Student-Centric Mindset
Engaged Stakeholders & Sustainable Development
Right Culture, Right Values
Governance & Risk Management

- **COVID Omicron** – 1 case from 1 Sept to date
- **WHS** – 2 reportable cases (minor to medium category)
- **Investment Manager**: Contract & documentation is proceeding
- **Finance ERP System**: implementation is proceeding. ETA: 1 Jan 2023
# Business Systems: Projects Updates: Sept/Oct

<table>
<thead>
<tr>
<th>Project Name</th>
<th>Project Status this month</th>
<th>Project Status last month</th>
<th>End Date</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>USU Website (Phase One)</td>
<td>100% completed by developer</td>
<td>95% Complete. Round one UAT Complete. Round two to be commenced on 27th September</td>
<td>November 2022</td>
<td>The project has been handed to Marcoms to add final copy, content and images. USU Business systems are now working on phase two items.</td>
</tr>
<tr>
<td>CCTV Replacement Project</td>
<td>10% In-progress Installation has commenced. Cameras are working in Holme and Manning</td>
<td>Initial order of CCTVs has been placed.</td>
<td>Stage 1: Manning February 2023 Stage 2: Holme April 2023</td>
<td>The USU’s CCTV Systems is over 20 years old and due for replacement. CAPEX has been approved for this project however we are seeking additional funding from SSAF to help cover the cost of project. This week we managed to get a limited number of Cameras working and are now finalising and camera locations. Once complete the vendor will roll them out across our buildings</td>
</tr>
<tr>
<td>Locker Hire Enhancements</td>
<td>Completed</td>
<td>90% - In progress</td>
<td>Same date as website This system will be available on new Website</td>
<td>Making improvements to USU’s Locker Hire system to allow for better UI/UX for staff and members</td>
</tr>
<tr>
<td>Clubs Suite Replacement Project</td>
<td>Started 25% complete-Discovery Phase 75% done</td>
<td>Started 10% complete-Discovery Phase</td>
<td>End of December 2022</td>
<td>C&amp;S/ IT Teams are working on further improving the systems C&amp;S use to manage Club Governance and Finances. Once completed a scope of works and cost estimates will be submitted for approval. We are adding additional resources at this to ensure a solution is presented no later than Christmas</td>
</tr>
<tr>
<td>USU Finance System Project</td>
<td>50% Commenced Implementation phase underway</td>
<td>40% - In progress. Contract reviewed by USU lawyers. Orders issued with vendor</td>
<td>1st January 2022</td>
<td>We have engaged TechWeave to help us capture requirements and provide and appropriate solution to replace USU finance system and improve associated processes and reporting</td>
</tr>
<tr>
<td>Room Booking Solution</td>
<td>Completed</td>
<td>95% Complete</td>
<td>Same date as website go-live</td>
<td>We are expanding the use of the Ivvy System to allow room booking management across all USU spaces. This solution will be integrated into the new website.</td>
</tr>
<tr>
<td>Website Phase 2 Items</td>
<td>Not Started</td>
<td>95% Complete</td>
<td>Mid-February 2023</td>
<td>USU has several phase two items that we would like to implement. Further improving the website UX for our customers and USU’s website management. In the pipeline are improvements such as faster checkout for digital purchases, Casual graduation hire and purchase. QR code tickets for event attendance tracking, Website heat map tracker, and user notifications</td>
</tr>
<tr>
<td>Job Tracking Solution for USU Marcomms</td>
<td>20% In- Progress</td>
<td>Not Started</td>
<td>December 2023</td>
<td>Business systems is working with Marcomms to identify and provide a solution for the team in order to better capture track and manage the departments workflow</td>
</tr>
</tbody>
</table>
Recent government changes impacting USU

• **COVID:**
  - Federal changes to COVID payments – end of $700/week support payment
  - No mandatory isolation period (USU to follow) = self manage if sick

• **SafeWork NSW: Mental Health (psychological):** new Model Code of Practice for managing psychosocial hazards at work. Eff. 1 Oct 2022

• **Federal Budget 2023:**
  - Change maternity leave provisions: from 18wks to 26wks by 2026
  - Increased childcare subsidy gives parents more work flexibility
  - Small biz grants for mental health & counselling – awaiting eligibility details
  - Skilled-migrant visas & fast-track program to ease workforce shortages
  - Gender pay gap reporting to be introduced (for organisations 500+ employees)
  - Inflation forecast 7.75% in 2022, 5.35% in 2023, 3.5% in 2024
1. Governance failures relating to non-financial risk that result in significant harm to consumers and investors.

