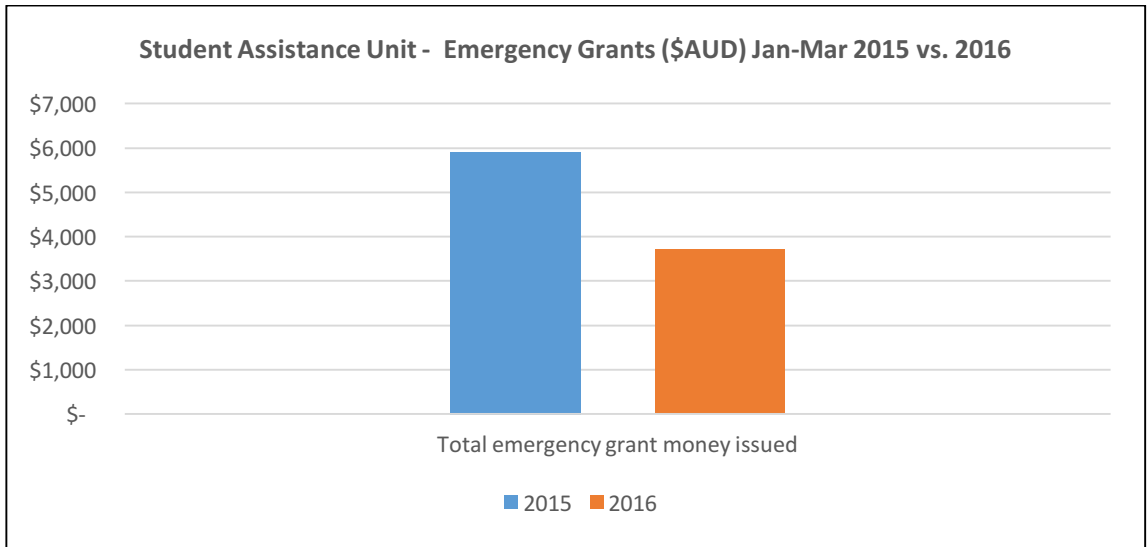


Figure 5 Student Assistance Unit - Emergency Grants (\$AUD) Jan-Mar 2015 vs. 2016

**9. Legal Service**

The legal service, which is jointly operated by ANUSA & PARSAs, provides legal services to individual students and supports the legal needs of ANU student associations, clubs and societies. The service has run for around a decade, and for two and a half years since its re-establishment in mid-2013.

In the period from mid-2013 until October 2015 the service was staffed by one part-time lawyer. Since October 2015 the legal service has been staffed by two part-time lawyers. This has been the most significant development in 2015 and immediately resulted in a more than 50% increase in case load in both November and December.

In 2015 452 legal matters were created. This is an estimated 23% increase on 2014 (368 matters). In November and December, the first complete months in which two

lawyers were working, new legal matters increased by more than 50% in each month. Currently, postgraduate students represent 60% of the individual case load. Work for student associations represents 38% of the total case load, with ANUSA being the most significant organisational user. International students represent 62% of the case load, reflecting the additional exposure to legal issues that international students face, including in terms of maintaining their residency status.

The full report may be accessed here – <http://www.anusa.com.au/wp-content/uploads/2015/01/ANUSA-PARSA-Legal-Work-2015-final-report.docx.pdf>

## **10. Communications & Engagement**

### *Newsletter*

During 2015 the Association was successful in adding the ability to send out a fortnightly newsletter to all undergraduate students as part of its communication strategy. The first of these newsletters was sent on the 1<sup>st</sup> June 2015. Since then, a newsletter has been sent fortnightly during academic term with an average open rate of ~25% and click rate of 20%. With a current subscription of over 12,000 students, this means more than 3,000 students are reading our content and 2,000 engaging more deeply by clicking for more information.

### *Social Media*

As of May 3<sup>rd</sup> 2016 the Associations Facebook Page has 10,295 likes, an increase of 2,200 (27%) from May 2015. This is still the primary way the Association engages with the student community. Specifically, based on website analytics over the last year approximately 65% of all sessions (active engagements with the website) are from Facebook, with 40% desktop, and 25% mobile. However, as Facebook continues to move towards a paid advertising platform the Association will need to consider how to diversify its communication channels to ensure a high level of reach is achieved. Additionally, this diversification will become increasingly important as the Association aims to engage underrepresented groups (with respect to the Association) such as non-residential, mature entry and international students.

### *Website*

The Association's website is intended to be the one-stop-shop for all information pertaining to ANUSA's activities and services. However, the existing website does not currently achieve this and due to a range of factors is frustratingly slow and prone to crashes. While the Association engaged a website developer early last year to assist with this problem, it has become evident that the fixes at the time were merely a Band-Aid.

Moving forward, with the decommissioning of OrgSync and the procurement of a new tool there is an opportunity for the Association to transition to an integrated solution. In essence, this would mean a new website front-end from a student perspective with a vastly improved functionality. For further information, please refer to the OrgSync Decommissioning section of my report.

Nevertheless, based on analytics the Association's webpage has seen improved viewership in the early part of 2016 compared to the same period in 2015. See Figure 6 and Figure 7 below for more information.

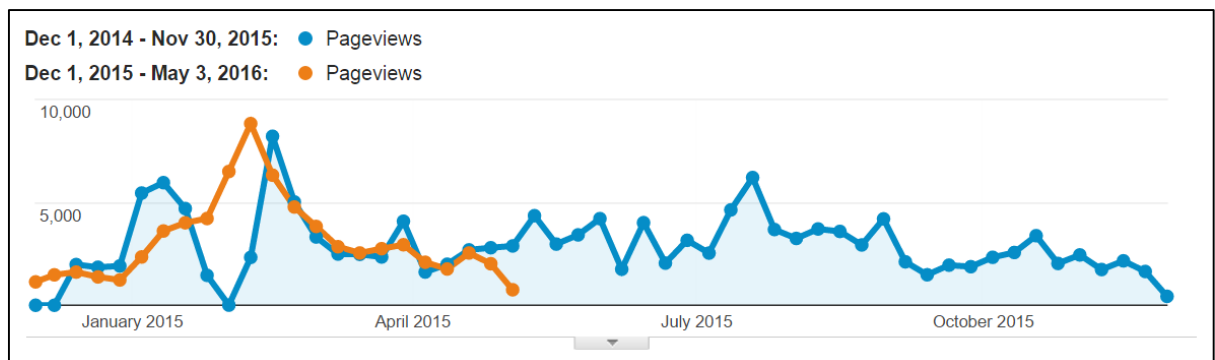


Figure 6 Comparison of pageviews from 2015 to 2016

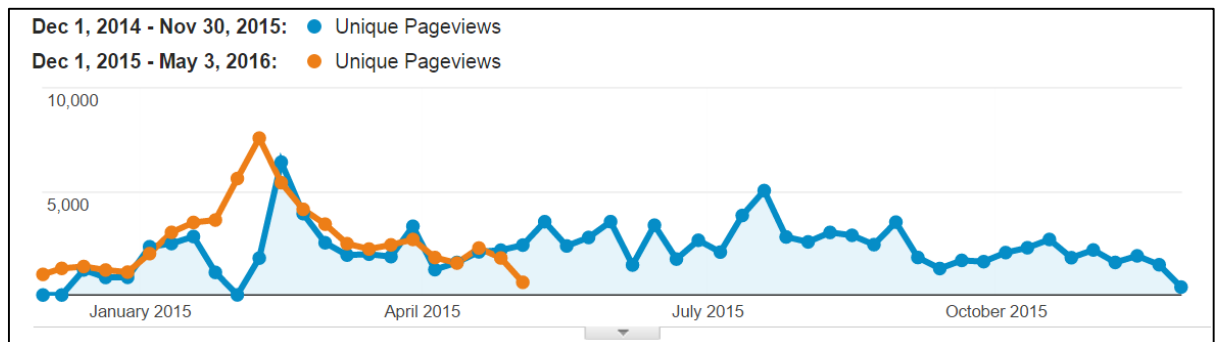


Figure 7 Comparison of unique pageviews from 2015 to 2016

## 11. Union Court Redevelopment

To note that the Union Court Redevelopment was discussed at Council was held on the 1<sup>st</sup> April 2016. I am able to say that that a plan was approved in principal regarding Union Court, though no final decision has been made as further detailed design and costings are required. This is expected to come to Council in July.

## 12. 2016 Projects

To note there are a range of ongoing projects being undertaken by myself in collaboration with various other representatives or staff. A brief overview of these are outlined below, though I would encourage you to refer to SRC or CRC documents for regular updates and more detailed information or contact me via email at [sa.president@anu.edu.au](mailto:sa.president@anu.edu.au).

