

November SRC MINUTES

26/11/2025 | 6:30PM | CB11.03.206

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1. Opening of meeting at 6:36pm

1.1. Acknowledgement of Country

Mia delivers the acknowledgement of country, acknowledging the Gadigal people of the Eora nation upon whose ancestral lands UTS stands, and extends respect to elders past, present and emerging and any Indigenous people present today. Mia acknowledges that sovereignty was never ceded, and that this always was and always will be, Aboriginal land.

1.2. Confirmation of Deputy Chair

Mia calls for nominations for Deputy Chair. Januka nominates as Deputy Chair. There are no other nominations for Deputy Chair, so Januka is confirmed as Deputy Chair.

1.3. Attendance, Apologies and Proxies

Attendees

Name	Position (Councillor, Student Observer, Staff)
Mia Campbell	President
Januka Suraweera	General Secretary
Neeve Nagle	Welfare Officer
Olivia Lee	Women's Officer
Salma Elmubasher	Ethnocultural Officer
Amelia Ireland	Disabilities Officer
Daewah Thein	Queer Officer
Sina Afsharmehr	Environment Officer
Yasmine Johnson	Councillor
Omar El-Sobihy	Councillor
Ella Haid	Councillor
Elliot Kameron	Councillor
Amelia Raptis	Councillor

Eamonn Ryan	Councillor
Francesca Dougenis	Staff
Bianca	Vertigo
Arkie	Vertigo
Jono	Vertigo
Nate	Vertigo
Zarah	Vertigo
Kimia	Vertigo
Eyrn	Vertigo
Aylin	Observer
Andrew	Observer
Hamish	Observer
Ben	Observer
Aylin	Observer
Hamish	Observer

Proxies

Name	Proxy Accepted By
Dirk Hoare	Neeve Nagle
Aryan	Januka
Chloe	Olivia
Lucia	Yasmine
Vaishnavi	Sina

1.4. Declarations of Interest

Mia calls for declarations of interest to be made for this meeting.

No one makes any declarations.

Mia declares interest in 7.1 says she will not vote on it.

2. Confirmation of Previous Minutes

The minutes from October are confirmed as a true and accurate record.

2.1. Executive Business

Januka tables the Executive minutes attached to the meeting notice from the Executive Meeting held on 19/11/2025.

3. Matters Arising from the Minutes

No Matters Arising.

4. Correspondence

Mia: Refers to attached correspondence 4.1 and will discuss in detail during motion 7.4 which it is connected to.

5. Office Bearers' Reports

5.1. President

Mia speaks to their report, highlighting the following aspects from their report:

Mia: Mentions work completed this month including, planning training for incoming student reps, represented the UTSSA at the inquiry at the NSW Parliament, presented at the Australian Uni safer community symposium on institutional trust and betrayal in the gender-based violence space, Attended the NTEU strike today, attended lots of meetings about the new permanent food services space, continued the IT systems project that was approved last SRC, and started onboarding the new Vertigo team..

Mia: Reads from her submitted report mainly covering the successes over the past two years of her presidency

Mia: Concludes with saying it was a really good year for the SRC and a result of continuous hard work and collaboration. Thanks, the SRC for its support. Thanks, Januka, Salma and Neeve. Feels relieved to be leaving the SRC in safe hands. Mentions that next year will once again likely be a big year for the SRC including the continuation of the parliamentary inquiry, the Senate inquiry giving its final recommendations, the National Code coming into effect, and of course, the OSI.

5.2. General Secretary

Januka speaks to their report, highlighting the following aspects from their report:

Januka: Speaks to having had a varied collection of work over the year, mentions that he has happy to hear that his work made Mia's easy and refers to her continuous hard work and dedication in working for students. Says he is looking forward to seeing Neeve and Salma continue that legacy.

5.3. Assistant General Secretary

Aryan is absent and so their report is taken as read.

5.4. Education Officer

Samiha is absent.

Ella: Speaks about the strike, proud of the many staff and student's who came out, wish more of the student union attended.

Does not think collective meetings should happen during strikes, counts as crossing the picket line.

Will be approaching this year as Ed officer with a view of how we can mobilize students on a left wing basis, the UTSSA should set the standard of how students respond to strikes.

Mia: Excited to see how the Ed Collective grows.

5.5. Welfare Officer

Neeve: Mentions full achievements completed over the year are in her report, mentions work completed over the month including an extended handover for incoming welfare officer, also appeared the University Inquiry, formally tabled the UTSSA's feedback to the OSI change proposal over 100 student representatives cosigned.

Speaks to Mia's work as President and says she has big shoes to fill. Thanks everyone who has collaborated, the welfare portfolio is front facing ones, looking forward to seeing Sina carry it forward as she serves as President.

