

**SUPRA**

**ANNUAL REPORT 2017**

*STUDENTS WORKING FOR STUDENTS*

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**SUPRA**

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

## Acknowledgement of Country

SUPRA would like to acknowledge and pay respect to the traditional owners of the land on which we work, the Gadigal people of the Eora nation. It is upon their lands that the University of Sydney is built. As we share our knowledge, teaching, learning and research within the University may we also pay respect to the knowledge embedded forever within the Aboriginal Custodianship of Country.

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## Sydney University Postgraduate Representative Association

SUPRA is the postgraduate student organisation at the University of Sydney and is run by postgrads, for postgrads. SUPRA represents all postgraduates at the University of Sydney and all postgraduates can look to SUPRA for assistance with any issues that may confront them—both academically and personally—during the course of their candidature.

*Layout and design: Emma Davidson*



# 1. Reports

# President

**Lily Matchett (Co-President, 1 February 2017 - Present)**



*Lily Matchett & Oddie Matchett meet for the first time <3*

2017 has been jam-packed for Ahmed and I. We swiftly moved into our new roles as Co-Presidents of the Association in February. Since then SUPRA has fought off 12 Week Semesters proposed by University Management, we have pushed for mandatory consent education in our End Sexual Assault on Campus campaign, attempted to win back our Co-op Bookshop, taken direct action in Parliament over the Liberal government's \$2.8 billion dollar cuts to higher education, introduced hundreds of new postgraduate students to SUPRA, ensured a 16.7% increase in SSAF funding for SUPRA, continued the campaign to Let Sydney College of the Arts Stay at Callan Park, pressured the University in providing more emergency accommodation for students, negotiated a new and improved Enterprise Agreement for SUPRA, and continued the campaign calling on the government to give international students' travel concessions. SUPRA will also be involved in a consultation with the NSW Parliament on a government and community plan for sexual assault prevention, to take place in June, 2017, which I have been promoting among student networks, calling on students to come and contribute.

It's been a wonderful experience to work alongside so many dedicated staff and Councillors in the office day-to-day. The SUPRA staff and Councillors have worked tirelessly to get student's the best deal, and I have felt consistently inspired by their ongoing commitment to the cause and their achievements. It has also been a pleasure to work with staff representatives, Amity

and Hank in negotiating and lodging our new 2017 Enterprise Agreement which includes Domestic Violence leave for the very first time.

Ahmed and I learned a lot in the process of working with John Fell, the Association's Finance Manager, and an independent auditor, to understand the financial position of SUPRA, before constructing our SSAF application for 2017-2018 funding. Further, staff were pleased to hear that with the 16.7% increase in funding achieved through our application, we now have enough money to employ another part time Student Advocacy and Advice Officer, and a part time data entry administration worker, which will relieve our staff while continuing to meet the postgraduate student demand for casework.

I learned a lot managing an office and staff. Luckily staff are so wonderful that anything I didn't understand at first, I felt competent in soon enough with their readily available help. I hadn't had much experience managing finances, running job interviews, reviewing job performance, being the first point of call for media or peak bodies or a manager of such a big team before, whose work is so meaningful and consequential. I must whole-heartedly thank Ahmed bin Suhaib, for being such a marvellous Co-President, team mate and friend. I hope to maintain a friendship with Ahmed for many years to come, because as many people know, he is the bomb.com. This quality is maintained in his work ethic as much as it is in his personality.

Together Ahmed and I inducted hundreds of students from different parts of the University and introduced them to SUPRA, signed them up as members and encouraged their engagement in our social events and political actions. I addressed over 500 students at the Postgraduate Welcome in the Great Hall and had the opportunity to attend the International House breakfast and get to know more intimately, a number of new postgraduate students from a variety of countries. Ahmed and I got to meet them again at equity social events and Wine & Cheese events and were happy to see them settling in, participating in SUPRA events and building friendship networks within the postgraduate community.

As Presidents, we have been representatives on a number of working parties and decision-making bodies including Academic Board, University Executive Education Committee, Student Consultative Committee and Safer Communities Advisory group. In our time as representatives we have worked in collaboration with our dedicated Councillors to advise the University on a number of issues that affect students. I have been involved in advising the University that the support



*Lily at misogynistic Men's Rights Activism (MRA) film counter-protest*

services provided by SUPRA and the SRC should be more visible by appearing in all Unit of Study Outlines, which are in the process of being standardised. I have endorsed University-wide implementation of anonymous marking in assessments, to reduce the effects of gendered and racial marking biases in assessments, which will now be fully implemented by 2018. I have been advocating for implementation of mandatory consent education, including an online consent module as well as improvements in the University's provisions for survivors of sexual assault on campus. I have relayed the myriad of postgraduate student concerns regarding assessments, while they reassess their 'theory of assessments'. I have urged the University to take action against fascists and their messaging on campus.

In my capacity as Co-President I have taken a particular interest in organising around women's rights and feminism on campus, as well as student collective organising around issues of the environment. I have organised a number of well-attended and educational events throughout 2017, that have engaged postgraduate students with each other, acted as consciousness-raising campaigning and promoted student activism and non-violent direct action as strategies for social change on and off campus.

I single-handedly organised an International Women's Day event for all women on campus, that was on the history of International Women's Day that many women from across campus really enjoyed. I also single-handedly organised a Feminist History of Capitalism talk with the postgraduate Women's Collective's endorsement that was widely appreciated, and the video of which is now being used as an educational tool by the World-Ecology Research Network, headed by the famous Sociologist and World Ecologist Jason W. Moore from Binghamton University, New York.



*SUPRA, the NTEU & SRC at a Refugee Rally on campus*

I also organised a forum in collaboration with the Women's Collective with a guest speaker on radical trans politics. This event gathered students from across the University to listen, learn and discuss the issues faced by trans people on and off campus and the history of struggle for trans people's rights, inclusion and freedom from violence and poverty.

I have been a key organiser of the Australian Student Environment Network, including a leader and manager in the organising of their national Training Camp earlier this year. The Training Camp included 100 representatives from universities across Australia. Over 50 workshops were held over 5 days on the issues of climate change, climate activism, anti-oppression theory and practical trainings in activist and union organising skills. The camp was a huge success that stimulated a sense of nation-wide student community as well as collective learning and skill-sharing.

Just recently, I helped network and engage students from universities across different states, in an action at Parliament House in regards to the higher education funding cuts on Federal Budget Day. I also helped organise a counter-protest against the conservative's screening of "The Red Pill" a film containing anti-feminist propaganda, as well as a counter-protest against conservatives from the Catholic Society who hosted anti-abortion, anti-marriage equality and anti-safe schools forums on campus as a part of the annual 'Life Week'.

There have been many SUPRA social events, Wine & Cheeses and equity events this year and we saw the largest voter turnout in our SUPRA 2017-2018 General Elections! Students are engaging more and more in our Association and its services and collectives. I can only imagine as the postgraduate & international student population continues to grow over the coming year, that SUPRA's provisions and Council will be as important as ever. I wish the best of luck to whichever Councillor(s) go on to fill the Presidency Office. This position has been an amazing learning opportunity for me as a Masters of Social Work student, to build my capacity as an advocate, leader, communicator, community organiser and manager. So many people at SUPRA have contributed to the great work that has come out of the Association over the last year, and so many of those people have helped me become a better person all round. Thanks SUPRA for an amazing year :) !

# President

**Ahmed bin Suhaib (Co-President, 1 February 2017 - Present)**



*Ahmed bin Suhaib*

This has been another great year for SUPRA. We have been an active council by being a strong voice for postgraduates in the University, NSW and national level. I joined the President office with Lily Matchett in February with the goal to increase SUPRA membership, awareness about SUPRA, and our role in the postgraduate community. We have achieved that through social events, funding postgraduate initiatives, and running successful collectives. Our increase in SSAF funding will help us provide more support and advocacy for postgraduate students.

As the general manager of the Association we aimed to ensure that SUPRA continues to function and grow in the remainder of our term. Our SSAF team pitched some great ideas to the University and we received another big increase in funding this year. With the new funding, we aim to hire a new SAO member and data entry admin staff member to accommodate the increase in SUPRA services over the past years. With these two new positions SUPRA aims to better represent postgraduate concerns by providing the University with data regarding major issues that the University faces.

This year we had the highest voter turnout for SUPRA elections in years. With more than 50 candidates running for SUPRA elections, SUPRA pulled in large number of voters to support the candidates. This is due to the hard work of each candidate, and the advertisement done for the elections this year to ensure that the postgraduate community is aware of the election process. We hope to see more growth in the future and hope the next council keeps the voters involved through SUPRA events and collectives.

In our term, we made the University Committee representation more diverse to provide the University with different perspective on each issue, and to increase the participation of SUPRA Councillors. We also brought



*Lily & Ahmed being dorky as at the SUPRA O-Week Stall*

more issues to the council so the council can take a stance on various postgraduate issues and to bring forward a unified voice of the council to the University Committee meetings. We hope this continues in the future so more members can come to our council meeting and address issues relating to them.

On dealing with postgraduate issues we started off the term by helping Master of Commerce students who were dissatisfied with their degree and the way it was advertised on the University website. We helped with raising those concerns with the Faculty to get them resolved, however we are seeing the same issues among other Faculties as well. Postgraduate coursework students are unhappy about their large class sizes, doing the same units as undergraduates with no specialisation provided at Master level, and outdated course content among other things. We are working with Faculties on different levels to bring changes to this.

International Students' issues are finally getting some University attention, and as an international student myself I have been very vocal about University reforms that needs to happen to finally fix them. We have continued our campaign for travel concessions and are currently leading it in NSW. We are more involved with the national body and government organisations responsible for international students in raising international student concerns and coming up with resolutions. With almost half of our constituents being international students, SUPRA this year took more responsibility for fighting for international students' rights and that could be seen in the work done by our International Student Officer Dhaval Shukla, and our Vice President Karen Cochrane who is also an international student.



*Ahmed addresses an NTEU Members Meeting*

With the assault on campus by fascist groups, and the reduced sense of safety of students on campus, SUPRA got involved with the Safer Communities committee and worked with the Women's Collective to raise awareness of sexual assault on campus. We have pushed the University to improve their procedures regarding reporting and handling of misconducts. Our Women's Officer, Mariam, worked hard to create a support group for sexual assault survivors. We have also been pushing for a compulsory consent module for all students studying at the University of Sydney.

Lastly, SUPRA has seen an increase in participation at their social events. Our Wine & Cheese events have consistently been getting more than 100 students participating. Our collectives are more active this year, doing more social events to bring their communities together. We hosted a successful Postgraduate Ball with USU that was attended by 200 members. Thanks to Kiriti, SUPRA Councillor and USU student event coordinator, for organising the great Ball. Postgraduate students have always complained about being isolated and SUPRA is proud to provide them with the opportunity to socialise. We look forward to working with USU in future to ensure that postgraduate students are catered for.

### **Advice for future Council**

I have been involved with SUPRA for two years now, and I'm proud of how the organisation has grown in this time. Going forward I do see many challenges the organisation will face internally, but if the council remembers their main role, which is to represent postgraduate students, the organisation will continue to grow and be an important part of the University. We are at an ideal position, where the University has finally realised that students are not satisfied with their education, and that they are looking for more than just quality education from the University. It is now our job to present the University with a united voice on what needs to be changed to better our experience at the University. The University fails every time a student leaves dissatisfied; we fail every time we don't resolve postgraduate concerns. The next council needs to work together to increase postgraduate involvement in

SUPRA. They need to truly represent them and be the bridge between them and the University.

### **Final Words**

SUPRA has achieved so much this year and that is due to the efforts of many. Our staff, who work over hours to keep the organisation running, are an important part of the organisation. Their valuable advice, amazing publications, and support is what ensure that the council continues to function properly from year to year. The council this year has been amazing in representing the postgraduate community. They have contributed so much to SUPRA through meetings and social events. There is always more that could be done to get more Councillors involved, but the work done this year has been great. I want to thank all of you for your contribution, and hope you continue to contribute in the future in various capacities.

# President

Thomas Greenwell (President, 1 July 2016 - 31 January 2017)



*Tom Greenwell*

The following is an update and summary of the work undertaken by the President, as well as a highlight of some achievements and some critical notes for the year ahead.

A significant part of my time has been taken up by administering the Association. This includes Council and Staff. On the Council side I am tasked with chairing meetings, preparing and chairing the Management Committee, as well as having oversight over all the operations of Council, its committees and its members. The role of the President is as the arbiter of the Constitution and the policy book, and significant parts of my time have entailed enforcing the Constitution and other SUPRA regulations. I also have to maintain internal relations amongst Executive & Office Bearers and the Staff. Further to this, I sign off on Office Bearer pays and as a result have to be across the actions of each Officer (which often includes chasing them just to get the payslip on time). As well as this, I often participate in an advisory role in the actions and decisions of other members of the Executive; and maintain final oversight of finances and publications.

On the staff side I have final sign-off on day-to-day operations such as leave, training, media statements, major strategic projects and so forth. I also attend staff and operations meetings to ensure the various arms of the Association are functioning smoothly and in unison. I participate in employment decisions, such as locum employees, determining when to have a casual; this year I was involved in the successful hiring of Emma to the admin & pubs role.

On the bureaucratic side of my duties, I attend a number of University committees: Academic Standards, Admissions, SEG Education, SCC, as well as sit on the Academic Board. These are a useful place to ensure changes of policy and improvements such that postgraduate needs are met in policies, always with success. These have included both the removal of binary gendered language from a recent Senate rule and insurance that Masters coursework exams can continue to take place in the same hours as their allocated class times during the examination period.

We have built strong working relationships with senior University members, in particular Tony Masters. This ensures our changes are heard and subsequently incorporated. More than this, force of contributions and the clarity with which SUPRA articulates its claims have ensured that I am able to secure changes with minimal effort. We have also put a number of Faculties on notice, in particular the Law Faculty, who are again under scrutiny for having 100% assessments. As another example of SUPRA's influence, we have secured continued representation on the University Executive, despite initially being excluded, through well-argued letter and a few tactical interventions that saw the Vice Chancellor audibly laughed at for not including SUPRA and SRC; he subsequently back-flipped out of embarrassment – notably our inclusion was achieved exactly one year after the University back-flipped on simple extensions.

The usefulness of committees should not be raised too high or made a panacea. They are useful at the moment due to a lack of political organisation and militancy in the postgraduate population at the University. If SUPRA commanded the kind of influence and militant strength of older student movements, lobbying would not be necessary. Militant activity could be deployed strategically to secure change through direct action. It is my view that lobbying has become the “natural” way of pursuing change because of this lack of postgraduate political organisation, and it should be denaturalised. SUPRA would be better served returning to classroom organising and bottling off the Executive to lobby while the rest organise students on problems that matter to them, such as teaching, learning, resourcing, and other classroom based issues.

Campaigning has also been a core part of my work this year. Of note has been the campaign for Sydney College of the Arts. I was immersed in the campaign early on, and regularly attended HDR cohorts meeting groups, sat on the SCA SCG – which was not a useful committee – and was present for and involved in public meeting, demonstrations and actions. This has built SUPRA's

profile and trust over time, solidified by actions of other dedicated Office Bearers such as Rachel, Ahmed, Lily and Alexandra. This is a far more useful way of building SUPRA than lobbying or even social events. I would not be surprised if we had one hundred percent density over at SCA. If the full Council deployed time in the same way as many Office Bearers did at SCA in the other Faculties, SUPRA would be far more like the Union it ought to be; rather than the line item on a resume that it is.

We are also currently working with a group of students from the Business School over the question of the Masters of Marketing, The course has considerable misinformation and problems, and a group of students have come to SUPRA for help. Ahmed and I have been meeting with them to strategise about how to achieve the long-term outcomes they desire. In this case I cannot say how successful we will be, but the hand-on approach and face-to-face approach has worked wonders. I believe we have a relatively good relationship with them and have given them support enough to empower them to undertake a number of actions themselves – while we undertake the ones they finds to be outside what they consider safe or viable for their academic situation.

