

Australian University Staff Job Losses Exceed Pandemic Financial Outcomes

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Summary: Universities have responded to the COVID-19 pandemic financial stresses they experienced in the period 2019 to 2021 with very different approaches to restructuring their staffing profiles. It is evident that many universities assessed the financial risks associated with the pandemic to be greater than the actual outcomes. Employee benefits represent more than 50% of expenditure outlays so staff reductions became a high priority in financial management strategies. Consequently, for some universities staff losses were greater than warranted based solely on 2020 financial results.

All except three institutions reduced their staff FTE numbers from 2019 to 2020, even though eight institutions increased their net financial strength during this period. Sector-wide casual staff FTE numbers were reduced by 30% over the two years, while continuing staff reductions were 3.4%. Casuals accounted for 65.6% of all the 11,143 FTE staff losses, while representing just 14% of total employed staff. Head count staff losses are around 50% higher. NSW universities experienced the highest staff losses.

It is concluded, based upon the analyses reported in this paper, that some universities have used the uncertain and unpredictable environment created by the pandemic as an opportunity to undertake academic and administrative structural reforms not primarily directly driven by financial stresses induced by 2019-2021 changes in student fees income and investment returns. Faculties and departments have been restructured, subject offerings reduced, and other curriculum reforms implemented leading to very significant staff reductions in some universities. Many universities are expected to report a strong financial recovery in 2022.

Introduction

The decade from 2010 to 2019 represented a period of very considerable expansion of the Australian university sector with total revenues from continuing operations increasing by 65% to \$36.5 billion in 2019. Universities were successful entrepreneurs, becoming less dependent on government financial assistance, a development applauded by successive governments. The proportion of total revenues publicly-funded decreased from 56% in 2010 to 49% in 2019. Overseas student enrolments increased by 56% and domestic enrolment by 27%, such that funds from fees and charges increased to 32% of total revenue. Staff numbers on a Full time Equivalent (FTE) basis increased by 24% to 137,054 FTE over the decade. Total sector-wide assets were more the \$90 billion in 2019, an increase of \$39 billion (77%) since 2010. Consequently many, but not all universities, had a strong financial buffer to manage the financial challenges experienced in 2019, 2020 and 2021 because of the COVID-19 pandemic.

In a study of the impact of the pandemic on the financial health of Australian universities (1) it was established that sector-wide income was reduced by \$1.8 billion (5%) from 2019 to 2020. The main contributors to the losses were a reduction of \$1.2 billion in student fees and charges and \$1.3 billion in investment income. These losses were partly compensated for by increases of \$630 million in government-related grants (2).

It was concluded that the impact was highly variable with the net changes in the financial position for individual universities determined from considering income and expenditure outcomes ranged from a decrease in net income of 23% for ANU to an increase on 16% for Charles Darwin university. Overall, the net financial decrease considering both income and expenditure outcomes was 4.5% (\$1.7 billion), a figure not catastrophic for the higher education sector as a whole in comparison with some other pandemic-impacted industries. Consequently, universities did not qualify for Job-Keeper assistance from the government.

To reduce the impact of the pandemic universities sought to reduce longer term expenditure outlays as well as to investigate options for revenue diversification. Employee benefits represent the major expenditure outlays for universities, so staff reductions became a high priority for many universities seeking a longer term financial structural adjustment. In 2019 employee benefits represented 56% of all outlays increasing to 59% for 2020 because of increased staff termination costs.

The staff statistics at 31 March 2021 and the student enrolments for 2020 are now both available from the Department of Education (3,4), so it is timely to review more precisely the responses of individual universities to the impact of the COVID-19 pandemic. Some of the findings reported here have been previously summarised in *Campus Morning Mail* articles (5, 6 and 7).

Determining Staff Casual Full-Time Equivalent Numbers for 2021.

The staff data are provided by the Department of Education on a full time, fractional full time (FT&FFT) and actual casuals up to 2020 on a full-time equivalent basis (FTE) at 31 March of each year. The 2021 data as published included an estimate of the casual FTE but no estimate on a head count basis is available. The department's estimate of FTE casuals, based on advice from universities, is often an overestimate of the actual FTE numbers reported in the following year. Casual numbers throughout a year are more variable than continuing staff numbers.

In 2020 the Department estimated casuals to be 23,946 FTE, while the actual FTE outcome was 20,092, some 3,854 FTE (16%) less than the estimate. For 2021 the Department estimated the casual numbers would be 20,305 FTE. This number is more than the actual outcome for 2020. Given the decrease from 2019 to 2020 the 2021 estimate is unlikely to be correct as it would mean an increase in casual numbers from 2020 to 2021 of 213 FTE. This projected increasing trend was not being reported by universities.

