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Report of the Honorary Treasurer for the year ended 31 July 2005

It gives me pleasure to report that, in financial terms, the University had a successful year in 2004–05, recording a surplus after taxation of \$9.4 million. The growth in total income of some 10.6 per cent was particularly gratifying, although this growth was heavily influenced by certain non-recurrent items.

Recurrent grants from the Higher Education Funding Council for England (HEFCE) showed an increase of some 11.1 per cent, whilst full-time home fees were up by 6.7 per cent and our student residences recorded an increase in income of 8.9 per cent. The doubling of interest receivable was primarily due to the University having higher than budgeted cash and short-term balances, some £7 million of which was due to the sale of Close House. The strong cash position is forecast to unwind as the capital programme is implemented.

No growth was recorded in both research income and full-time overseas student fees. In both these cases the results were worse than we had budgeted and remedial action was taken to protect the overall financial position of the University.

It is a matter of concern that the University research income is lower than we had planned, particularly given the large investment that has been made in buildings, equipment and people in this area.

The University has conducted a thorough investigation into the failure to achieve the overseas student fee income targets and as a result has invested heavily in information systems development, a measure designed to improve our performance in an increasingly volatile market.

The results for the year were influenced by an increase in specific grants from HEFCE which rose from £12.4 million to £19.6 million, these grants resulting in an increase in recurrent expenditure to match the income.

The University received *circa* £800,000 from the Research Councils in lieu of increased overheads on those research grants and contracts that they fund. This sum approximates to the increased contribution arising from the implementation of Full Economic Costing (fEC) and pricing for these contracts.

The University has invested in resources to meet the requirements of fEC and has obtained independent approval for the arrangements it has implemented. The consequence of this approval is that the University can bid for Research Council and UK government research contracts on the new basis of funding. The University plans to expand fEC to cover all its activities in order that all costing and pricing decisions are properly informed.

The University has negotiated a new partial exemption agreement with HM Revenue & Customs which is effective from 1 August 2004. The agreement gives certainty to the VAT position and, as a result, the University has written back to income a provision of *circa* £700,000 which it has been carrying to cover unforeseen VAT liabilities.

On 27 July 2005 the University transferred ownership of The Sowerby Centre for Health Informatics at Newcastle Limited to its management. This will not have a material impact on the earnings of the University.

Work continues with our partners to create the Great North Museum. Funding for this circa~£26 million scheme will come from a variety of sources and we are encouraged by the response of the Heritage Lottery Fund to our initial proposal. The University is setting aside a total of £3 million in equal instalments over three years (2004-05~to~2006-07) as a cash contribution to this scheme.

Plans are well advanced for a new building on the campus. This building will be for academic and student support services and is estimated to cost some £40 million. Whilst funding will come from a variety of sources, long-term loan finance is expected to form a major component of the resources needed.

Demand for additional student residential accommodation caused the University to submit plans for a major development at its Castle Leazes site. This scheme, which was costed at some £10 million, has not been accepted by the planning authorities and the University has given notice of appeal.

The University is in the final stages of agreeing a new pay package for its staff. The financial modelling shows a significant increase in costs, in common with similar schemes at other universities, which will impact in 2005–06 and coming years.

In July 2005 the University authorized the purchase of land close to the main campus at a cost of up to £10.5 million. Initial proposals for this site would see a major expansion of the University in the coming years.

2006–07 will see the implementation of the new arrangements, approved by the Office for Fair Access (OFFA), for home undergraduate fees and the related bursaries. The additional income these new measures bring will build up over a period of years and will enable the University to plan with greater certainty the level of teaching income.

The results for 2004–05 are good and give confidence for the expansion of the University. The large capital programme will make significant demands on both management and financial resources.

P M Johnson

Honorary Treasurer

Independent Auditors' Report to the Council of the University of Newcastle upon Tyne for the year ended 31 July 2005

We have audited the financial statements which comprise the consolidated income and expenditure account, the balance sheets, the consolidated cash flow statement, the consolidated statement of total recognized gains and losses and the related notes which have been prepared under the historical cost convention as modified by the revaluation of endowment asset investments and in accordance with the accounting policies set out in the Statement of Accounting Policies.