As a final comment, other parts of my job have included, in brief: liaising with lawyers, discussing trends in casework with the SAAOs, building relationships with SRC & the trade unions, working on the SSAF reports, discussing real postgraduate news with the campus' legitimate news source, *Honi Soit*. I have also rewritten the constitution, begun preparation for a full recompilation and revision of the staff policy book, a redraft of the Facilities Regulations, liaising with lawyers on workplace issues. I also took a couple of sick days, and was paid my full stipend over the summer break in line with the Financial Regulations.

*(This is an abridged version of a report submitted by Tom, for the Annual Summary of Council term commencing July 1, 2016.)*

# Vice President

**Karen Cochrane and Nicholas Avery (Co-Vice Presidents, 1 February 2017 - Present)**



*Karen and Nic*

The last six months for the Vice Presidents Karen and Nic can be described as spanning two distinct (but not unrelated!) areas—hard-nosed policy work and postgrad community building.

To keep SUPRA's bureaucratic gears oiled, we developed, worked on and amended a number of policies. The most significant of these was the constitution, which after months of consultation with Councillors, the Vice Presidents put the final touches on amendments that made the constitution more clear, more transparent, clarifying points that ensure Council is comprehensively democratic, adding in a section on electoral regulations for equity elections, and adding in sections that ensure SUPRA remains a safe environment. SUPRA Members voted in favour of the constitutional changes at our Extraordinary General Meeting in April, 2017, and we await University Senate's ratification before we implement the changes.

The next big thing that we worked on was the development of Duty Statements for all Office Bearers at SUPRA, which sets out clearly the duties, responsibilities and scope of the specialist roles like President or Queer Officer that our Councillors take up. The documents were developed originally by the Office Bearers themselves (since they know their roles best), and our main role was to standardise, copy-edit and ensure they all fit together as one watertight policy boat.

Other things we worked on here were amendments to the Safer Spaces policy to ensure it is more comprehensive and clear; the development of policy to clarify SUPRA's position on providing funding for students who wish to attend conferences; and, with Oliver Moore, making clear SUPRA's communication policy. We have also developed new policies including a policy on conference attendance and a sign out policy for Council's technologies.

With regards to postgrad community building, the Vice Presidents have been hard at work bringing people into the fold of the postgrad student union, our vibrant community.

Karen and Nic kicked off this year speaking to postgrads at our O-Week BBQ, and since then we've hosted four super-popular Wine & Cheese nights that have brought hundreds of postgraduate students together over a glass of wine.

Karen has been hard at work setting up the hugely successful HDR Collective, an initiative that has enabled research students to come together, talk shop and organise to address their collective issues. Out of the collective, she has been working with fellow HDR students on changes to the constitution to add a new HDR equity position, the Supervisor of the Year Awards, and other issues that have come to light in the HDR community. She has also been an active advisor to the other office bearers for HDR issues that have arisen during the last few months. As the University continues to show that its priorities are with postgraduate coursework students, from whom they obtain more fees, it is a particularly important time to advocate for research students. The other areas Karen has been an active advocate in is the international postgraduate community including her tenure as the public relations officer for the Council of International Students Australia (CISA) which gave her a better insight to work with the International Officer and Presidents of SUPRA.

In the meantime Nic has been dedicated to giving grassroots student activism a voice on Council. He has been walking the campus cobblestones and making announcements in classes drumming up support for the Wentworth Must Fall campaign, which wants to see the name of the Wentworth Building changed to something that does not glorify the genocide of Indigenous Australians. In April he was very much concerned with the Vice Chancellor's proposal to move to 12 week semesters, which would have been successful at cutting costs and reducing the quality of our education had staff and student representatives not rallied in opposition. Since May, he has been focused on ensuring SUPRA is engaged in the national campaign to fight against the government's proposed cuts to tertiary education; cuts that would ensure that the University of Sydney remains an institution only for the elite, as it locks out people from low SES and marginalised backgrounds.

Both Karen and Nic were re-elected for the Council 2017-2018 term, and they both thoroughly look forward to continuing to write effective policy, to advocating for student rights, and for joining their fellow postgrads in solidarity and in community.

# Vice President

Lily Matchett (Co-Vice President 1 July 2016 - 31 January 2017)



After the Radical Education Week '16 Organisers finished screen-printing their first 4 shirts!

The second half of 2016, during my time as Co-Vice President, SUPRA and the Vice-Presidents got up to a lot of mischief and fun with USyd postgraduates. We fought hard for postgraduate student rights, engaged with students in social events and maintained the Association that provides ongoing support and advocacy services for any postgrad who needs it.

In my capacity as Vice President and as a student organiser I helped organize a 3 day festival of politically progressive ideas called 'Radical Education Week' between August 23 - 26 2016. We empowered students to create their own educational content and present it to the University student community. The education on display was more radical than your average class at Sydney University. It was a great success. In conjunction with the SRC we brought together a banquet of free workshops for students, run by students, around the issues of Indigenous rights; race; class; gender; the environment, and non-violent direct action on campus. Students from across Sydney University came and engaged over the 3 days, meeting other students, challenging one another in conversation, and learning new skills together.

I engaged students on campus in the Stop WestConnex Campaign, by assisting in and organising forums with students. I helped bring in community members, scientists, urban planners and public health professionals to speak about the affects the 17 billion dollar privatised toll road would have on students, our health, our University, our city and our community. Since then, students on campus have been engaged in the protests and direct action opposing the construction of WestConnex that will soon emerge outside SUPRA's entrance and affect access to the University and RPA hospital.



Lily Matchett and other members of the women's equity group after an End Sexual Assault on Campus non-violent direct action hashtag hijack of #USYDInfoDay

Over my time as the policy manager of the Association, I studied and got to know the SUPRA policies, formulated new and useful ones to bring back to Council, and kept up to date on how University policy would affect students' educational experience. I met regularly with our Policy Committee, and as the Chair, helped devise plans with our Committee on how we could progress our policy for the betterment of the Association. This has included being a second ear to the President over a number of proposed amendments to our constitution, that would ensure the smoother running of election processes within SUPRA.

I also worked as Vice President on gathering and beginning to standardise a number of duty statements from our Office Bearers. This involved defining the role and expectations of each paid position. I then handed over this unfinished job to the incoming Vice Presidents in 2017. In a representational capacity, I represented student rights on Academic Board towards the end of 2016 and I was also a student representative on the Enterprise Agreement (EA) negotiating team, working with SUPRA staff representatives to generate a log of claims and final EA for lodging with the Fair Work Commission.

In my duties as Co-Vice President at SUPRA, Alex and I organised and hosted Wine & Cheese social events each month. It was great to prepare for this with other Councillors and then meet and mingle with our constituents for an evening each month. At these events, I often had the opportunity to update students on activities and events happening on campus that affected them or that they could participate in. I also had the opportunity to get to know a range of students and listen to their unique needs, interests and issues.



*The Radical Education Week '16 team*

As Co-Vice President and an active member of the Women's Collectives on campus, I took an active organising role in the End Sexual Assault on Campus campaign. I helped organise and promote the disruptive action we took on Sydney University Information Day, which was then widely publicised in the mainstream media including *The Guardian*, *The Saturday Paper* and on Channel 7's *Sunday Show*. This pressure caused the USyd Vice Chancellor to finally write a written response to our demands, which were written in an open letter, but also on mattresses we pulled into Eastern Avenue when we took over the University's parent information session!

Alex and I spent our time during semester 2, 2016, in and out of the Sydney College of the Arts Occupation of the student centre over the 68 days it was occupied, during the Let SCA Stay campaign. SUPRA Councillors were a huge support in this campaign and occupation which was led by SCA students, to save their campus at Callan Park from University management.

In October 2016, I helped organise an anti-corporatisation of universities forum for students, as well as a fossil free USyd action. I helped coordinate events throughout 2016 with Sydney University student group Students Support Aboriginal Communities, including a forum in October with families who had been affected by the Don Dale torture of Aboriginal youth in detention. I worked with SEED Aboriginal youth environmental group, to host their national environmental justice conference at Sydney University with Aboriginal students.

Towards the very end of my time as Co-Vice President I contributed to the organising and preparation of logistics, travel, accommodation, speakers, workshops and physical materials and publications for the Australian Student Environment Network's annual Training Camp. I spent time promoting the camp and doing all the organising work for the camp to go ahead. I assisted USyd students in organising their travel to and from the 6 day event in rural Victoria.

During my time as Co-Vice President, I contributed to SUPRA's publications including informative articles for *Honi Soit* and the *Postgraduate Survival Guide*. I also had the privilege of attending a 2 day cultural competency course with SUPRA, during which I learned about ways of working with and understanding



*A Let Sydney College of the Arts Stay rally*

different cultural experiences including the history and experiences of First Nations peoples in this country.

Overall, it was a pleasure to work alongside such dedicated staff and Councillors, in managing policy, in supporting the services provided by our Association and in bringing a sense of community and political activism to our postgraduate constituents. I was both excited and honoured, In January 2017, to be elected by our Council into the Presidency role with Ahmed Bin Suhaib and to pass on the Vice-Presidency baton into the capable hands of Karen Cochrane and Nicholas Avery.

# Vice President

**Alexandra Nixon (Co-Vice President, 1 July 2016 - 31 February 2017)**



*Alex Nixon*

## **Portfolio Work**

The 2016-2017 term was a big one for the portfolio, starting out right in the middle of the struggles to save the SCA which involved a lot of time, energy and camaraderie at Kirkbride on the beautiful Callan Park campus.

As Co-Vice President, I was involved in the planning of actions and liaison between the Sydney College of the Arts Resistance (SCAR) and SUPRA, to ensure that our Union could best support SCA students. The absolute highlight of this campaign was an unbelievably rewarding 65 day occupation of the main administration building. Many battles were fought and won within those walls and incredible union support from the MUA, CFMEU, CPSU and NTEU was forged. The occupation ended on October 25 but the campaign to save our art school is not over, with activists and students still organising against University management's decision to move the school to Old Teachers College on a small, stripped back model.

## **Policy**

Guided by Past-President, Thomas Greenwell and partnered with my Co-Vice President Lily Matchett, I co-chaired the policy committee. The policy aspect of the VP Portfolio was challenging and rewarding and a lot was achieved before the handover to the current Co-Vice Presidents, including a stronger and more clearly composed Constitution. The policy work has enriched my skills in understanding policy documents, particularly those handed down by Universitybureaucracy

## **Community Enrichment**

One of the roles of the Vice President is to coordinate the monthly Wine & Cheese events. Lily Matchett, the Co-Vice President at the time, and I purchased goods and coordinated the evenings. The event is important for our constituents to meet fellow students and network outside of their own circles. During this time, we met some wonderful postgraduate students at Wine & Cheese, which also provides a great opportunity to communicate to students current campaigns and issues faced by postgrads and also to seek feedback. I would encourage the Vice President for the 2017-2018 term to develop the Wine & Cheese model and how it could be even further improved to best serve the postgraduate community.

# Treasurer

**Kevin Dong (1 July 2016 - Present)**



*Tom, Kevin, Libby and Mel*

Being Treasurer as a postgraduate law student has given me invaluable experience and insight into the workings of a large organisation. Having well over 20,000 postgraduates as our constituents, it has been amazing to see SUPRA offering student services to every one of them.

During my term, I've helped organise various activities and events run by SUPRA. However, my main duties have encompassed the following:

1. Managing the budget and Expenditure with the help of the Finance Manager
2. Providing fortnightly and monthly expenditure reports to Councillors
3. Assisting with SSAF negotiations to secure funding for SUPRA
4. Chairing the Finance Committee to identify and solve budget and expenditure related issues

## **2017 Budget & Expenditure**

The 2017 Budget as at the time of writing this report is looking healthy. Over the last couple of weeks, the Finance Manager and I have been amending the budget in accordance with the amount of SSAF funding we have received.

The Finance Manager and I were able to predict with great accuracy the interim budget SUPRA would work with for 2017. During the preliminary stages of SSAF applications I was able to speak with each Office Bearer and Equity Officer about their expenditure over the past year in order to forecast their future expenses. Additionally, the Finance Manager was able to accurately predict the rise in wages and varied the budget accordingly. I believe that 2017 will be the year that SUPRA has only a minor deficit, despite the fact the current Council inherited a budget with roughly a \$50,000 deficit.

In regards to expenditure, there have been some unfortunate events which involved staff and Councillors that has plagued SUPRA for much of the 2016-2017 term. Invariably, it has caused some increase in expenditure of approximately \$30,000. Though this was an unfortunate expense, it was important that the matter was resolved so internal conflicts will no longer affect SUPRA's delivery of services to its postgraduate constituents.

Nevertheless Council has been quite responsible in their approval of expenditure at Management Committee meetings and Council meetings. This has greatly contributed to reducing SUPRA's deficit. This is now strong evidence that SUPRA is contributing and supporting its postgraduate community without compromising on the quality and delivery of its services and events.

Overall the budget and expenditure of Council has been remarkably good. With approximately a month and a half left, I hope that we can continue to ensure SUPRA's financial stability for the next incoming Council.

## **2017 SSAF Funding**

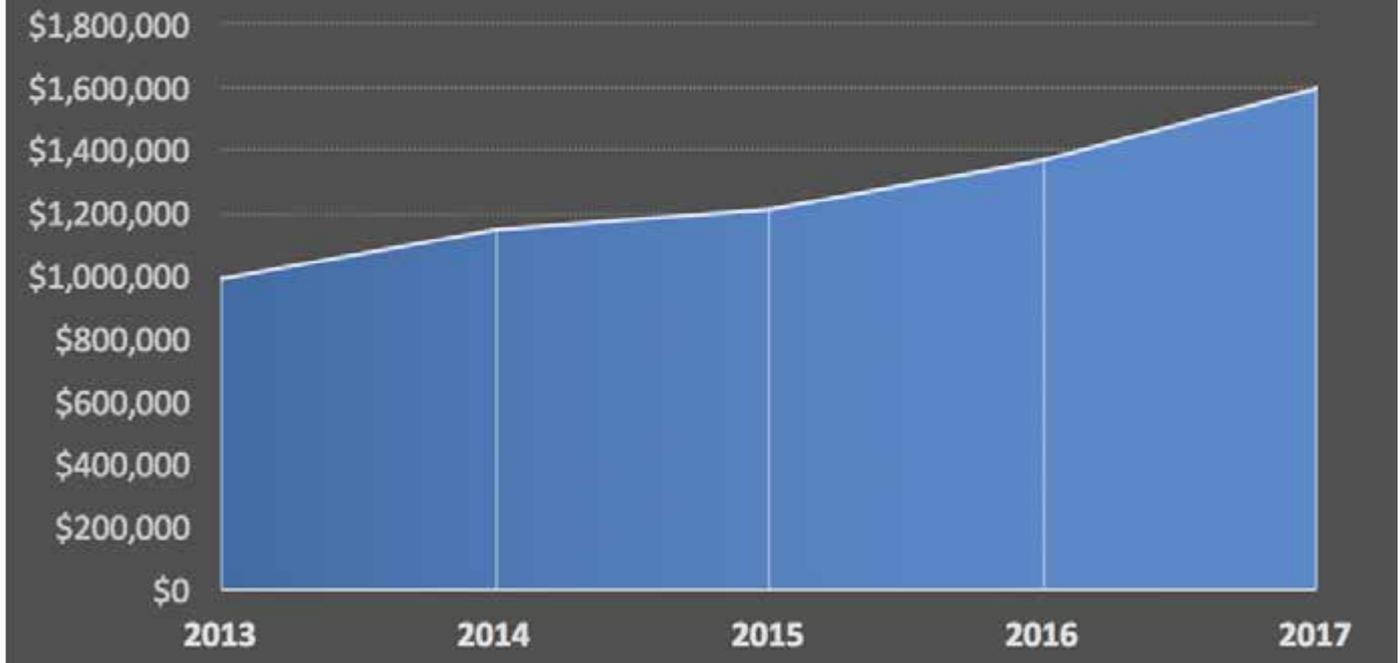
At the beginning of each year, student organisations (SUPRA, SUSF, USU, CSG, SRC and Student Services) undertake negotiations to agree on a share allocation of the contestable SSAF pool. However, as I was away overseas the usual negotiations did not take place between SUPRA and the other organisations.