The Department assessed that the 2021 casuals FTE estimate would be 15.2% less than the 2020 estimate. This reduction may be an underestimate given the impact of the pandemic on universities. Nevertheless, for the present analyses this possibly conservative estimate has been used. It is more realistic to apply this 15.2% reduction to the actual 2020 figures given for individual higher education institutions (HEIs) in table 1.6 of the 2021 data (3), namely 20,092. The total 2021 casual estimate is then 17,038 FTE not 20,305, some 3,054 FTE less than the 2020 figure and 3,267 FTE lower than the Department's 2021 estimate. Using this total estimate the casual FTE values for individual universities have been determined.

University Trends in Full-Time Equivalent Staff from 2019 to 2021

The FTE full-time, fractional full-time and casual data for 43 HEIs are presented in appendix A. The aggregate data for each State and the outcome for the sector are also shown. Total staff decreased from 137,054 FTE in 2019 to 136,951 FTE in 2020 to 125,911 FTE in 2021. Casual staff declined as a proportion of total FTE staff from 17.8% in 2019, to 14.7% in 2020 to 13.5% in 2021.

The changes in staff FTE numbers and the percentage changes for all institutions from 2019 to 2021 are presented in appendix B. Sector-wide FT&FFT staffing decreased by 3,832 FTE (3.4%), casuals by 7,312 FTE (30%) and total staff by 11,143 (8.1%). Casuals accounted for 65.6% of the total staff losses (column 7, appendix B). The outcomes for the various states and territories were variable as shown in table 1.

Table 1. Changes in staff FTE numbers and the percentage changes from 2019 to 2021 by State or Territory

	2021-2019 Staff Change FTE			% FTE Staff Change 2021-2019			
	FT&FFT	Casuals	Total	FT&FFT	Casuals	Total	Casual losses as % Total
Column	1	2	3	4	5	6	7
New South Wales	-2,218	-2,283	-4,500	-7%	-31%	-11%	51%
Victoria	-527	-2,280	-2,806	-2%	-32%	-8%	81%
Queensland	-662	-1,459	-2,121	-3%	-33%	-8%	69%
Western Australia	-363	-499	-862	-4%	-27%	-7%	58%
South Australia	-218	-305	-522	-3%	-18%	-5%	58%
Tasmania	104	-129	-25	4%	-34%	-1%	
Northern Territory	-62	14	-47	-10%	19%	-7%	-29%
Aus. Capital Territory	19	-284	-265	0%	-32%	-4%	
Multi State - ACU	93	-90	2	5%	-17%	0%	
Sector-wide Total	-3,832	-7,312	-11,143	-3%	-30%	-8%	66%

NSW institutions experienced the highest staff losses (4,500 FTE) representing 40% of the sector and a decrease of 11% in total staffing in 2021 compared with 2019. Victoria reported losses of 2,806 FTE (8%) and Queensland 2,121 FTE (8%). Overall, FT&FFT staff losses in percentage terms were relatively small, except for NT at 10%. Interestingly, Tasmania, ACU and Canberra increased FT&FFT FTE numbers over the two years while decreasing casual staff. NT actually increased their casual numbers, while all the states reported substantial proportional casual losses, mainly near 30%. It is important to recognise that the census date of 31 March does provide a snapshot of staffing profiles. Casual staffing levels throughout a year are likely to be more variable than FT&FFT staffing levels.

In rationalising their total numbers, casual staff have been most impacted by the policy decisions made by universities (table 1, column 7). Casuals accounted for 81% of all staff losses at Victorian institutions over the two years, 69% in Queensland and between 60% and 50% in NSW, Western Australia and South Australia. Casual staff mostly have academic tutoring or level A roles, while professional staff mainly have administrative roles, so these reductions

