



Christ Church  
Grammar School

## **Headmaster's Report**

**November 2014**

**Old Boys' Association  
Parents' Association**

## **FROM THE HEADMASTER'S DESK**

This last month has been a particularly busy time for the School as we have focused on farewells for our Year 12 students amidst final preparations for the WACE exams which are currently in progress for the same group of boys. I along with various members of Council have had the pleasure to attend:

- The Midnite Feast at His Majesty's Theatre to conclude the Drama year
- The Cadet Dinner
- The Walters Residential Community – Farewell to Year 12 – Dinner
- Valedictory day celebrations on Tuesday 28 October.

This later day is amongst the most significant in the School year given that it includes the Year 12 Final Assembly and Prize-Giving which celebrates in front of the entire School the successes of the particular cohort and the Valedictory Service and dinner which are a balance of beautiful reflection and buoyant celebration. This year the Valedictory dinner took on a new feel which was very well received. Given this I thought it appropriate to include here a number of comments I received from parents related to this day.

*Dear Garth,*

*and I extend our heartfelt congratulations to you and your staff for the very moving and joyful event of the Valedictory Service and Dinner last night.*

*It was such a beautifully crafted and thoughtful occasion and we appreciate all of the work that went into making it such a memorable event for us and for the boys. It was such a wonderful and fitting end to their time at Christ Church and was thrilled to have taken part. Please pass on our congratulations to everyone involved.*

*I must tell you I wept silently as I heard your words against the fading sunset. The poems you read touched deeply into every parent's heart who once held their tiny baby son without much of a thought, yet, to them as adults but who now see the huge horizon of opportunities through their eyes now that they are young men.*

*Warm regards and I thank you again through still misty eyes...*

*Dear Garth & CCGS Staff*

*On behalf of the family we wanted to thank you for the fantastic and memorable Valedictory Dinner on Tuesday. It certainly reflected the high standard and values of Christ Church surrounded by wonderful staff, parents and boys. Thank you for all you have done for this year and we are certainly going to miss Christ Church. It has been part of our journey in settling so well in Australia and would not hesitate in recommending it to families considering Christ Church as it produces fine young men.*

*Best regards*

Dear Garth

*I write to thank you and all the staff for the wonderful 13 years my son has spent at CCGS. We are proud of the fine young man CCGS has helped mould.*

*I believe the format of the Valedictory Dinner was excellent, the only change I would suggest would be for a mingling cocktail prior to sitting down to dinner. It was a little difficult to mingle over such a wide area.*

*At times like these the speeches can be trite and overly sentimental but I particularly enjoyed all the speeches both in the morning and in the evening. Frank can sure tell a story! I also really enjoyed your speech last night and wondered if you could send me the reference to the quotation of "have not a career but a calling...". I found those words ringing so true and wise.*

*Once again I extend mine and heartfelt thanks.*

*Kind regards*

I would particularly like to thank **Mark Morrissy** for all his efforts in putting the dinner together this year and acknowledge in turn the support that Mark received from **Conrad Scott** and our 'moonlighting' stage manager **Frank Pasquarelli**. This particular event has its inherent challenges, given that it is the occasion on which the entire parent community comes together with a large number of staff having done so on only one previous occasion in their life at the Senior School, i.e. Orientation Day! Speakers this year were the Captain of School and Senior Prefects and Mark himself in the year when his youngest of three sons graduates.

I am very pleased that the School has secured a greater footprint in Dwellingup following the purchase this week of land adjacent to Koorungal. I would particularly like to thank the Director of Finance, **John Price** for representing the School in these negotiations. We were also assisted in this by Old Boy and Pinjarra local, **Doug McLarty**. As we are all aware this purchase secures the School's current Outdoor Education programme and provides the opportunity to consider a range of enhancements to that programme and in this context a range of alternate futures. The task is now to master plan the new footprint of Koorungal for potential multiple outcomes while working within the current need. This balance is made very clear from the following proposal from our current Koorungal Director, **Dave Anderson** that I received earlier this week. I thought I would share this with you simply for contemplation.