Nevertheless, we submitted our request of the amount required to sustain SUPRA for 2017 to the SSAF Allocation Committee for determination. Through the hard work of SUPRA Councillors and Staff we had strong data to suggest SUPRA should be given near equal contributions with the SRC. Undergraduate student enrolments have only risen 1.45% from 35,780 in 2015 to 36,300 in 2016. Whereas postgraduate student enrolments have increased 9.91% from 25,417 in 2015 to 27,936 in 2016.

The greater number of postgraduate students requires additional funding to support the added load to our provided services. With postgraduate degrees becoming increasingly popular, postgraduate students are likely to continue to rise.

As a result, we were able to secure in total \$1.605m (1,395,282 in base funding and 209,717 from the contestable pool). Compared to the 2015 SSAF amount of \$1.375m, we secured an additional 16.7%. This has been the highest percentage increase in SSAF funding in the last 5 years.

# SUPRA SSAF Funding



## Finance Committee

I have also been very fortunate to have chaired the Finance Committee, it has discussed some very important issues apart from SSAF funding and budget and expenditure. The Committee has also saved SUPRA additional funds through increased efficiencies of its assets. The Risograph was one such asset. SUPRA had acquired the Risograph roughly 10 years ago in early 2007 and by now was written off as a completely depreciated asset. However, we managed to fund training for administrative staff and some Councillors on how to use the Risograph, which saved SUPRA thousands of dollars a year in printing costs.

## My Final Address

I would like to extend my praise and thanks to all Councillors and staff at SUPRA, my role as Treasurer to ensure SUPRA's financial stability in the future would not have been possible without their collaboration and contribution. It has been a challenging but rewarding term not only for myself but all Councillors. I have thoroughly enjoyed my time here as Treasurer and I hope I have left a positive contribution to this vital organisation. I look forward to passing on my experiences to the next Treasurer so they may improve and contribute to this incredible Association.

# Secretary

**Melanie Stevenson and Cameron Nottingham (Co-Secretaries, 1 July 2016 - Present)**



*Ahmed, Mel and Cam.*

We have had the pleasure of sharing the role of SUPRA Secretary for the past year. For both of us this was our first foray into student politics at USyd and boy, what a year it has been.

A large amount of our time is spent on administrative tasks. Between us, we have minuted every Council meeting, along with the majority of subcommittee meetings. For each Council meeting, beforehand we book a room, send out notice of the meeting, collect agenda items and reports and distribute these to Councillors. We then take the minutes at the meeting and afterwards edit/format them, as well as updating an action schedule and attendance data for each Councillor.

One of the largest changes we have implemented is our paperless Council meetings. With Council packs using over 100 pages per meeting the new digital distribution method is saving over 22,000 sheets of paper per year. As an organisation that advocates for environmental sustainability it is important to act in line with the principles we promote.

Furthermore, as the record keeper of the organisation, we have ensured that Council minutes are made public on the website, as well as ensuring in camera minutes are kept confidential in both print and electronic form. The auditor was satisfied with the content of the minutes when they visited in January.

As a member of the Executive, we have also helped out and organised social events, including BBQs, Wine & Cheese and the Pub Crawl. This was a real highlight of the role, putting in hard work and reaping the rewards by seeing postgraduate students engaging with SUPRA and enjoying themselves (when they're not busy studying/researching!).

Although we have had fewer opportunities for student activism due to degree time requirements, we continually support our fellow Councillors and streamline administrative work, to allow our peers to effectively advocate for our constituents. We have been supportive of the work done on the Save SCA campaign, protesting the budget, and the travel concessions campaign.

A word we have lived by over the last 12 months is efficiency, to work quickly and effectively to improve the lives of postgraduates at Sydney University. SUPRA council has potential to be an amazing, constructive space, and we are saddened to think of the things we could have achieved if we had a more cohesive Council. Fractional divisions, self-serving politics and political ideals coming in the way of outcomes for postgraduates. We would encourage all future Councillors to look at the bigger picture: is this issue going to matter in a year?

We shall finish off with some word of thanks: To thank our respective partner-in-crime; this year has been an absolute whirlwind and I'm glad we went through it together! We have both come out a little wiser (and definitely older) than we went in. Also, a huge thank you to the rest of the Executive and Office Bearers for working together and engaging in critical discussion. Finally, I would like to thank our staff at SUPRA: they really do the grunt work of the organisation and often go underappreciated.

All the best for the future.

Mel & Cam

# Education Officer

Rachel Evans (Co-Education Officer, 1 February 2017 - Present)



Rach Evans

I worked with Alexandra Nixon on the Education portfolio in 2017. This included meeting up with the National Tertiary Education Union (NTEU) regarding their Enterprise Bargaining Agreement period and attending a few of their member meetings.

I attended a variety of 'Save Sydney College of the Arts meetings and working bees and organising an O-Week Save SCA stall and speak out with the unions. I also attended Commonwealth Public Sector Union meetings and collaborated with that union over their EBA issues. Alex and I collaborated with the union over the proposed sacking of administration staff in science administration and the proposed sacking of SCA staff.

We organised a quick action against management's 12 week semester proposal and, fantastically, won the defeat of this proposal at the Academic Board. We organised two Education Committee meetings of postgraduates and formulated a 'Log of Claims' for Council to discuss (please see below).

The Education Committee also organised against the sacking and moving of administrative staff from satellite campuses to main campus.

We organised two Education Committee meetings and one Community Consultation meeting. Within the Community Consultation work of the Education Portfolio we collaborated with the West Papuan solidarity campaign and the anti-WestConnex campaign. We organised jointly hosted forums with West Papuan activist Benny Wenders and two forums with the anti-WestConnex campaigners. The West Papuan forum had to be cancelled due to Benny Wenders emergency overseas trip.

I became the primary Education Office bearer from April 2017, as Alexandra Nixon resigned, after conducting some very important work around saving administration workers jobs on satellite campuses and thinking through the Counter Course Handbook. It was a shame to see her go, but she promises to hook into rallies and campaign projects.

As my workload does not allow me to carry out 21 hours per week of work I delegated 10.5 hours a week to Vice-President of SUPRA Nic Avery and 3.5 hours a week to Eila Vinwynn, Save Sydney College of the Arts campaigner and Director of Student Publication. The team is working well, we are able to relate more effectively to the unions moves, the Save SCA campaign and the undergraduate actions against fee hikes.

We organised a snap anti-racist, anti-fascist speak out with various committees.

We attended the National Union of Students rally to 'Make Education Free Again' and organised a press release and a trip to Canberra for Budget Day against the horrendous fee hike proposals and are in the stages of building a fighting response with the May 17 National Day of Action.

We set up a new email for the education portfolio EducationSydUniPostGradAssoc@gmail.com to send press releases from and sent two press releases to the media regarding SUPRA's opposition to the anti-student Budget.

We made speeches to Wine & Cheese (against the fee hikes), and at postgraduate lectures and Sydney College of the Arts postgraduate meetings, and attended the undergraduate education action group meetings.

## Proposed Log of Claims.

No to VC Spence's 'Strategic Scam' Plan!

End the amalgamations-sackings-closures!

Save Sydney College of the Arts!

More Face-to-Face teaching time : Stop Sacking Staff!

Permanency for our Casual Staff!

Free printing for all students!

Implement Rainbow Campus!

Restructure the University: All Deans and Management to be elected and re-callable by open student and staff meetings Reduce managements pay: Maximum Wage differentials 1:4

Anti-rape culture and consent training for all students through compulsory modules.

# Education Officer

**Alexandra Nixon (Co-Education Officer, 1 February 2017 - 12 April 2017)**

## **Portfolio Work**

Since being elected to the position of Education Officer, I have been able to work closely with Rachel Evans on several campaigns affecting the quality of education, treatment of staff and students and surrounding equity and community issues at the University of Sydney. One of the most rewarding was the fight against centralised management across several University 'schools', namely the Conservatorium of Music (SCM), which lost its Faculty admin in March 2017. In conjunction with Jenna Schrodos, Education Officer of the SRC, a petition of Conservatorium students was created and received great traction from the SCM student body. The petition will be presented to the Student Consultative Committee in June 2017. I have also been involved in Academic Board across the entire 2016-2017 term which had many successes, and was a useful tool in the sourcing of information for the SCA campaign in its early days. Sitting on Academic Board has been rewarding and many 'wins' were achieved; in particular, the resistance against plans for a 12 week semester and altered academic calendar. The campaign to save SCA continued into 2017 and since becoming Co-Education Officers, we have staged multiple actions, with the assistance of a passionate group of activists. Despite the term being over, I will continue to work with SCAR to save this wonderful art school.

Other satisfying facets of the Office have been in community engagement; I conducted two Faculty orientation and induction sessions and worked on the O-Week stall. Chatting to commencing and returning postgraduate students is constantly insightful and makes working for students even more gratifying.

## **The Wider Community**

The Education Officer's role also includes assisting the other Equity Officers in their campaigns and endeavours. Over the past term, I have engaged in advocacy for students identifying as having a 'disability' by working with Gareth Charles to try and secure more appropriate access to the Footbridge Theatre Foyer for students with mobility limitations so that our Wine & Cheese events and professional services are accessible to all. I have also been collaborating with the SRC Disability Officer, Mollie Galvin, on upcoming disability campaigns surrounding building accessibility, public transport and invisible disability awareness and look forward to making these plans a reality in the upcoming year through my involvement with CAPA.

I was approached in March by Camperdown Residents Aware of WestConnex (CRAW) and assisted in securing a venue for their community forum which aimed to raise

awareness of and resistance against the Camperdown WestConnex intersection and air-filtration facilities planned to sit atop our Nursing school on Mallett street. Engaging with the wider community and assisting other groups of activists galvanises the union between students and community members. Fostering these relationships, namely between SCAR and Friends of Callan Park, has forged a powerful force in campaigning this year and is ever encouraging.

Whilst I have spent the term clashing with tumultuous health conditions and invasive surgery, I have found my experience with SUPRA to be meaningful and valuable to the postgraduate community and am grateful for the opportunities made available to myself and the other Councillors. I look forward to continually advocating for students' rights and quality education in the future.

# Education Officer

**Ahmed bin Suhaib (Education Officer, 1 October 2015 - 31 January 2017)**

This has been another active term for the education portfolio. Continuing from my role last year I could hit the ground running this term to get things done fast. With the University restructure continuing as planned, and lack of social events for postgraduates I had plenty to work with. I made sure that the Education Officer role is a prominent one in dealing with University issues, engaging with the postgraduate community, and providing support to fellow officer bearers and Councillors.

I started the term with running a successful Re-O day and inductions for semester 2 with the help of other office bearers. We had a flux of new members thanks to our outreach strategy, and could hold on to those members through our social events.

While we were welcoming the new students, we continued our presence during the national elections by distributing our election cheat sheet at polling booths near campus. I also got involved in the Save SCA Campaign where the University hit a new low, planning to close Callum park and move all SCA students to main campus by Semester 1, 2017. I played an important role ensuring that postgraduate students are heard and that they are aware of all their options to ensure that their studies are not affected by the changes. I provided support to the SCA campaign by providing valuable advice and administrative support for the campaign.

This term, the Education Officer was present at a University committee to represent postgraduate students. In the past the portfolio complained about not being present in any of the University Committees and we saw this as a hurdle for the portfolio to complete their duties. Being on the University Committee was a welcome change as it provided me with more ideas to campaign against and more issues to engage the postgraduate community with.

With the recent reports of sexual assault on campus I got involved in the campaign to represent the voice of international students on this issue. We at SUPRA met with CAPS and the Rape Crisis Centre to talk of how the University can provide better support for survivors of sexual assault. I focused mainly on providing education material for students to create a sex positive attitude on campus. I worked with, Mariam, Dhaval, and Libby to host a panel on sex and culture at USU's radical sex and consent week. The video of the panel is now available on our Facebook page for students to view.

I also supported other equity groups on their projects. I helped Rachel Evans, the Queer Officer, with the Rainbow Campus campaign and the Big Rainbow Wedding. I also provided support to the International

Officer portfolio and Women's Officer portfolio with the administrative parts of their events. Moreover, I contributed to equity meetings to ensure that they would continue to be regular.

On the community engagement side of things, I held another coffee afternoon for engineers with Dhaval. We did not get big participation this time but that is due to bad timing for the event. SUPRA can gain a lot from these coffee afternoons if they successfully engage the postgraduate community. We did have a successful bushwalk from Berowra to Mt. Kuring-gai that was attended by 20 people most of whom were international students. There is a demand for more social events and bushwalking is a cheap event that would bring the community together. Lastly, SUPRA held a successful pub crawl thanks to great work of Blythe Worthy, Brandon Munn, and Kiriti Mortha. It was a great way to end our busy semester.

In my last two months of my term I focused on three things. First, I ensured we were all prepared for the O-Week coming in February. I scheduled all our events and had them available on the University website. Second, I started the groundwork for counter course handbook by creating the google forms for both HRD and coursework students. Lastly, I with help from Lily ensured that with the immediate departure of our President, the council was aware of planned changes and we had their support in keeping SUPRA functioning.

During my time, the Education portfolio has been an active one but there are still many concerns with the portfolio. The Education Officer is responsible for two major functions in SUPRA: community engagement and campaigns. It's hard for one person to maintain both function as it takes two different skills to accomplish both. There is a need to divide this position into two different one as it was recommended in the previous year, or it requires plenty of support and involvement from the council. The latter is hard to achieve as long as there are positions in SUPRA that are paid and others that are unpaid.

The position is also vital to form a bridge between the Council and the Executive. The Council has always complained about not being involved in SUPRA. If the Education Officer engages the Council in SUPRA events and campaigns the Council would be able to function well together.

Finally I would like to thank SUPRA's SAAOs, Admin, Executive, Councillors and last but certainly not least, the members. Your support has allowed me to achieve everything this semester. I'm proud to serve you as your Education Officer and hope that similar support is extended to my successor.

# Director of Student Publications

Eila Douglass (April 2017 - Present)



Members of SUPRA Council visit Uncle Chris Tomlins at the Aboriginal Tent Embassy, Eila third from right

I took on the role of DSP in April 2017. While previous DSPs have had to assist in the project management of publications such as the Survival Guide, calendars and website, I'm fortunate that most of my time so far has been with the postgrad presence in Honi Soit. The Counter Course Handbook is almost ready for publication though, so I will be adding that to my agenda.

I knew from the beginning that the DSP role had a lot of potential to give postgrad issues a voice in Australia's only weekly student newspaper, Honi Soit. As the name suggests, the articles are about dissent and aim to be a permanent thorn in the side of the University mismanagement. There is always room for improvement, but it's not often there is this much! These are tough times and there is much to fight for.

My dissident roots were born in the fight to save the University's art school, Sydney College of the Arts. During this struggle I met the core of the Uni's student agitators and a core of political artists and activists from my college.

In April, along with my DSP training, I interviewed SCA artists and PhD student Ms Saffaa about her work to raise awareness of the fight in Saudi Arabia that women are waging, to remove male guardianship laws. The double-page feature brought together several issues: how rich and important our cohort of international students is, the worldwide struggle for women's rights and the important work that is coming out of SCA.

Every week provides new and challenging political events and my second issue for Honi featured an article by the International Student Representative, Davhal, about the repeal of the 457 visas. His article was also printed in The Guardian, proving the caliber of our student leaders and commentators at SUPRA.