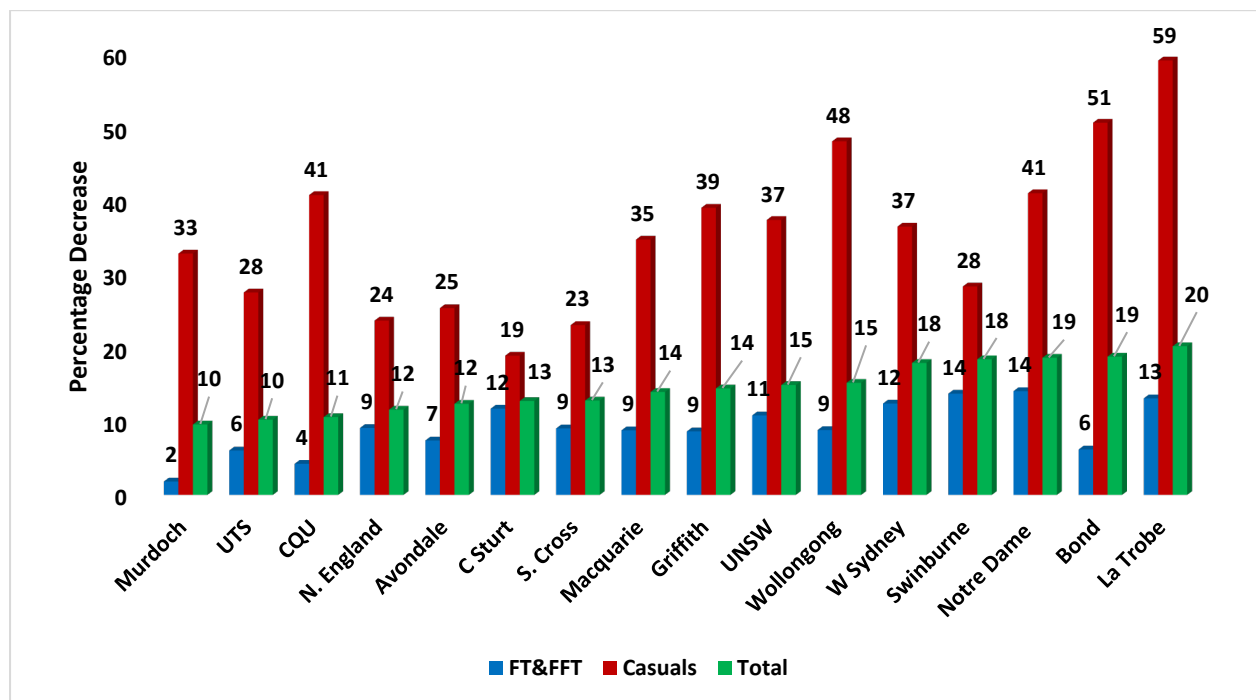
represent major changes to operational teaching and research and administrative service delivery profiles within universities.

Individual Institutions Staff Losses

The staffing FTE numbers for individual institutions at 31 March for each of the three years 2019 to 2021 are shown in appendix A. It is very evident that there is considerable variation between institutions in the staffing balance between FT&FFT and casuals. The sector-wide average for 2021 is 14% of the total staff as casuals on an FTE basis with most, but not all, institutions in the range 10% to 20%.

Of special interest is how the staffing profiles have changed from 2019 to 2021. The FTE numbers are in columns 1, 2 and 3 and the percentage data are in columns 4, 5 and 6 of appendix B. The information is presented graphically in figure 1 for the 15 universities with the highest staff decreases, from 10% for Murdoch to 20% for La Trobe. Universities are ordered according to the extent of total staff reduction (column 6). These overall reductions are very significant in the context of staff employment profiles. For clarity of presentation the percentage staff losses are presented as positive numbers.

Figure 1. Percentage Decrease in FT&FFT, Casuals and Total Staffing Levels from 2019 to 2021 for 15 Institutions



For these institutions percentage casual staff losses are much higher and not proportional to the losses for continuing staff. There are wide variations in the relationship between FT&FFT losses (from 2% to 14%) and casual losses (from 19% to 59%). Two universities La Trobe (59%) and Bond (51%) have reported that they have reduced their casual staff in the two years by more than half. Three other universities, Wollongong (48%), Notre Dame (41%) and CQU (41%), have also reported very significant casual staff reductions. There are another five