### **Proposal for New Ropes Course**

*The current course has been established for over 20 years and served several generations of Christ Church Grammar School students. While having a few upgrades and in most surviving a bush fire in 2007 the course is now in various states of disrepair due to natural deterioration.*

*Currently two elements are temporally closed until safety changes are made to the critical line anchors and the flying fox has been decommissioned due to various concerns including the path of travel in relation to the infrastructure and ongoing health of significant anchor trees.*

*There are a number of elements and trees that require ongoing maintenance within the course in the current format. As the yearly inspections proceed we have been advised that further elements will need significant changes and could be decommissioned. One of the flaws of a ropes course built in the trees is that the trees grow and encase the anchor bolts not allowing inspection hence not being able to be deemed safe.*

*Proposed is that the current course is replaced with a state of the art course that can accommodate the full range of years that attend Koorinal as part of their Outdoor Education programme.*

*The proposed course would be designed to meet a number of outcomes in line with good experiential and challenge education. These outcomes can address a large number of cognitive, behavioural and experiential outcomes to further develop the students in their years at Koorinal.*

*The course would have a series of elements aimed at the various age groups building up to a pinnacle style challenge or series of challenges for the older students. This way the students would build to this point as they progress through the years knowing that they will in time be able to challenge themselves to complete the pinnacle elements.*

*The course could also be used as a facilitation tool for outside groups who wish to hire it for the day to reach group-training outcomes and could make it available to other schools. Currently we field several queries each year from old boys who would like to access the course for various reasons.*

*Currently there are a number of course in WA though none of these have a significant sequential design that could be used for a wide range of groups. There are several quality courses in the eastern states and I see this as an opportunity for Christ Church Grammar School to develop an equivalently designed course – I would like to think the best course of its type in Australia.*

*This possibility I see as in line with developing Lot 1055 as a unique experiential learning and leading sustainable education facility that would in time stand Christ Church as a leader and well ahead of peer schools.*

In the week immediately preceding the Council Meeting the School has been significantly involved in events surrounding the visit of **His Royal Highness, The Earl of Wessex, Prince Edward KG GCVO**, Trustee & Chair of the Duke of Edinburgh's International Award Foundation to Australia on a five day private visit to commemorate 50 years of The Award.

On Thursday night, HRH attended a dinner at Crown Perth. A number of our boys volunteered to help during the evening.

On Friday, two receptions were held at Frasers, Kings Park with HRH in attendance. The first was to recognise those schools and organisations that run The Award. At this event I was asked to respond on behalf of those who deliver the Award in Western Australia and thank HRH for his attendance. I feel particularly honoured to be given this task.

Our Saxophone Ensemble played at this event. The second reception was for current Gold Participants in the Award and was attended by three Year 11 students **Rory Bett, Christian Keller** and **Michael Lukin**.

Recently I received this wonderful email from a former parent and Council member which was very heart-warming for me and very positive for the School community.

*Dear Headmaster,*

*My name is Alfred Holland and I served as a member of CCGS School Council from 1968-75. Several years later I left WA to be Bishop of Newcastle, and now live in retirement with my wife, Joy, in Sydney. Our three sons were all schooled at CCGS of whom the youngest, Luke, you know.*

*My eldest son alerted me to the report in the October-November Old Boys Newsletter about The Captains Dinner - Class of 77 (in memory of Luke Holland). We were, of course, pleased and surprised that he was being remembered with such affection and high respect by his fellow school friends so long after the event.*

*But I write chiefly to thank you, not only for what you said at the Dinner, but also for using Luke and his legacy as a exemplar in your Year 12 addresses.*

*Losing a child leaves one with a despair-numbing experience which never quite goes away whatever beliefs in resurrection one might hold; but to read that 'Luke exemplified all that was good in a human being... and that he cared for others' allows that grief-experience to be understood in perspective. Joy and I are therefore hugely grateful to you for all you have done in this respect.*

*I have taken the liberty of copying this to Luke's two brothers and sister - they would want to be associated in all of the above.*

*Meanwhile, without patronage, I am glad to see the School taking such great strides under your leadership.*

*With warm good wishes  
Alfred and Joy Holland.*

A small group of 1977 leavers have been asked by me and are working with Carolyn to possibly establish our first 'cohort year' named scholarship around **Luke Holland** (former Council member and ex-parent **Peter Gilmour** is one of this group).

### **Illuminating Boys, Teachers and Their Working Relationships**

As a matter of interest I have included as an attachment a book review of 'I can Learn from you: Boys as Relational Learners' by Michael Reichert and Richard Hawley. This book is given to all staff on their appointment to the School.