This includes directors failing to identify and manage the risk attaching to a company’s business activities; failing to ensure that appropriate resources are allocated to deal with risks; or failing to respond to indicators that risks are not being properly managed.

Non-financial risk includes things like significant reputational harm caused to a company through its conduct, and that may impact upon its license to operate; or where a company engages in breaches of the law that attract significant monetary penalties.

*Speech by Chair Joe Longo at the AICD Australian Governance Summit, Thursday 3 March 2022.*
2. Cyber governance and resilience failures. This is illustrated by current proceedings brought by ASIC against RI Advice Group, where ASIC allege that it failed to have adequate policies, systems and resources to appropriately manage risk in respect of cyber security and cyber resilience.

3. Egregious governance failures or misconduct resulting in corporate collapse. This includes instances where company money, or money belonging to company creditors, is misapplied or misappropriated.
Emerging Issues
Emerging issues: Cyber security

‘Data was like gold. Now it’s more like asbestos’

Optus breach shows the hazard of holding on to information

We have to hand over documents that identify us all the time, whether we’re scanning our ID to get into a club, attaching our birth certificates to an application to rent a house, or linking our passports with an airline account to get rewards points. But as the recent Optus data breach shows, mishandling of this information can cause chaos.

If the privacy commissioner's investigation finds serious or repeated breaches of privacy law, then she can apply to the Federal Court for penalties of up to $2.2 million per issue.

SMH: 7 October 2022

SMH: 10 Oct 2022
Emerging issues: Cyber security

More Medibank customers may have had their information stolen after the health insurance provider revealed that the cyber attack on the company was wider than originally thought.

Emerging Issues: Cost of living: Interest rates

Cash rate surging:
RBA:
- 0.1% Nov2020
- 0.35% May22
- 0.85% Jun22
- 1.35% Jul22
- 1.85% Aug22
- 2.35% Sept22
- 2.60% Oct22

Big four bank’s cash rate forecasts (Jul)
CBA: 2.60% by Nov22
NAB: 2.85% by Nov22
ANZ: 3.25% by Nov22
Westpac: 3.35% by Feb23
The annual CPI movement of 7.3 per cent is the highest since 1990.
Home buyers can withstand rate rises: Reserve Bank

- The Reserve Bank believes most Australian home buyers will withstand its aggressive increase in interest rates while revealing a majority of borrowers will face a 20 per cent cut in their household cash flow over the next two years.

- Admitting that some households were already feeling the strain from the 2.5 percentage point increase in official interest rates since May, the Reserve Bank signalled on Friday it believed people with large debts still had the financial buffers to withstand even-higher borrowing costs.
Rental squeeze
Unit rents are at a record high for the first time since 2018

- House rents jumped by 4.8% over the September quarter to a new record high of $650 a week. This is the second largest quarterly rise on record, resulting in the steepest annual increase since 2009, at 14%.

- Unit rents are back at a high of $550 a week that was last achieved back in 2018, after a 4.8% surge over the September quarter.

- Unit rents have seen the steepest annual rise on record, at 14.6%.

- Sydney is now tied with Canberra as the most expensive city to rent a unit. It remains the second most expensive city to rent a house.

STUDENT CENTRIC
Successful SSAF base uplifts:

- Someday Soon: $270k secured / $300k requested
- PULP: $140k / $176k
- Battle of the Bands / CSA wellness activities $30k / $36k
- Sanitary hygiene products for menstruating students $40 / $50k
- International students program uplift $20k / 30k
- More Food truck activations $30k / $30k
- XL-sized clubs and societies $50k / $64k
- Discretionary C&S grants program $50k / $60k
- FoodHub $75k / $75k