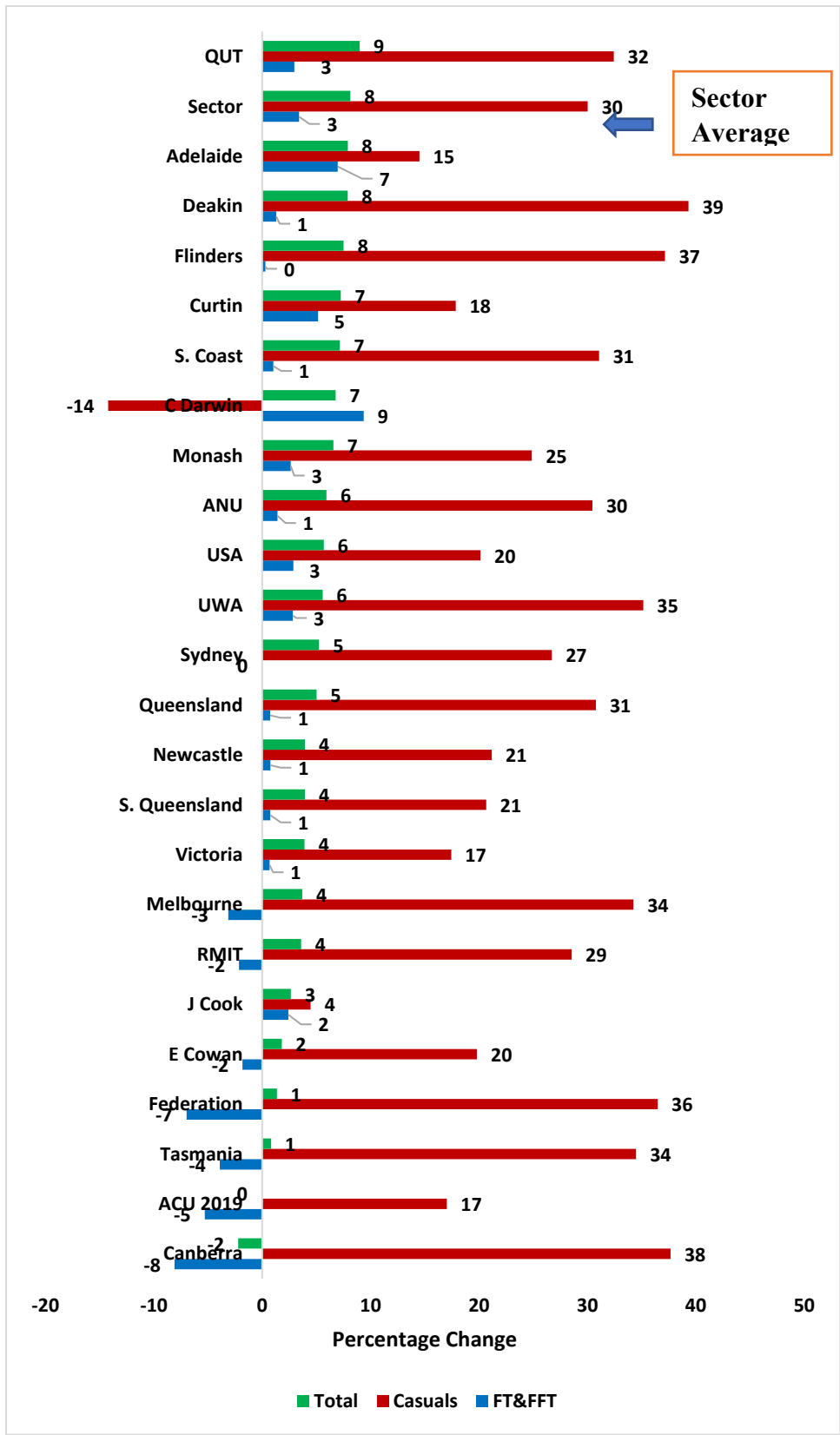
universities with casual staff reductions of more than 30%. On a head count basis the proportion of casual staff terminated is considerably larger.

All these universities also reduced their FT&FFT FTE numbers, with Swinburne and Bond universities reporting a 14% reduction and La Trobe a 13% reduction. The sector average (shown in figure 2) was an 8% total staff reduction with a 30% reduction in casuals and a 3% reduction in continuing staff.

There are another 22 institutions that had staff reductions between 1% and 10% with two other universities, ACU and Canberra, reporting no net staff reductions on an FTE basis. The percentage staff changes for these 24 universities are presented in figure 2. For clarity of presentation the percentage staff losses are presented as positive numbers.

For most of these universities the reduction in FT&FFT staffing for 2019-2021 was relatively small at less than 7% with seven universities increasing their continuing staff numbers. All seven reported large reductions in casuals staffing level of from 27% (Sydney) to 38% for Canberra. The variations highlight the diversity of approaches to staffing reduction policies implemented by institutions in the context of the COVID-19 pandemic financial stresses.

Figure 2. Percentage Decrease in FT&FFT, Casuals and Total Staffing Levels from 2019 to 2021 for 24 Institutions.



Staff Changes in the Context of University Financial Health Changes.

To understand further the context of the staffing responses of Australian universities to the pandemic the percentage net financial change from 2019 to 2020 reported in an earlier study (ref 2, figure 15), obtained by combining the percentage income change with the percentage expenditure change, is most relevant. The results are also shown in column 2 of appendix C.