### *History Project*

In 2015, the ANU Students' Association celebrated its 50th anniversary. The nature of the Association - as an undergraduate student advocacy and representative body - has meant that these 50 years have largely been present and forward-looking. However, over this time the Association has in fact changed and adapted, adding and growing in scope and breadth of responsibility. This project - 'The History Project' - will aim to examine this history to both celebrate and preserve a record of these achievements.



### *EAP Research Project*

ANUSA is undertaking a collaborative student and staff research project assessing what we currently do well and where we can improve with respect to Education Access Plans (EAP's) at the ANU. This project is led by Tomislav Kesina (Disabilities Officer) and myself, with the aim of assessing the perceptions of staff and students regarding the use of EAP's at ANU and identify whether any differences exist. At this stage it is hoped that a report will be available late September to early October, with the intention of circulating among the student community for feedback.

### *International Student Discrimination Project*

The ANUSA Legal Service is undertaking a project focused on international student discrimination in the casual employment market. The motivation for the project was based on trends within the legal service of international students seeking advice regarding employment matters, with majority of students expressing that many others were experiencing similar issues to which they were seeking advice.

A draft outline of the project can be accessed via the link below which outlines the key issues faced by international students with respect to employment discrimination, raising the key initiatives that the project will undertake in order to improve or rectify the situation.

<http://www.anusa.com.au/wp-content/uploads/2015/01/ANUSA-Employment-Discrimination-Project-Outline.pdf>

### *Course Representative Policy*

The aim of this project is the development of a more formalised structure towards course representatives within the University. While some academic areas have systems in place, it is unclear whether this is common practice across the ANU. Further detailed information is outlined in my CRC 1 report.

### *Honours Roll*

Honours Roll is a new program for 2016 aimed at increasing engagement among honours students. It's run in collaboration with the Academic Skills & Learning Centre (ASLC). This new initiative is hoped to build capacity among honours students to address common issues as they arise and to seek help earlier should they be unable to do so.

## **TREASURER'S REPORT**

Sean Macdonald

### **Executive Summary**

1. 2015 Audited Accounts
2. Differences between 2015 and 2016
3. 2016 Initiatives
4. Current Financial Position

### **Further Information**

#### **1. 2015 Audited Accounts**

The 2015 accounts were issued with an unqualified audit report, which means there were no issues and this is a great result for the Association. The Auditors found that our financial records and statements are fairly and appropriately presented and are not in breach of any Accounting standards or legislation. There was no record of fraud or errors and the auditors were very happy with our communication and correspondence throughout this process. It is important to recognise the outstanding work Brendan, our finance officer, has done in 2015 and that he is continuing to tidy up the ANUSA finances and the way we report/account for money.

The surplus for 2015 was \$110,831, which was largely due to the amount of money the Association raised through sponsorship and ticket sales. Furthermore, the Associations expenditure in 2015 increased by just under \$400,000. This increase was reflected in the amount of events and services offered throughout 2015.

This audit shows that we have complied with the recommendations in the Ernst & Young Financial Governance Review by obtaining an external audit, and this audit has revealed that we have not done anything wrong during 2015. Furthermore, all financial reports were submitted on time and the given to the University when required.

#### **2. Differences Between 2015 and 2016**

For 2016 the Association was given close to a \$150 000 increase in our SSAF Allocation. Accordingly, we are focusing on increasing our other revenue streams and plan to operate on a higher budget than 2015. Expenditure is likely to increase by over \$200,000 as ANUSA continues to expand the services we offer to students and continues to offer more and larger events.

We have currently received 70% of the 2016 SSAF Funding and 100% of the GAC funding. By working closely with Brendan I have been able to identify monthly expenditure requirements, which has allowed me to ensure the interest we receive on the money in our bank accounts can be maximised.

We have also been issued with 3 debit cards for the Association, which the President, Vice President and Treasurer (the three bank signatories) control. A policy has been developed to administer their use and mitigate fraud risks. By having debt cards the financial burden on individuals is reduced and direct debits can be set up.

A large focus on sponsorship and alternative revenue, saw the sponsorship raised in O Week alone being only \$5,000 less than what was raised in the whole of 2015. Looking for other revenue streams, besides SSAF, is important and ensures the Association is not solely dependent on one income stream.

### **3. 2016 Initiatives**

In 2016 I have been focusing on two main objectives:

1. To review the financial governance of ANUSA and ensure we have adequate policies in place and policies that reflect the work we actually do; and
2. To look into alternative revenue streams.

The majority of ANUSA's financial policies were developed in 2014 and were drafted to comply with the Ernst & Young report. This meant that some were not practical and there were also gaps where policy needed to be drafted. I have currently drafted:

- A writing off bad debt policy;
- Cash Management policy; and
- Financial handover policy.

I have also amended the purchase and debit card policy and have begun reviewing the procurement policy and plan to draft an assets management policy. The importance of proper policy is to ensure new representatives understand their roles and also reduce the chance of fraud occurring.

As mentioned above I have also been focusing on alternative revenue streams to mitigate our financial dependence on SSAF. It is unclear if SSAF will be removed in the future, and the Association prior to SSAF operated on more than \$1million less than we operate now. In the short term I have focused on sponsorship, higher interest rates and rejuvenating the ANSUA bookstore.

Long term, I am looking into the amount of savings ANUSA has, what can be invested and any limitations. Once this is known, options such as a share portfolio or property can be better assessed.

### **4. Current Financial Position**

Things are going well in 2016 and there doesn't appear to be anything worrying. Ben, Clodagh and myself (the three bank signatories) have all undergone the relevant financial and risk management training. The whole ANUSA team is working well, budgeting appropriately and communicating effectively about any unplanned expenditure. Brendan has been a tremendous asset and has helped the Departments/Collective with basic financial training.

We have complied with the SSAF Agreement and given the University financial reports when they are required, we consulted widely for the budget and ensured all groups/individuals were able to pitch ideas that required funding. The Association is in a strong financial position and all representatives and employees should be proud of their efforts in getting ANUSA to this point.

### VICE PRESIDENT'S REPORT

Clodagh O'Doherty

#### Executive Summary

1. Accommodation Bursaries
2. Academic Appeals
3. Show cause and probation notices
4. Brian Kenyon Student Space
5. Chillapoolooza/ "De-stress Week"
6. Ethnocultural Committee
7. Mental Health Committee
8. Counselling Centre Resourcing
9. University Mental Health Day

#### Further Information

##### 1. Accommodation Bursaries

The accommodation bursary allocation process has been really problematic in recent years, mainly with concerns over proper consultation between those that sit on the panel and the transparency of the decision making process. Carolyn, one of our student assistance officers, sits on the panel as the ANUSA representative and has been pivotal in pushing for change in this process. Her and Ben have worked on this project through 2015, but Tania, Wayne (PARSA Student Assistance Officer) and I will be working on it this year.

Tania Willis, Wayne and I had a meeting in December to discuss concerns raised by Ben, Carolyn, and other members of the panel. From that meeting, the process has been slightly changed to involve greater consultation and better distributed decision making powers for those on the panel to address some our issues in the interim. However, we have still experienced a reluctance from the university to inform the committee of bursary outcomes. I will continue to chase this up in coming weeks.

During the year, I will be looking at more holistic reform to the accommodation bursary system at ANU along with Tania. This will bring much needed change to the bursary system to make it more meaningful for students, and reaching students that were previously excluded or inadequately cater for in the application process. We are looking to trial the awarding of these bursaries through UAC for 2017, but I will continue to push for an internal process to still exist, so that we can catch students that may fall through the cracks. At the moment, some target groups that need to be addressed are non-HECS liable permanent residents and first year students. We also need to define "financial hardship", "extenuating circumstances", and in what sort of situations we should reasonably expect students to have budgetarily planned for their living expenses.

## **2. Academic Appeals**

Over the last 12 months, I have worked on a number of academic appeals. They can largely be broken up into 3 groups- disputing grades, show cause, and failed applications to graduate. Since the start of semester, my work here has moved to concerns about assessment, teaching quality, and course accessibility issues.

These processes can be quite time consuming and are obviously very stressful for the student involved. I've worked closely with Paula Newitt, Dean of Students, on a number of those cases and she was fantastic. I had more successful appeals than failed ones- which was good to see and the College ADE's are normally forthcoming with the complaints.

I've noticed a number of recurring issues while dealing with this disputes.