**Total $705k / $1.3m (52% success rate)**
## C&S Snapshot: October 2022

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Clubs</td>
<td>161 out of 261 (+ Revues)</td>
</tr>
<tr>
<td>Pending registrations</td>
<td>1 (expected to rise with more AGM materials coming through)</td>
</tr>
<tr>
<td>New Club Application</td>
<td>2 approved / 6 rejected</td>
</tr>
<tr>
<td>Freshdesk Queries (1 Sept – 19 Oct)</td>
<td>- Received 1214 Tickets- Resolved 1307 Tickets</td>
</tr>
<tr>
<td>Event Registrations (1 Sept – 19 Oct)</td>
<td>Total club events: 165</td>
</tr>
<tr>
<td>Club Funding 2022</td>
<td>165 Semester two grant applications</td>
</tr>
</tbody>
</table>
Student Programs

Someday Soon VTeam

Debates Dinner

Day Trips

CET Campus Tours

Trivia and Comedy at Hermanns
OUTLETS UPDATE:

TOTAL USU OUTLETS

September 2022

Lockdown 2020

Lockdown 2021
<table>
<thead>
<tr>
<th>Outlet</th>
<th>Total Income</th>
<th>Total Operating Cost</th>
<th>Net Profit per dollar</th>
<th>Total Income</th>
<th>Total Operating Cost</th>
<th>Net Profit per dollar</th>
<th>Total Income</th>
<th>Total Operating Cost</th>
<th>Net Profit per dollar</th>
</tr>
</thead>
<tbody>
<tr>
<td>119 - The Terrace</td>
<td>790,518</td>
<td>618,398</td>
<td>$0.28</td>
<td>703,185</td>
<td>634,063</td>
<td>$0.11</td>
<td>666,111</td>
<td>647,558</td>
<td>$0.03</td>
</tr>
<tr>
<td>131 - Food Truck</td>
<td>10,500</td>
<td>25,000</td>
<td>-$0.58</td>
<td>42,743</td>
<td>73,754</td>
<td>-$0.42</td>
<td>52,953</td>
<td>79,491</td>
<td>-$0.33</td>
</tr>
<tr>
<td>144 - Manning Coffee Kiosk</td>
<td>267,243</td>
<td>222,529</td>
<td>$0.20</td>
<td>249,944</td>
<td>212,263</td>
<td>$0.18</td>
<td>247,897</td>
<td>208,357</td>
<td>$0.20</td>
</tr>
<tr>
<td>151 - Carslaw Kitchen</td>
<td>421,114</td>
<td>316,187</td>
<td>$0.33</td>
<td>400,156</td>
<td>355,357</td>
<td>$0.13</td>
<td>373,793</td>
<td>362,455</td>
<td>$0.08</td>
</tr>
<tr>
<td>152 - Fisher Coffee Cart</td>
<td>1,082,990</td>
<td>776,349</td>
<td>$0.39</td>
<td>1,115,459</td>
<td>743,603</td>
<td>$0.50</td>
<td>1,069,790</td>
<td>750,808</td>
<td>$0.42</td>
</tr>
<tr>
<td>153 - BUDS Burger Bar (excl. sponsorship)</td>
<td>179,028</td>
<td>166,204</td>
<td>$0.08</td>
<td>119,332</td>
<td>172,079</td>
<td>-$0.31</td>
<td>110,865</td>
<td>181,596</td>
<td>-$0.39</td>
</tr>
<tr>
<td>157 - Graduations</td>
<td>820,374</td>
<td>499,509</td>
<td>$0.64</td>
<td>908,871</td>
<td>450,585</td>
<td>$1.02</td>
<td>908,871</td>
<td>454,037</td>
<td>$1.00</td>
</tr>
<tr>
<td>158 - Coffee Van</td>
<td>0</td>
<td>0</td>
<td>28,148</td>
<td>3,151</td>
<td>7.90</td>
<td>36,607</td>
<td>4,156</td>
<td>7.81</td>
<td>7.81</td>
</tr>
<tr>
<td>159 - Courtyard Restaurant and Bar</td>
<td>1,083,541</td>
<td>880,652</td>
<td>$0.23</td>
<td>1,019,490</td>
<td>904,635</td>
<td>$0.13</td>
<td>1,014,973</td>
<td>913,527</td>
<td>$0.11</td>
</tr>
<tr>
<td>200 - The Sydney Store (Holme)</td>
<td>507,719</td>
<td>550,748</td>
<td>$0.45</td>
<td>491,994</td>
<td>417,429</td>
<td>$0.18</td>
<td>443,943</td>
<td>385,293</td>
<td>$0.14</td>
</tr>
<tr>
<td>202 - Foothbridge Station</td>
<td>551,353</td>
<td>421,728</td>
<td>$0.31</td>
<td>682,348</td>
<td>502,016</td>
<td>$0.38</td>
<td>666,267</td>
<td>511,878</td>
<td>$0.30</td>
</tr>
<tr>
<td>206 - Unimart (USyd Store - JFR)</td>
<td>639,910</td>
<td>440,252</td>
<td>$0.45</td>
<td>553,899</td>
<td>653,249</td>
<td>$0.46</td>
<td>919,972</td>
<td>630,618</td>
<td>$0.46</td>
</tr>
<tr>
<td>252 - Stores</td>
<td>469,724</td>
<td>478,172</td>
<td>-$0.02</td>
<td>190,384</td>
<td>370,774</td>
<td>-$0.49</td>
<td>192,677</td>
<td>399,998</td>
<td>-$0.52</td>
</tr>
<tr>
<td>260 - Laneway</td>
<td>529,317</td>
<td>538,890</td>
<td>$0.03</td>
<td>282,861</td>
<td>307,258</td>
<td>-$0.24</td>
<td>269,505</td>
<td>305,820</td>
<td>-$0.12</td>
</tr>
<tr>
<td>265 - The Deck Café</td>
<td>130,320</td>
<td>95,017</td>
<td>$0.37</td>
<td>92,785</td>
<td>94,227</td>
<td>-$0.70</td>
<td>73,602</td>
<td>79,921</td>
<td>-$0.08</td>
</tr>
<tr>
<td>300 - HostCo</td>
<td>1,205,143</td>
<td>1,184,600</td>
<td>$0.02</td>
<td>1,266,500</td>
<td>1,117,333</td>
<td>$1.49</td>
<td>1,307,541</td>
<td>1,088,355</td>
<td>$0.20</td>
</tr>
<tr>
<td>610 - G11 Bars</td>
<td>100,000</td>
<td>73,924</td>
<td>$0.35</td>
<td>1,344,185</td>
<td>990,576</td>
<td>$0.20</td>
<td>1,356,850</td>
<td>963,755</td>
<td>$0.41</td>
</tr>
</tbody>
</table>