5.6. Women's Officer

Olivia speaks to their report, highlighting the following aspects from their report:

In regard to the parliamentary enquiry got to watch Mia, Salma and Neeves appearance, wanted to mention how great it was to see them come forward and represent students, reflects the importance of the work of the UTSSA in bringing attention to the cuts, especially at state and federal. Excited to see the work of next year's team. Celebrates Mia as someone who has helped her a lot including on the period products survey which she is proud of having completed, mentions that she has always considered her an inspiration excited to see where she goes in future.

5.7. International Students' Officer

Harshvardhan is absent and so their report is taken as read.

5.8. Indigenous Officer

Jermaine is absent and so their report is taken as read.

5.9. Postgraduate Students' Officer

Vaishnavi is absent and so their report is taken as read.

5.10. Ethnocultural Officer

Salma's report was not circulated to Council, and therefore Salma submits their report in writing to Januka and reads this aloud.

Salma: Speaks generally that the Collective can only go up from here, has been a difficult year for the collective started at rock bottom, has been a honour to serve and believes the next officer can do well, believes the collective is especially important now for Palestine, including making sure management is accountable.

5.11. Disabilities Officer

Amelia's report was not circulated to Council, and therefore Amelia submits their report in writing to Januka and reads this aloud.

5.12. Queer Officer

Daewah's report was not circulated to Council, and therefore Amelia submits their report in writing to Januka and reads this aloud.

Daewah: Speaks to being at the she was at rally at Newtown for Trans visibility, collective is settling down, has been really fun to represent queer students at UTS, happy to retire. Says good luck to the next person.

5.13. Environment Officer

Sina speaks to their report, highlighting the following aspects from their report:

Different kind of month now that is no longer in semester. Had a sustainable steering committee meeting, university is not going to be addressing it's scope 3 missions for a while, mentions workshop on campus with some learnings that he will pass on to next elected officer.

Speaks to year in general, mentions the experience of turning a defunct collective into a real one, looking forward to next year. Thanks people in the collective who helped including Rose, Eammon and Krishna, also thanks Paul Ting who gave him advice on how to run community garden events. Thanks, Mia for her help will miss her also thanks Januka.

6. Other Reports

6.1. Vertigo Report

Bianca: Sad to say goodbye, truly thinks it is one of the strongest magazines in recent memory, each edition of vertigo was released during semester, which hasn't been done for a while, was well received by students, reflective of the quality of the edition, collaboration with the UTSSA on tote bag has gone well, collaboration with library has gone well, student community has come together to help bring community engagement to Vertigo this year. Egg edition barbeque event went really well, wants to encourage future team to do similar events even if it loses money as free events on campus reach a broader amount of students. Mentions UCLA magazine contacted vertigo, because they wanted ideas on how to run their magazine. Really proud of the year, couldn't ask for a better year.

Mia: Congratulations on such a successful year.

6.2. Reports from Councillors, Convenors and Staff as requested or required.

No reports from staff.

7. Operational and Procedural Business, Stipends and Reimbursements.

7.1. Approval of Payment for Training Delivery by outgoing UTSSA President

Preamble:

To support a smooth transition into 2026 and ensure the incoming SRC team receives practical guidance on effective office bearer practices, Mia has agreed to deliver dedicated training for new representatives.

As this work falls outside the scope of her current duties, it is appropriate that she be compensated for both the preparation and delivery of the training. In line with the UTSSA's **standard casual rate of \$37.73 per hour plus 17% superannuation**, this rate is considered appropriate for the development and delivery of specialised training content that requires independent judgment, role-specific expertise, and a high level of responsibility.

The training will involve:

- **Preparation Time:** 10 hours to develop materials, consolidate knowledge and structure the training delivery.
- **Delivery Time:** 4.5 hours to facilitate the training sessions for the incoming SRC team.

Action:

That the SRC approve payment to **Mia Campbell**, outgoing UTSSA President, for providing training to the incoming 2026 SRC team. The total payment will be calculated as follows:

- **Preparation:** 10 hours at \$37.73 per hour
- **Delivery:** 4 hours at \$37.73 per hour
- **Plus 17% superannuation applied to the total hours**

This payment reflects the value of the additional work undertaken and aligns with UTSSA's standard casual staff remuneration.

Mover: Neeve

Seconder: Salma

Neeve: Mentions that last year a really useful part of training is having a successful officer bearer do a session on how to be effective. Speaks to how useful it is to ensure that training is done well, this year we want to have Mia do the training due to how informed she is. It is being paid as this would be Mia doing work outside here term.

The motion passes unanimously.