This financial change may reasonably be expected to be a major driver of strategic policy decisions pertaining to the staffing profile as employee benefits represent more than 50 percent of all expenditure outlays. Other important components of the previous analysis were the percentage fees and charges revenue changes from 2019 to 2020 relative to 2020 (figure 6, ref 2) and the corresponding changes in investment returns (figure 7, ref 2). It is expected that for many universities investment returns for 2021 will be at least near 2019 levels, because of the significant recovery of the national infrastructure and equity financial sectors. Student fees and charges are likely to be further reduced for many universities in 2021, due to continuing lower overseas student enrolments, and then recover somewhat in 2022.

Table 2 shows for individual universities the percentage FTE staff changes (column 1), the percentage net financial outcome (column 2), the percentage change in student fees and charges (column 3) and the percentage change in investment return (column 4) from 2019 to 2020. The universities have been ordered according to their net financial position (column 2) from losses of -22.9% for ANU to gains of 5.8% for Charles Darwin, Universities are clustered into three colour-coded groups for the purposes of analysis according to the net change in financial position from 2019 to 2020. Avondale, Torrens, Bachelor, Notre Dame Australia and Divinity have not been included in the table because they were not part of the previous studies.

Table 2 Percentage changes from 2019 to 2020 in the Net Financial Position of Universities, Student Fees and Charges and Investment Returns along with the Staff changes from 2019 to 31 March 2021.

	% Change	Staff	Net Financial Position	Student Fees	Investment Returns
	Column	1	2	3	4
Group A					
	ANU	-5.9%	-22.9%	-37.2%	-10.30%
	Swinburne	-18.5%	-10.9%	-16.5%	0.20%
	Wollongong	-15.3%	-9.2%	-9.0%	-6.60%
	Curtin	-7.2%	-8.7%	-5.9%	-6.80%
	Federation	-1.4%	-8.7%	-24.4%	-3.10%
	La Trobe	-20.2%	-8.2%	-33.7%	0.10%
	CQU	-10.6%	-8.0%	-32.4%	0.30%
	Murdoch	-9.6%	-7.8%	-8.0%	-2.30%
	RMIT	-3.6%	-7.8%	-12.7%	-0.40%
	Newcastle	-3.9%	-7.1%	-13.8%	-3.90%
	Tasmania	-0.8%	-6.9%	-7.1%	-9.30%
	Deakin	-7.9%	-6.6%	-13.2%	-4.60%
	UTS	-10.2%	-5.8%	-17.5%	-0.40%

	UWA	-5.6%	-5.7%	-13.5%	-5.60%
	Griffith	-14.5%	-5.6%	-7.0%	-2.70%
	S. Cross	-12.8%	-5.6%	-27.7%	1.10%
	QUT	-9.0%	-5.2%	-13.5%	-7.20%
Group B	Melbourne	-3.7%	-4.9%	-10.7%	-5.30%
	Sector	-8.1%	-4.5%	-10.1%	-3.30%
	Victoria	-3.9%	-3.9%	-11.9%	-1.70%
	Macquarie	-14.0%	-3.7%	-7.8%	-0.90%
	N. England	-11.6%	-3.3%	-9.6%	0.30%
	ACU 2019	0.1%	-3.0%	1.1%	0%
	Monash	-6.6%	-2.6%	2.9%	-4.50%
	E Cowan	-1.8%	-2.6%	-0.5%	-2.40%
	Sydney	-5.2%	-2.5%	-0.7%	-5.10%
	UNSW	-15.0%	-2.3%	-20.2%	-1.60%
	Queensland	-5.0%	-0.8%	-6.7%	-0.50%
	USA	-5.7%	-0.2%	0.8%	0.40%
	Adelaide	-7.9%	-0.1%	-3.1%	-2.70%
Group C	W Sydney	-18.0%	0.4%	-12.9%	-1.60%
	S. Coast	-7.2%	1.1%	-35.3%	1.10%
	J Cook	-2.6%	1.4%	-7.5%	-3.30%
	C Sturt	-12.8%	1.6%	-36.5%	-2.00%
	S. Queensland	-3.9%	2.4%	-1.0%	0.70%
	Flinders	-7.5%	2.5%	-1.2%	-1.10%
	Canberra	2.2%	3.7%	-4.9%	0.80%
	C Darwin	-6.8%	15.7%	5.8%	0.60%

Group A has 17 universities that experienced a net financial loss of greater than 5% from 2019 to 2020. Group B has 12 universities with net financial losses up to 5%, while in group C there are 8 universities that improved their financial position from 2019 to 2020. The sector average (shown in orange) was a net financial loss of 4.5%, student fee losses of 10.1%, investment losses of 3.3% and staff losses of 8.1%. While staff losses are not expected to directly parallel any of the financial changes because other academic and administrative factors are relevant, many staffing decisions will be strongly influenced by financial outcomes.