Members of SUPRA Council protest cuts to higher education in the federal budget

Honi Soit also runs editions representing specific sectors of the University community. The week of the Queer Edition, our equity officer Oliver Moore took the reins and prepared an outstanding comment on Safe Schools, another program currently under attack in NSW. We were also able to let everyone know about the SUPRA council elections.

In the next issue I followed the work of another SCA student, Susie Egg, who volunteers at the Refugee Art Project in Parramatta. The project, initiated by USyd Alumni Safdar Ahmed, aims to provide community cohesion for refugees in their new suburbs. As DSP I attended an Open Day and was able to interview Safdar and Susie and enjoy some incredible Middle Eastern food! Safdar's story is part of an ABC documentary of refugees and art. Postgrad students from SCA have also started a nomadic gallery called MASS and they submitted a short introduction about themselves and upcoming student shows.

With the budget came unhappy students! Travelling to Canberra (as part of the Education team) I was able to cover the event as DSP. Rachel Evans and Nic Avery, along with other SUPRA members, undergrads and Alumni, spoke with unions and other students about the affects the changes will have if they are passed in Parliament. The group also visited the Aboriginal Tent Embassy and spoke with Uncle Chris Tomlins and were able to bring back his perspective on the fight against the proposed referendum to include Indigenous peoples in the Australian Constitution.

There is much in the pipeline and much more to put in it! My affiliation with SCA, and the many contacts I have there, places me in a good position to write my own articles and to seek them from others at SCA, about the campaign's progress, as well as many of

the other interesting and important things coming out of the college. Looking forward, I'll continue to build contacts with other postgrad cohorts and equity officers from within SUPRA, who are likewise perfectly placed to comment on their work with various postgrad sectors. SUPRA's contribution to Honi has grown from a fortnightly to a weekly one since April and that feels like the tip of the iceberg!

# Women's Officer

**Mariam Mohammed (10 June 2016 - 31 March 2017)**

**Natasha Chaudhary (1 April 2016 - Present)**



*Women's Collective Pizza Party, Natasha and Mariam 2nd and 4th from left at front.*

I am Natasha Chaudhary, the current Women's Officer and this report compiles the work done by the ex-Women's Officer Mariam Mohammed.

Mariam took over office on June 10 last year and organized a Pizza Party on Orientation-Day to welcome and bring new members to the Postgrad Women's Community on campus. Mariam reworked the existing Women's Collective Facebook group, making it active and engaging. The membership of the group increased significantly in her term opening opportunities for women to share different events and campaigns. The Facebook group also helped improve outreach for SUPRA with higher attendance from women at the BBQ.

The Women's Collective started a weekly meditation session as an umbrella program to provide better mental health support for the Survivors Network. It was active during the first semester with higher engagement before and during the exams. The Pizza Party and BBQ brought up concerns raised by women on housing which were dealt with by creating a fact sheet compiling the important dos and don'ts of Sydney housing with Adrian Cardinali's help.

The Women's Officer co-hosted Know Your Rights along with the International Officer where 4 speakers were invited to give a basic overview to all students on their legal rights. One of the speakers was a representative from RDVSA (Rape and Domestic Violence Services Australia) who spoke about sexual assault survivors particularly if they are international students. There was another guest speaker from Visa Lawyers Australia who spoke about the visa obligations of international students. There were heads of student societies that are relevant to students.



*Women's Collective Pizza Party.*

During the Radical Sex and Consent Week, the Women's Officer hosted a panel - Sex, Consent and Culture - which discussed nuances of sex and consent in a culturally sensitive manner to audiences, which are otherwise not receptive to such a discussion. The event followed an innovative format posing ambiguous situations in front of the audience and talked through the options one must take.

Meanwhile, the Collective wanted to start a network called Survivor's Network, based on a Pakistani initiative. The Pakistani initiative is called Talk Dammit! It is a platform for sexual assault survivors to anonymously speak about their experiences. The initial few months were spent in talking to women on campus as well as Ingrid van Tongeren (SUPRA solicitor) to ensure that it would be a safe space for people who participated, and the organisers. A policy was written to ensure safety and confidentiality in the space and a format to be followed. The Survivor's Network was launched in March 2017 and has hosted 3 meetings and also exists as an online space.

A social event was organized in the month of November. The Collective went for a bushwalk/picnic from Spit Bridge to Manly beach.

The Women's Officer was also a part of the Safer Communities Advisory Group where she put forward her suggestions and feedback about making solutions more culturally sensitive and inclusive. There was also a Summit hosted called the Women of South Asia Summit.

There was training organized for the SUPRA staff on Cultural Competency, which according to Women's Officer was recommended to be a part of the Induction process to ensure everyone gets to undergo it. The Women's Collective held collective meetings to involve



*Women's Collective bushwalk*

the women in the discussions for the events held. There was Pizza party organized during the Orientation week as a socialising space for the new women who had joined the University. It was successful event with a turnout of over 60 women.

Mariam had to leave the Office due to other commitments and organized the Election of a new Women's Officer. I joined the office at the start of April and organised the first Collective meeting with an attendance of 35 women. It was a culturally diverse group with many ideas for the Collective. Moving on, my aim has been to meet women from different Faculties in order to incorporate varying needs and efficiently expand the Collective. The meditation sessions have been resumed with a different trainer, which had been a demand among the women.

The Women's Collective will be hosting a bushwalk and its next Survivor's meeting in the coming weeks. The goal is to ensure that we are building a healthy and supportive community that is engaged and is ready to stick to each other in times of need. This will be achieved with a mix of socialising events, informational events and support groups. I have also been engaging with the Safer Communities Advisory group pushing for consent education and modules in place for all students.

# Queer Officer

Rachel Evans (1 July 2015 - Present)



*Kiriti, Dhaval, Lily, Rach, Nic and Karen at the 2017 SUPRA O-Week stall, meeting and resourcing new postgrad students.*

The last year for the Queer Office bearer and the Education Office bearers have been good but hectic. The term for the Queer portfolio in 2016-2017 was focused on community building and developing the student and staff rainbow power through the Rainbow Campus campaign. This campaign demanded that Sydney University management provide a Safe Space for students and staff by providing Transgender students their identities back, accessible LGBTQIA+ space on each campus, mandatory University-wide LGBTQIA+ staff training, gender awesome bathrooms, every SSAF funded organisation committing a portion of LGBTQIA+ services and for Sydney University to sign onto the marriage equality.

We hosted a massive 150 strong Rainbow Campus Wedding with the help of the University Sydney Union and the National Tertiary Education Union (NTEU) and the Commonwealth Public Sector Union (CPSU) which was a huge highlight. Six couples got same sex wedded. We asked management to come along but they declined. They also declined to sign onto the Rainbow Campus six log of claims.

We hosted Rainbow Campus organising meetings with the undergraduate queer officers, the University Student Union workers and other interested folk to organise the Rainbow Wedding.

We had to clean up the glitter from the glitter action we did outside Michael Spence's Office to protest his refusal to sign onto the Marriage Equality pledge, or Rainbow Campus, but it was well worth it.

We met management a few times to reiterate a bunch of times we wanted them to sign onto the Rainbow Campus campaign but they did not budge.

We also met at various times with the Allied Network—which is the Rainbow staff and their allies—a bunch of times and went to their meetings. We had a range of meetings throughout the year with postgraduate students regarding the Rainbow Campus campaign and met with undergraduates as well.

I handed over some campaign and community building tasks to Oliver Moore who was keen on taking on some tasks regarding the portfolio. I handed over some significant tasks through making Oliver a deputy at the end of 2016 and took on some Education office-bearer organising in 2017.

# Queer Officer

Oliver Moore (Deputy Queer Officer, 1 February 2017 - Present)



*Alex, Nic, Mel, Ollie and Rach*

I was appointed Deputy Queer Officer by Rachel Evans in February of 2017 when she moved into the Education OB role. During the three months I have been in the position I have focused primarily on revitalising SUPRA's links to the queer community on campus. This has included running a social event during O-Week, Queer Beers, which was attended by over 40 students. This has also included running a bi-monthly queer film screening, where we have shown *Appropriate Behaviour*, and *But I'm A Cheerleader* so far, and which I hope continues for the remainder of the year.

As a representative of SUPRA I have sat on a number of University Committees, including University Executive Research and Education (UE RE), the Safer Communities Working Group, and Academic Board. The Safer Communities Working Group is a subgroup of the Student Consultative Committee, and has focused primarily on ending sexual assault and rape on campus through the implementation of a mandatory consent module. In collaboration with the Wom\*n's Officers (both undergraduate and postgraduate), as well as the SRC and SUPRA Presidents and the USU Queer and Wom\*n's portfolio holders. We are currently in the process of making recommendations to the University on how to end sexual assault and rape on campus.

I have also been working on SUPRA's Safer Spaces and Internal Communications Policy, with the assistance of one of the SAAOs, Hank Whan, as well as the Policy Committee. The purpose of these documents is to ensure that Councillors and staff are treated fairly, and that our communication as individuals is in line with the values of our organisation.

March is always a busy time on the queer calendar, and in the lead-up to Mardi Gras I assisted with organising the No Pride in Detention float, which was attended by a number of student community

groups and had a massive presence in the parade, protesting the treatment of LGBTQIA+ asylum seekers in offshore detention. This included liaising with Mardi Gras, between the different groups, and helping with everything from finding drivers to float decoration. Additionally, I worked with the Ally Network here on campus in preparing their float, as well as their fair day stall, and helped organise students to appear in a "You Can't Ask That"- style video about being LGBTQIA+ on campus. At the invitation of the Ally Network, I also attended the Inaugural LGBTQIA+ Awards in the lead up to Mardi Gras, and this was a fantastic opportunity to meet leading members of the community.

I worked with the USU and the Queer Action Collective (QuAC) to run a number of Pride Week events, including two craftnoots and a disability-friendly indoor picnic, all of which were well attended and provided a great opportunity for queer students on campus, undergraduate and postgraduate alike, to network and socialise in a safe environment.

I have worked with the Australian Queer Students Network (AQSN) and the Council of Australian Postgraduate Associations (CAPA) to ensure that SUPRA's work is in line with other organisations nationally, and to assist where possible. For AQSN, this has meant being involved in the creation of their Rural and Regional outreach program, which works with non-metropolitan universities to ensure that LGBTQIA+ students on their campuses are safe and supported. Additionally, I have been working with AQSN to use some grant money we were awarded in early 2017 for the purposes of greater archiving power, and have been involved in the digitisation of records of the past decade.

A Queer Officer's portfolio wouldn't be complete without some actions, and from the Rainbow Wedding to the Rainbow Campus campaign, the portfolio has been strong in this regard. In 2017 so far we have held actions in support of the Safe Schools Coalition, queer refugees, and marriage equality, as well as actions condemning, among others, the screening of the anti-women documentary *The Red Pill*, and events hosted by the Catholic Society for 'Life Week', which included an anti-marriage equality event, an anti-safe schools event, and an anti-abortion event.

# Aboriginal & Torres Strait Islander Officer

Connor Duncan (October 2016 - March 2017)



*Connor Duncan*

The Aboriginal and Torres Strait Islander Officer also known as the Indigenous Officer held a number of free coffee events and meet and greets for Indigenous students on campus. During these meet and greets there were discussions about how to better involve Indigenous students in postgraduate student life and the issues facing Indigenous students who have moved to Sydney from rural towns or interstate.

Together the Indigenous Officer spent time listening to, relaying and acting on the issues brought to him by Indigenous students. These included the lack of access opportunities for students to fulfill Indigenous Health requirements in Sydney University degrees. It included networking and researching the on-campus Wentworth Must Fall campaign, which calls for a renaming of Sydney University building named after a man who has a history of discriminating and dehumanising Aboriginal peoples.

The Indigenous office also held discussions with Indigenous students about the advantages and disadvantages of Constitutional Recognition of Aboriginal and Torres Strait Islanders in Australia.

The Indigenous Officer wrote an article that was circulated to all our members via eGrad on National Apology Day that reflected on what that day means for Aboriginal and Torres Strait Islanders. The Indigenous Officer assisted the Medical Faculty in devising strategies to better recruit Indigenous students to rural placements in their degrees. He also advised the Australian Medical Student's Association on the recruitment and retention of Aboriginal and Torres Strait Islander students as well as leadership in conferences.

Further, the Indigenous Officer engaged himself in SUPRA's events such as Wine & Cheese, assisted the Association with inductions and contributed meaningfully to the issues and events that concerned Aboriginal and Torres Strait Islanders in SUPRA Council meetings and General Meetings.

The Indigenous Officer kept himself informed by reading policies, documents and reports that affected Indigenous students, so he could best represent and advocate on their behalf. These included reports published by the Aboriginal and Torres Strait Islander Higher Education Advisory Council.

(Report by Lily Matchett, as the Aboriginal and Torres Strait Islander office was vacant at the time of reporting)

# International Officer

**Dhaval Sanath Shukla (1 July 2016 - Present)**



*Dhaval Sanath Shukla*

It's been just over a year since I got this opportunity to represent international students (postgraduate) on campus. The first couple of months (March 24th, 2016 – June 30th, 2016) were spent mainly on preparing for the role, increasing engagement with the cohort and on identifying key issues that needed immediate attention. There are a lot of things that I worked on in this past year, few of them did not turn out as expected and others were very successful.

## **Council of International Students Australia (CISA) Conference**

The first major thing that came my way after taking over this position was the CISA conference. Through my and Queer Officer's (Rachel Evans) efforts, we had healthy conversations with the delegates and student representatives about a lot of problems specific to international students (housing problems, underpayment issues, NSW travel concession are few of the issues that we discussed at the conference). We were also able to get a SUPRA Councillor elected into the CISA board, the aim of this move was to make sure that we make changes from within and make CISA a better and efficient organisation (which it currently is not). I am looking forward to this year's conference as we are planning to get more hardworking individuals elected into the national body and to have a productive discussion, about several issues, at the conference.

## **International Students Pizza Party, Sports event and Collective Meetings**

During my term as the International Students' Officer, I have organised two Pizza Party events. The first one

was in collaboration with SRC and the second one was in collaboration with the Women's Collective at SUPRA. Both events were immensely successful and we were overwhelmed with the response that we got. On average, we had about 60-70 students attend the events. Efforts were also made to convene an International Students Collective meeting. The idea of a collective meeting was born to create an environment where students can come and share their problems with SUPRA Councillors and to advise the International Office on issues to work on. A cricket match was also organised for international students in collaboration with SUSF and Cricket Club. We got an immense response from students, and students were very happy with the initiative. Unfortunately, the match had to be cancelled due to rain but because of this initiative, SUSF has set aside a sum of \$10000 to be used toward sports events for international students and the incoming International Officer can make use of this opportunity.

## **Travel Concession Campaign and NSW Advisory Meetings**

The Travel Concession campaign was one of the main things that I worked on during my role. I took over the campaign from then Education Officer of SUPRA in June 2016 and started focusing and working on the campaign from then. When the campaign started, six organisations were supporting it. I focused on outreach and the campaign is now supported by over 12 organisations, the national organisation CISA being one of them. The focus was on collecting 10 000 signatures for this campaign to proceed further, and by the support and hard work of several SUPRA Councillors and myself, we have roughly 6000 signatures. The campaign will be handed over to the incoming international officer along with the 6000 signatures we have received so far. SUPRA has been pivotal in organising the first ever CISA NSW state advisory meeting. International Students' Officers from universities around NSW are invited to the meeting to work on several issues collaboratively and discuss several other issues that are of a concern to international students.

## **Forums Fairs and Seminars**

A Know Your Rights seminar was organised for international students to get information about their visa rights. Other forums and fairs such as an employability forum and start-up careers fair was organised for international students to know their workplace rights and to find internship and job opportunities in a start-up. This was done in collaboration with the careers centre at USyd.