7.2 Replacing Carpet in CB01.03.22A

Action: That the UTSSA approve \$2,310 as per the attached quote to replace the carpet in the 'old President's office', cb01.03.22A, to match the rest of the old SA office (now Activist space) to make the room more usable.

Mover: Neeve

Seconder: Sina

General discussion from Vertigo on the space and whether they can use the office. Space is considered too small.

The motion passes unanimously.

7.3 Catering

Mover: Salma

Seconder: Neeve

Bianca: Asks who the provider is.

Fran: Says she is yet to order.

The motion passes unanimously.

7.4 Permanent Spaces Update

Preamble

There have been several recent meetings regarding the Permanent Spaces project on CB01 Level 03 and issues have been raised by student representatives about the current design direction. Key concerns relate to flexibility of use, movement through the space during peak periods, visibility around proposed seating changes, and clarity on timelines as we approach major university events.

Action

That the UTSSA will hold a dedicated discussion at this meeting to consider feedback on the Permanent Spaces project

Mover: Neeve

Seconder: Salma

Mia: Wants discussion over the permanent spaces project.

Mia: Talks to wanting the SRC to be aware of the space due to the work going into it and encourages anyone to give feedback for what they want.

Neeve: Mentions push to make it feel less corporate.

Mia: Looks for design feedback. They think it looks to western and rustic.

Jonnie: Thinks they should follow the loft, by being intimate and cozy, while the underground is sterile and too large.

Bianca: Agrees the last one looks cold and sterile, looks unconventional.

Amelia Ireland: Agrees.

Neeve: Hopefully we can include posters.

The motion passes unanimously.

7.5 Gift of Appreciation for Nate Halward

Preamble:

At the end of 2024, *Vertigo's* editorial team underwent a significant restructuring, resulting in the 2025 editors being the first to practically navigate the new workload management. As a result, we now have a much clearer understanding of the expectations and workload associated with each role than previously.

However, this year's unprecedented reduction to a singular designer has resulted in an uneven distribution of workload. Now arriving at the conclusion of our term, *Vertigo* can say with confidence that the workload required to design 5 eighty-four-page issues of *Vertigo* and a *UTSSA Election Guide* is far too large to be completed by a singular person - especially within a publication where this person is guaranteed to be a student, who is also likely working to support themselves.

The necessary addition of Nathan Halward, a Visual Communications student, substantially increased the team's capacity, ensuring that each volume could be produced at the standard of quality expected—both in design and content—and was instrumental in guaranteeing that publication deadlines were consistently met.

Nate contributed design work across Volumes 1-3 and effectively stepped into a role comparable to that of an editorial team member for the final two volumes. For the two standard editions Nate was in this role for, Nate was responsible for roughly one-third of the magazine's spread design, in addition to providing essential administrative design support. This included creating style guides, coordinating volunteer designers, editing their work, and completing final design adjustments for print following SRC feedback.

Their dedication to *Vertigo* throughout the year cannot be overstated, demonstrated by their consistent attendance at *Vertigo* meetings since the design phase of the third edition. They were treated as a member of the team and had expectations.

Beyond the standard publications, Nate led the design, copy insertion, and collation for the election edition, which was an exceptionally time-sensitive and admin-heavy project. Without this help, Arkie would certainly not have been able to tackle designing our two final volumes back-to-back as well as creating an 100 page election edition – it is simply too much work for one person to handle. They also took on major responsibilities in our collaboration with the UTS Library, *The Big Vertigo*, handling much of the digitisation and layout work for the physical zine.

We acknowledge that the UTSSA may have reservations, and we want to emphasise that compensating Nate should not be considered a precedent. This was a unique situation arising from significant changes in workload and team structure. In particular, the shift from a team of 4-5 designers to just one, combined with the lack of a design handover from the previous team, left the 2025 team in an unusually difficult position that future teams will be able to avoid with handover.

In earlier discussions, *Vertigo's* working groups raised the idea of using launch-party profits to fund this payment. Our *Conspiracy* launch party made \$314, the *Technicolour* launch generated a profit of \$1,543.88, whilst the *Oddity* party made \$211.14 – more than enough to compensate Nate for their time and contributions.

We recognise that there were concerns about the method of payment, especially regarding the administrative complications of hiring Nate as either a contractor or casual employee to be paid

hourly. Others feel that the original and preferred amount to be paid, which we feel is adequate compensation given the amount of work executed by Nate, is too much and sets a rocky precedent for similar future situations. Hence, a second, significantly smaller number has been proposed by the UTSSA, which is apparent in the second option we propose. We therefore propose two possible outcomes:

Our preferred option is that:

That Nate be paid in a manner similar to the editorial team — a one-time stipend covering their work across the two editions. This would total \$1,638.40, based on the \$819.20 per-edition payment received by the 2025 editorial team.