1. Changes to course requirements: The change in course structure has made graduation applications complicated. A lot of courses changed their requirements for 2015. People who have made basic transfers (e.g. have started with a double degree, but then dropped out of one of the degrees in order to graduate) have been told that because they have "transferred" they need to abide by the 2015 requirements and therefore cannot graduate when they thought. Often this is an easy fix, but has caused a lot of unnecessary stress.
2. Teaching Quality: There have been a number of complaints that have centred around teaching quality in the College of Business and Economics. I'd like to investigate this more closely at some stage in the year as I am under the impression they receive more complaints of this nature than other academic colleges.
3. Special Consideration Ambiguity: There are clear inconsistencies between colleges in granting special considerations. This makes expectation-setting difficult for students but I am aware that the university is presently looking into this. I will be watching this closely.
4. Notice of Academic Probation: I will be working with the Division of Student Administration in an attempt to improve the notification process for probation and show cause. Presently, they only notify students through one email and one letter in the mail. Especially regarding show cause, taking into consideration that these notifications are made during major break periods, I don't believe this is sufficient. In addition, the current email notifying students that they are on academic probation does not actually use the term probation- which makes the process very vague for students.
5. Academic Misconduct and Poor Practice: I've been alerted to a high number of academic misconduct cases in the last few weeks. It seems that individual courses are containing multiple cases as once. I am unsure if this is an increase to previous years, but College's seem to feel that this may be the case.

## **3. Show cause and probation notices**

In addition, I presented at the Academic Progress Committee (the people that assess show cause applications, etc.) on 14th April. I was invited by the chair of the committee,

Mark Erickson, to report on patterns I have noticed and ways I think the system should be reformed. I largely spoke about the notification process, and how it is currently vague and difficult for students to ascertain what it means to be on probation and show cause. I suggested that, for show cause notices, students should be sent a text message to alert them to check their emails. I also asked that the probation notices be reworded to actually use the term 'probation' and explain the link between probation and show cause.

Hopefully these small adjustments will significantly improve the response rate and academic progress of these students. It is interesting to note that, over the last few years, it has been noted that 40% of students on show cause are automatically excluded from the university because they do not submit their show cause applications.

#### **4. Brian Kenyon Student Space**

##### *Staff*

The recruitment process for BKSS managers in 2016 was incredibly competitive with over 100 applicants. The interviewing process was arduous, but it has left us with a phenomenal team consisting of Divya Kaliyaperumal, Emma Murdoch, Jeremy Hoskins, Jock Webb, Max Henshaw and Tess Klu.

The team underwent a full week of training and have been working incredibly hard over the last few weeks. They were indispensable to the association during O Week. I have plans to make the rostering system more flexible to allow for more staff where there are events, etc. so that the equipment hire process is more smooth. The BKSS is a very dynamic, but often chaotic space, so I would like to congratulate the team on their amazing efforts so far.

##### *Bookshop*

We have decided to rejuvenate the bookshop over the winter break, in time for the data to be input onto MSL. We are of the opinion that it is not a worthwhile ANUSA service in its present form. In its prime days, the bookshop brought in over \$20,000 to the association annually. However, due to increase competition in the sector, the shutting down of the physical bookshop in favour of a purely online one, inadequate resourcing and archaic recording systems, the bookshop's popularity and productivity has decreased in recent years.

We felt that this is a "now or never" opportunity to bring the bookshop back to its former glory days. The managers will be working very hard over the break to compile 6 years worth of different logging systems, completing a stocktake, and planning to run a physical bookshop in Bush Week to kick it off.

##### *Student Bites*

Student Bites began delivering food to the BKSS in 2015, and we have continued the program into 2016 with great success. Thanks must go to the Environment Collective for assisting with the distribution process.

#### **5. Chillapolooza/ "De-stress Week"**

'Chillapolooza' is an initiative set up by our Student Assistance Unit (SAU) to provide stress relief to students during the exam period. This was first run in Semester 2, 2015, and we will be running it again for the upcoming exam period alongside the BKSS.

However, it will be re-named “De-stress Week” to be more seasonal. Some activities include:

- Clear ANUSA pencil cases filled with exam essentials
- Colouring in sheets + coloured pencils
- Fresh fruit bags
- Foosball in the BKSS
- Kitten play dates
- Inflatable Sumo Wrestling and Horizontal Bungee

## **6. Ethnocultural Committee**

The current members involved in the Ethnocultural Committee have asked me to observe their budget and operational needs. Since the group is a committee, as opposed to a department, they need an executive to sign off their expenditure.

In coming months, the committee will be running elections for committee positions within the bounds of the constitution, creating a budget for 2016, and looking at their ability to transition from a committee to an autonomous ANUSA department. I'm very excited by their work so far and want to congratulate all those involved for their hard work this past year. This is going to be a fantastic year for ethnocultural representation on campus.

## **7. Mental Health Committee**

I have been overseeing the ANUSA Mental Health Committee for 2016. In December, we went through the recruitment process for co-chairs and appointed Tara Peramatukorn and Aji Sana. During term 1, Tara resigned due to competing commitments and we appointed Marcus Dahl to fill the vacancy.

## **8. Counselling Centre Resourcing**

It's a well-known truth at ANU that the counselling centre is under resourced. I feel that ANUSA should be advocating more heavily on this issue. I will be working on a campaign with Marcus, Aji, Tom Kesina and the Mental Health Committee to try and push the university to allocate more funds to this area as a matter of priority for our students.

I've met with Carolyn Farrer to discuss the ways in which they are under-resourced and what sort of change they want us to push for. The main issue in this area is staffing. We discussed some interesting ideas to help with reducing waiting times for students, including hiring youth workers to increase the number of drop-in sessions on offer each day. They could also be a means to triage students to ensure that they are accessing the right resources before referring them on to a qualified counsellor. They would also be able to deal with some crisis work.

I will also be looking into the impact the soon-to-be-launched Virtual Clinic will have on service provision in this space, and the impact online forms of help-seeking might change our need for more staff



## **9. University Mental Health Day**

While the walk didn't get many attendees, the BBQ was a great success. The Counselling Centre was able to talk to a huge amount of students and have them fill out the 'Keys to Resilience' survey. They had so much fun they want to do it again!

I'd like to thank everyone who came out to help with the BBQ. We had a great mix of people from the MHC, Batyr and representatives from residential halls/colleges. A good sign for things to come with the campaign planned for next semester.

## **GENERAL SECRETARY'S REPORT**

Sam Duncan

### **Executive Summary**

1. 2016 Annual Elections – Week 5, Semester 2
2. Casual Vacancies so far this year
3. Day on the Green
4. Inspirational Speaker Series

### **1. 2016 Annual Elections**

The 2016 Annual Elections are scheduled to take place in Week 5 of Semester 2. They will be conducted in accordance with the new Election Regulations, which were passed at the General Meeting on 3 May 2016, and polling will be conducted entirely online. Candidate nominations will open on the Monday of Bush Week and remain open until 5pm on Friday of Week 2.

Roxanne Missingham has agreed to act as Returning Officer for the election. Roxanne presently acts as RO for Woroni's Annual Elections, and I am excited to work with her this year.

Probity Officers have been elected and I will arrange to meet with them over the winter to discuss their role and responsibilities under the new Regulations. I will put together an information booklet in the coming weeks explaining the new Regulations and the disputes process should an issue arise.

### **2. Casual Vacancies**

I have received a handful of resignations in a number of positions already this year. For record, I have set these out below:

- Resignation of Odette Shenfield and Michael McKenna as Environment Officers. The SRC endorsed Zoe Neumayer and Victoria Herbert to fill the casual vacancies at SRC3.
- Resignation of Zoe Neumayer as General Representative. The SRC will endorse Charles Chu to fill the casual vacancy at SRC5.
- Resignation of Cat Yen as College of Asia Pacific Representative. The President appointed James Lawson to fill the casual vacancy at CRC3 in consultation with the CRC.
- Resignation of Jade McKenna as Queer\* Officer. The SRC endorsed Fred Hanlin to fill the casual vacancy at SRC4.
- Resignation of Alex Merrick as Grants and Affiliations Committee member. The SRC voted in Cameron Allan to fill the casual vacancy at SRC4.
- Resignation of Jackson Carey as General Representative. I expect the SRC will endorse someone to fill the casual vacancy at SRC5.

I expect to receive one further resignation from a General Representative who will be graduating this semester. I anticipate this casual vacancy will be formally filled at SRC5.

### **3. Day on the Green**

Preparations for the Day on the Green Project are well underway. The project brings together academics, executives, support service providers and advisors from across the various Academic Colleges and around the university for a whole-day academic drop-in session in Chifley Meadows during Bush Week.