*Dhaval and Ahmed at the 2017 Postgraduate Ball*

### **Press Release**

Throughout my tenure, I have been vocal about key issues faced by international students and have written several pieces which were published in both local and national media. An article on OPAL card travel concessions was published in *Honi Soit*. More recent publications includes an article on the 457 (visa class) visa being abolished, this was published in *The Guardian*. It had a wide spread popularity both nationally and internationally. The article also appeared on *The South China Morning Post*. An interview was also given to ABC news for their piece on the abolishing of the 457 visa category. A press release, written in collaboration with the SUPRA President and SAAO Staff, was also published in *Honi Soit*.

### **Conclusion**

To sum it up, I have done my best for the betterment of international students and am thankful that I got this opportunity to serve this wonderful cohort of students. I can proudly say that even though I did not get a head start when I joined this position, I have made sure (through my work) that I leave this position in such a stage where the incoming International Officer will have a lot to work on and hopefully will not face the same problems as I did. Also, other things such as improved relations with government agencies, improved relations with other student councils around Australia etc. were also achieved during my tenure.

# Disability Officer

**Gareth Charles (1 July - Present)**



*Gareth Charles*

The past year as Disability Officer has been rewarding, challenging and revealing. Deputy Disability Officer Marguerite Biasatti and I have worked on and continue to work on many advocacy projects for postgraduate students living with a disability, and in particular have engaged with students and the University to establish many avenues for further work on the Disability Equity portfolio. The recent development [by Marguerite] of the Disability Officer Duty Statement, a comprehensive and insightful document, will provide direction to the Disability portfolio.

Something we have been working on is organising to get SUPRA's monthly Wine and Cheese night located in an accessible venue. This would mean more people can be involved in this event, which has come to be somewhat of an institution on the postgrad social calendar. In line with this, one challenge that requires more attention is determining what are appropriate events, locations and times for the diverse community of postgrads living with disabilities. More feedback should be sought from members of the Disability Network, but some immediate examples that come to mind are social events like board games or video nights. Considerations to bear in mind for these events would include accessibility, food allergy/dietary requirements and appropriate noise level.

One concern for the Disability Network in the future is to better engage our constituents in our advocacy campaigns. A possible avenue for this is to combine organising meetings with social events, to ensure we harness the insights of the collective for productive purposes. Furthermore, it would be great to build upon our relationship with the SRC Disabilities Collective in collaboration around disability advocacy. Inroads have been made into some campaigns, like calling for reform

of the University's special considerations process, which currently is particularly difficult for students with disabilities in facing this centralized, overly bureaucratic process. Work on this project in particular needs to continue.

Recently, myself and other SUPRA Councillors drove down to Australian Parliament House in Canberra to protest the Government's Federal Budget on the day it was announced. This budget warrants particular concern. The proposal to cut \$2.8 billion from higher education will lock people further out of access to education. It can be difficult enough accessing tertiary education for people with a disability, but when the Government lowers the HECS/HELP repayment threshold and when they ask students to pay more for their degrees, they are only increasing the barriers to university study. And while the Government has committed to fully funding the National Disabilities Insurance Scheme (NDIS), which should for the most part be considered a good thing, it should be noted that there is real concern that some people who were previously supported may be left without Government support once the NDIS is rolled out. There are concerns that this will particularly affect people with mental health and psychosocial conditions, who may face difficulty demonstrating eligibility for the NDIS. Another serious concern is the mandatory drug testing of people on Centrelink benefits, which further stigmatises some of the most vulnerable people in society. As a Councillor next term, I will be paying close attention to federal policy on education and welfare.

In conclusion, I would like to thank a number of people for their hard work and congeniality. It has been a pleasure working with in particular Karen Cochrane, Nic Avery, Marguerite Biasatti, SUPRA Co-Presidents Lily Matchett and Ahmed bin Suhaib, SUPRA staff and other great people on Council this term.

In particular I note that none of our advocacy projects, meetings and policy work would have been possible without the dedication, persistence and generous assistance of the Deputy Disability Officer and Disability Officer-elect for the succeeding term, Marguerite Biasatti. Marguerite's work has been outstanding and highly appreciated.

As a final note, I would like to encourage anyone to get in touch with me or Marguerite regarding any ideas, suggestions and comments that might concern places to hold meetings, collective activities for the Disabilities Network, advocacy issues, or anything else that might concern you. I very much look forward to continued engagement with the community.

# Rural & Regional Officer

Elizabeth Miller (24 March 2016 - Present)



*Libby Miller*

At the conclusion of the Council year there has been significant movement around reform for the Rural and Regional office. Building the logic around this reform involved consultation with SUPRA staff and Council to determine the best direction for change, as well as reaching out to the collective online. If all goes to plan, this change will be the first time in SUPRA history that an office has been changed. The proposed change from the Rural and Regional Officer is to a Satellite Campus Officer. This change is expected to bring greater attention to this equity group, a stronger collective and to better adapt to a rapidly changing University.

The logic for this change was formed around the fact that students can be geographically isolated in various ways. They are therefore not entirely tied to the formal definition of Rural and Regional that is outlined in the Constitution and defined by the Australian Bureau of Statistics. Isolation can occur by distance or through weak connections to other campuses. Such students are disadvantaged by having little to no access to the Camperdown/Darlington campus facilities, events, networks and opportunities.

Due to the nature of postgraduate study, students may experience living in a rural locality for the first time or relocating to a metropolitan campus from a rural locality. Either way, the role of SUPRA is to ensure that students in such situations can access SUPRA if need be. The Satellite Campus Officer will therefore be a member of the Association that is from a satellite campus. However,

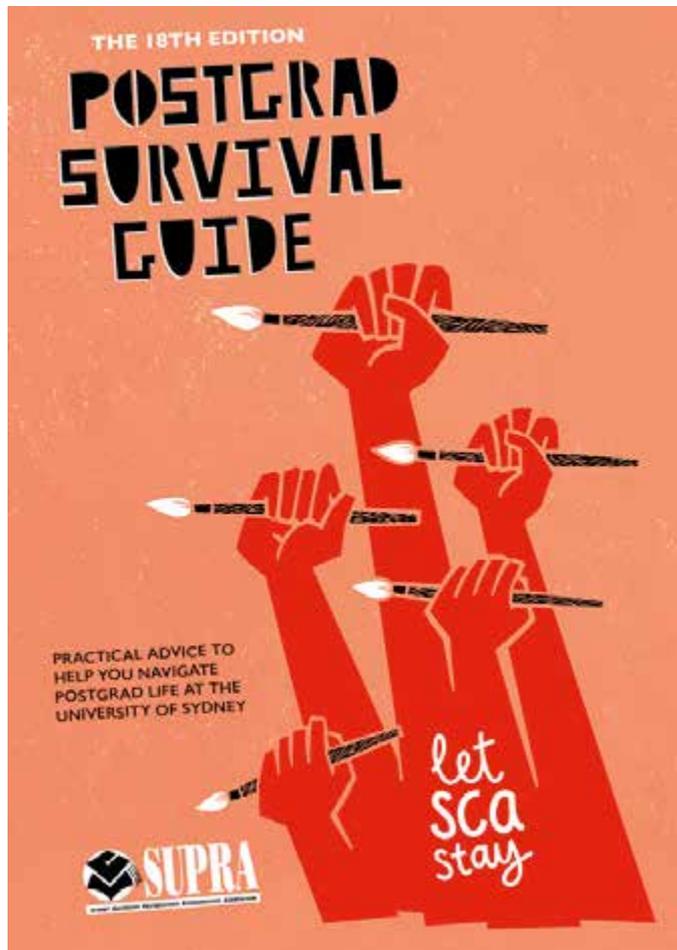
attending to the needs of campuses located in rural and regional areas and rural and regional students is a key component of the renewed equity officer duty statement.

At the end of the Rural and Regional Office and in seeing it through to the next stage, there has been a focus on work in this area. Over the past council term SUPRA supported the Camden annual BBQ. Myself along with a couple of other Councillors and a member of staff ventured outside of Sydney to attend this event. It was a great opportunity to meet some new faces and promote the work that we do at SUPRA (and enjoy the campfire and food!) Camden also saw its first café open up on campus. Since then students have been enjoying monthly coffee catch-ups that are supported by SUPRA. This initiative has prompted HDR and library staff to attend these events to inform students on upcoming workshops and answer any questions.

A senate submission was made to contribute to the Management of the Social Welfare System Initiative from the perspective of university students, specifically how the welfare controversy affected Rural and Regional students. There still are significant challenges for Rural and Regional students undertaking postgraduate study at university. With the proposed reform, a stronger cohort of students who are experiencing common difficulties with the challenge of isolation is intended.

# Administration & Publications

Louise Corney, Office Coordinator  
Amity Lynch, Anthea Fitzgerald, Emma Davidson



*The 2017 Postgrad Survival Guide*

2017 has seen many changes and challenges for the Admin/Pubs team. We've welcomed new staff and as we see another year of steady growth in the SUPRA casework intake and postgraduate community we will be recruiting another staff member to a newly created data entry position.

SUPRA has seen considerable growth in the services delivered by the legal and SAAO teams and postgraduate community engagement lead by Council. This work is under-pinned by the publications and administration team.

The intake rates for the SAAO and legal team continue to grow. The admin team is the first point of contact for students in need, be it in person, by phone or by email. We also assist students with self-advocacy through our publications. Our workload continues to increase in reception and administrative tasks. Having been able to devote more resources to publications over the year we are now turning our attention to stronger data entry practices.

The SAAO team continues to be very busy and Council has been active in 2017, with well-attended, regular events for postgrads. The admin team provide professional support to the advice and advocacy service and to SUPRA Council, and have an ever-growing workload. Assisting students, booking appointments, data entry and management, compiling eGrad, filing, archiving and record keeping, assisting with events, making room bookings, organising catering, ensuring IT and maintenance requests are lodged and filled, and staffing the reception desk are all daily tasks performed by admin that keep the organisation running on a basic level. The administration team has twice-yearly planning meetings, and tie this in with Council and SAAO planning. As well as these day to day tasks we have had multiple projects to manage.

Louise has assisted Councillors to interpret and update policy and SUPRA's constitution this year. Each year SUPRA's policies and Constitution evolve with the organisation to better reflect the maturity of the organisation, and provide better guidance to new Council to best represent their constituents.

## **Instatements and Training**

The 2016 council instatements were a learning experience for Louise, the coordinator. She provided an informative schedule including several speakers. Louise is collaborating with Co-President Lily Matchett to develop a schedule for the incoming Council that will reflect issues that have come up throughout the year, such as how the Safe Spaces policy is best enacted in the work place. They are also hoping to boost attendance by having a more interactive schedule.

Louise attended the Higher Education Summit and Not for Profit People Conference in late 2016. Anthea participated in Accidental Counsellor training and also took a course in digital resources and accessibility. Amity took part in Online Campaigning Skills training through the ACTU and Introduction to Renting in NSW provided by the Tenants Union.

Emma and Louise both became firewardens and for SUPRA, and Louise also undertook First Aid training and is now a first aid officer along with Ingrid from our legal service.

Anthea, Emma, Amity and Louise are all receiving ongoing training from Phill Byrnes in Wordpress which is the platform for the new SUPRA website.

## **Faculty Inductions**

SUPRA attends the Semester 1 and 2 Faculty inductions. The admin team have built relationships with administrative staff across the University over a number



The 2017 SUPRA Postgrad Calendar

of years, to ensure communication about inductions comes to SUPRA, and that we are invited to as many as possible. We produced material, organised induction packs and Anthea coordinated the attendance of SAAOs and Councillors to ensure SUPRA was represented at each induction. Semester 2 2016 and Semester 1 2017 inductions were a success and we have just started to receive the invitations for Semester 2 2017 inductions.

### **Publications**

The administration and publications officers have worked hard to ensure SUPRA's publications continue to be of a high standard, and have made several improvements to our annual publications, and the publications production process.

Emma project managed the 2017 Survival Guide as her first significant publications project. An image from the Let SCA stay campaign was sourced for the cover, which aligns neatly with work that both staff and Council have been involved in. It is a fantastic publication that would help any person new to The University of Sydney.

Amity project managed the 2017 SUPRA wall Calendar, with great results. The calendar has again been very popular with students. The Admin/Pubs Officers also published eGrad (SUPRA's e-newsletter) each fortnight.

The admin/pubs officers have continued liaising with the SAAO team about a range of brochures, have done countless posters, flyers and info sheets for students as well as a number of advertisements for SUPRA's Honi Soit pages. We are looking forward to updating the Thesis Guide with new content from the advocacy team and presenting it in both print and web publications.

### **Website**

SUPRA's website acts as one of the main contact points for students in need. We have updated the website over the year and the project is continuing. It has a completely new look and is greatly more accessible than the previous site. Lead by Anthea, we are continuing to work on the website to make it easier to navigate and provide a greater breadth of information to assist students self-advocate and navigate their postgraduate years.

### **Casework data entry and Data base**

The admin team have been assisting the SAAO team with data entry. Rachel Engdahl has been of great assistance with this project. SUPRA has also engaged Phill Byrne to build a new casework database to ensure records are kept into the future and that accurate statistics can be generated from our database. The admin team have been working closely with Phill to develop this database, and ensure it is user friendly.

There is a new data entry position that has been created and is currently being recruited for.

### **Elections**

The admin team provided administrative support for the SUPRA elections. This task changes every year and is always a learning experience for the Admin Coordinator. This year the election was hotly contested and the voter turnout was well over double the year before. This is great in terms of better student representation on Council, but it presents new challenges for the election period and the ever-evolving electoral regulations

### **Comings and Goings**

Due to increased funding to our team we have recruited Emma Davidson as our third Admin and Publications Officer. She has brought wide-ranging experience to our team including publications work and customer service.

This year has been a stabilising year with no one leaving the team and everyone growing in their roles.

### **Moving forward**

We are looking forward to inducting the new SUPRA council, commencing work on our major publications and continuing work on our new website. We look forward to welcoming new staff to our team to further assist the SAAO and Legal team with their data entry. We enjoy dealing with students accessing SUPRA's services each day and will continue to ensure students in needs are prioritised and feel SUPRA is a place that will help them.

*(Report by Louise Corney)*

# SAAO

**Adrian Cardinali, Student Advice and Advocacy Officer Coordinator**

**Margaret Kirkby, Francine Seeto, Hank Whan, Vanessa Caparas, Hayley Stone, Hank Whan**

## **Student Advice and Advocacy Officer Service**

SUPRA employs 5 full time equivalent advocacy staff to provide a free, professional, independent and confidential casework service for postgraduate students. During 2017 and thanks to funding increase, the intention is to raise staffing levels to 5.6 full time equivalent, to meet ongoing increases in postgraduate numbers and demand for service. The service is staffed by professionals from multidisciplinary backgrounds, and over the years has employed people qualified in law, psychology, social work, welfare work, activists who have trained up to be professional advocates, and community and women's health workers. The experience and different professional backgrounds of workers over a long period has contributed to our skill and knowledge base, and is embodied in the high quality and sophisticated advocacy support we offer students. All workers have professional external supervision available, and are encouraged and supported in professional development and ongoing affiliation in their professional field, as part of our commitment to quality and continuous improvement. The advocacy service works closely with SUPRA's Legal Service, and to all intents and purposes functions as a single integrated provider for students, deepening the multidisciplinary character of SUPRA's service offerings.

Built on foundations of recognising and encouraging a wide range of expertise into the service, our model of delivering advocacy recognises the wide diversity of the postgraduate population, and respects and celebrates the inherent strengths and abilities of postgraduate students, by fostering and supporting the ability to self-advocate. We have a focus on quality of casework and capacity building rather than churning through raw quantity of cases. As you will see below, our statistics continue to show strong demand for our services so we are not claiming low statistics per se. However we have developed and will continue to develop resources to address growing demand and take pressure off individual workers. The resources we have developed and continue to develop are student rights-focussed and also aimed at fostering strengths. Our casework itself is characterised by genuinely and respectfully listening to students and their stories and needs, and then tailoring our resources and responses and support.