However, included in the action is the second option if the UTSSA prefers it:

Action:

1. That only in this individual unique case while not considered an official member of Vertigo and unrelated to the pay structure of elected students, the UTSSA will give a gift of appreciation of a \$600 EFTPOS gift card to Nate for the work completed for Vertigo.

Mover: Neeve

Secunder: Salma

Bianca: Reads motion in full.

Mia: Speaks to the as to why the party profit can not be used alone for funding due to Labor costs included.

Acknowledges new structure, hopes to see the new team do well if not they can move for changes.

Does recognise that Vertigo doesn't need to be so design focused and that the Vertigo, can have different visions. Was the original reason for the changes.

Also acknowledges that there would be difference between the system of producing an invoice, would be safer rather than looking like we're paying a student.

Bianca: represents an annoyance because they raised this last month but understands this has conflicts.

Also, on the note of Labor costs, vertigo is unpaid and works more hours than they need. Wants to say Vertigo puts in the most work.

Eryn: Unprecedented costs of planning the parties, understands the university criticizes them.

Argues the Labor costs from this parties are met by the profit of these events. Has been such a good

year, that UTSSA has been happy to credit for, which has been the result of Nate's work so to not compensate effectively.

Nate: mentions that already the new year team has new designer in general editors.

Mia: says this is intended part of the election process.

Jonnie: Mentions work completed like Designing an 8th of the spreads, doing videos, editing coming to SRC.

Does understand the argument that they got the short straw, does not believe it should have been reduced to 1 designer. Vertigo has always been balance with student news, this year emphasised design in response to not being able to do the response with other articles.

Mia: Mentions the stipends the pay isn't reflective of hours work, that officer bearers often work more hours some week. Is never going to be comparable to proper job because you aren't going to be paid exactly what you want due to the flexibility in the work. Technically in the bylaws you could produce a far less effort version of Vertigo. Understands that Vertigo is not willing to do a worse job but is worth mentioning.

Jonnie: Agrees the UTSSA is volunteer majorly but why is Mia getting be paid for Handover.

Mia: This will be outside my term.

Neeve: Continues this will be outside her term, under her's and Salma, therefor would be receiving no form of compensation for running training after her term.

Eryn: Asks to why this particular value was chosen.

Januka: Explains the desire to avoid the precedent. That the gift of appreciation will still create it's own precedent and that it was considered \$500 would be the maximum a gift like that would ever be, was pushed to \$600 after discussion with Vertigo but otherwise would not be a amount that looked like a gift.

Mia: Wants to say that this not that Vertigo didn't do work, but that SRC can not start paying unelected student representatives. Looks bad that Sudo representatives can not getting paid. If this was properly contracted would be a different conversation. Not about undervaluing design work.

The motion passes unanimously.

7.6 November SRC 2025 Election Regulation Change Vertigo Casual Vacancies

Preamble:

The current Election Regulations do not include a provision for dealing with casual vacancies within Vertigo, this represents an issue for Vertigo in the cases when vacancies occur because it adds further pressure on the remainder of the team to complete the same amount of work with a reduced team as there is no formal process to bring on new members of Vertigo.

This inclusion will allow for a process where the candidate with the next highest votes will be offered the role. This is nearly the same process that SRC Councillor vacancies follow, and section 15.4 will also apply to those vacancies. Together they will in general clear up any potential confusion with the process, while remaining consistent with the constitution.

Action:

1. Amend section 15 of the UTSSA Election Regulations to insert section 15.3 reading:

'15.3 In the event that a Vertigo Editor position becomes vacant:

- (a) that position is immediately filled by an eligible candidate with the next highest number of votes in the most recent election for the same position as the departing Vertigo Editor ('the incoming Vertigo Editor');
- (b) the incoming Vertigo Editor shall be notified in writing of their election by the General Secretary or, in the case the General Secretary is vacant, the President as soon as practicable; and
- (c) the incoming Vertigo Editor must accept their position within five business days of being notified; if that incoming Vertigo Editor declines, or does not respond to the notice, the position shall become vacant and the steps in 15.1(a)–(c) shall apply for succeeding eligible candidates until the position is filled or there are no further eligible candidates.'

2. Amend section 15 of the UTSSA Election Regulations to insert section 15.4 reading:

'15.4 For the purposes of clauses 15.1 and 15.3, the eligible candidate with the next highest number of votes shall be identified by the General Secretary, or the President in the absence of the General Secretary, using the following procedure:

- (a) the recorded count from the last Annual Election shall be examined to determine the incoming Councillor or Vertigo Editor, consulting with the relevant Returning Officer where possible; and,
- (b) the candidate with the "next highest number of votes" shall be identified by examining the vote tallies at the distribution immediately prior to the election of the departing Councillor or Vertigo Editor.'