The event will take place on Tuesday of Bush Week from 10am until 4pm. This will be a fantastic opportunity to explore what the various Colleges have to offer, and to meet staff from ANU Global Programs, Academic Skills and Learning and ANU Counselling. There will also be food trucks and music to keep us fed and entertained!

Thank you to those Colleges who have already offered their support for this event. I look forward to working with each of the ANUSA College Representatives, Deans and Sub-Deans to make sure this event is a success.

### **4. Inspirational Speaker Series**

I have been in contact with a number of inspirational speakers and am working with the executive to plan an evening event next Term. If you know of any inspiring speakers – local, national or global (!) – please be in touch.

### EDUCATION OFFICER'S REPORT

James Connolly

#### Executive Summary

1. Overview of 2016 (by reference to 2015)
2. Education Graveyard
3. Enrolment Campaign
4. Policy Analysis Working Group
5. ACT Election Debate
6. Budget Night Party
7. Post-Budget Student Speak Out
8. Higher Education Update
9. Media
10. First Year Camps
11. Politics in the Pub
12. Expenses

#### Further Information

##### 1. Overview

The Education Officer role is by its nature more reactive than other Executive Offices. Consequently, shifts in objectives and actionables are the result of changes in the Higher Education space. The two relevant changes are that 2016 is an election year and the Cabinet re-shuffle that saw Simon Birmingham elevated to Minister for Education and the government policy of university deregulation dropped.

- a) An election year means that the role is more service orientated than advocacy driven. As a students' association, ANUSA is committed to ensuring that students are (1) enrolled to vote, (2) informed across all key issues that affect them and (3) then participate in the election by voting. Regarding (1) I direct readers to Item 3 of my report. Concerning (2) I direct readers to Item 4, 5, 6 and 11 of my report. Finally, regarding (3) ANUSA will provide information regarding polling locations, electoral boundaries and is assisting the Enrol 4 Change campaign which is a campaign that outlines not only the importance of enrolment but voting as well. This re-orientation of the role to one of service provision must be balanced with ANUSA's advocacy of its policies in the higher education space. Please see Items 2, 7 and 9 of my report for an outline of how this has been carried out. All three Items demonstrate more consistency with the Advocacy orientated approach of the 2015 Education Officer.
- b) University Deregulation represents the most significant change to higher education funding since the introduction of HECS. Consequently large-scale mobilisation was feasible on ANU campus. The abandonment of university deregulation requires a shift in strategy away from rallies and protests in favour of speak-outs (see Item 7) and stunts (see Item 2). The smaller public profile of Simon Birmingham compared to Christopher Pyne has also affected the way in which these campaigns are advertised and targeted.

## **2. Education Graveyard**

On April 13<sup>th</sup> ANUSA ran a stunt in Union Court that protested cuts to higher education funding and floated policies that represent the corporatisation of higher education institutions. Key Points:

- The timing was consistent with planning that accounted for the possibility of re-accreditation with the National Union of Students (NUS) as the stunt occurred on the same day as a National Day of Action (NDA).
- The event attracted media attention both internal and external to the ANU as was hoped given University of Canberra did not run a similar event on April 13<sup>th</sup>.
- The social media campaign was effective at expanding the reach of the event. This included photographs being uploaded from the event and a series of targeted video ads released online each day of Week 8.
- As an indulgence I thank the volunteers who assisted on the day and those who participated in the social media campaign that expanded the event's reach.

## **3. Enrolment Campaign**

Term 2 events form part of a planned 'Get Enrolled, Get Informed, Get Voting!' campaign. The 'Get Informed' component is detailed in Items 3 & 4 of my report. Regarding, methods of encouraging students to enrol to vote, I welcome all input. I will flag six action items:

1. The provision of 'Enrol to Vote or Update Your Details' forms: The ANUSA Offices and Brian Kenyon Student Space have forms and paid envelopes. This has been advertised, as has online enrolment at <http://www.aec.gov.au/enrol/>.
2. 'Get Enrolled' Posters: The Communications Officer and myself have put together posters to be put up around campus encouraging students to get enrolled online or by picking up a form from ANUSA or the BKSS.
3. Universal Lunch Hour: I ran an enrolment drive during the ULH of Week 9, which is during Arts Week. The CASS Reps have kindly allowed me to do so whilst they run their respective events.
4. Social Media Campaigning: I worked with the Communications Officers on creating short clips to engage ANU students and encourage them to enrol to vote.
5. Assisting other campaigns: I have worked with 'Enrol 4 Change', a campaign run by ANU students. This has included using ANU networks to share information and delivering a talk at a residential College on the importance of voting.
6. Media: I provided background to a WIN News story on low enrolment amongst young people, outlining the importance of young people enrolling.

## **4. Policy Analysis Working Group**

In conjunction with Woroni, I established a Policy Analysis Working Group to develop 6 pieces on the issues that are most relevant and important to students for publishing throughout Term 2. These pieces will explain an issue like university funding and then analyse each party/independent candidate's policy (if the information is available) allowing the reader to form their own conclusion on the matter.

A large number of high quality applications were received from which a panel selected the six best applicants. The six pieces will address:

1. Housing (published in Week 8)
2. Higher Education (published in Week 9)
3. Employability/Industrial Relations (published in Week 10)
4. Social Issues
5. Welfare
6. The role of the government in the economy

At the conclusion of Term 2 I will compile these pieces into a booklet to be provided to students in anticipation of a July 2 election.

## **5. ACT Election Debate**

As a joint project with Woroni and SASS, I am organising a debate for late Term 2 between the main ACT Senate candidates for the Federal election. These are: Katy Gallagher (Labor), Zed Seselja (Liberal) and Christina Hobbs (Greens). Confirmation of participation has been received by all three candidates and the debate will be held on May 25<sup>th</sup> (Week 13) in MCC1 from 6.30-8pm.

This is an important informative event for students in anticipation of the Federal Election.

## **6. Budget Night Party**

ANUSA hosted a Budget Night Party (May 3<sup>rd</sup>) in the BKSS from 6.30pm-9pm as has occurred in previous years. Unlike previous years I applied for a Non-Commercial Liquor Permit to supply the event. The application was accepted and it is for the discretion of future Education Officers as to whether they supply the event or make it BYO as has been done in the past at less expense and resource consumption.

## **7. Post-Budget Student Speak Out**

ANUSA hosted a Post-Budget Student Speak Out on Wednesday May 11<sup>th</sup> in Union Court. The event was in response to a lack of consultation by Minister for Education Simon Birmingham on higher education reform despite pledging to do so.

The event was not a protest but enabled students to air their views on the Federal Budget and its implications for students and the higher education. I took the opportunity to espouse the view of the Association but any ANU student was entitled to voice disagreement. The banner signing component also catered to students who wanted to express their view on the implications of the Federal Budget but did not want to speak.

## **8. Higher Education Update**

Key issues to highlight in the higher education sphere:

- Effective closure of the Office of Learning and Teaching (OLT). The OLT funds research into improving education quality in higher education institutions. Its closure has been well forecast following a review but always with the expectation of a replacement body. Senator Birmingham since becoming Education Minister has failed to commit to a replacement body even though the OLT is due to be closed 30/6/16. There is considerable evidence that points to the value of having an office or institute to oversee funding into improving education quality and this would represent a significant blow to education quality.

- Cuts in funding to the Higher Education Participation and Partnerships Program (HEPPP) which funds programs including Access and Inclusion.
- \$2 billion cut to higher education announced in the Budget with no clarity as to where the savings will be made.
- The Federal Government released alongside the Budget the 'Driving Innovation, Fairness and Excellence in Higher Education' options paper. It renewed its commitment to overhauling the funding structure for universities with policies to be announced and implemented for 1 January 2018. The discussion paper floats a number of objectionable policies. These are:
  - o Lowering the HECS repayment threshold to \$45,000 from its current position of \$54,126.
  - o A 5-20% charge for accessing a HECS-HELP loan.
  - o The introduction of a household income test to be factored into the repayment threshold.
  - o A 20% cut to university funding with the shortfall to be covered by an increased in tuition fees.
  - o Deregulation of 'flagship course'. Estimates say that these 'flagship courses' will affect around 20% of university cohorts. The other objection is that once partial deregulation is passed it becomes more easy to deregulate other courses.