### **The University of Western Australia**

Given the significance of The University of Western Australia as a destination for our graduating students I thought it was appropriate to include two items of interest, first a letter from Professor **Alec Cameron**, Deputy Vice-Chancellor (Education) regarding the Federal Government's proposed higher education reforms and the second a somewhat provocative article with regard to teaching in the University sector. I am sympathetic to UWA with regard to this particular media which is again the implicit reality of publically created 'league tables' that if over emphasised in any capacity create significant reputational difficulty should they turn against you.

Link to article <https://au.news.yahoo.com/thewest/a/24710471/uwa-gets-thumbs-down-for-teaching>.

### **Centre for Pedagogy - Update**

You will find as an attachment the Duty Statement of the Associate of the Centre for Pedagogy -Digital Content Creator & Enabler. These roles are being distributed equitably across the School over the next two years to further the professional development of staff in the area of digital learning and content provision. These opportunities have been made available through the direct support of the application of distribution from the School Foundation approved by Council. At the Council meeting a presentation by **Peter Murray** will outline the opportunities that can be provided through this provision.

### **Centre for Boys' Health and Well-Being – Update**

On Wednesday afternoon I met with Professor **Donna Cross** and her associates **Michael Rosenberg** and **Leanne Lester** to discuss a unique research project for this new Centre within the School. Professor Cross has an international profile in school health promotion intervention research and is a renowned campaigner for the wellbeing of children and young people. Her research interests also include mental health and wellbeing of children and adolescents, bullying and cyber bullying, road safety, smoking cessation, and obesity prevention in young people. Professor Cross is a Winthrop Professor at The University of Western Australia and is located at its affiliate, the Telethon Institute. The research being discussed looks at tracking student's physical activity and aligning with well-being measures and school performance.

## STUDENTS

### THE LW PARRY PREPARATORY SCHOOL

#### Academic

Pre-Primary PIPS data – The Prep leadership and staff have received the Performance Indicators in Primary Schools (PIPS) results. PIPS tracks boys learning in phonics, reading and mathematics from the beginning of the year until Term 4. This year's data demonstrated impressive 'value add' compared to the state data.

International Competitions and Assessments for Schools (ICAS) – This year the Preparatory School had our most successful year in ICAS assessments. Seven boys won medals (highest score in the state); we won 22 high distinctions and 138 distinctions. These are tremendous results in this competition for highly able students.

End of Year PAT testing – Classes Year 1 to Year 6 have completed PAT assessments that act to track boys' academic progress from the start to the end of year. This data will also be used to balance classes in terms of academic strength and need and for programme allocation in 2015.

#### Pastoral Care, Planning and Co-curricular

Access Asia Week – During Week 4 the Prep School marked our first Access Asia Week with a range of events and activities. The activities included Kung Fu lessons, Chinese Board Games, a Chinese Band, Sushi making demonstration, Origami, a sushi lunch, Korean Storytelling, an Asia Quiz and Chinese Calligraphy. The week finished with an Access Asia Assembly. Many of the events involved using parent skills and knowledge to educate the boys.

Knights Quest Development – The Director of Pastoral Care, Planning and Co-curricular, **Maria Hodges**, has been working with the Year 6 team to create a new leadership opportunity building on the Champion Quest, aimed at the Year 6 cohort. Borrowing from the Scouts, boys will complete leadership tasks to achieve levels in the Knights Quest. It is believed the Year 6 boys will engage with the Knights Quest, and the challenges involved, as the Champion Quest has not seen the same traction in this older cohort of boys.

## SENIOR SCHOOL

#### Academic

The latest OLNA results have been released and eight boys have yet to demonstrate the minimum standard across all three components. Strategies have been implemented to provide these boys with further support over the period before the next opportunity to sit the OLNA tests in March. It is worth noting that the state figure for students who need to repeat the test is about 25%; at Christ Church it is about 4%.

The timetable is almost finalised with just a few key appointments to make. Cert III Fitness with **Richard Daly** has 25 Year 11 students enrolled, showing that this is a viable option in its first year of offer.

We will be interviewing applicants for the new Academic Administrator role next week and we are optimistic that this restructure will further enhance the running of the Studies Office. Tracking of student data and formalisation of processes and procedures will be key priorities in 2015.

Year 12s have been provided with a transcript of their Year 11 and 12 results as well as a Predicted ATAR. The cohort appears to be on track for pleasing results and the boys' settled and collegial approach to the WACE examinations has been excellent.