Respective Responsibilities of the Council and Auditors

The Council's responsibility for preparing the financial statements in accordance with the Accounts Direction issued by the Higher Education Funding Council for England, the Statement of Recommended Practice – Accounting for Further and Higher Education, applicable United Kingdom law and accounting standards is set out in the Statement of the Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements, and United Kingdom Auditing Standards issued by the Auditing Practices Board. This opinion has been prepared for and only for the Council of the institution in accordance with the Charters and Statutes of the institution. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or in to whose hands it may come save where expressly agreed by our prior consent in writing.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Statement of Recommended Practice - Accounting for Further and Higher Education. We also report to you whether in our opinion, income from funding bodies, grants and income for specific purposes and from other restricted funds administered by the institution, have been properly applied in all material respects for the purposes for which they were received, and whether income has been applied in all material respects in accordance with the institution's Statutes and where appropriate with the Financial Memorandum with the Higher Education Funding Council for England and with the funding agreement with the Teacher Training Agency. We also report to you if, in our opinion, the institution has not kept proper accounting records, the accounting records do not agree with the financial statements, or if we have not received all the information and explanations we require for our audit.

We read the other information contained in the financial statements and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. The other information comprises only the Treasurer's report and the corporate governance statement.

We also review the statement of internal control included as part of the corporate governance statement and comment if the statement is inconsistent with our knowledge of the institution. We are not required to consider whether the statement of internal control covers all risks and controls, or to form an opinion on the effectiveness of the institution's corporate governance procedures or its risk and control procedures.

Basis of Audit Opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board and the HEFCE Code of Practice. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the governing body in the preparation of the financial statements, and of whether the accounting policies are appropriate to the institution's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- i. the financial statements give a true and fair view of the state
 of affairs of the institution and the group at 31 July 2005,
 and of the surplus of income over expenditure, recognized
 gains and losses and cash flows for the year then ended, and
 have been properly prepared in accordance with the Statement
 of Recommended Practice Accounting for Further and
 Higher Education;
- ii. in all material respects, income from the Higher Education
 Funding Council for England and the Teacher Training Agency
 grants and income for specific purposes and from other
 restricted funds administered by the institution have been
 applied only for the purposes for which they were received;
- iii. in all material respects, income has been applied in accordance with the institution's Statutes and where appropriate in accordance with the Financial Memorandum (03/54) with the Higher Education Funding Council for England and the funding agreement with the Teacher Training Agency.

PricewaterhouseCoopers LLP
Chartered Accountants and Registered Auditors
Newcastle upon Tyne
12 December 2005

Responsibilities of the University's Council

In accordance with the University's Statutes, the Council is responsible for the administration and management of the affairs of the University and is required to present audited financial statements for each financial year.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the University and to enable it to ensure that the financial statements are prepared in accordance with the University's Statutes, the Statement of Recommended Practice – Accounting for Further and Higher Education Institutions and other relevant accounting standards. In addition, within the terms and conditions of a Financial Memorandum agreed between the Higher Education Funding Council for England and the Council of the University, the Council, through its designated office holder, is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the University and of the surplus or deficit and cash flows for that year.

In causing the financial statements to be prepared, the Council has ensured that:

- suitable accounting policies are selected and applied consistently;
- judgements and estimates are made that are reasonable and prudent;
- applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- financial statements are prepared on the going concern basis.

The Council has taken reasonable steps to:

- ensure that funds from the Higher Education Funding Council for England are used only for the purposes for which they have been given and in accordance with the Financial Memorandum with the Funding Council and any other conditions which the Funding Council may from time to time prescribe;
- ensure that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources;
- safeguard the assets of the University and prevent and detect fraud:
- secure the economical, efficient and effective management of the University's resources and expenditure.

The key elements of the University's system of internal financial control, which is designed to discharge the responsibilities set out above, include the following:

- clear definitions of, and the authority delegated to, heads of academic schools and heads of administrative services;
- a comprehensive medium and short-term planning process, supplemented by detailed annual income, expenditure, capital and cash flow budgets;
- clearly defined and formalized requirements for approval and control of expenditure;
- comprehensive Financial Regulations, detailing financial controls and procedures, approved by the Audit Committee and Finance Committee;
- a professional Internal Audit team whose annual programme is approved by the Audit Committee and endorsed by Council and whose head provides Council with a report on internal audit activity within the University and an opinion on the adequacy and effectiveness of the University's system of internal control, including internal financial control.