| Total                                | $8,588,794 | $6,868,159          | $0.25                 | $9,991,280   | $7,962,382          | $0.22                 | $9,712,271   | $7,968,623          | $0.22                 |

| Total                                | $1,720,635 | $2,028,898          |                       | $1,743,648          | $1,743,648          |                       | $1,743,648          | $1,743,648          |                       |
Freshdesk metrics

Total Tickets
Total Tickets
210

Ticket Response Time
Average Avg Response Time
1d 13h 26m 7s

Total Service Requests
Total Tickets
124

SLA Response
Total Tickets Closed within SLA
107
Freshdesk metrics

Service Requests by Department

- People and Culture: 39 - 31.45%
- Student Programs: 25 - 20.16%
- Operations Department: 18 - 14.52%
- IT: 14 - 11.29%
- Operations - Host Co: 11 - 8.67%
- Human Resources: 9 - 7.14%
- Marketing: 4 - 3.23%
- Facilities: 1 - 0.81%
- GMD: 1 - 0.81%

Tickets Assigned to Department

- IT Team: 88 - 41.90%
- Facilities Team: 80 - 38.10%
- People and Culture: 25 - 11.90%
- Human Resources: 16 - 7.62%
- Marketing & Comms: 1 - 0.40%
Freshdesk metrics

Service Requests By Status

- Closed: 55 - 44.35%
- Open: 29 - 23.80%
- Pending: 16 - 12.90%
- Resolved: 9 - 7.26%
- Waiting for Approval: 6 - 4.84%
- Off-Boarding: 5 - 4.03%
- Work request logged: 3 - 2.42%
- Escalated to ICT: 1 - 0.81%

Service Requests by Priority

- Medium: 90 - 72.58%
- Low: 33 - 26.61%
- High: 1 - 0.81%
Manning Bar gigs

Middle Kids

Chuey @ BoB

The Regime

The Charlatans

King Stingray

USUeats @ Someday Soon
MARKETING, MEMBERSHIP & DIGITAL

Key Projects:
S1. Student-Centric Mindset

BRINGING LIVE MUSIC BACK TO MANNING
Bringing live music event on campus and reinvigorating the iconic Manning Bar through vibrant branding of our first music festival, "Someday Soon". Branding extended across Manning and other key campus locations, USU social media, external partner digital media platforms and community lamppost posters.