Year 10 examinations next week will be followed by Year 11 and Year 9 examinations. Term 4 also sees us reviewing all policies associated with the academic program. Heads of Department will carry out Annual Reviews with all staff members.

### **Pastoral**

Appointments of the School and House Prefects for 2015 have been made, following another smooth voting and selection process. The new Captain is **Jack Hawkesford**. Vice-Captain of School is **Hunter Jackson**, Academic Prefect is **Ganathy Shanmugakumar**, Cultural Prefect is **Gareth Shanthikumar**, Service Prefect is **George Van Beem**, Sports Prefect is **Matt Akehurst** and **Timothy English** is the Captain of the Walters Residential Community.

The School Prefects appointed are:

<b>CRAIGIE</b>	<b>Albert Qui</b> (Captain)
<b>HILL</b>	<b>Matt Akehurst</b> (Captain) <b>Gareth Shanthikumar</b> (Co Vice-Captain) <b>George Van Beem</b> (Co Vice-Captain)
<b>JUPP</b>	<b>George Thubron</b> (Captain)
<b>MOYES</b>	<b>Daniel Pelkowitz</b> (Captain)
<b>NOAKE</b>	<b>Lawrence Mitchell</b> (Captain) <b>Ganathy Shanmugakumar</b> (Co Vice-Captain)
<b>QUEENSLEA</b>	<b>Josh Greenwood</b> (Captain)
<b>ROMSEY</b>	<b>Henry Loudon</b> (Captain)
<b>WOLSEY</b>	<b>Jeremy Fatouros</b> (Captain)

Head of the Senior School **Roger Bayly** has commenced allocations of boys to Houses in 2014 and finalised plans for the Year 7 orientation programme.

**Todd Harnwell** currently Assistant Head of Queenslea House has been appointed as the Head of Jupp House for 2015. This follows the appointment of the current Head of Jupp, **Brad Downing** as the Director of the Walters Residential Community.

### **Planning and Co-curricular**

The selection process of boys for The Beyond Queenslea Drive programme is well underway for 2015. It is hoped that 30-40 boys will take up placements for 2015.

The 2015 Calendar is taking shape. Sport, Drama, Outdoor Education and Music calendars have all now been settled and the other departments are starting to contemplate their events for 2015. Work around the shape of House and School Chapels, given the absence of the School Chapel due to renovation, is taking place.

The Service in Action Calendar has also been finalised for 2015 and with all but the 2014 SIA Cambodian trip to be completed the calendar next year will attempt to replicate the programme of 2014. There are obviously issues around aspects of this programme given the resignation of Father **Richard Pengelley** which hope to be resolved in the next few months.



**Tours**

The Drama Departments UK tour in January 2015 is well advance in planning.

Sri Lanka Cricket tour is also well advanced for their December 2014 Tour.

Planning for the Aquatic Tour to Queensland in early January is also progressing well along with the Annual Rowing Camps in late January.

**Sport**

Term 4 sport has started well. We are now three rounds in to the season, with seniors having two remaining fixture and Year 7, 8 & 9 three fixtures. Most codes are travelling well at this stage. The House Rowing Regatta was cancel due to poor weather at the end of Week 1

**Arts**

The Midnite Youth Theatre Company's final production for 2014, Holes, was performed on a created stage in the Chapel Forecourt. This was a sold out performance and reflects the enormous wave of talent moving through our Drama Department.

**Outdoor Education**

The Year 6 programme has concluded successfully. All four classes attend Koorinal over the first 2 weeks of Term 4 with class teachers.

Preparations for the Year 10 Venture are well underway. Issues around routes again will be significant with DEP planning a range of controlled burns through part of our track. This will necessitate a modified route for area north of Broke Inlet through to Northcliffe. The first Year 10 training session has been completed and next week sees Koorinal operations move to NB6 at Claremont in preparation for the Venture packing and departure on Sunday 16 and 18 respectively for the lead party and the boys.

## STAFF

### TEACHING STAFF

#### Appointments:

**Katie Koch** has been appointed in the Science Department taking on the part-time, fixed term role of Human Biology Teacher. Katie has been employed at Living Waters Lutheran College as a Senior Science and Mathematics Teacher since 2009.

**Laura Burt** has been appointed as Outdoor Education Teacher joining the team at the Koorngal Outdoor Education Centre. Laura graduated from La Trobe University in 2010 and has travelled extensively, volunteering at several Outdoor Education camps. Most recently Laura has worked at Northern Bay College as a part-time, casual Relief Teacher.