Any system of internal financial control can, however, only provide reasonable, but not absolute, assurance against material misstatement or loss.

Corporate Governance

The following statement is provided to enable readers of the Annual Report and Accounts of the University to obtain a better understanding of its governance and legal structure.

The University endeavours to conduct its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership), and with the guidance to universities from the Committee of University Chairmen in its Guide for Members of Higher Education Governing Bodies in the UK.

The University is an independent corporation whose legal status derives from the Universities of Durham and Newcastle upon Tyne Act 1963, which, with its supporting Statutes and schedules, sets out the University's objectives, powers and framework of governance.

The Statutes require the University to have three separate bodies, each with clearly defined functions and responsibilities, to oversee and manage its activities, as follows:

■ **Council** is the executive governing body, responsible for the finance, property, investments and general business of the University, and for setting the general strategic direction of the institution. It is also responsible for the University's system of internal control and for reviewing its effectiveness including the appropriateness of its arrangements for risk management and value for money.

It has a majority of members from outside the University ('lay members') from whom the Chairman and Vice–Chairman may be appointed. Members also include representatives of the staff of the University and the student body. None of the lay members receive any payment, apart from reimbursed expenses, for the work they do for the University.

- **Senate** is the academic authority of the University and draws its membership entirely from the academic staff and the students of the institution. Its role is to direct and regulate the teaching and research work of the University.
- Court is a large, mainly formal body. It offers a means whereby the wider interests served by the University can be associated with the institution and provides a public forum where members of Court can raise any matters about the University. The Court meets twice a year to receive reports from the Vice-Chancellor. It regulates the custody and use of the common seal of the University.

Changes to the Statutes of the University require the approval of the Court before they can be submitted to the Privy Council.

The majority of the members of the Court are from outside the University, representing the local community and other designated bodies with an interest in the work of the University. Membership also includes representatives of the staff of the University (both academic and non-academic).

The principal academic and administrative officer of the University is the Vice-Chancellor who has general responsibility for maintaining and promoting the efficiency and good order of the University. Under the terms of the formal Financial Memorandum between the University and the Higher Education Funding Council for England, the Vice-Chancellor is the Designated Officer of the University; in that capacity he can be summoned to appear before the Public Accounts Committee of the House of Commons.

Although Council normally meets six times each academic year, much of its detailed work is initially routed through Committees / Boards of Council, particularly:

- Strategy Board, which identifies the University's key objectives. It develops, reviews and monitors the progress of the overall strategic plan to ensure the integration of the academic, physical and financial elements of the plan, in order to achieve the effective and efficient use of resources. In respect of Estates issues it is advised by Estates Strategy Committee;
- Executive Board, which exercises an integrated overview of the University's policy and resources through the implementation of the strategic plan and operating statement. Through the Financial Monitoring and Budget Scrutiny Group it reviews the use of resources and the financial performance of all budgetary units;
- Finance Committee, which considers and recommends to Council the financial strategy for the University and advises on investments, determines the level of funding to be made available to support the annual budget allocations, approves the accounting policies and considers the financial statements;
- Audit Committee, which usually meets five times each year with the University's internal auditors (and, where relevant, external auditors) in attendance. The Audit Committee keeps under review the effectiveness of the internal control systems by considering detailed reports together with recommendations for improvement, management responses and implementation plans;

Corporate Governance (continued)

- Nominations Committee, which makes recommendations to Council in respect of the appointment of lay members of Council, the offices of Chairman and Vice-Chairman of Council, Honorary Treasurer and members of the Committees of Council:
- Remuneration Committee, which considers the remuneration and terms and conditions of senior members of staff.

These committees, and in some cases others, are formally constituted as committees of Council with written terms of reference and specified membership, including a significant proportion of lay members (from whom the Chair will be selected). The decisions of these committees are formally reported to Council.

As Chief Executive of the University, the Vice-Chancellor exercises considerable influence upon the development of institutional strategy, the identification and planning of new developments, and shaping of the institutional ethos. The Pro-Vice-Chancellors and senior administrative officers all contribute in various ways to these aspects of the work, but the ultimate responsibility for what is done rests with Council.