Mover: Neeve

Secunder: Salma

Mia: Reads motion, explains it as a bringing it line with the remainder of the governing documents.

The motion passes unanimously.

8. Other Business Arising on Notice

8.1 The UTSSA opposes the UN's endorsement of Trump's Gaza plan

On the 18th of November Trump's Gaza plan passed through the UN - the UTSSA should be clear that this plan doesn't represent a step forwards for Palestinian liberation. Trump's so called peace plan will result in himself, Tony Blair and a bunch of billionaires from America, Europe and the Middle East becoming effectively dictators of Gaza.

The plan only mentions Palestinian statehood as something that could potentially happen in the future after some vague conditions have been met. These conditions include a total Palestinian demilitarisation and the 'Palestine authority reforming itself.' Even with these conditions, Netanyahu has ruled out recognising a Palestinian state. The ceasefire process of Trump's Gaza plan has also been a sham, as of the 23rd of November 342 civilians have been killed by Israel since the ceasefire, the ceasefire has only meant a reduction in Israel's brutalities, not a stopping of them.

The UTSSA should condemn the UN legitimising this fraught plan which only works to serve the very criminals who have funded, armed and politically backed Israel's genocide for more than 2 years. But it shouldn't surprise Palestine supporters that the UN supports Israel and American interests, after all it was the UN who set up Israel under the leadership of Labor deputy PM Doc Evatt in 1948.

All of this means it's up to us to keep on fighting for Palestine - the UN nor America will fight for Palestinian liberation. This is why the UTSSA must endorse and share around the nationwide protest for Palestine on December 7th called by Palestine Action Group.

Action points

1. That the UTSSA endorses the Nationwide Protest for Palestine on December 7.
2. That the UTSSA shares the Palestine Action Group post promoting the Dec 7 National

Mover: Elliot

Secunder: Ella

Elliot: Trumps Gaza plan was supported by the UN passed through the general council, should oppose trumps Gaza plan, part of it is the ceasefire, already many violations of the ceasefire, not a real ceasefire, just a reduction in the massacre. Trump is trying to take control of Gaza. Trump doesn't care about Gaza or the UN. UN has long history in supporting Israel. UTSSA should oppose the plan

Jono: Every institution in society, has opposed this, not reflective of the approach of the student union should have.

Important that student union avoids this, supports national days of actions, leaflets and makes sure students are aware. Referendum of Palestine is important. To make it a fighting union issues for issues like Palestine

The motion passes unanimously.

8.2 Support the People's Blockade – UTSSA Stands for Climate Action

Preamble:

The lives and futures of young people are existentially threatened by the climate crisis. Leading scientific bodies, such as the IPCC and CSIRO, overwhelmingly agree that urgent reductions in the use of fossil fuels is necessary to avoid irreversible warming, and to meaningfully address the crisis moreover.

The Port of Newcastle is the world's largest exporter of coal. Its continued expansion materially contributes to and accelerates the climate crisis. Accordingly, thousands are set to take part in *Rising Tide's* 'People's Blockade of The Port of Newcastle' on 28 November; a democratic and peaceful demonstration that demands the government take necessary action to secure our future.

Students have a vested interest in climate action, and should therefore feel free and safe to participate in it. Students should not have to face legal intimidation, fear police violence, or be subjected to slanderous condemnation from politicians when they are peacefully demonstrating. The SRC must see it as their responsibility to not only support and encourage climate action, but also to defend the rights, safety, and wellbeing of the students who wish to participate in it.

Action Points:

1. The SRC is to use its social media presence to both publicise the blockade and encourage UTS students to participate in it.
2. The SRC is to release a public statement ahead of the blockade that draws a clear line against state interference in peaceful climate action and affirms the rights of students and the public to protest.

Mover: Ella

Secunder: Elliot

Ben: Speaks to the importance of the demonstration against the fossil fuel industry to properly address the crisis, the UTSSA must oppose.

Ella: Another reason to support rising tide is to oppose fossil fuel exports which is accelerating the climate crises.

The motion passes unanimously.

8.3 The successful campaign against the Cohealth closure

Preamble:

On Thursday 16 October 2025, Cohealth announced that it would shut its GP services across Melbourne suburbs. This will cut off medical services from around 12,500 people, and leaving 70 staff out of work. Some of the most vulnerable in the community rely on these services for

their day-to-day health and survival, including: refugees, recent migrants, homeless people, disabled people, and patients living with chronic illnesses. This is all due to a lack of government funding; there's a \$4 million gap between the Medicare funding they receive and their service costs.