**Victoria Wisker** has been appointed in the LW Parry Preparatory School as a Year 3-6 Classroom Teacher. Victoria's most recent position has been at East Fremantle Primary School where she worked as a Leading Teacher and Subject Leader teaching several mixed year groups.

**Matthew Kameron** BE(Hons) BSc(UNSW), Grad DipEd(Macquarie) has been re-appointed to the position of Assistant Director of Studies which will incorporate the role of the Director of the Centre for Excellence.

**Letitia Simon** has been appointed in the LW Parry Preparatory School as a Pre-Primary to Year 2 Classroom Teacher. Letitia's most recent position was a Pre-Primary Teacher at Iona Presentation Primary School.

#### Resignations:

**David Proudlove** has resigned from his position of Head of Humanities. David Joined the School in January 2009 and is relocating to Queensland where he will take on the position of Head of Senior School at Scots PGC Warrick. David has been an active contributor to the School and the success of the Humanities department.

**Melanie Wallis** has resigned from her position as Co-ordinator of the Learning Development Centre/Acting Co-ordinator of Year 5 & 6 within the LW Parry Preparatory School. Melanie joined the School in April 2010 and has accepted a position at Hale School as Deputy/Academic.

### SUPPORT STAFF

#### Appointments:

**Aiden Albert** joins the Residential Community Department taking on the part-time role of Residential Community Assistant. Aiden is a past student who graduated in 2012 and is currently completing a Heavy Mobile Plant Mechanic apprenticeship at Leighton Contractors.

#### Resignations:

**Susan Ashby** has resigned from her position as Education Assistant, Peter Moyes Centre within the LW Parry Preparatory School. Susan joined the School in November 2009.

## COMMUNITY

### Student achievements

News stories from the past month include:

- *Christ Church farewells class of 2014*
- *Exploring the natural world*
- *Immersion enhances global citizenship*
- *Sophisticated artworks on display*
- *Have Sum Fun winners again*
- *Christ church wins second national history awards*
- *Prep problem solvers on national stage*
- *Parade concludes year of service*
- *Boys embrace Japan experience*
- *New camp venue ideal for rowers*
- *More practical advice for Leavers*
- *Field exercises challenge cadets*
- *Hands-on language programme engaging boys*
- *Embracing leadership and life*
- *Fruits of artist programmes on show*
- *Sustainability focus in Outdoor Education*
- *Card game piques boys' interest*
- *Artistic Prep School welcomes community*
- *A greater appreciate on farm life*

### Prospective parent engagement

The *Christ Church Connect* quarterly newsletter to all prospective and incoming parents was issued at the start of the Term. It continues to be effective in maintaining connections with parents and promoting the qualities of the school, and is helpful in obtaining data and aspiration updates from these parents. Of interest, the last edition prompted 4 families to request earlier entry to Year 4. A copy is available [here](#).

In October we attended the Esperance Field Day. Director of Boarding **Geoffrey Guggenheimer** represented CCGS and reported low number of attendance and prospects. This is one of the smaller of such field days but seen as an area of potential development.

### Parents' Association and Auxiliary

Post-AGMs, the Association and Auxiliary have had a quieter month generally, with usual monthly meetings held and preparation for 2015 underway. Both groups will be active in the new parents' briefing session and morning tea coming up on 21 November. The Auxiliary is hosting its annual cocktail party for volunteers this week.

### Old Boys' Association

The Businessmen's Lunch on 3 October was a resounding success, and covered comprehensively in the OB October/November newsletter. The guest speaker and chef **Paul Salmeri** (1999), with assistance of OBs and catering staff cooked the meal for guests, using the St Hilda's kitchen and dining room, and gave a fascinating speech about his post-CCGS experiences.

The October/November newsletter was published this past month and continues to provide strong engagement with alumni.

The new OBA website and member space has been launched to the OB community and is generating strong traffic in its early days. To date more than 900 OBs have registered.

AGM for the OBA saw **Adam Collins** re-elected as President and the rest of the executive also re-elected. There were two changes on committee with **Peter Stransky** (1973) and **Mark MacLeod** (1973) not renominating and **James Balfour** (2002) and **Christian Landels** (2006) elected.

Two class reunions were held recently - 30 Year Reunion (48 alumni) at Mosman Park Bowling Club and 25 Year Reunion (28 alumni) on the campus – and Rowing reunion school tour (8 persons).