OVER 2,700 tickets sold!
Someday Soon
15 October

INSTAGRAM RESULTS

Launched 15 July 2022
Total followers: 677
Total posts: 42
Total impressions: 210,378
Total reach: 91,128
Avg. engagement rate: 5.56%

Total stories: 106
Total impressions: 46,646

Artist content reshared
Someday Soon

WEBPAGE

- Launched from 15 July 2022
- **Total page views:** 9,510
- **Unique page views:** 7,976
- **Top 5 Sources** (where traffic is coming from)
  - Paid ads
  - Campaign Monitor (our eDM platform)
  - Google
  - Direct
  - Instagram Link in Bio

For the first time ever, Someday Soon will be making its music festival debut at Manning House on Saturday 15 October.
PAID ADVERTISING

10 x Ad campaigns for certain phases of sale, USYD student targeted and artist specific ads

Total Ad Results
Link clicks: 17,293
Reach: 759,779
Impressions: 1,954,675
S1. Student-Centric Mindset

"RACE TO REDFERN"
TikTok video – 20k views and counting!

CLICK TO WATCH

STUDENT ENGAGEMENT: PULP

SUPPORTING STUDENT-LED CONTENT
Produced entirely by students, PULP is not only helping to revive print on campus, but is providing an opportunity for students from main and satellite campuses to publish their creative content in a high-quality magazine produced four times a semester.

So far, 3 printed editions have been produced, including a special 'Zine' Halloween edition. From a print run of 2000, 1874 copies of Edition 01 were distributed. Uptake has been positive with a final stocktake due end October.

SOCIAL MEDIA (Sep 2022)
1,332 followers
Instagram
3,200 followers
Facebook
11.6K likes/362 followers
TikTok
3,530 views
YouTube
19.0k visitors
Website
S1. Student-Centric Mindset

LEARNING MORE ABOUT STUDENTS
Engaging with students on main and satellite campuses through a survey designed to help guide our 2023 business decisions by discovering the general behaviour patterns of students, as well as how they currently interact with USU and what they would like to see more of/less of.

1000 responses!
(Including 51 from satellite campuses, with 2 weeks to go)

ENGAGING WITH SATELLITE CAMPUSES
During September and October, a USU delegate consisting of senior management and Board Directors visited satellite campuses, including Westmead, Orange and Dubbo to learn more about the students who study at these campuses with the aim of bringing services and experiences to these campuses and increasing student engagement with USU.

> Westmead
> Dubbo
> Orange
> Other visits to come!
# Monthly Digital Summary

## SEPTEMBER 2022

<table>
<thead>
<tr>
<th>Account</th>
<th>Followers</th>
<th>Monthly Growth</th>
<th>Engagement Rate %</th>
<th>Reach</th>
</tr>
</thead>
<tbody>
<tr>
<td>USU.USYD Instagram</td>
<td>17,695</td>
<td>+297</td>
<td>4.57%</td>
<td>124,463</td>
</tr>
<tr>
<td>USU Facebook</td>
<td>29,850</td>
<td>+330</td>
<td>2.86%</td>
<td>67,334</td>
</tr>
<tr>
<td>USUeats Instagram</td>
<td>3,134</td>
<td>+24</td>
<td>4.36%</td>
<td>12,080</td>
</tr>
</tbody>
</table>

## Top 5 Posts Instagram

1. **September 26, 2022 05:54pm**
   - Title: It’s mid-term break! Catch up on your studies... and sleep 😴 @weehanghangish
   - Likes: 442
   - Comments: 3

2. **September 8, 2022 10:11am**
   - Title: Today is Graduation Day! A reminder that you can start the conversation any day to check in on your family, friends and peers 😊 Uni can be a lot, so for a bit of relief from classes and the stress of assignments come along 🎉 10am - 2pm @dashabouzaq temporary tattoo stand on Eastern Ave 🌟 1pm - 3pm @distribuway 🎉
   - Likes: 495
   - Comments: 1

3. **September 11, 2022 05:00pm**
   - Title: 🎉 1yr @jwu_0110
   - Likes: 404
   - Comments: 2