The 10 universities identified in our earlier study (2) as the ones most severely impacted by the COVID-19 pandemic are in group A. The responses in terms of reduction in staff FTE are very variable. La Trobe with a net reduction in their financial position of 8.2% reduced staff by 20.2%, while Tasmania with a reduction of 6.9% in their financial position reduced staff by only 0.8% on an FTE basis. ANU with financial losses of 22.9%, including a significant contribution from investment income loss, reduced staff by 5.9% - less than the sector average. There are four other universities where the percentage staff losses were less than their financial losses – Curtin, Federation, RMIT, and Newcastle. The responses of these universities in terms of staff losses from 31 March 2021 to 31 March 2022 will be very informative as to the swiftness with which they addressed their financial challenges. The three universities, La

Trobe, CQU and Southern Cross that did increase their investment return were the ones among the group with the highest student fees and charges losses and staff losses.

The 12 universities in group B reported relatively modest decreases in net finances ranging from Melbourne at 4.9% to Adelaide at 0.1%. Six of the eight Go8 universities are in this group (ANU and UWA in group A.) Go8 staff losses ranged from 15% for UNSW to 4% for Melbourne. Eight universities reported staff reductions substantial higher than their net financial losses. New England (-12%), Macquarie (-14%) and UNSW (-15%) all experienced significant student fee losses even though their investment returns and net financial losses were relatively small. The South Australian universities have reduced staff seemingly on the basis of factors other than financial considerations. Adelaide with staff losses of 8% reported a decrease in its net financial position in 2020 of only 0.1%, University of South Australia similarly had staff losses of 6%, while reporting increases in both student income and investment returns. Flinders university (in group C) actually strengthened its financial position in 2020, while reducing staff by 8%.

A significant feature for the 9 universities in group C is that they all reported being in a stronger net financial position in 2020 than in 2019. However, only one university (Canberra 2.2%) increased its staff numbers. Most of the universities in this group had less than 2% of their total 2020 income derived from investments, therefore student fee changes are expected to be a major driver of staffing profiles. This would appear to be the case for Western Sydney, Charles Sturt and the Sunshine Coast. Charles Darwin is a notable case because it increased its financial position on all three parameters, student fees, investment returns and net financial position while decreasing staff by 7% on an FTE basis.

Conclusion.

The COVID-19 pandemic resulted in a wide range of responses from universities. Not all universities were adversely impacted financially by changes in student fees and charges receipts or investment returns. The uncertain and unpredictable environment created by the pandemic presented the opportunity for universities in 2019 and 2020 to undertake structural reforms of faculties and departments, while reducing subject offerings and other curriculum reforms not necessarily driven primarily by financial necessity. Given that employee benefits are the dominant expenditure outlays for universities reducing staff numbers was the major strategy in academic and administrative profile realignment. Casual staff have carried the main impact of staff changes, accounting for some two-thirds of all reductions on a full-time equivalent basis.

The staff statistics to 31 March 2022 and the 2021 student enrolment data when available later this year or in early 2023 will provide new material for a more complete analysis of the strategies employed to address the consequences of the COVID-19 pandemic.

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Appendix A. Full-Time, Fractional Full-Time and Casual Staff Full Time Equivalent Data for Australian Universities 2019, 2020 and 2021