This didn't appear out of nowhere. Years of frozen Medicare rebates and piecemeal policy have hollowed out the promise of universal care, forcing more community clinics toward mixed billing. Only 12% of GPs now bulk-bill all patients, while 40% bulk-bill few or none. Instead of fixing this, the federal government is rolling out inadequate patch-ups like the new bulk-billing incentive,

which doesn't come close to meeting the needs of patients with complex conditions nor addressing the underlying causes of the health crisis: lack of funding, increasing privatisation, and widening inequality.

In response, community members and healthcare workers have formed the Save Cohealth campaign to fight these closures. They've mobilised hundreds of local community members and organised mass meetings, protests, workplace speak-outs, and pickets outside Cohealth offices and the electorate office of federal Labor MP Sarah Watt. They have set their standards high, calling for a public fully-funded community health system that is free, universal and democratically controlled by the communities it serves. This strategy is already bearing success. Caving to the mounting public pressure, the federal Labor government has provided \$1.5 million in funding to keep the Cohealth clinics open, delaying the closures, which were slated to close before Christmas, by 8 months, until July 2026. The campaign acknowledges that this is only the beginning. The closures are not cancelled, their demands haven't been met, and the fight must continue!

Action:

1. The UTSSA will publicly endorse the Save Cohealth campaign on its social media.
2. The UTSSA will publish this motion to its website.

Mover: Yasmine

Secunder: Ella

Ben: Cohealth is great in the Melbourne, unfortunately board has announced it closure to lack of government funding due to gap between Medicare funding. Albanese said they should cut growth of public hospitals, government has failed to address this. Removing health care access to thousands and causing massive job losses.

Andrew: Serious attack by the Cohealth board, and Labor is complicit. Important that the UTSSA is fighting for important campaigns. First lesson is to mass mobilize students the second is that health boards associated with cuts and the Labor government should not be collaborated with.

Omar: Raises that this doesn't really cover UTS Students. Doesn't cover NSW or Sydney, where's the reason for the UTSSA to publish media related to this. How does this really affect UTS students.

Andrew: Just a basic call for solidarity, not about based on where they are located. Students do care about what's happening in different countries. Part of a broader strategic view the UTSSA should support student participation.

The motion passes unanimously.

9. General Business

No General Business.

10. Close of Meeting at 9:31pm

Appendix 1: Office Bearer Reports

1. President

It's the end of my Presidency term!! And the end of four years with the UTS Students' Association. I have been absolutely honoured to hold this position and to be involved in this organisation for so long, and to have had the chance to genuinely make a difference through policy drafting, advocacy, lobbying, protest and working together.

I have genuinely valued the insights, life experiences, perspectives and debates that I've had in this organisation, and the opportunity for reflection and challenge of my own opinions and ideas.

I believe that the true value and power of student organisations comes from embracing the different goals, passions and skills of the variety of representatives that you have within left-wing spaces. The recognition of this within the UTSSA, the commitment to genuine compromise, consideration of the perspectives of others and respectful yet passionate dialogue has delivered outcomes that meaningfully enhance the student experience, strengthen the power of the UTSSA itself and hold UTS management to account.

I know that I joke about this all the time, but I do believe that by rejecting the confrontational, adversarial style of politics normalised within parliamentary settings (including shouting, belittling, and intimidation), the UTSSA SRC has been able to achieve huge successes for students at UTS.

As I did in 2024, here is a highlight reel of just SOME of our 2025 achievements:

- Secured an upgraded office/reception space for the UTSSA
- Secured a permanent space for the UTSSA's free food services so they can't be shut down by management (and got the university to cover the \$700k to build it!)
- Completely revised the UTS Housing License Agreement, securing amendments that give students the right to have safe and clean housing at UTS.
- Cut the Memorandum of Understanding between UTS and the Israeli Institute of Technology (the Technion) through student organising and protest.
- Initiated a successful National Student Ombudsman investigation into UTS's systemic failures in handling reports of gender-based violence – the first investigation of its kind.
- Successfully lobbied UTS for a complete redesign of the Special Considerations process at UTS – prioritising student-centred, trauma-informed policy and practice.