4. **September 2, 2022 04:30pm**
   - Title: International Food Rocks! Off-road Monday! Get ready for an amazing 2 days on Eastern Ave filled with delicious food, activities, dance and entertainment from different cultures around the world 🌍 5-7 September 🌥 10am - 2pm daily
   - Likes: 524
   - Comments: 4

5. **September 5, 2022 10:57am**
   - Title: International Food Rocks! Head down to Eastern Ave from today until Wednesday and meet students from across the globe as they share their cultures through food, dance, activities and music 🌍 5-7 September 🌥 10am - 2pm daily
   - Likes: 641
   - Comments: 3
Reel Results

Reel filmed with Chinese Dance and Musical Instrument Society, featuring a popular KPOP song. Second highest viewed reel on our account.

<table>
<thead>
<tr>
<th>Plays</th>
<th>Likes</th>
<th>Reach</th>
<th>Shares</th>
<th>Saves</th>
</tr>
</thead>
<tbody>
<tr>
<td>19,019</td>
<td>586</td>
<td>17,100</td>
<td>153</td>
<td>38</td>
</tr>
</tbody>
</table>

Reel filmed with Chinese Dance and Musical Instrument Society, featuring a popular KPOP song. Second highest viewed reel on our account.
Battle of the Bands – Heats & Final

Digital Results

4 posts across the promotional period:
1. Call out to apply
2. Application reminder
3. Heats + Finals promo
4. Finals promo

<table>
<thead>
<tr>
<th>Total</th>
<th>Instagram</th>
<th>Facebook</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average engagement %</td>
<td>3.78%</td>
<td>5.82%</td>
</tr>
<tr>
<td>Reach</td>
<td>17,925</td>
<td>22,023</td>
</tr>
<tr>
<td>Clicks/Shares</td>
<td>134 (no paid post)</td>
<td>1,034 (including paid post)</td>
</tr>
</tbody>
</table>
Monthly Membership Summary

• Total Members as of 30 September 2022 = 36,965 (30,648 Free, 6,317 Rewards)
• 49% of enrolled students are members (University data = 73,176 students as at 18/10/22)
• 20% of Members are Rewards
• Income for September was $3,250 against a budget of $2,500. A positive variance of +750. YTD we are also tracking well ahead of budget +$96,048.

Key Sept Activities
• Presence and Checks for International Fest/Battle of the Bands
• Website testing
• Preparation and Planning for Someday Soon Music Festival
Right People, Right Culture
## Recruitment Snapshot (Live figures)

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Permanent/Fixed Term</th>
<th>Casuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Live</td>
<td>7</td>
<td>44*</td>
</tr>
<tr>
<td>Filled</td>
<td>8</td>
<td>6#</td>
</tr>
<tr>
<td>Upcoming</td>
<td>8</td>
<td>15*</td>
</tr>
</tbody>
</table>

# Approximate number, need for casual roles may increase depending on the current student casuals’ availabilities.
* Semester 2 recruitment planning underway
## WHS Incident Data for the period 16 September – 21 October 2022

<table>
<thead>
<tr>
<th>Case</th>
<th>Category</th>
<th>Cause</th>
<th>Severity</th>
<th>Workers Compensation</th>
<th>Lost Time</th>
<th>Major concerns</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Hazard</td>
<td>Leaking water from Warehouse roof (occurred prior to 16/9 but not reported in last report)</td>
<td>High</td>
<td>N/A</td>
<td>N/A</td>
<td>Water close to electrical fittings. Reported to University to action. Reporting to P&amp;C outside of required timescales. Picked up with Dept.</td>
</tr>
<tr>
<td>2</td>
<td>Injury</td>
<td>Hurt back whilst lifting (offsite)</td>
<td>Medium</td>
<td>Notified</td>
<td>N/A</td>
<td>Check training for lifting. Employee moved to alternative suitable duties and physio through Workers Compensation.</td>
</tr>
</tbody>
</table>

This includes all incidents, whether to staff or third parties which occur at USU places of work. All cases have been reviewed and appropriate action taken where necessary.

### COVID – 1 case in this period

COVID isolation requirements change – as of 14 September, no longer mandatory to self-isolate if test positive. USU will treat this as any other illness and ask employees to take sick leave as necessary. Will also encourage working from home for a period if no symptoms (where possible according to role).