## **9. Media**

In representing the education policies of the Association I have done media with the following outlets:

- hit104.7 Canberra Radio (three times)
- WIN News (twice)
- ABC National News
- The Canberra Times (twice)

## **10. First Year Camps**

The First Year Camp Feedback Survey received 53 responses from campers. Feedback was generally positive but with some constructive feedback that can be incorporated into a list of recommendations for the 2017 Education Officer to consider.

I have facilitated a survey to be sent out to past mentors and College Representatives in order to gage their opinions and insights into First Year Camps. I have already had individual meetings with past organisers/participants and will follow up with a larger forum for those past mentors and College Representatives that are interested in attending and contributing.

## **11. Politics in the Pub**

I have had considerable difficult organising Politics in the Pub events. The proroguing of Parliament and the short time frame I had to work with upon being elected by the SRC February 23<sup>rd</sup> all contributed to the difficulty I have experienced organising high profile speakers to come to ANU and speak. I will endeavour to address this in Term 3 in anticipation of the ACT Election.

## **12. Expenses**

Line Item: Education Committee

To date I have overseen processed expenses equal to \$1778.62.



## **SOCIAL OFFICER'S REPORT**

Helena Hu

### **Executive Summary**

1. Overview
2. Bush Week
3. GAC
4. Clubs and Societies Program Working Group
5. Social Committee
6. Clubs and Societies Networking Event
7. Handbook
8. Consultation Hours

### **Further Details**

#### **1. Overview**

The Social Officer role's main projects every year are O-Week, Bush Week, and GAC. This remains consistent this year. My main goals this year are to conduct a thorough review of GAC policy with consistence Clubs and Societies consultation, with the support of the Treasurer and members of GAC. This is a long process, and I aim to direct progress for results by the end of Term 3.

I also have been concentrating on guiding Clubs and Societies culture on campus and C&S relations with ANUSA towards one of collaboration. This has mainly manifested in encouraging collaborative events through advertising the additional funding and manpower of the Social Committee, and holding events such as the Clubs and Societies Networking Event. So far, ANUSA has supported collaborative events including ANUrovision, Night Fest, and will be supporting the Red Party in Term 3.

I have also attempted to reinvigorate the Social Committee which was largely inactive last year. We have so far held 2 meetings, included the Social Committee in Universal Lunch Hours, and have been advertising the Social Committee's available manpower to Clubs and Societies.

#### **2. Bush Week**

Bush Week Directors have been engaged and we have begun the planning of the week. Thank you to all those who applied, we received a large number of stellar applications. Planning is very much on track, we are making great progress.

We are hoping to engage Clubs and Societies more directly in the running of the week this year, and will be advertising those opportunities on the ANU Clubs and Societies Facebook page soon. We will also be advertising for Volunteer Coordinators and Volunteer positions soon, and I highly encourage all to apply.

### **3. GAC**

GAC has now settled on (once and for all) our permanent weekly meeting time. We will be having weekly working meetings from 2-5pm in the ANUSA Boardroom—these meetings will primarily consist of processing all budget, payment, and affiliation requests, and all Clubs and Society members are welcome to drop in to these meetings after 2:30pm with any questions or concerns. We will be holding fortnightly meetings during the semester break.

GAC will also be holding policy meetings on a monthly/as-necessary basis (i.e. there will be a regularly scheduled monthly policy meeting, which can be cancelled if there have been no policy issues raised with GAC that need to be discussed). These meetings commenced this week Wednesday 18 May 12-2pm in the PARS Boardroom.

Representatives from NUTS, Arts Revue, IAC, and the Maker Club were present for the meeting, which was the first consultative meeting in a series we will be conducting with the end goal of establishing new Production Funding policy.

GAC now has twice daily consultation hours, 10-11am and 3-4pm on Mondays, Wednesdays, and Thursdays. All Clubs and Societies are welcome to drop in to these consultation hours to ask any questions about affiliations, budget/payment requests, and any other function of GAC.

I have received a notice of resignation from Alex Merrick on 6 May 2016. This casual vacancy has been filled by Cam Allan at SRC4.

Meeting minutes, announcements, and other information related to GAC is currently being circulated on ANU Student Groups on Facebook. We continue to circulate information via OrgSync, and we are in the process of setting up regular circulation of minutes on the ANUSA website.

*Expenditure report up to date of 10 May*

Approved funds to date: \$23,438.14

Remaining non-allocated funds: \$176,561.86

Monies paid by financial officer as of 19 May: \$22,285.39.

### **4. Clubs and Societies Program Working Group**

Following the success of the Electoral Reform Working Group, I am launching the Clubs and Societies Program Working Group with the aim of 1) conducting a thorough, in-depth GAC funding policy review; and 2) reviewing the current support systems in place for Clubs and Societies, and how/where we can improve.

An expression of interest form will be going up on Monday on the ANUSA website, and will be circulated on Facebook and Orgsync. Depending on availability, the working group will begin work in the semester break.

### **5. Social Committee**

The Social Committee had its second meeting on Thursday 5 May. A motion was passed to make the Social Committee available as extra hands during Universal Lunch Hour.

The next Social Committee meeting will be held on Thursday 26 May 12pm in the ANUSA boardroom.

## **6. Clubs and Societies Networking Event**

The first Clubs and Societies Networking Event was held on Thursday 19 May at 12pm in the ANUSA Boardroom. Thank you to all those who attended—we had a larger than expected turnout, and the event was a success.

I will be aiming to repeat the event in Terms 3 and 4—this will hopefully be an excellent opportunity for attendees to meet different Clubs and Societies, exchange ideas, and ask any questions about holding larger/collaborative events on campus.

## **7. Handbook**

The handbook is currently being written by the GAC committee, with contributions from the departments and the executive. We are currently aiming for publication just before Bush Week, with physical copies being distributed to Clubs and Societies on Market Day. We will also be working on this during the break.

## **8. Consultation Hours**

My consultation hours are now Wednesdays 12-2pm in the ANUSA Office—please feel free to drop in to ask any questions or with forms for me to sign.

**DISCUSSION ITEMS / MOTIONS ON NOTICE**

**Motion 1:** That the meeting reconfirm the 2016 ANUSA Budget.

Moved: Sean Macdonald  
Seconded: Ben Gill

[See Appendix A for supporting documentation for Motion 1]

**Motion 2:** That the duly audited Annual Financial Statement be accepted.

Moved: Sean Macdonald  
Seconded: Ben Gill

[See Appendix B for supporting documentation for Motion 2]

**Motion 3:** “That the Association endorses the recommendations outlined in the ANUSA Department Officers Proposal ( see - <http://www.anusa.com.au/wp-content/uploads/2016/05/Department-Officers-Proposal.pdf>) as part of the Payment to Student Representatives Review and supports the drafting on constitutional changes as required to bring them into effect at a following general meeting”

Moved: Ben Gill  
Second: Clodagh O’Doherty

**Motion 4:** “That the Association endorses the preferred recommendation outlined in the ANUSA Executive Proposal, namely that the Association engage the Executive as employees ( see - <http://www.anusa.com.au/wp-content/uploads/2016/05/ANUSA-Executive-Proposal.pdf>) as part of the Payment to Student Representatives Review and supports commencing discussions regarding an Enterprise Agreement and the drafting on constitutional changes as required to bring them into effect at a following general meeting”

Moved: Ben Gill  
Second: Clodagh O’Doherty

[See Appendix C for supporting documentation for Motions 3 and 4]

## **Appendix A**

---

See below supporting documentation in relation to Motion 1:

**ANUSA 2016 Budget (1/12/2015 - 30/11/2016)**

<b>Income</b>	<b>2015 Total</b>	<b>2016 Budget</b>	<b>Comments</b>
SSAF	\$1,631,837	\$1,773,922	SSAF Submission available on the website
Events - Ticketing	\$112,829	\$150,000	O week ticketing, First Year Camps tickets, Bush week event tickets, C&S Ball tickets
Training		\$5,000	
Sponsorship - ANU	\$20,173	\$15,000	First Year Camp and Day on the green sponsorship, college all have tight budgets in 2016 which is why this
Sponsorship - External	\$43,464	\$50,000	
BKSS Food/Consumables	\$5,041	\$4,500	
Bookshop	\$5,482	\$6,500	
Interest	\$17,839	\$50,000	Opening 4 month term deposits which will give more than double the interest our previous account provides
<b>Total</b>	<b>\$1,836,665</b>	<b>\$2,054,922</b>	
<b>Expenditure</b>			
Accounting/ Bookkeeping	\$31,108	\$0	Association has recruited a CPA qualified finance officer, all accounting and bookkeeping is now
ANUSA Committee Projects	\$31,736	\$45,000	Bigger Sex and Consent Week and Mental Health
Auditing	\$8,055	\$8,100	
Bank Fees	\$2,402	\$2,500	
BKSS Food/Consumables	\$16,368	\$20,000	Due to high demand in 2015 for the free breakfast
BKSS Non-food	\$4,092	\$5,000	
Bus expenses	\$6,420	\$5,000	
Bush Week	\$45,460	\$45,000	
C&S Events	\$24,200	\$28,000	Funding is for the C&S Ball and 4 C&S networking
Cleaning	\$7,429	\$6,000	
College Camps	\$60,588	\$65,000	
College Representatives	\$4,233	\$18,000	new initiative in 2016 - Day On The Green, \$1500
Departments & Collectives	\$70,351	\$90,000	
Education Committee	\$3,810	\$10,000	Being an election year many events are planned such
Elections	\$23,813	\$25,000	
Equipment	\$36	\$12,500	replacement and repair of existing equipment, in
Fees & Subscriptions	\$1,761	\$2,500	Xero Accounting, Xero HR and Survey Monkey
Grants and Affiliations Committee *	\$214,284	\$200,000	
IT Support and Equipment	\$1,208	\$4,000	
Leadership and Professional Development	\$32,695	\$40,000	leadership retreats, sending delegates to NOWSA, Queer* Collaborations, CISA, Generation Next and other
Legal Expenses	\$5,856	\$6,200	
Marketing & Communications	\$30,764	\$68,700	student diaries, update to the ANSUA website,
Meeting Expenses	\$3,295	\$2,500	
Non-Committee Projects	\$19,478	\$0	This has been rolled into student engagement
NUS	\$11,504	\$20,000	provision for up to \$15 000 in reaccrediaton, subject to
Other Employee Expense	\$11,575	\$10,000	
O-Week	\$189,478	\$190,000	
Printer	\$5,863	\$6,500	
Repairs and Maintenance	\$3,483	\$4,000	
Salaries and Wages - ANUSA	\$639,291	\$485,993	new part time admin assistant
Salaries and Wages - Shared *		\$228,495	new shared junior lawyer
Stationary/General Supplies/Postage	\$4,723	\$4,000	
Student Assistance Unit Grants	\$16,572	\$25,000	new grant available for students with young children,
Student Assistance Unit Purchases	\$6,487	\$20,000	student meals, emergency toiletry packs, workshop
Student Engagement	\$23,826	\$58,000	Social Committee, Universal lunch hour,
Superannuation Expenses - ANUSA	\$99,443	\$57,415	
Superannuation Expenses - Shared *		\$38,844	
Telephone	\$650	\$750	
Training	\$17,075	\$30,000	Mental Health First Aid, First Aid, Domestic Violence
Utilites	\$13,631	\$11,282	
Workers Compensation Insurance - ANUSA	\$6,995	\$4,859	
Workers Compensation Insurance - Shared *		\$2,284	
<b>Total</b>	<b>\$1,700,038</b>	<b>\$1,906,422</b>	
<b>Summary</b>			
SSAF	\$1,631,837	\$1,773,922	
Total Other Income	\$204,828	\$281,000	
Total Expenditure	\$1,700,038	\$1,906,422	
Net	\$136,627	\$148,500	

## **Appendix B**

---

See below supporting documentation in relation to Motion 2:

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**Report on the Financial Report**

We have audited the accompanying financial report The Australian National University Students' Association Incorporated, which comprises the statement of financial position as at 30 November 2015 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by members of the Executive.

***Executive's Responsibility for the Financial Report***

The Executive Members of the Association are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act (ACT) 1991 and for such internal control as the Executive Members determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

***Auditor's Responsibility***

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Executive, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

***Independence***

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

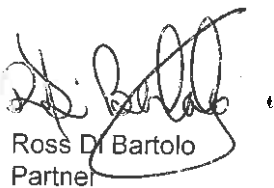


### **Auditor's Opinion**

In our opinion the financial report of The Australian National University Students' Association Incorporated is in accordance with the Associations Incorporation Act (ACT) 1991 including:

- i. giving a true and fair view of the Association's financial position as at 30 November 2015 and of its performance and its cash flows for the year ended on that date; and
- ii. complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act (ACT) 1991.

PKF Di Bartolo Diamond & Mihailaros



Ross Di Bartolo  
Partner

Dated: 18 April 2016

**AUDITOR'S INDEPENDENCE DECLARATION**

**TO THE EXECUTIVE MEMBERS OF  
THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

We declare that, to the best of our knowledge and belief, during the year ended 30 November 2015 there have been:

- no contraventions of the auditor independence requirements in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.

PKF Di Bartolo Diamond & Mihailaros

  
Ross Di Bartolo  
Partner

Dated: 18 April 2016

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**FINANCIAL REPORT  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

## TABLE OF CONTENTS

<b>Students' Association Executive Report</b>	1
<b>Financial Statements</b>	
Statement of Comprehensive Income	2
Statement of Financial Position	3
Statement of Changes in Equity	3
Statement of Cash Flows	4
Notes to the Financial Statements	5 - 12
<b>Statement by Members of the ANU Students' Association Executive</b>	13
<b>Independent Auditors' Report</b>	14 - 15

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**STUDENTS' ASSOCIATION EXECUTIVE REPORT**

The members of the Students' Association Executive present the financial report of The Australian National University Students' Association Incorporated for the financial year ended 30 November 2015.

**STUDENTS' ASSOCIATION EXECUTIVE MEMBERS**

The names of the members who held Students' Association Executive office during the financial year and at the date of this report are:

Elected Executive Members:

Ben Gill (President) (Appointed 1/12/2014) Reappointed 01/12/2015  
Clodagh O'Doherty (Vice President) (Appointed 01/12/2015)  
James Waugh (Vice President) (Resigned 30/11/2015)  
Sophia Woo (Treasurer) (Resigned 30/11/2015)  
Sean MacDonald (Treasurer) (Appointed 01/12/2015)  
Megan Lane (General Secretary) (Resigned 30/06/2015)  
Monique Langley-Freeman (General Secretary) (Appointed 01/07/2015 Resigned 30/11/2015)  
Sam Duncan (General Secretary) (Appointed 01/12/2015)  
Jack Gaudie (Social Officer) (Resigned 30/11/2015)  
Helena Hu (Social Officer) (Appointed 01/12/2015)  
Jock Webb (Education Officer) (Resigned 30/11/2015)  
Laura Campbell (Education Officer) (Appointed 01/12/2015. Resigned 01/12/2015)  
Peta Leigh (Education Officer) (Appointed 02/12/2015. Resigned 23/02/2016)  
James Connolly (Education Officer) (Appointed 23/02/2016)

**PRINCIPAL ACTIVITIES**

The principal activities of the association during the financial year were the provision free and confidential services (includes legal service, financial aid, food aid and help with tax and Centrelink) to all undergraduate students through Student Assistance Unit, organizing medium to large scale social events (includes O-Week, Bush week and Spoon week) and advocating for and furthering the interests undergraduate students to the ANU.

**SIGNIFICANT CHANGES**

No significant change in the nature of these activities occurred during the year.

**SURPLUS FOR THE YEAR**

The surplus for the year was \$110,831 (2014: surplus: \$341,658)

**AFTER BALANCE DATE EVENTS**

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

Signed in accordance with a resolution of the Members of the Students' Association Executive.