- Successfully lobbied UTS for a new allocation process for Student Services and Amenities Fees (SSAF) – ensuring students set the priorities for SSAF funding, are meaningfully consulted before anything is approved, and have voting power.
- Represented UTS students at both the State and Federal level at the NSW Antisemitism Inquiry, the Senate Inquiry into the Quality of Governance at Australian High Education Providers, and the NSW Inquiry into the University Sector.
- Organised a highly visible and effective campaign against UTS' \$100 million in cuts to education and staff alongside Stop the Cuts UTS and the NTEU's UTS branch.
- Worked alongside Students for Palestine to deliver the largest student meeting in years where students overwhelmingly backed the referendum on Palestine.
- Successfully lobbied UTS management to change the way gender-based violence cases are reported, increasing transparency and accountability.
- Successfully introduced additional accountability measures for paid student representatives to ensure they fulfil the requirements of their roles.
- Successfully implemented reforms to Vertigo that helped make this year one of the strongest years in recent memory for the student magazine.
- Expanded the International Students' Collective to more than 1000 members;
- Continued our work with student representatives across NSW to lobby the government for Opal Concessions for international and part-time students.

These achievements are possible because of continuous hard work, collaboration, relentless and consistent advocacy and a willingness and openness to all avenues of change-making.

Next year will undoubtedly be another big year in the university sector as the NSW parliamentary inquiry continues, the Senate inquiry gives final recommendations, the National Code comes into effect, and of course - the Operational Sustainability Initiative. We also have a SSAF negotiation year next year, and I hope to see the UTSSA come up with a robust funding proposal for the university to hopefully see our funding allocation increase.

Good luck to everyone for the years ahead and thank you for everything!!

2. General Secretary

This year has been multifaceted year where I've been engaged in various elements of the student experience at UTS. My time at the UTSSA has been shorter than others' and the scope of my work been more general than others, but I've approached this year with the aim of attempting to support all parts of the UTSSA as much as possible.

I began the year in a different role, where I focused on assisting Collectives increase memberships, something which I continued to work on as General Secretary both giving Office Bearers advice, helping with events and being the returning officer for several collectives. I sincerely hope for the continued growth of collectives and would like to celebrate the efforts of Office Bears who have succeeded in growing their collectives.

Otherwise, my year has also included time spent on our Academic campaigns, where on the Academic board I worked on changes to mandatory participation which while not completed this year I have hope the Working Group can complete within the next year. Alongside this I have of course been engaged in the fight Against the Cuts, arguing as to why student consultation is essential in Academic board meetings, creating social media material, assisting in feedback forums and writing sections of the Change Proposal response the UTSSA submitted.

This alongside a year spent working with Vertigo to ensure that the content produced was up to the standard the SRC was looking for in a student magazine alongside Vertigo having the ability to explore more opportunities. I would like to congratulate Vertigo in having produced some of their best editions this year. I believe this well-functioning working relationship is what has allowed us to collaborate on the tote-bag competition, which should begin production soon. Alongside set the foundation for collaboration on next year's Vertigo x UTSSA Handbook. I am hopeful that next year's team and Salma can continue this to ensure Vertigo continues to provide real value to students.

It has also been my privilege to assist Mia throughout the year with some of her varies campaigns and mainly on the organisational side of the UTSSA. This work has been varied but overall being able to support Mia whose attitude and approach has been key in so many of the UTSSA's achievements of these past two years. UTS has been reshaped by her work on the UTSSA. I look forward to seeing Neeve and Salma continue that legacy. Good luck!

3. Assistant General Secretary

Enter Announcements

4. Education Officer

Enter Announcements

5. Welfare Officer

As this is my final report as Welfare Officer, I want to wrap together not just the work of this past month, but the broader work of the entire year. The welfare portfolio has been relentless, detail heavy, and often slow moving, but it has also been one of the most rewarding and meaningful areas of student advocacy I'll ever have the chance to work in. This year has shown what sustained pressure, documentation, and insistence on student centred policy can achieve.

Across housing, food security, governance, academic fairness, and institutional accountability, we've made tangible progress. The year began with extensive groundwork as I drafted major submissions to

the Student Council Liaison Group on UTS Housing and the need for permanent food service locations. Those early papers became the skeleton of every UTSSA negotiation that followed. By March and April, we were deeply embedded in meetings with space planners and housing management, rejecting inadequate proposals and preparing for the launch of the university's own benchmarking processes in response to our work.

The middle of the year saw the most difficult advocacy as we faced delays on food service spaces, the university outsourcing its legal review of licence agreements, persistent communication failures, and the now well-documented Wi-Fi and service issues raised by students. In June and July, these problems required constant escalation and follow up. But in September, after almost a full year of steady pressure, UTS Housing agreed to the overwhelming majority of the reforms we sought including privacy protections, notice requirements, limits on unreasonable interference, clearer rules, fair relocation procedures, habitable room standards, and the removal of indemnity clauses. These changes represent one of the strongest structural victories students have achieved in recent years, and they will materially improve the lives of every student who enters UTS Housing from here on.

