

since 2017; and this upward trajectory should continue in 2020. This success has been enabled by strong leadership and advocacy, targeted employment pathways, a strengthened Indigenous Staff network and delivery of UQ's Reconciliation Action Plan.

Excellent progress was made in the area of disability employment, with achievements including the establishment of a Disability Inclusion Group; new training addressing disability inclusion; improved accessibility of UQ systems; and improved guidance to support recruitment, selection and onboarding processes for people with disability. A new travel fund to support staff with disability was also launched in November 2019.

SAGE Pilot of Athena SWAN

UQ received the Athena SWAN Institutional Bronze Award in September as part of the Science in Australia Gender Equity, a national program promoting gender equity

Senate member hip

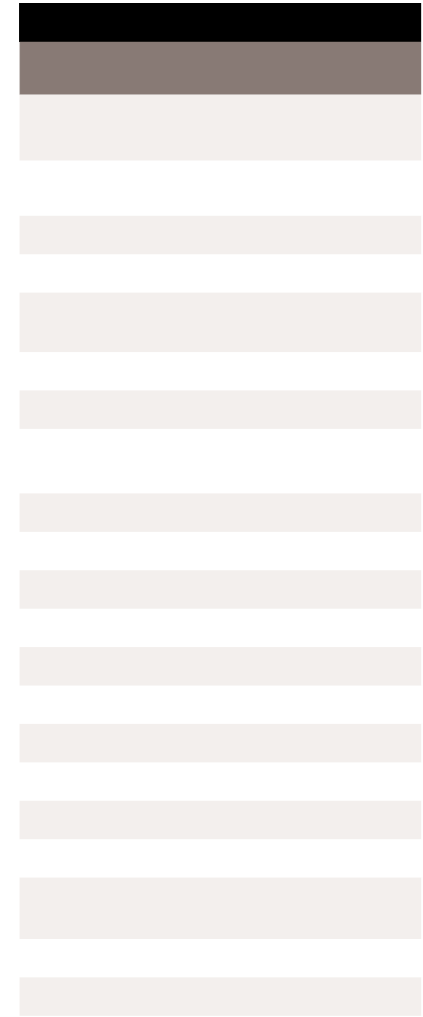
Official member

- Chancellor **Peter N Varghese, AO**, BA (Hons), H.DLitt *Qld* (leads the University's governing body, the Senate)
- Vice-Chancellor and President, **Professor Peter Høj, AC, MSc, PhD** *Copenhagen, DUniv (Honoris Causa) Copenhagen, Adelaide and SAust, FTSE, FNAI (US)*
- President of the Academic Board, **Professor Peter Adams, BSc (Hons), BComm, PhD** *Qld*

Member appointed by the

Governor-In-Council

- **Timothy B Crommelin, BCom** *Qld, AdvMgmtProg Hawaii, FSIA*
- **Julianne Alroe, BEc** *Qld, GAICD*
- **Philip Hennessy, AO, BBusAcc** *QUT*
- **Dr Zelle Hodge, AM, MBBS** *Qld, FRACGP, FAMA, FAICD* (resigned 31 December 2019)
- **Jamie Merrick, BA, MSc**
- **Grant Murdoch, BCom, MCom** *Cant, FCA, FAICD*
- **Dr Sally Pitkin, LLB, LLM** *QUT, PhD* *Qld*
- **Cecile Wake, BEcon, LLB (Hons)** *Qld, ExecDevptProg Wharton*



Public Sector Ethics Act 1994

In terms of its obligations under the *Public Sector Ethics Act 1994*, the University has a Code of Conduct that sets out the expectations for University staff in relation to professional conduct. All continuing and fixed-term staff are required to complete an assessable online course to learn how the Code of Conduct applies to them; casual staff are also strongly encouraged to complete the course.

The training is consistent with the University's obligations under the *Public Sector Ethics Act 1994*, which requires the University to provide appropriate education about public sector ethics. Given the high profile of the Code of Conduct, administrative procedures and management practices across the University reflect the objectives and requirements set out. It is also referenced in position descriptions and offers of appointment, forms part of employee induction programs, and is incorporated into relevant training and development programs.

Risk management

The University has a Senate Risk and Audit Committee that assists Senate in discharging its risk management, and internal compliance and control oversight responsibilities.

The role of this committee is to oversee the University's governance, risk and compliance frameworks, including policies, procedures, information systems, and systems of internal control surrounding key financial and operational processes. The Committee also provides oversight of the leadership and direction in terms of organisational culture and ethical behaviour.

The Committee receives advice and assurance from senior management across the following functions and activities:

- Enterprise Risk
- Occupational Health and Safety
- Governance
- Compliance
- Internal Audit
- Integrity and Investigations
- Research Integrity.

All members of the Senate Risk and Audit Committee are appointed by Senate. The Committee met four times during the 2019 financial year and the members were:

- **Grant Murdoch**, BCom *Cant*, MCom *Cant*, FCA, FAICD (Chair)
- **Professor Peter Adams**, BSc (Hons), BComm, PhD *Qld*
- **Anne Cross**, AM, BSocWk, MSocWk *Qld*, FAICD, FIML
- **Philip Hennessy**, AO, BBusAcc *QUT* (as Chair of Finance Committee)
- **Kathy Hirschfeld**, AM, BE (Chem) *Qld*, FTSE, FIChemE, FIEAust, GAICD
- **Michelle Tredenick**, BSc *Qld*, FAICD