Our services are delivered in the context of a commitment to social justice and fairness for students. Over time we have progressively included demonstrated social justice commitment requirements in job selection criteria, and expanded selection criteria to encourage linguistic and cultural diversity and competence, on top of the disciplinary variations. We are constantly working

on and developing our practice, and meet monthly to discuss cases and workshop issues. We are very proud of the services provided, and feel students and the University have a right to feel this as well. As an important side note, provision of the service fulfils the University's own various requirements under relevant Student Services and Amenities Fee legislation and related Guidelines, and we do note that we receive highly positive feedback from students and within the University community about the quality of our work.

Below is a summary of key areas of our work during 2016.

## **Individual Advice and Advocacy Services**

As at the time of preparing this report more data is still going into our systems, including a project to address undercounting from previous years. Given that the following should be regarded as a progress report where figures will be revised upwards in future. On those progress figures, in 2016 SUPRA opened 910 cases, with our best guess being it will rise to around the 1000 mark when all entry is done. Of cases where we have local or international student status, 59.8% (489) were international compared to 40.2% (329) of local students. It is a substantial over-representation of international postgraduate students compared to enrolment figures as at the end of last year. We are incredibly proud of the support work we do with and for international students, given the myriad extra social and cultural adjustment, housing, study, language, and financial issues they often face.

Across Faculties and though fine-grained analysis remains to be completed, broadly speaking our case numbers are a proportionate representation of postgraduate student spread across the previous 16 Faculties of the University. It is evidence that our outreach efforts in Faculties with more students based off the Darlington/Camperdown campus does have an impact. In future we will be collecting more data on exactly which campuses our clients are primarily based at to sharpen the picture of our coverage even further. Of cases where we have research or coursework status recorded, 18.3% (161 students) were research and 81.7% (718) were coursework. This is close to the split across the total postgraduate population. Our gendered breakdown figures are too unreliable to use, partly because we have almost completed an internal database development project that will finally allow us to record inclusive gender categories. We of course encourage University providers to do likewise. On what data we do have we suspect it would match broad population patterns.

One area where we know our case demographics do not match student population is in part time student access. Access rates to our service remain stubbornly low at 14.0% (111) compared to 86.0% (684) for full time students. One can perhaps account for this low level of access with reference to enrolment in fewer classes per head of population, and the sheer busyness of many professionals for whom part time study is crowded into an already full life. Even so we still feel we could do more in this area.

Turning to types of cases, the table below offers data on total new cases for each year, and our top 7 primary enquiry areas. It includes historical data going back to and including 2012. As an overall comment, when reading these figures and the notes below, we would encourage recognition of what this does not capture. Postgraduate candidatures are often enough characterised by wide ranging welfare, family, financial, work, health, as well as study and academic challenges. It is very common for us to see students for one issue, and in the course of supporting them to address it, discuss or refer in relation to two, three, or more other substantial matters. Postgraduate candidatures seem marked by a certain kind of complexity of interacting factors, that partly explains why the study can be so rewarding, as well as challenging when things don't go entirely right.

play is to identify shortcomings, and help bring them to the attention of authorities through appeal processes. It is important for fairness for individual students that they have such advocacy support. It also has a knock on positive impact on the University's performance improvement. At the systemic level we regularly liaise with officials, including those at the Higher Degree Research Administration Centre (HDRAC), and have productive ongoing conversations about patterns and issues.

The second area of striking change is the drop in academic appeal figures. The one off impact of a large number of Business School appeals over BUSS5000 and BUSS6000 matters in 2015 partly explains the change. The third area of change is a striking jump in academic dishonesty and plagiarism cases. Undoubtedly that followed from the implementation of new policy, procedures, and related investigation processes during 2016. Even a cursory look at SUPRA's web information and our publications, will make clear our promotion and support for the highest levels of integrity in conducting academic work. We strongly support related elements of the University's own approach. However there are important elements still lacking. In particular, interventions on cases of minor alleged infractions, and where the primary reason for contacting a student is supposed to be educational,

	Total New Cases	Show Cause & Exclusion	Academic Appeals	Academic Dishonesty & Plagiarism	Tenancy and Accomm.	Special consideration	Course Fees	Supervision
2012	594	54	84	38	71	36	16	42
2013	636	60	108	47	81	49	19	45
2014	706	81	97	49	117	66	14	43
2015	916	100	182	82	120	64	30	44
2016	910 <sup>1</sup>	149	134	122	119	59	38	35

Amongst the top enquiry categories there are three areas where there have been striking changes in numbers in 2016. The first is a substantial rise in show cause and exclusion cases. At the time of preparing this report we do not yet have a coursework and research student breakdown. However we suspect there has been an increase in our research student show cause matters given stricter application of annual progress review processes. We are observing that students who have not had sufficient supervisory, material, moral, and other support seem more at risk of getting into this category. Many parts of the University provide support well and consistently do so. However we suggest there remain substantial pockets where student support is lacking. On individual cases, one important role we

are still not being experienced as educational by a substantial number of students. Notification letters can be experienced as over punitive. Separately too many cases are still being referred through relevant systems for investigation or other intervention, only for cases to be retracted. It causes unnecessary student distress and anger and acts against any educational or supportive intent. It is overall coming across as a policing and punitive exercise rather than skill building and support. We know there is work being done in the

<sup>1</sup> As noted above, we are presently still entering data for 2016 in particular and expect final case figures of around 1000. Similarly for previous years we are in the middle of a project to check and ensure all cases are in our systems, and figures have been and will continue to be revised upwards.

University on this, and we have had productive contact with Educational Integrity staff throughout 2016 and continue to do so in 2017.

On tenancy and accommodation matters the stubbornly high rates of problems in 2016 seem likely to continue and even worsen on early evidence for 2017. A good portion of the figures relate to students who have had bond improperly withheld, or who have experienced unlawful evictions, or who are otherwise in housing stress of various sorts. In response to a critical need for emergency housing, SUPRA and the undergraduate SRC have for years had a relationship with the housing cooperative, STUCCO, for emergency accommodation referral. We refer students who meet eligibility criteria for short term assistance. More and more we have found that accommodation filling up. STUCCO is separately not as appropriate for some categories of students, particularly older postgraduates caring for children or who might have specific higher needs for themselves or them. Noting the problem, together with the SRC we have liaised and negotiated with the University's Accommodation Service during 2016, and in early 2017 some emergency accommodation has become available for referral in crisis situations. We are grateful for this new provision. We will be using our experiences of the last several years and what data we have, as part of an upcoming submission to the new University Executive Student Life Committee, in the hope of opening up further emergency accommodation for students. Apart from being the right thing to do to support students, we note that sometimes the generosity in providing a couple of weeks support whilst a student gets back on their feet, is enough to salvage a candidature and pays the generosity back many times over.

On special consideration matters we have been surprised to see figures in 2016 more or less consistent with previous statistics. We did see a substantial number of students in distress over communications denying special consideration, often with less than sensitive decision wording and communication. We worked with our office bearers to feed back experiences via University committees and other relevant forums, in order to improve systems and the experience of postgraduates. Course fees is another category that remains lower in our statistics than we might expect. However in this instance we suspect cases primarily coded as academic appeals or other types of academic or administrative matters, and where course fee pressures were a factor, are not being captured. We have noted international students in particular complaining of the stress caused by high and rising fees. Separately we have noted the relative absence of scholarship or bursary support. We would encourage the University to do more on this front, particularly for international coursework students who have very limited scholarship or bursary options. Not only would this help address their distress, but similar to our comments about housing matters, targeted support seems likely to help more students remain in and complete their studies when they might otherwise not be able to.

Finally, in relation to supervision the 35 case figure is a known undercount. In general it only counts those cases where supervision was the primary and presenting issue. On this kind of case as on others noted above, we currently do not have the capacity to record where, for example, a student's primary case presentation is an academic appeal, or a conduct complaint, or an ethics query, but concerns about lack of supervisory support come a close second, and might even be the underlying and driving problem. Often enough students will say to us that they wished for better quality supervision support, guidance, advice, and involvement early, to avoid other problems down the track. In our Survival Guide and Thesis Guide publications we place an emphasis on giving information to students on managing their supervisors, giving advice on rights, encouraging students to come forward early with concerns and complaints, and generally equipping students with information, referrals, and skill opportunities, that will help them manage their supervision and candidature well. Separately we were pleased to see in early 2017 more moves to develop the training and registration frameworks for supervisors. It is pleasing to also see mandatory training in place in most circumstances and for most new supervisors. However there continues to be gaps in requiring and monitoring ongoing professional supervisor development. It is an area the professional services at SUPRA have emphasised in the past, and we would expect to emphasise it further in 2017 and beyond. We do detect an appetite and a willingness to do this work within the University, which is pleasing.

A trending issue faced by postgraduate research students not captured by our data, is a complex range of mental health and other health challenges, including psychological distress and poor physical health, often resulting in academic progression setbacks. Triggers for deterioration of health identified in our casework have been social and academic isolation, academic burn out, depleted resources, financial hardship, supervisory difficulties of a wide variety including alleged bullying, and caregiver responsibilities. In addition to the growing numbers of identified health risks, research students face systemic barriers to receiving adequate health care and academic support. To date we see limited evidence that supervisors or postgraduate coordinators are adequately trained or supported to identify indicators of psychological distress and poor physical health. Students with supportive social networks, supportive academic relationships and a sense of belonging at University are more likely to achieve their goals. Whilst our own evidence is somewhat anecdotal, and research on doctoral student health and mental health issues is still limited, we have noted emerging academic evidence from overseas, that matches with our anecdotal observations that mental health is a substantial and growing issue to address amongst postgraduate researchers. We suggest research student mental health is an area for urgent attention in 2017 and beyond.

## Briefing Services

In 2016, as in previous years, the advocacy service provided briefing support for SUPRA Office Bearers and members of Council, on a range of University Committees. We have also provided briefing support on ad hoc issues that arose through the year. There were 11 Academic Board and Senior Executive Group (now University Executive) committees where we offered assistance. Arguably the greatest benefit offered by the service is the feeding up of deidentified real time information from student cases to representatives, and then on to University officials where it can be acted on promptly. It helps ensure learning on individual cases has an appropriate systemic feedback route to the right places in the University. Throughout 2016 and into the early part of 2017, we progressively gave briefing information and analysis on Special Consideration matters, the further development and refinement of higher degree research policy frameworks, academic honesty and plagiarism matters, as well as input on a range of equity issues.

On important issues coming up somewhat outside of committees, we did support office bearers in their liaison with Sydney College of the Arts students. We were particularly active on supporting the collation of and pressing for conditions to support higher degree research students, in danger of losing facilities, funding, supervisors, and other support to complete projects. There is still substantial work to do to support these students and they must not be forgotten. We did analysis of the Federal budget in 2016 and again in 2017, including information that was published in *Honi Soit* and designed to keep postgraduate students informed. We have been looking closely at the allocation of higher degree research scholarships, and can see that there is work to do to make allocation formulas fair and equitable. There is a live debate on this matter as this report is being prepared and we imagine SUPRA will make a substantial contribution to this debate. And we gave background assistance on substantial postgraduate student campaigning issues, such as the renewed international student travel concession campaign.

## SUPRA Publications

During 2016 our administration and publications colleagues did an amazing job, working with a designer to update and refresh the look of SUPRA's website. By the time this annual report goes to print it is likely that entirely new content for the advocacy and advice sections will be online, to match the new look. The information has a focus on being informative on all the key issues where we assist students, with highly practical self help tips and resources. We also substantially revised our Show Cause and Exclusion Survival Kit for postgraduate coursework students. We revised and reissued an academic appeals brochure as the start of a broader brochure reissue we are working on. And we revised the bulk of the content for the 18th annual edition of SUPRA's Survival Guide. Once again it is a comprehensive guide, filled with professional advice

for students, across key issues impacting welfare and studies. To the best of our knowledge there is nothing remotely like it produced elsewhere in the country. It is a wonderful asset for postgraduates at Sydney University.

Together with our staff and council colleagues we have progressed student consultation for what will be a 13th edition of the Thesis Guide, first published in 1979. In a busy year it is one publication that did not get revised and completed as intended, but it is in train. The advocacy team makes periodic contributions to SUPRA's *eGrad* newsletter going to thousands of students. We have developed a relationship with the producers of Higher Degree Student News, so that articles from us appear there as well. Readers of that newsletter will, for example, see some really useful and practical tips on annual progress review rights, and tips to making your review successful. Finally, we made contributions to SUPRA's *Honi Soit* presence, including articles with content sourced from a relationship developed with the Sex Workers Outreach Project, important Women's Health and Abortion Rights content, and a breakdown of Federal Budget impacts for students.

## Campaign and Submission Support

The year was primarily characterised by support for postgraduate representatives to progress campaign or campus issues as opposed to formal submissions. Our work feeding up information and supporting attempts to improve Special Consideration matters, and issues around Plagiarism and Academic Dishonesty processes are cases in point. As was our participation in an international student travel concession campaign working group, that collectively was successful in organising thousands of renewed petition signatures protesting the lack of concessions for international students. It is unfortunate that the NSW Government still has not moved on this issue, but pressure keeps building and we remain hopeful there will be change.

One important exception to a year in which our focus was on the above sorts of activities, was a submission made to the statutory review of the NSW Residential Tenancies Act 2010. Amongst other matters we pushed for the application of penalties to landlords for non lodgement of bonds, we drew attention to the unscrupulous nature of the current rental market and called for protections for students, and noted safety issues in housing that remain inadequately addressed. Rental housing affordability and protections for students in a ruthless Sydney housing market, have become such a key issues we did not want to let the opportunity pass to feed up what we are seeing.

## Outreach Activities

Arguably our most substantial and successful new activity for 2016 was the work done with our Council to re-launch the SUPRA Supervisor of the Year awards. The award is unique in that awardees are nominated by students, and though the advocacy team supported the organisation of the event, it was an all student panel who considered nominations and awarded prizes. In

total 114 nominations were received, and there were 22 prizes given across 15 Faculties. We are pleased to note that on the back of 2016's overwhelming success, the prize will continue in 2017.

Because it was another new activity in 2016 designed to help more students, we place the opening of a Tax Help service for students in the outreach category. Tax Help is a scheme where trained volunteers provide assistance in completing tax returns to persons on low incomes. It is coordinated by the Australian Taxation Office (ATO). We teamed up with the undergraduate SRC who made initial arrangements for the service and organisation of volunteers, and both the SRC and SUPRA hosted services out of our offices. It was a strong success and together with our administration and publications colleagues at SUPRA, we will be offering the same service again in 2017.

Another service we continue to organise and support together with our administration and publications colleagues, is free visa advice sessions for international students. These are possible because of a long standing relationship with Visa Lawyers Australia, whose principal was previously involved in the successful racial discrimination case taken out against the NSW Government over the failure to provide international student transport concessions. We arrange for them to come to our offices once a month and they offer free short advice session services for students. It is a popular and long running service and we are very grateful to Visa Lawyers Australia for continuing to offer it.

We run certain seminars from time to time. In 2016 and with SUPRA's Legal Service, we offered a particularly well-received seminar, organised in collaboration with students and staff of the Faculty of Veterinary Sciences, on the topic of higher degree research student rights and intellectual property information. Depending on opportunities it seems likely we will repeat and extend that kind of seminar in future. Separately and in a new initiative with the Centre for English Teaching, we offered a tenancy and accommodation rights workshop, targeted at students who will become postgraduates, and designed as an early intervention to help them avoid accommodation problems before they ever arise.