	2019 Actual FTE			2020 Actual FTE			2021 Estimate Casuals FTE		
	FT&FFT	Actual Casual	Total	FT&FFT	Actual Casual	Total	FT&FFT	Estimated Casual	Total
Column	1	2	3	4	5	6	7	8	9
Avondale	135	45	181	139	36	175	125	34	159
C Sturt	2,079	352	2,431	2,120	281	2,401	1,835	285	2,120
Macquarie	3,060	774	3,833	3,079	602	3,681	2,791	505	3,296
S. Cross	840	311	1,151	884	270	1,154	764	239	1,003
N. England	1,230	253	1,483	1,279	230	1,509	1,118	193	1,311
Newcastle	2,766	511	3,277	2,859	430	3,288	2,745	403	3,148
Sydney	7,298	1,793	9,091	7,601	1,527	9,128	7,301	1314	8,615
UNSW	6,737	1,240	7,977	6,693	876	7,569	6,008	776	6,784
UTS	3,358	813	4,171	3,589	702	4,291	3,155	589	3,744
Wollongong	2,425	477	2,901	2,490	334	2,824	2,211	248	2,459
W Sydney	2,759	822	3,581	2,689	622	3,311	2,416	522	2,938
NSW STATE	32,687	7,391	40,077	33,422	5,910	39,331	30,469	5,108	35,577
Deakin	4,321	903	5,225	4,527	706	5,233	4,265	548	4,813
Federation	1,046	251	1,296	1,160	184	1,344	1,119	159	1,278
La Trobe	2,824	515	3,339	2,860	359	3,219	2,453	211	2,664
Monash	7,340	1,577	8,917	7,712	1,409	9,121	7,147	1185	8,332
RMIT	3,547	815	4,362	3,930	743	4,673	3,623	582	4,205
Swinburne	1,966	937	2,902	1,974	865	2,838	1,695	671	2,366
Melbourne	7,761	1,733	9,494	8,320	1,358	9,679	8,004	1140	9,144
Divinity	178	2	180	165	14	179	159	12	171
Victoria	1,308	311	1,619	1,368	238	1,606	1,299	257	1,556
VIC STATE	30,291	7,044	37,334	32,016	5,876	37,892	29,764	4,764	34,528
Bond	728	289	1,017	730	167	897	683	143	826
CQU	1,535	326	1,860	1,655	199	1,855	1,470	193	1,663
Griffith	3,714	884	4,598	3,779	642	4,421	3,393	539	3,932
J Cook	1,784	231	2,015	1,765	192	1,958	1,741	221	1,962
QUT	3,886	1,001	4,887	4,048	806	4,854	3,771	676	4,447
Queensland	6,962	1,154	8,117	7,208	952	8,160	6,911	799	7,710
S. Queensland	1,470	275	1,746	1,445	254	1,700	1,459	218	1,677
S. Coast	1,075	280	1,354	1,144	228	1,372	1,064	193	1,257
QLD STATE	21,154	4,440	25,594	21,774	3,440	25,217	20,492	2,981	23,473
Curtin	3,139	618	3,757	3,173	595	3,768	2,977	508	3,485
E Cowan	1,596	316	1,913	1,618	290	1,908	1,625	253	1,878
Murdoch	1,368	456	1,824	1,469	372	1,841	1,343	306	1,649
Notre Dame	779	158	937	782	108	890	669	93	762
UWA	3,365	317	3,681	3,389	245	3,634	3,270	206	3,476

WA STATE	10,247	1,865	12,112	10,431	1,610	12,041	9,884	1,366	11,250
Flinders	1,983	482	2,465	2,064	362	2,426	1,977	303	2,280
Adelaide	3,386	476	3,862	3,457	415	3,872	3,150	407	3,557
Torrens	150	260	409	235	345	579	251	308	559
USA	2,675	519	3,194	2,740	494	3,234	2,598	415	3,013
SA STATE	8,194	1,737	9,930	8,496	1,616	10,111	7,976	1,432	9,408
Tasmania	2,662	374	3,036	2,765	293	3,058	2,766	245	3,011
TAS STATE	2,662	374	3,036	2,765	293	3,058	2,766	245	3,011
Batchelor	27	0	27	21	0	21	23	3	26
C Darwin	619	72	690	566	80	646	561	82	643
N Territory	646	72	717	587	80	667	584	86	670
ANU	4,116	759	4,875	4,504	629	5,133	4,058	528	4,586
Canberra	952	140	1,092	1,023	111	1,134	1,029	87	1,116
ACT Territory	5,068	899	5,967	5,527	740	6,267	5,087	615	5,702
ACU	1,756	531	2,288	1,840	525	2,365	1,849	441	2,290
ACU	1,756	531	2,288	1,840	525	2,365	1,849	441	2,290
Total	112,705	24,350	137,054	116,859	20,092	136,951	108,873	17,038	125,911

Appendix B. Changes in FTE Staff Numbers and the Percentage Changes from 2019 to 2021.