Ben Gill  
President

Sean Macdonald  
Treasurer

Dated: 18/4/2016

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

	2015	2014
	\$	\$
<b>Revenues</b>		
SSAF Funding	1,631,837	1,375,744
Sponsorship	63,637	62,194
Bookshop Commission	5,483	21,681
Event/Project Income	117,871	78,717
Interest received	17,839	20,653
Other income	-	141,329
	<hr/>	<hr/>
<b>Total Revenue</b>	<b>1,836,667</b>	<b>1,700,318</b>
	<hr/>	<hr/>
<b>Expenses</b>		
Accounting Fee	31,107	32,565
Audit	8,054	7,564
Bank charges	2,338	3,733
Bad debts	-	2,337
Conferences, training & travel	80,488	43,775
Depreciation	20,340	14,082
Event/Project Expenses	409,993	340,587
Grants allocated	325,034	226,925
Insurance	6,995	3,549
Loss on disposal of assets	-	15,696
Marketing & Communications	30,544	39,843
Office utilities	40,285	48,210
Salaries and superannuation	696,335	541,689
Sundry Expenses	74,323	38,105
	<hr/>	<hr/>
<b>Total Expenditure</b>	<b>1,725,838</b>	<b>1,358,660</b>
	<hr/>	<hr/>
<b>Surplus for the Year</b>	<b>110,831</b>	<b>341,658</b>
	<hr/>	<hr/>
<b>Other comprehensive income for the year</b>	<b>-</b>	<b>-</b>
	<hr/>	<hr/>
<b>Total comprehensive income attributable to members</b>	<b>110,831</b>	<b>341,658</b>

The accompanying notes form part of this financial report

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**STATEMENT OF FINANCIAL POSITION  
AS AT 30 NOVEMBER 2015**

	Note	2015 \$	2014 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	1,706,348	1,788,296
Trade and other receivables	3	51,987	4,617
Prepayments		8,091	3,771
<b>TOTAL CURRENT ASSETS</b>		<u>1,766,426</u>	<u>1,796,684</u>
<b>NON-CURRENT ASSETS</b>			
Plant and Equipment	4	77,782	89,307
<b>TOTAL NON-CURRENT ASSETS</b>		<u>77,782</u>	<u>89,307</u>
<b>TOTAL ASSETS</b>		<u>1,844,208</u>	<u>1,885,991</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	5	66,667	188,849
Unspent Grants - SSAF		130,251	137,602
Provisions	6	41,770	64,851
<b>TOTAL CURRENT LIABILITIES</b>		<u>238,688</u>	<u>391,302</u>
<b>TOTAL LIABILITIES</b>		<u>238,688</u>	<u>391,302</u>
<b>NET ASSETS</b>		<u>1,605,520</u>	<u>1,494,689</u>
<b>TOTAL MEMBERS' FUNDS</b>		<u>1,605,520</u>	<u>1,494,689</u>

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

	2015 \$	2014 \$
Members' funds at the beginning of financial year	1,494,689	1,153,031
Surplus for year	<u>110,831</u>	<u>341,658</u>
<b>MEMBERS' FUNDS AT THE END OF FINANCIAL YEAR</b>	<u>1,605,520</u>	<u>1,494,689</u>

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

	Note	2015 \$	2014 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from members and customers		139,620	386,814
Operating grant receipts		1,624,487	1,513,346
Payment to suppliers & employees		(1,855,079)	(1,403,293)
Interest received		17,839	20,653
Net cash provided by/(used in) operating activities:	7	(73,133)	517,520
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Purchase of plant and equipment		(8,815)	(65,678)
Proceeds from sale of plant and equipment		-	-
Net cash provided by/(used in) investing activities:		(8,815)	(65,678)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Net cash provided by/(used in) financing activities		-	-
Net increase/(decrease) in cash held		(81,948)	451,842
Cash at beginning of year		1,788,296	1,336,454
<b>Cash at end of year</b>	2	<b>1,706,348</b>	<b>1,788,296</b>

The accompanying notes form part of this financial report



**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

The financial statements cover The Australian National University Students' Association Incorporated as an individual entity. The Australian National University Students' Association Incorporated is an association incorporated in the Australian Capital Territory under the Associations Incorporation Act 1991.

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Associations Incorporation Act 1991.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

**Accounting Policies**

**(a) Employee Benefits**

Provision is made for the Students' Association's liability for employee benefits arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year, together with entitlements arising from wages and salaries and annual leave that will be settled after one year, are measured at their nominal amount. The Students' Association adopts an estimation method that has been developed to approximate the present value of the estimated future cash outflows to be made for long service leave entitlements.

Contributions are made by the Students' Association to superannuation funds and are charged as expenses when incurred.

**(b) Cash**

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at call deposits with banks or financial institution and investments in money market instruments maturing within less than two months and net of bank overdrafts.

**(c) Income Tax and GST**

The Association is exempt from Income Tax under Division 50 of the Income Tax Assessment Act 1997. The Association is registered for the Goods and Services Tax. Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015

**NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

**(d) Fixed Assets**

Fixed assets are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by the Executive Officer to ensure it is not in excess of the service potential of those assets. As the Students' Association is a not-for-profit entity, it is not appropriate to use the recoverable amount as a measure of service potential.

The depreciable amount of all fixed assets including capitalised lease assets is depreciated over their useful lives commencing from the time the asset is held ready for use.

The depreciation rates used for each class of assets are:

Class of fixed asset	Depreciation rates	Depreciation basis
Plant and equipment	10 – 66.67 %	Straight Line & Diminishing Value

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement.

**(e) Critical accounting estimates and judgments**

The Association's management incorporates evaluations, estimates and judgments into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association.

**(f) Impairment of Assets**

At each reporting date, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the company would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an assets class, the company estimates the recoverable amount of the cash generating unit to which the class of assets belong.

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

	2015 \$	2014 \$
<b>NOTE 2: CASH</b>		
Cash on hand	199	164
Cash at bank	1,706,149	1,788,132
Cash on deposit	-	-
	<b>1,706,348</b>	<b>1,788,296</b>

**NOTE 3: TRADE & OTHER RECEIVABLES**

Trade receivables	34,572	2,655
Less: Provision for doubtful debts	-	-
	34,572	2,655
Other receivables	-	1,962
GST receivable	17,415	-
Total trade and other receivables	<b>51,987</b>	<b>4,617</b>

Current trade receivables are non-interest bearing loans and are generally receivable within 14 days. A provision for impairment is recognised against subscriptions where there is objective evidence that an individual trade receivable is impaired. Impairment was not required at 30 November 2015 (2014: \$ 0).

**Credit risk**

The Association has no significant concentration of credit risk with respect to any single counterparty or group of counterparties other than those receivables specifically provided for and mentioned within Note 3. The main source of credit risk to the entity is considered to relate to the class of assets described as trade receivables.

The following table details the Association's trade receivables exposed to credit risk with ageing analysis and impairment provided for thereon. Amounts are considered as 'past due' when the debt has not been settled within the terms and conditions agreed between the Association and the member or counterparty to the transaction. Receivables that are past due are assessed for impairment by ascertaining their willingness to pay and are provided for where there are specific circumstances indicating that the debt may not be fully repaid to the Association.

The balances of receivables that remain within initial terms (as detailed in the table) are considered to be of high credit quality.

	Gross amount \$	Past due and impaired \$	Past due but not impaired				Within initial trade terms \$
			Days (overdue)				
			< 30	31-60	61-90	> 90	
<b>2015</b>			\$	\$	\$	\$	
Trade receivables	34,572	-	7,211	1,550	-	25,811	-
Other receivables	17,415	-	-	-	-	-	17,415
Total	<b>51,987</b>	<b>-</b>	<b>7,211</b>	<b>1,550</b>	<b>-</b>	<b>25,811</b>	<b>17,415</b>

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

**NOTE 3: TRADE AND OTHER RECEIVABLES (continued)**

	Gross amount \$	Past due and impaired \$	Past due but not impaired				Within initial trade terms \$
			Days (overdue)				
			< 30 \$	31-60 \$	61-90 \$	> 90 \$	
<b>2014</b>							
Trade receivables	2,655	-	2,355	300	-	-	
Other receivables	1,962	-	-	-	-	1,962	
<b>Total</b>	<b>4,617</b>	<b>-</b>	<b>2,355</b>	<b>300</b>	<b>-</b>	<b>1,962</b>	

The Association does not hold any financial assets whose terms have been renegotiated, but which would otherwise be past due or impaired.

**NOTE 4: PROPERTY, PLANT AND EQUIPMENT**

	2015 \$	2014 \$
<b>Plant and Equipment</b>		
(a) Computer Equipment		
At cost	25,277	19,133
Less accumulated depreciation	(10,211)	(5,002)
	<b>15,066</b>	<b>14,131</b>
(b) Furniture & Fittings		
At cost	51,128	51,128
Less accumulated depreciation	(27,480)	(20,512)
	<b>23,648</b>	<b>30,616</b>
(c) Office Equipment		
At cost	37,956	35,285
Less accumulated depreciation	(18,562)	(13,425)
	<b>19,394</b>	<b>21,860</b>
(d) Motor Vehicle		
At cost	30,863	30,863
Less accumulated depreciation	(11,189)	(8,163)
	<b>19,674</b>	<b>22,700</b>
<b>Total property, plant and equipment</b>	<b>77,782</b>	<b>89,307</b>