Finally but by no means least, are our ongoing efforts at outreach to the various campuses of the University of Sydney. Staff from the advocacy service attended inductions at major campuses away from the Camperdown/Darlington campus, as well as many induction events on the campus itself, in order to promote and extend services. In addition and because it hosts the largest single concentration of students away from the main campus, we have continued fortnightly outreach services during semester, to students located at the Lidcombe campus.

The advocacy team for 2016 was myself, Vanessa Caparas, Margaret Kirkby, Francine Seeto, Hayley Stone, Hank Whan. Everyone in the team was involved in and/or driving multiple parts of the efforts mentioned

above. To pick out just one outstanding thing from everyone, Vanessa in partnership with Hayley, took on the Tax Help project at our end and made it run outstandingly well. Margaret's drafting of the submission over the statutory review of the Residential Tenancies Act 2010 reminded me of important issues in tenancy and was a strong and thoughtful contribution to that review. Francine took on resurrecting the SUPRA Supervisor of the Year Award with vigour and energy, and worked with an enthusiastic group of students to turn it into a reality. And Hank's determination to develop a strong and productive relationship over accommodation matters, and do more over accommodation issues led directly to the emergency accommodation improvements we note above. For myself perhaps the stand-out for the year was offering support on the international travel concessions and Sydney College of the Arts campaigns, where I had the privilege to meet and then support the objectives of so many dedicated and inspiring postgraduates.

Thank you to the whole team for your work on these and so many other things. And please do forgive me if, inevitably, I have missed something out in reporting back on another extraordinary year. Postgraduate students could hardly have a group more dedicated to their needs and committed to their support. You are amazing. Thank you too to our extraordinary administration, finance and publications staff, our wonderful Legal Service Solicitor, the dedicated Council members who have supported our services, and to all the students who have entrusted your matters with us. It was a privilege to serve you all and we look forward to continuing to do so.

*(Report by Adrian Cardinali)*

# Legal Service Report

Ingrid van Tongeren, Redfern Legal Centre branch Solicitor

## Overview

The RLC branch office at the Sydney University Postgraduate Representative Association (SUPRA) has been in operation for almost ten years. The service is funded by SUPRA, which in turn receives funding from the University from the Student Services & Amenities Fee ("SSAF") for the service. It provides legal services to postgraduate students from any of the University's campuses.

The SUPRA legal service employs one full time solicitor. Face to face appointments are available at various times during the week with Thursday afternoons being dedicated to a drop-in service. Students at distant campuses and students unable to attend the SUPRA offices can also make telephone appointments or receive advice by email.

The solicitor primarily provides advice and casework services. Casework services are provided either through representation or through providing assistance and support to enable students to represent themselves in their matters. Deciding who to represent and who to assist is made after consideration has been given to the potential for the client to effectively and successfully manage the matter themselves with assistance from the solicitor, the other legal services available to the client, and their own resources. The aim is to allow the solicitor to spend greater time on clients who have a high degree of need and are unable to access other services for whatever reason whilst at the same time providing the most efficient and useful service to the entire postgraduate student community.

The solicitor also provides regular legal and strategic advice to the five Student Advice and Advocacy Officers ("SAAOs") employed by SUPRA who deal with a variety of issues concerning students such as academic or welfare matters. The solicitor also maintains a close link with and provides assistance to the other staff and office bearers/Council Members of SUPRA in relation to any other legal matters that may arise, for example by providing advice in the areas of Intellectual Property or Defamation Law to office bearers or those involved in preparing SUPRA publications.

The solicitor also undertakes community legal education and policy work. Community legal education aims to increase the ability of clients to avert legal problems or to solve them themselves by providing legal information, for example in the form of fact sheets, information brochures or contributions to SUPRA publications. Policy work is work that may not be related to any one particular client but aims to achieve some systemic change in the legal system, the University or the community in order to benefit a group of postgraduate students or all postgraduate students.

## Casework & Advice

Demand for the legal service has continued to grow each year with 2016 seeing a 9% rise over 2015. In 2016, the legal service advised on 971 matters and provided assistance to 403 new student clients. In the majority of cases, students are able to be assisted with their matter through the provision of advice and minor casework services, however where necessary matters are taken on as major cases. Cases involve acting for and representing a student client for the duration of a matter which can be for some time. Providing advice and minor casework services also involve providing the student with the legal advice and assistance necessary to deal with their matter but where this only involves some minor follow up work that can be completed over a short period of time. During 2016, 59% of the student clients of the legal service were international students and 31% were domestic students. For those who specified gender, 58% of student clients were female, with 42% being male. Further, 68% of student clients were course work students, with 32% being higher degree by research students. In addition, 15% were students from campuses of the University other than the main Camperdown/Darlington campus.

All faculties of the University were represented as follows: Business School 19%, Medicine 16%, Engineering & Information Technology 8%, Science 8%, Law 8%, Arts & Social Sciences 8%, Education & Social Work 7%, Sydney College of the Arts 5%, Health Sciences 5%, Architecture, Design & Planning 3%, Dentistry 3%, Pharmacy 3%, Veterinary Science 3%, Nursing & Midwifery 2%, the Sydney Conservatorium of Music 1%, and Agriculture, Food & Natural Resources 1%.

The main areas in which legal assistance was provided in 2016 relate to the following areas of law: - University, Government, & Administrative Matters (17%), Intellectual Property (17%), Motor vehicle accidents – property damage (15%), General Civil Matters not Listed Separately (11%), Employment (10%), Credit and Debt (8%), Consumer (6%), Road traffic and motor regulatory offences (4%), and Family (3%), with the remaining 9% being accounted for across the full range of other legal areas in which advice was given.

## University matters

As the legal service remains independent of the University it can advise students on University matters and can represent students in conflicts with the University. The overwhelming majority of university matters have concerned the area of Intellectual Property, either through the provision of independent advice on contracts prior to the assignment of rights or in handling disputes with the University.

## **Motor vehicle accidents**

A significant number of students attend the service to seek advice in relation to recovering damages and/or defending claims for damages following motor vehicle accidents. They are often young and/or inexperienced drivers or holders of international licences who are unfamiliar with the rules and regulations in New South Wales. The financial impact of these matters can be significant for students who rely on their vehicles and earn a small income or have limited financial resources. The service has successfully assisted a number of clients to obtain compensation for the damage done to their vehicles. In addition, the service has successfully represented a number of students and obtained orders in their favour in situations where it was necessary to both defend the matters against them and cross claim against the other parties. It has also assisted a number of students to obtain judgments in their favour and, where necessary, to successfully enforce the judgments obtained against the other party. Where the students have admitted liability but disputed the amount claimed, the legal service has also successfully negotiated to reduce the amount to be paid to an acceptable amount and/or to allow the clients to pay the sum off by instalments.

## **Employment**

Many students are working outside the University to supplement their other income (usually parental support, scholarships or part time University employment in their departments). They are often working in positions where their conditions and entitlements are questionable and often in positions where their employment status (i.e., whether they are in fact an employee or sub-contractor) or the requirements and legal obligations imposed on them by virtue of their status are unknown to the student until a dispute arises, the employment ends or they find themselves being investigated by government departments such as the Tax Office. The legal service has successfully negotiated on behalf of many students to recover wages and entitlements, assisted them to resolve concerns about working conditions, and assisted them in their dealings with government departments and in complying with their taxation or other legal obligations.

## **Consumer and Credit/Debt Matters**

The legal service receives a large number of enquiries about consumer contracts and credit/debt matters. Many of these enquiries relate to aggressive sales techniques or onerous credit contracts. A significant number of the complaints received in this area are in relation to consumer contracts with telecommunications service providers particularly in relation to mobile phones or internet services. The legal service has been able to negotiate successful outcomes for students in a range of matters in these areas. In addition, a number of students seek advice from the solicitor regarding money owed to or by the student in relation to housing. Many students are living in situations where they are not covered by the Residential Tenancies Act. The necessity

for the student to take these matters to the Local Court creates unnecessary legal complexity and cost issues for the students irrespective of which side of the matter they are on. The legal service provided representation to students in these matters at the Local Court.

## **Road traffic and motor vehicle regulatory offences**

Inexperience or lack of familiarity with the road rules, coupled with having older or less well maintained vehicles due to economic constraints often means that the clients of the legal service present with penalty notices received for these offences. For the same reasons, they are often less able to meet the financial burden imposed in paying a penalty notice. A significant number of clients have chosen to court elect and plead guilty. In these situations, the legal service has either represented or assisted them, either in person or by way of drafting their written pleadings. Overwhelmingly, the involvement of the legal service has resulted in achieving very favourable outcomes for the students. In addition, the service has successfully represented a number of students in defended hearings.

## **Community Legal Education**

The legal service has provided community legal information and education sessions to a number of students both on main campus and at external campuses in the areas of intellectual property, traffic offences & fines, consumer contracts (specifically telecommunications service provider contracts), motor vehicle accidents (property damage), tenancy, privacy law, and employment.

In addition, the service has produced a range of legal facts sheets in areas of special interest to postgraduate students, specifically in the areas of intellectual property, cyberlaw, fines, consumer law, contracts (specifically telecommunications service provider contracts), and privacy.

During the period, we contributed the Legal Section of the 2016 Postgraduate Survival Guide. This included legal information on matters of interest to the postgraduate student population including Intellectual Property, Cyberlaw, Contracts, Privacy, Consumer Law, Tenancy, and Fines. We also contributed updates to the previously written Intellectual Property Law Section of the Thesis Guide.

## **Policy Work**

The Legal service has been involved in an advisory capacity in the SUPRA work in these areas. Specifically, the service has contributed to both external submissions written by the SUPRA staff and Council members on matters relevant to postgraduate students and international postgraduate students, and to internal policy submissions written by SUPRA staff and Council members in relation to a variety of proposed changes to University Policy and Rules. Briefing/Advice services to Council Members and equity groups on legal issues or questions that arose for Councillors in the course of their duties were also provided.

# **2. Financial Statements**

**SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION  
(SUPRA)**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2016**

**SYDNEY UNIVERSITY POSTGRADUATE  
REPRESENTATIVE ASSOCIATION  
(SUPRA)**

**31 DECEMBER 2016**

**C O N T E N T S**

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# CM PITT & CO

Chartered Accountants

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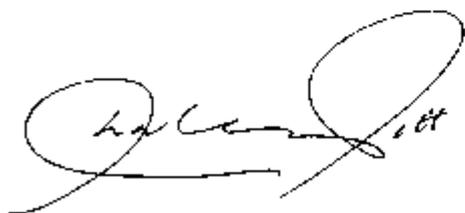
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Page 1

## DECLARATION OF INDEPENDENCE BY CM PITT & CO TO THE COUNCILLORS OF THE SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION (SUPRA)

As lead auditor for the audit of Sydney University Postgraduate Representative Association (SUPRA) for the year ended 31 December 2016, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.



Charles M Pitt  
C M Pitt & Co  
Units 6 & 7, 2 Philip Street  
STRATHFIELD NSW 2135

Dated: 3 February 2017



Chartered Accountants

Liability limited by a scheme approved under Professional Standards Legislation

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION  
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Page 2

FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 \$	2015 \$
University Funding		1,375,000	1,214,030
Interest received		11,500	15,770
Sundry Income		592	-
Employment Expenditure	6A	(1,087,959)	(1,092,785)
Administration Expenditure		(251,542)	(206,548)
Activities & Functions		(38,670)	(31,726)
Publications		(12,795)	(11,249)
<b>Deficit before income tax</b>		<u>(3,873)</u>	<u>(112,508)</u>
<b>Income tax expense</b>		-	-
<b>Deficit after income tax for the year</b>		<u>(3,873)</u>	<u>(112,508)</u>
<b>Other comprehensive income for the year</b>		-	-
<b>Total (deficit) for the year attributed to members of the Association</b>		<u><u>(3,873)</u></u>	<u><u>(112,508)</u></u>

The accompanying notes form part of these accounts.

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

Page 3

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2016

	Note	2016 \$	2015 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash & cash equivalents	2	476,344	548,083
Trade & other receivables	3	<u>2,388</u>	<u>5,790</u>
<b>TOTAL CURRENT ASSETS</b>		<u>478,732</u>	<u>553,873</u>
<b>NON-CURRENT ASSETS</b>			
Furniture, plant and equipment	4	<u>-</u>	<u>-</u>
<b>TOTAL NON-CURRENT ASSETS</b>		<u>-</u>	<u>-</u>
<b>TOTAL ASSETS</b>		<u>478,732</u>	<u>553,873</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade & other payables	5	109,167	98,452
Employee benefits	6B	<u>70,490</u>	<u>40,053</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u>179,657</u>	<u>138,505</u>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	6B	<u>250,552</u>	<u>362,971</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>250,552</u>	<u>362,971</u>
<b>TOTAL LIABILITIES</b>		<u>430,208</u>	<u>501,476</u>
<b>NET ASSETS</b>		<u>48,524</u>	<u>52,397</u>
<b>EQUITY</b>			
Retained Earnings	7	<u>48,524</u>	<u>52,397</u>
<b>TOTAL EQUITY</b>		<u>48,524</u>	<u>52,397</u>

The accompanying notes form part of these accounts.

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

Page 4

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 \$	2015 \$
<b>RETAINED EARNINGS</b>			
Balance at the beginning of the year		52,397	164,905
(Deficit) attributed from operations		(3,873)	(112,508)
Balance at the end of the financial year	7	<u>48,524</u>	<u>52,397</u>

The accompanying notes form part of these accounts.

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 \$	2015 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<i>Receipts</i>			
University Funding		1,375,592	1,214,030
Interest Received		<u>14,533</u>	<u>16,778</u>
		<u>1,390,125</u>	<u>1,230,808</u>
<i>Payments</i>			
Payments to suppliers and employees		<u>(1,461,864)</u>	<u>(1,280,326)</u>
		<u>(1,461,864)</u>	<u>(1,280,326)</u>
Net Cash provided by / (used in) operating activities	9	<u>(71,739)</u>	<u>(49,518)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of Property, plant and equipment		<u>-</u>	<u>-</u>
Net Cash provided by/(used in) investing activities		<u>-</u>	<u>-</u>
(Decrease)/ Increase in cash held		(71,739)	(49,518)
Cash and cash equivalents at the beginning of the year		<u>548,083</u>	<u>597,601</u>
Cash and cash equivalents at the end of the year	2	<u>476,344</u>	<u>548,083</u>

The acAssociating notes form part of these accounts.

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

**NOTE 1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The financial statements are a general purpose financial report that have been prepared in accordance with Accounting Standards, Urgent Issues Group Interpretations and other authorities pronouncements of the Australian Accounting Standards Board. The financial report was authorised for issue by the Sydney University Postgraduate Representative Association (SUPRA) on 3 February 2017.

**Compliance with Australian Accounting Standards - Reduced Disclosure Requirements**

The financial statements of Sydney University Postgraduate Representative Association (SUPRA) comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

They satisfy the requirements of SUPRA its constitution and the reporting requirements of SUPRA.

SUPRA is unincorporated and domiciled in Australia. The following is a summary of the material accounting policies adopted by SUPRA in the preparation of the financial report.

The accounting policies have been consistently applied unless otherwise stated. The financial report has been prepared on an accrual basis and is based on historical costs and does not take into account changing money values, or except where specifically stated current valuations of non current assets. Cost is based on the fair values of the consideration given in exchange for assets.

**(a) Economic Dependence**

The financial report is prepared on the basis that SUPRA is a going concern. SUPRA is dependent on the allocation of funds from the Student Services and Amenities Fee (SSAF) by the University of Sydney. The University of Sydney provides SUPRA with premises, utilities and computers, in order to conduct its operations. No dollar value has been attributed to these services.

**(b) Furniture, Plant and Equipment**

Furniture, Plant and Equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of furniture, plant and equipment is reviewed annually to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal.

**(c) Depreciation**

Depreciation is calculated on a straight line basis so as to write off the net cost of each item of property, plant and equipment over its expected useful life. Estimates of remaining useful life are made on a regular basis for all assets, with annual reassessments for major items.