### Ventilation and Mould Assessments (Manning, Holme & Wentworth) – The University have picked this up and Manning has been assessed so far.
P&C Headlines

Mental Health and Safety Month October
• Activities include Paralympian speaker, massages (highly popular), an all-staff afternoon tea and the all-important:

Staff Engagement Survey (3.3.1)
• Work commencing to identify potential providers, first discussion w/c 24 October.

Policy Reviews (3.5)
• Policies have been prioritized and sent to HR Assured for initial review. P&C team then working on returned documents to ensure alignment with USU objectives and culture.

Role categorization and sizing, Operations (3.1)
• Working with Ops to clearly define outlet roles and identify how the job might differ according to the outlet in which it operates. This will inform internal development programs as well as succession planning, promotional opportunities and appropriate remuneration.

Guidance in responding to claims of sexual misconduct in USU spaces
• Guidance developed for staff as to how to respond to claims of sexual misconduct.

Recruitment
• Finally reduced to a manageable number!
<table>
<thead>
<tr>
<th>Flight</th>
<th>Origin</th>
<th>Schd</th>
<th>Estm</th>
<th>Status</th>
<th>Gate</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>Sydney</td>
<td>12:50</td>
<td>15:15</td>
<td>DELAYED</td>
<td></td>
</tr>
<tr>
<td>13:00</td>
<td>Sydney</td>
<td>13:25</td>
<td>13:45</td>
<td>DELAYED</td>
<td>2</td>
</tr>
<tr>
<td>45</td>
<td>Sydney</td>
<td>14:00</td>
<td>15:45</td>
<td>DELAYED</td>
<td>2</td>
</tr>
<tr>
<td>17:10</td>
<td>Sydney</td>
<td>17:10</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Bourke</td>
<td>16:30</td>
<td></td>
<td></td>
<td>DELAYED</td>
<td></td>
</tr>
</tbody>
</table>

Satellite campus visits
We want your great ideas

Got an idea to make your uni life even better? We want to hear it! Better yet, we want to fund it.

That’s right, SSAF project applications are now open for 2023.

We’re looking for the best ideas to take your Charles Sturt experience to the next level. Get your thinking caps on – no idea is too big or too small to be considered.

Simply submit your project proposal to ssaf@csu.edu.au by 5pm Friday 16 September 2022.

Need help perfecting your proposal?
Email: engagement@csu.edu.au
Want more info?
qc.csu.edu.au/SSAF
Flights were cancelled, but the XPT comes through
COMING UP...
<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Furnace &amp; The Fundamentals - Ultimate Halloween Party @ Manning</strong></td>
<td>Friday 28th October</td>
<td>8PM</td>
</tr>
<tr>
<td><strong>HarryWeen @ Hermanns</strong></td>
<td>Friday 3rd November</td>
<td>9PM</td>
</tr>
<tr>
<td><strong>Soilwork @ Manning</strong></td>
<td>Thursday 4th November</td>
<td>8PM</td>
</tr>
<tr>
<td><strong>Bulls On Parade (RATM Tribute) @ Manning</strong></td>
<td>Friday 11th November</td>
<td>8PM</td>
</tr>
<tr>
<td><strong>Heaps Hallowed</strong></td>
<td>Saturday 29th October</td>
<td>9PM</td>
</tr>
<tr>
<td><strong>Party @ Manning - Fright Night</strong></td>
<td>Wednesday 2nd November</td>
<td>6PM</td>
</tr>
<tr>
<td><strong>Raw As F</strong> @ Manning <strong>Saturday</strong></td>
<td>Saturday 5th November</td>
<td>3PM</td>
</tr>
<tr>
<td><strong>Hybrid Theory (Linkin Park Tribute) @ Manning</strong></td>
<td>Friday 11th November</td>
<td>8PM</td>
</tr>
</tbody>
</table>
What was this activity?
PALSU
2D Digital Print
Ruhisha Feszua

PALSU digitizes Malaysian textile art, "Batik," to highlight the racial segregation through hate messages on social platforms such as Twitter and WhatsApp. It uses flowers, twisted vines, and other motifs to reveal the complex issues of hate speech and social cohesion.
Mystery Photo 2

Where was this photo taken?