October shifted focus to collecting feedback on the Academic Change Proposal, where student concerns around accreditation, teaching quality, degree cuts, and the communication failures of the university were compiled into a structured critique capable of informing the final report tabled at the end of month.

This final month has been a big one. I completed a nine-page handover for the incoming Welfare Officer, sorry in advance for the heavy reading, Sina, but continuity matters in a position like this, and I wanted to ensure every piece of context, every contact, and every live issue was properly passed on. I also appeared at the NSW Parliamentary Inquiry into University Governance, alongside Mia and Salma where we provided evidence to a tripartisan panel of MPs on the impacts of the cuts process, governance failures, and welfare harms experienced by students throughout the year. And on the 6 of November, we formally tabled the Academic Change Proposal report cosigned by student representatives across the university, a significant demonstration of cross campus solidarity and one of the largest collaborative efforts of the UTSSA this year.

And, of course, a large part of this month has been dedicated to NatCon preparations: drafting motions, coordinating delegates, and ensuring we can advocate nationally on the issues we've fought for locally. See you all there.

But as I conclude this final report, it would be impossible not to acknowledge the person whose leadership has defined so much of the political, organisational, and cultural environment that made this work possible: Mia Campbell.

Mia's impact on the UTSSA, across four years on the SRC including two years as President, cannot be overstated. Her leadership on gender-based violence, reporting processes, student safety, transparency, and institutional accountability has fundamentally changed what students expect from their union and from their university. She has fought both inside and outside the meeting rooms, often simultaneously.

Her leadership on gender-based violence response, Palestine solidarity, her consistent commitment to accountable governance, her work on academic fairness, extensions, late penalties, special considerations, the health service, and administrative transparency have reshaped the standard of what student representation looks like at UTS. Many students will never know her name, but they already benefit from the rules and processes she fought to make fairer.

I truly have huge shoes to fill next year.

This has been a long, difficult, and incredibly meaningful year. Thank you to everyone who contributed, collaborated, questioned, or supported the work. The Welfare portfolio is rarely front facing, often procedural, but always student centred, and I'm proud of what the UTSSA has done this year.

Looking forward to seeing Sina carry this work forward in 2026 as I serve as your President!

6. Women's Officer

In my final report for the year I am happy to report that we have confirmation that Student Services will be making the switch to 'Share the Dignity' as a supplier for our free period products. We are still waiting on the date that these new machines will be installed, however we are very happy to have received confirmation that students who use this program will be able to have a broader and more consistent supply of period products on campus. Very grateful to Mia for helping me with this campaign. I thought it was a great way to make students feel heard and engage them in activism and it is certainly my proudest achievement this year.

I was particularly grateful this year to have built a group of consistent members who participated in both social events and in activism on campus. Huge thank you to Eryn Yates for being my convenor this year. I am very keen to see the incoming Women's officer for 2026 take on the role in December and the entire OB and SRC team.

7. International Students' Officer

Enter Announcements

8. Indigenous Officer

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9. Postgraduate Students' Officer

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10. Ethnocultural Officer

Enter Announcements

11. Disabilities Officer

Disabilities OB Report - November 2025

In my final report as the Disabilities Officer I wanted to highlight just a few of the things that we have achieved this year. Despite low collective turnout due to being one of the hardest collectives to engage members, the collective still managed to:

- Assist UTS Accessibility and the university in partnering with and launching the Hidden Disabilities Sunflower Scheme at UTS with events, teaching and learning workshops and student outreach.
- Hold regular events, including coffee catchups and rally contingents • Start an accessibility master document that can be used throughout the student union and its collectives
- Helped organise and promote the Paint out your Neurodivergent Minds Project • Increase the collective's social media presence
- Helped build the disability community at UTS in conjunction with the UTS Accessibility Service
- Attended events on behalf of the collective
- Send out regular newsletters informing collective members of events, projects, university grants and opportunities and union matters

This month I collaborated with UTS Alumni in producing and sharing social media content about Yuka Maruyama, a deaf student who just graduated from the FEIT. Congratulations Yuka!

I also helped to promote the Paint out your Neurodivergent Minds Online Gallery which you can view [here!](#) It is a really fantastic interactive experience and is great to see all of the works come to life.

Despite not being able to attend, I have written a substantial amount of policy for the National Union of Students, Disabilities Chapter for the 2025 National Conference. I hope that in my absence, members and delegates will recognise the work that has gone into writing policy that directly assists students with disabilities.

Over my year as Disabilities Officer I have faced a lot of challenges within the role, largely due to my disabilities and the lack of understanding around them and how they affect me. I sincerely hope that my successor is granted patience and understanding, and I have all the hope that they will do well in carrying on the work of this collective.

12. Queer Officer

Enter Announcements

13. Environment Officer

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