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

CONTINUED

**(d) Receivables**

Other receivables represent the amount due at balance date.

**(e) Amounts Payable**

These amounts represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year, which are unpaid. The amounts are unsecured and are usually paid within thirty (30) days of negotiation.

**(f) Maintenance and Repairs**

Maintenance, repair costs and minor renewals are charged as expenses as incurred.

**(g) Employee Benefits**

**(i) Wages, salaries and annual leave**

Liabilities for wages, salaries and annual leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

**(ii) Long service leave**

Employee benefits for long service leave payable no later than three years have been recognised with respect to the employee period to service and leave taken up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. There have been no changes to the method used to calculate the liability.

**(iii) Termination benefits**

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits.

SUPRA recognises a liability for the payment of termination to staff in accordance with enterprise agreement 2011. There has been no decision to terminate staff. The provision has been created with respect to uncertainty of continuing funding by Government of the Student and Administration Service Fee (SSAF). (refer note 1(a)). A decrease in funding would impact on the scale of services provided and the staff employed. The sum set aside is 40 % of the measured amount at the reporting date.

**(iv) National Entitlement Security Trust (NEST)**

SUPRA have contributed to the National Entitlement Security Trust (NEST) towards future liability to pay employee benefits and the account is specific for this purpose. (refer note 2 and 6)

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

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CONTINUED

- (h) **Leases**  
Operating lease payments are charged to expense in the period in which they occur.
- (i) **Cash**  
For purposes of the Statement of Cash Flows, cash includes deposits at call which are readily convertible to cash on hand and which are used in the cash management function on a day-to-day basis.
- (j) **Goods and Service Tax (GST)**  
All revenue is stated net of the amount of Goods and Service Tax (GST).
- (k) **Comparatives**  
Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts and other disclosures.
- (l) **Critical Accounting Estimates and Judgments**  
SUPRA evaluates estimates and judgements incorporated into the financial report 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 group.
- (m) **Impairment**  
SUPRA assess impairment at each reporting date by evaluating conditions specific to the asset group that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates.  
  
No impairment has been recognised for the year ended 31 December 2017
- (n) **New and amended standards adopted by the Association**  
None of the new standards and amendments to standards that are mandatory for the first time for the financial year beginning 1 January 2016 affected any of the amounts recognised in the current period or any prior period and are not likely to affect future periods.

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

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NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016	2015
	\$	\$
<b>CONTINUED</b>		
<b>NOTE 2 Cash &amp; Cash Equivalents</b>		
Cash at Bank and on hand	246,978	110,480
Deposit with NRST	229,367	224,419
Term Deposits	-	213,184
	476,344	548,083
<b>NOTE 3 Trade &amp; Other Receivables</b>		
Sundry Debtors	-	500
Accrued Interest Receivable	-	3,032
Prepayments	2,388	2,258
	2,388	5,790
<b>NOTE 4 Furniture, plant and equipment</b>		
Furniture, plant and equipment at cost	121,422	121,422
Less, Accumulated Depreciation	(121,422)	(121,422)
	-	-
<b>NOTE 5 Trade &amp; Other Payables</b>		
<i>Current</i>		
Sundry payables and accrued expenses	109,167	98,452
<b>NOTE 6A Employee Remuneration</b>		
Salaries & Stipends	1,023,086	916,754
Superannuation	100,135	89,094
Employee benefit provisions	(81,982)	50,042
Payroll Management Systems	5,128	4,401
Payroll Tax	17,867	8,556
Staff Development and Training	7,357	8,476
Staff Support & supervision	6,413	5,319
Staff Travel, Meals & Accommodation	2,490	3,740
Workers Compensation Insurance	6,614	5,926
Sundries	852	476
	1,087,959	1,092,785

## NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 \$	2015 \$
<b>CONTINUED</b>		
<b>NOTE 6B Employee benefits liabilities</b>		
<b>Current</b>		
Provision for Annual Leave	<u>70,490</u>	<u>40,053</u>
<b>Non Current</b>		
Provision for Long Service Leave	78,436	67,578
Provision for Redundancy	<u>172,116</u>	<u>295,392</u>
	<u>250,552</u>	<u>362,971</u>
At 31 December 2016 the total amount provided for a future liability was \$321,041. Funds to extents of \$229,366 are held on behalf of employees in the National Entitlement Security Trust (NEST).		
<b>NOTE 7 Retained Funds</b>		
Retained Funds at the beginning of the year	52,397	164,905
(Deficit)	<u>(3,873)</u>	<u>(112,508)</u>
Retained Funds at the end of the year	<u>48,524</u>	<u>52,397</u>
<b>NOTE 8 Auditors Remuneration</b>		
Audit of financial statements	<u>7,500</u>	<u>7,500</u>
<b>NOTE 9 Reconciliation of Net Cash Inflow from Operating Activities to Surplus/(Deficit)</b>		
Net Cash Inflow/(Outflow) from operating activities	(71,739)	(49,518)
Depreciation	-	(1,977)
<b>Change in Operating Assets and Liabilities</b>		
Increase/(Decrease) in Other Current Assets	(3,402)	(1,019)
(Increase)/Decrease in Trade and other payables	(10,715)	(9,952)
(Increase)/Decrease in Employee Benefits	81,983	(50,042)
(Deficit) for the year	<u>(3,873)</u>	<u>(112,508)</u>

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

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CONTINUED

**NOTE 10 Financial Instruments**

**(a) Terms, Conditions & Accounting Policies**

*Accounts Receivable*

Other small sundry sums are net of any provisions for amounts estimated to be uncollectable. Interest is not charged on outstanding amounts.

*Accounts Payable*

Liabilities are recognised for amounts to be paid in the future for goods or services received, whether or not billed to the University. Accounts payable are normally settled within thirty (30) days from date of invoice and no interest is incurred on these accounts.

**(b) Credit Risk Exposures**

The Association's maximum exposures to credit risk at balance date in respect of each class of financial asset is the carrying amount of those assets as indicated in the statement of financial position, net of any provision for doubtful debts.

The Association does not have a significant exposure to any individual counterparty, other than the short term money on deposit with a major commercial bank.

**(c) Net Fair Values**

The net market values of the Association's short-term deposits, cash management accounts, accounts receivable, accounts payable and accrued charges approximate their carrying amounts.

The aggregate net fair values of financial assets and financial liabilities at balance date are stated in the accounts.

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

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NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2016

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CONTINUED

**NOTE 11 Lease**

SUPRA have a new lease agreement with Camnet Pty Ltd from August 2015.

Minimum operating lease payments are as follows:

	within 1 yr
31-Dec-16	\$18,612

Lease expenses during the financial year was \$ 15,710.68. ( 2015 - \$ 13,017.52)

**NOTE 12 Events Subsequent to Balance Date**

No transactions or events of a significant nature have occurred since balance date.

**NOTE 13 Related Parties**

Stipends are paid to office bearers and other counsellors in accordance with SUPRA's Stipend policy.

**NOTE 14 Association Details**

The office of University of Sydney Postgraduate Representative Association is situated at Level 2, Holme Building (A09), The University of Sydney NSW 2006.

Permanent employees at year end were eleven (11) (2015 - 9 )

The Association's Australian Business Number (ABN) is: 17 011 530 375.

**SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE  
ASSOCIATION (SUPRA)**

**STATEMENT BY THE SUPRA COUNCIL**

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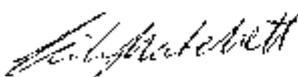
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In accordance with a resolution of the Council of the Sydney University Postgraduate Representative Association (SUPRA).

In our opinion:

- (a) the Statement of Comprehensive Income is drawn up so as to give a true and fair view of the deficit of the Association of the year ended 31 December 2016;
- (b) the Statement of Financial Position is drawn up so as to give a true and fair view of the state of affairs of the Association as at 31 December 2016;
- (c) at the date of this Statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due;
- (d) as detailed in note 1 to the financial statements, the financial viability of SUPRA is dependent on the allocation of funds from the Students Services and Amenities Fee (SSAF) by the University of Sydney.
- (e) the extent and scale of services that would be available beyond 31 December 2017 are dependent on funds allocated from the SSAF.

The Accounts have been made in accordance with applicable accounting Standards at Sydney on 3 February 2017.



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Lily Matchett  
CO PRESIDENT



---

Ahmed Bin Suhaib  
CO PRESIDENT

# C M PITT & CO

*Chartered Accountants*

TELEPHONE: (02) 9715 1555  
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CHARLES M PITT B.BUS.FCA

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## **INDEPENDENT AUDIT REPORT TO THE MEMBERS OF SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION (SUPRA)**

### **REPORT ON THE AUDIT OF THE FINANCIAL REPORT**

#### *Opinion*

We have audited the financial report of Sydney University Postgraduate Representative Association (SUPRA), which comprises the balance sheet as at 31 December 2016 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory notes and the statement by members of the committee.

In our opinion, the financial report of Sydney University Postgraduate Representative Association (SUPRA), is in accordance with Constitution and Regulations of SUPRA, including:

- i. Giving a true and fair view of the Association's financial position as at 31 December 2016 and of its performance for year ended on that date; and
- ii. Complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations).

#### *Basis for Opinion*

We conducted our audit in accordance with Australian Accounting Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the Corporations Act 2001 and the ethical requirements of the accounting professionals and Ethical Standards Board, Code of Ethics for Professional Accountants that are relevant to our audit of the financial statements in Australia; and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### *Key Audit Matters*

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.



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**Key Audit Matter**

Economic dependence

SUPRA is dependent on the allocation of funds from the Student Services and Amenities Fee (SSAF) by the University of Sydney.

SUPRA recognises a liability for the payment of termination to staff in accordance with enterprise agreement 2011.

**How our Audit addressed the matter**

The University of Sydney has renewed the 2017 SSAF agreement with an increase.

There has been no decision to terminate staff. 40% of the measured amount, taken as adequate provision for this purpose.

**Other Information**

Management is responsible for the other information. The other information comprises the information included in the annual report for the year ended 31 December 2016, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

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

The Council of the Sydney University Postgraduate Representative Association (SUPRA) is responsible for the preparation and fair presentation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

**Auditor's Responsibility for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Accounting Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



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As part of an audit in accordance with Australian Accounting Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Council.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

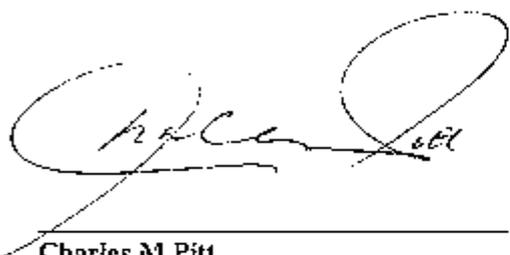
We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



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From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication



Charles M Pitt  
C M PITT & CO  
2944  
CHARTERED ACCOUNTANTS

ICCA Membership No. 20180  
Registered Association Auditor No.

Unit 6 & 7, 2 Philip Street Strathfield

Date: 3 February 2017



Chartered Accountants

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STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 \$	2015 \$
<b>Income</b>			
University Funding		1,375,000	1,214,030
Interest received		11,500	15,770
<b>Sundry Income</b>		592	-
<b>Total Income</b>		<u>1,387,093</u>	<u>1,229,800</u>
<b>Expenses</b>			
<b>Employment Expenses</b>			
<i>Salaries and Wages</i>			
Administration Salaries		289,098	258,703
Administration Superannuation		29,813	26,042
Relief Student Advisors' Salaries		9,128	14,354
Relief Student Advisors' Superannuation		561	1,359
Student Advisors' Salaries		518,389	474,842
Student Advisors' Superannuation		50,146	45,842
<i>Total salaries and wages</i>		<u>897,135</u>	<u>821,143</u>
<i>Stipends</i>			
Disabilities Officer's Stipend		10,710	-
Disabilities Officer's Superannuation		1,017	-
International Student Officer's Stipend		13,493	5,982
International Student Officer's Superannuation		1,282	568
Indigenous Officer's Stipend		2,573	4,331
Indigenous Officer's Superannuation		244	411
Education Officer's Stipend		27,641	20,950
Education Officer's Superannuation		2,626	1,990
Rural Officer's Stipend		4,687	2,374
Rural Officer's Superannuation		445	226
President's Stipend		49,153	47,485
President's Superannuation		4,669	4,511
Student Publication Director's Stipend		9,523	11,036
Student Publication Director's Superannuation		905	1,048
Amount brought forward to page 17		<u>128,968</u>	<u>100,913</u>

**SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION**

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**STATEMENT OF COMPREHENSIVE INCOME**

**FOR THE YEAR ENDED 31 DECEMBER 2016**

	Note	2016 \$	2015 \$
Amount carried forward		128,968	100,913
Queer Officer's Stipend		8,820	4,283
Queer Officer's Superannuation		838	407
Secretary's Stipend		27,523	17,376
Secretary's Superannuation		2,615	1,563
Treasurer's Stipend		11,424	17,028
Treasurer's Superannuation		1,085	1,618
Vice President's Stipend		24,885	24,471
Vice President's Superannuation		2,364	2,223
Miscellaneous Stipend		-	355
Miscellaneous Superannuation		-	34
Women Officer's Stipend		16,039	13,184
Women Officer's Superannuation		1,524	1,252
<i>Total Stipends</i>		<u>226,085</u>	<u>184,706</u>
<i>Other Employment Expenses</i>			
Employee Benefits		(81,982)	50,042
Payroll Management Systems		5,128	4,401
Payroll Tax		17,867	8,556
Staff Development and Training		7,117	7,692
Staff Recruitment		240	785
Staff Support & supervision		6,413	5,319
Staff Travel, Meals & Accommodation		2,490	3,740
Workers Compensation Insurance		6,614	5,926
Sundries		852	476
		<u>(35,262)</u>	<u>86,936</u>
<b>Total Employment Expenditure</b>		<u>1,087,959</u>	<u>1,092,785</u>

**SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION**

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**STATEMENT OF COMPREHENSIVE INCOME**

**FOR THE YEAR ENDED 31 DECEMBER 2016**

	Note	2016 \$	2015 \$
<i>Administration Expenses</i>			
Audit	8	7,500	7,500
Bank Charges		1,191	1,015
Bad debts		500	-
CAPA Affiliation fee		13,636	25,549
CISA Affiliation fee		250	-
Professional Development		834	1,770
Computer Expenses		1,634	3,749
Depreciation		-	1,977
Insurance		4,064	4,132
Lease Equipment (Photocopier)		21,091	14,184
Legal Expenses		44,649	2,438
Legal Expenses - Redfern Legal Centre		126,122	124,258
Merchandising		6,635	3,484
Office Amenities		1,781	1,493
Office Equipment (Non IT)		400	3,311
Postage & Courier		126	87
Printing & Stationery		11,895	8,398
Removal Costs		-	347
Subscription		1,563	818
Translation Expenses		546	74
ATO Interest		1,255	-
Website Development		5,868	1,963
		<u>251,542</u>	<u>206,548</u>
<i>Activities &amp; Functions</i>			
Activities & Functions		11,172	9,273
Campaigns		14,963	10,601
Council Meeting Expenses		5,394	3,068
Councillor Conference Attendance (including airfares)		2,206	3,796
O Week		4,935	4,988
		<u>38,670</u>	<u>31,726</u>

SYDNEY UNIVERSITY POSTGRADUATE REPRESENTATIVE ASSOCIATION

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STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 \$	2015 \$
<b><i>Publications</i></b>			
Calender		1,600	2,298
Information brochures / books		309	-
Sundry		91	91
Survival Guide		10,795	8,860
		<u>12,795</u>	<u>11,249</u>
<b>Total Expenditure</b>		<u><b>1,390,966</b></u>	<u><b>1,342,308</b></u>
<b>Deficit from ordinary activities</b>		<u><b>(3,873)</b></u>	<u><b>(112,508)</b></u>