**(a) Movements in carrying amounts**

Movements in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

**NOTE 4: PLANT AND EQUIPMENT (continued)**

	2015	2014
	\$	\$
<b>Computer Equipment</b>		
Balance at the beginning of the year	14,131	7,604
Additions	6,144	15,275
Disposals	-	(7,587)
Depreciation expense	(5,209)	(1,161)
	<u>15,066</u>	<u>14,131</u>
<b>Furniture &amp; Fittings</b>		
Balance at the beginning of the year	30,616	7,716
Additions	-	34,477
Disposals	-	(7,603)
Depreciation expense	(6,968)	(3,974)
	<u>23,648</u>	<u>30,616</u>
<b>Office Equipment</b>		
Balance at the beginning of the year	21,860	11,895
Additions	2,671	15,926
Disposals	-	(506)
Depreciation expense	(5,137)	(5,455)
	<u>19,394</u>	<u>21,860</u>
<b>Motor Vehicle</b>		
Balance at the beginning of the year	22,700	26,192
Additions	-	-
Disposals	-	-
Depreciation expense	(3,026)	(3,492)
	<u>19,674</u>	<u>22,700</u>
Carrying amount at end of year	<u>77,782</u>	<u>89,307</u>

**NOTE 5: TRADE AND OTHER PAYABLES**

Trade and other payables	41,911	41,613
GST liability	-	126,404
Accrued expenses	24,756	20,832
	<u>66,667</u>	<u>188,849</u>

**NOTE 6: PROVISIONS**

Provision for annual leave	30,559	31,991
Provision for long service leave	11,211	32,860
	<u>41,770</u>	<u>64,851</u>

**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015**

<b>NOTE 7: CASH FLOW INFORMATION</b>	<b>2015</b>	<b>2014</b>
	<b>\$</b>	<b>\$</b>
Reconciliation of cash flows from operating activities to surplus		
Surplus	110,831	341,658
Non-cash flows in surplus		
Depreciation	20,340	14,082
Gain (Loss) on sale of equipment	-	15,696
Changes in assets and liabilities		
(Increase)/decrease in trade and other receivables	(47,370)	82,893
(Increase)/decrease in prepayments	(4,320)	(3,771)
Increase/(decrease) in provisions	(23,081)	14,783
Increase/(decrease) in trade payables & accruals	(122,182)	(85,423)
Increase/(decrease) in other current liabilities	(7,351)	137,602
Net cash provided by/(used in) operating activities	<u>(73,133)</u>	<u>517,520</u>

**NOTE 8: FINANCIAL RISK MANAGEMENT**

**(i) Financial risk management policies**

The Association's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivables and payables. The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

**Financial assets**

Cash and cash equivalents	1,706,348	1,788,296
Trade and other receivables	51,987	4,617
<b>Total</b>	<u><b>1,758,335</b></u>	<u><b>1,792,913</b></u>

**Financial liabilities**

Trade and other payables	66,667	188,849
<b>Total</b>	<u><b>66,667</b></u>	<u><b>188,849</b></u>

**(ii) Interest rate risk**

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at reporting date whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments.

**(iii) Liquidity risk**

Liquidity risk arises from the possibility that the Association might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The Association manages this risk through the following mechanisms:

- preparing forward looking cash flow analysis in relation to its operational, investing and financing activities;

THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015

**NOTE 8: FINANCIAL RISK MANAGEMENT (continued)**

- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The tables below reflect an undiscounted contractual maturity analysis for financial liabilities.

**Financial liability and financial asset maturity analysis**

<b>2015</b>	<b>Within 1 year \$</b>	<b>1 to 5 years \$</b>	<b>Over 5 years \$</b>	<b>Total contractual cash flow \$</b>
<i>Financial liabilities due for payment</i>				
Trade and other payables	66,667	-	-	66,667
<b>Total expected outflows</b>	<b>66,667</b>	<b>-</b>	<b>-</b>	<b>66,667</b>
<i>Financial assets - cash flows realisable</i>				
Cash and cash equivalents	1,706,348	-	-	1,706,348
Trade and other receivables	51,987	-	-	51,987
<b>Total anticipated inflows</b>	<b>1,758,335</b>	<b>-</b>	<b>-</b>	<b>1,758,335</b>
<b>Net (outflow)/inflow on financial instruments</b>	<b>1,691,668</b>	<b>-</b>	<b>-</b>	<b>1,691,668</b>
<b>2014</b>	<b>Within 1 year \$</b>	<b>1 to 5 years \$</b>	<b>Over 5 years \$</b>	<b>Total contractual cash flow \$</b>
<i>Financial liabilities due for payment</i>				
Trade and other payables	188,849	-	-	188,849
<b>Total expected outflows</b>	<b>188,849</b>	<b>-</b>	<b>-</b>	<b>188,849</b>
<i>Financial assets - cash flows realisable</i>				
Cash and cash equivalents	1,788,296	-	-	1,788,296
Trade and other receivables	4,617	-	-	4,617
<b>Total anticipated inflows</b>	<b>1,792,913</b>	<b>-</b>	<b>-</b>	<b>1,792,913</b>
<b>Net (outflow)/inflow on financial instruments</b>	<b>1,604,064</b>	<b>-</b>	<b>-</b>	<b>1,604,064</b>

THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 NOVEMBER 2015

**NOTE 9: KEY MANAGEMENT PERSONAL COMPENSATION**

Short-term employee benefits (i)	72,825	56,725
Long term employment benefits (i)	-	-
<b>Total</b>	<b>72,825</b>	<b>56,725</b>

(i) Included are data relating to the Executive Officer, General Manager and Operations Manager.

**NOTE 10: RELATED PARTY TRANSACTIONS**

There are no related party transactions between the organization and committee member.

**NOTE 11: CONTINGENT LIABILITIES**

There are no known contingent liabilities at the date of this report that should be brought to account.

**NOTE 12: EVENTS AFTER BALANCE DATE**

There are no known events after balance sheet date at the date of this report that should be brought to account

**NOTE 13: ASSOCIATION DETAILS**

The principal place of business of the Association is:

The Australian National University Students' Association Incorporated  
Leve1/ Student Facilities/Building  
17A University Avenue  
Australian National University  
ACTON ACT 0200



**THE AUSTRALIAN NATIONAL UNIVERSITY  
STUDENTS' ASSOCIATION INCORPORATED**

**STATEMENT BY MEMBERS OF THE STUDENTS' ASSOCIATION**

In the opinion of the Students' Association the financial report as set out on pages 2 to 13:

1. Presents a true and fair view of the financial position of The Australian National University Students' Association incorporated as at 30 November 2015 and its performance for the year ended on that date in accordance with the Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that The Australian National University Students' Association Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Students' Association Executive and is signed for and on behalf of the Students' Association by:



---

Mr Ben Gill - President



---

Mr Sean MacDonald - Treasurer

Dated: 18/4/2016

## Appendix C

---

See below supporting documentation in relation to Motions 2 and 3:

### **Payment to Student Representatives Background**

In June 2015, as part of the brief for the development and implementation of a Human Resource Management Framework for the ANU Student Associations (ANUSA, PARSA & ANUSM) a review of the terms and conditions for the executive members of the associations and in particular the payment to office bearers was conducted.

Following on from this and other discussions in 2015 regarding payment to Office Bearers, ANUSA and PARSA engaged a HR Consultant to seek clarity regarding the workplace relations of elected representatives (Note: the scope of this review only included ANUSA Executive and Department Officers). The following terms of reference were used to guide this work:

“PARSA and ANUSA are separately seeking to clarify what the relationship of office bearers be to the associations. The review will make recommendations on what this relationship should be, including the manner of remunerating office bearers. The review will take into consideration current arrangements, including remuneration, duties and hours of work.

The review will also make recommendations what legal and policy documentation should be developed concerning office bearers.”

The primary driver for this review was the need to mitigate the risk to the Association under the current framework. In particular, the risk that an Executive member could claim that they should in fact be treated as an employee and as such be compensated accordingly as per their duties and responsibilities. Should this occur under the current framework for a President, the potential cost to the Association could be in the order of \$100k.

The other drivers of the review was a desire to a) develop an accessible and equitable payment system for not only Executive but Department Officers, who contribute large amounts of time per week on a regular basis b) resolve an issue which has been discussed endless times in the Association’s history over the last 5 or so years. .

This review was completed late April and since then the Association has conducted three forums for student consultation as well as circulated information via Facebook and the undergraduate student newsletter. These forums provided an overview of the process to date, outlines key recommendations and provided an opportunity for questions.

It is important to note that the motions below are intended to a) gather support for recommendations b) allow the Association to explore constitutional changes and creation of policies/regulations necessary to bring them into effect and c) with specific reference to the preferred recommendation for ANUSA Executive, support the Association to commence discussions regarding the development of an enterprise agreement with appropriate stakeholders.

All documents and specific proposal papers can be accessed via the below link.

<http://www.anusa.com.au/payment-to-student-representatives/>