	2021-2019 Change FTE			% FTE Change Relative to 2019			Casuals as % Total
	FT&FFT	Casuals	Total	FT&FFT	Casuals	Total	
Column	1	2	3	4	5	6	8
Avondale	-10	-11	-22	-7.4%	-25.4%	-12.4%	51.0%
C Sturt	-244	-67	-311	-11.7%	-19.0%	-12.8%	21.5%
Macquarie	-269	-269	-537	-8.8%	-34.7%	-14.0%	50.1%
S. Cross	-76	-72	-148	-9.0%	-23.1%	-12.8%	48.6%
N. England	-112	-60	-172	-9.1%	-23.7%	-11.6%	34.9%
Newcastle	-21	-108	-129	-0.8%	-21.2%	-3.9%	83.7%
Sydney	3	-479	-476	0.0%	-26.7%	-5.2%	100.6%
UNSW	-729	-464	-1,193	-10.8%	-37.4%	-15.0%	38.9%
UTS	-203	-224	-427	-6.0%	-27.5%	-10.2%	52.5%
Wollongong	-214	-229	-442	-8.8%	-48.1%	-15.3%	51.9%
W Sydney	-343	-300	-643	-12.4%	-36.5%	-18.0%	46.7%
NSW STATE	-2,218	-2,283	-4,500	-6.8%	-30.9%	-11.2%	50.7%
Deakin	-56	-355	-412	-1.3%	-39.3%	-7.9%	86.2%
Federation	73	-92	-18	7.0%	-36.5%	-1.4%	521.2%
La Trobe	-371	-304	-675	-13.1%	-59.1%	-20.2%	45.1%
Monash	-193	-392	-585	-2.6%	-24.9%	-6.6%	67.0%
RMIT	76	-233	-157	2.1%	-28.5%	-3.6%	148.5%
Swinburne	-271	-266	-536	-13.8%	-28.4%	-18.5%	49.6%
Melbourne	243	-593	-350	3.1%	-34.2%	-3.7%	169.3%
Divinity	-19	10	-9	-10.7%	487.4%	-5.1%	-105.3%
Victoria	-9	-54	-63	-0.7%	-17.4%	-3.9%	85.8%
VIC STATE	-527	-2,280	-2,806	-1.7%	-32.4%	-7.5%	81.3%
Bond	-45	-146	-191	-6.2%	-50.6%	-18.8%	76.5%
CQU	-65	-133	-197	-4.2%	-40.8%	-10.6%	67.5%
Griffith	-321	-345	-666	-8.6%	-39.1%	-14.5%	51.8%
J Cook	-43	-10	-53	-2.4%	-4.5%	-2.6%	19.3%
QUT	-115	-325	-440	-3.0%	-32.4%	-9.0%	73.8%
Queensland	-51	-355	-407	-0.7%	-30.8%	-5.0%	87.2%
S. Queensland	-11	-57	-69	-0.7%	-20.7%	-3.9%	82.6%
S. Coast	-11	-87	-97	-1.0%	-31.1%	-7.2%	89.7%
QLD STATE	-662	-1,459	-2,121	-3.1%	-32.9%	-8.3%	68.8%
Curtin	-162	-110	-272	-5.2%	-17.9%	-7.2%	40.5%
E Cowan	29	-63	-35	1.8%	-19.8%	-1.8%	180.9%
Murdoch	-25	-150	-175	-1.8%	-32.8%	-9.6%	85.7%
Notre Dame	-110	-65	-175	-14.1%	-41.1%	-18.7%	37.1%
UWA	-95	-111	-205	-2.8%	-35.1%	-5.6%	54.2%

WA STATE	-363	-499	-862	-3.5%	-26.8%	-7.1%	57.9%
Flinders	-6	-179	-185	-0.3%	-37.2%	-7.5%	96.8%
Adelaide	-236	-69	-305	-7.0%	-14.5%	-7.9%	22.6%
Torrens	101	48	150	67.3%	18.4%	36.7%	32.0%
USA	-77	-104	-181	-2.9%	-20.1%	-5.7%	57.6%
SA STATE	-218	-305	-522	-2.7%	-17.5%	-5.3%	58.4%
Tasmania	104	-129	-25	3.9%	-34.5%	-0.8%	516.3%
TAS STATE	104	-129	-25	3.9%	-34.5%	-0.8%	516.3%
Batchelor	-4	3	-1	-14.8%	#DIV/0!	-2.4%	-521.5%
C Darwin	-58	10	-47	-9.4%	14.2%	-6.8%	-21.9%
N Territory	-62	14	-47	-9.6%	18.9%	-6.6%	-28.7%
ANU	-58	-231	-289	-1.4%	-30.5%	-5.9%	79.9%
Canberra	77	-53	24	8.1%	-37.7%	2.2%	-217.3%
AC Territory	19	-284	-265	0.4%	-31.6%	-4.4%	107.2%
ACU	93	-90	2	5.3%	-17.0%	0.1%	-5914.6%
ACU	93	-90	2	5.3%	-17.0%	0.1%	-5914.6%
Total	-3,832	-7312	-11,143	-3.4%	-30.0%	-8.1%	65.6%