The **OBA Assembly** is a highlight of the year for the OBA. This year's Assembly conducted at the School on Thursday, 6 November, focussed on Sports Leadership and was a resounding success. Over 50 previous Sport Team Captains and invited guests enjoyed a wonderful presentation and inspiring words from guest speaker AFL Dockers legend **Luke McPharlin**. Visitors were given a tour and talk in the gymnasium by the Director of Sport, **Anthony Lynch**.

#### **Queenslea Club**

The Queenslea Club Quarterly was published and distributed to QC members. A copy is available [here](#).

#### **Centre for Ethics**

The Centre for Ethics newsletter was also published this month, promoting a bumper crop of high calibre speakers. A copy is available [here](#). We have also had early indication that our request to Chief of the Army to the 2015 Frank Sheehan Oration speaker is progressing positively, subject to planning. It is significant to highlight the visit to the School of former Prime Minister, Mr **John Howard**.

#### **Community bookings**

On the October holidays the campus was used for a number of community events including:

- Leeuwin Naturaliste Junior Soccer Association, using the Knutsford & Walters Boarding house
- ATAR get courses, using classrooms in L and M block
- Bubble Dome Computer courses using the ICT Centre
- Bubble Dome Looming course, using classroom L6
- Ooly Booly web seminar, using the ICT Centre

Recently Philosophy WA used the campus and coming up we have UWAE courses in the ICT Centre.

#### **ICT**

A Perth based conference (EDU-IT - <http://www.edu-itconference.org/>) was held in Scarborough during the Term 3 holidays. Some interesting future areas of ICT and education were explored within the keynotes and sessions presented. As reported by Director of ICT **Geoffrey Alagoda** some of these include:

- An increase in activities focused on problem, project and theme based learning in schools. This typically explores the use of deeply engaging topics and/or emotionally

responsive topics to motivate learning in a multidisciplinary manner. The topics tend to align with areas of popular interest (e.g. Gaming) or causes (e.g. Save the Seals) or Crises' (e.g. Oil Spills). Technology is typically used to conduct research, provide communications and improve on computing / administration ability.

- More emphasis is being placed on infusing global perspectives into the curriculum. This tends to focus on addressing world issues through the perspective of the community being affected rather than the perspective of the local community. It leads to the address of issues such as those caused by farming palm oil in Africa and its impact on the forests. The solutions crafted tend to comply with the foreign community and not necessarily with the local. Technology typically assists with communications, research and live feeds (e.g. Up to the minute satellite images) in these scenarios.
- The development of fine-grained near real-time student analytics systems that produce guidelines for addressing student deficiencies and suggests styles of learning applicable on an individual student basis. Heavy weight business intelligence engines are being redeveloped to accomplish this.
- Many schools are attempting to shift datacentre operations into the cloud, however, selecting the right provider and feature set is proving to be a complex task due to costs and issues relating to disaster recovery, service resiliency and data interconnects. Education sector specific cloud providers are now starting to emerge.

During the term break the School's IP based Cisco phone system was upgraded to supplement the current emergency announcement system. 60 phones were deployed to various classrooms, with another 25 to go. These phones work in tandem with the School's emergency announcement system and is easily triggered from the front office. Upon the conclusion of this deployment all classes will contain an IP based emergency announcement system. Evacuation drills thus far have already proven this system's effectiveness.

During the term break the parent portal was reconfigured to display parent accounts and statements.

Version 66 of the management platform Synergetic was also made active during the term holidays. Version 66 will be deployed at CCGS in December, as its back end structures require a number of time-consuming infrastructure upgrades (e.g. Upgrade of SQL services). A non-production version of Synergetic version 66 was implemented to evaluate the new features of this version. The following additional features will be available in version 66:

- An opt-in parent contact list system – Parents will be able to share their contact details with other parents from within the same cohort.
- Payroll changes reports – This new report will highlight changes made to the payroll system for signoff by the Business Manager before payroll is released to the bank.
- A workflow and task system – a new workflow system has been introduced to trigger important actions within the database when particular conditions are met. It is envisaged that this system will be used for Staff professional development request authorisation and tracking in the first instance.

Finally, in the month of October two new fibre optic links were added to the Claremont campus. These new links extend the current network of underground fibre optics to provide a redundant ring of connectivity around the campus. If this ring is interrupted in one place, traffic can be re-routed to flow through the other side of the ring providing redundant access to the server room and other areas.