Council has responsibility for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives, while safeguarding the public and other funds and assets for which it is responsible. This is in accordance with the responsibilities assigned to the governing body in the Universities of Durham and Newcastle upon Tyne Act 1963 and the Financial Memorandum with the Higher Education Funding Council for England. The system of internal control is based on an ongoing process designed to identify the principal risks (whether business, operational, compliance or financial) to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. It is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The senior management team and the Audit Committee also receive regular reports from internal audit, which include recommendations for improvement.

The University's process for identifying, evaluating and managing its significant risks has been formally agreed by Council. Council is of the view that it is being embedded into ongoing operations and has been in place for the year ended 31 July 2005 and up to the date of the approval of the annual accounts. This process is regularly reviewed by Council and accords with the internal control guidance for directors in the Combined Code as deemed appropriate for higher education.

The senior management team receives regular reports setting out key performance and risk indicators. The reporting method uses a system whereby risks are ranked in terms of likelihood and impact, and are reviewed and periodically reported to Council to ensure that procedures are in place for the identified risks to be managed.

The University maintains a Register of Interests of members of Council and Senior Officers which may be consulted by arrangement with the Registrar.

The Statutes of the University specify that the Registrar should act as Secretary of the Council. Any enquiries about the constitution and governance of the University should be addressed to the Registrar.

Statement of Principal Accounting Policies

In accordance with FRS 18 these accounting policies have been reviewed by Council and are considered appropriate to the University's activities.

1. Basis of Preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education Institutions and in accordance with applicable accounting standards. They conform to the guidance published by the Higher Education Funding Council for England.

2. Basis of Accounting

The financial statements are prepared under the historical cost convention as modified by the revaluation of endowment asset investments.

3. Basis of Consolidation

The consolidated financial statements consolidate the results of the University and all subsidiary undertakings for the financial year to 31 July 2005.

Details of the University's subsidiary undertakings are provided in note 12 to the accounts.

The consolidated income and expenditure account includes the University's share of the profits or losses and tax of associated undertakings and the consolidated balance sheet includes the investment in associated undertakings at the University's share of their underlying net assets. Associated undertakings are those in which the University has a participating interest and a significant influence over their commercial and financial policy decisions.

The consolidated financial statements do not include the results of the Union Society as it is a separate organization in which the University has no financial interest and no control or significant influence over its policy decisions.

The University Development Trust has not been consolidated as it has a separate Trustee Board, which manages the funds independently of the University. The total assets of the University Development Trust at 31 March 2005 were $$\pm31.2 million on which its investment income for the year to that date was $$\pm0.7 million, and in addition the Trust received donations to the value of $$\pm0.4 million.

4. Recognition of Income

Income from specific endowments and donations and research grants and contracts is included to the extent of the related expenditure incurred during the year, together with any related contributions towards overhead costs. All income from short-term deposits and general endowment asset investments is credited to the income and expenditure account in the period in which it is earned.

Recurrent grants from the Funding Councils are recognized in the period in which they are receivable.

Non-recurrent grants from Funding Councils or other bodies receivable in respect of the acquisition or construction of fixed assets are treated as deferred capital grants and amortized in line with depreciation over the life of the assets.

The University acts as an agent in the collection and payment of training bursaries from the Teacher Training Agency and of Access Funds from the Higher Education Funding Council for England. Related payments received from the Teacher Training Agency and the Higher Education Funding Council for England and subsequent disbursements to students are excluded from the income and expenditure account and are shown separately in notes 28 and 29 to the accounts.

5. Maintenance of Premises

The University has a rolling long-term maintenance plan which is reviewed periodically and forms the basis of the ongoing maintenance of the estate. The cost of long-term and routine corrective maintenance is charged to the income and expenditure account as incurred.

6. Foreign Currency Translation

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year end rates or, where there are related forward foreign exchange contracts, at contract rates. The resulting exchange differences are dealt with in the determination of income and expenditure for the financial year.

Statement of Principal Accounting Policies (continued)

7. Leases

Leasing agreements that transfer to the University substantially all the benefits and risks of ownership of an asset are treated as if the asset had been purchased outright. The assets are included in fixed assets and the capital element of the leasing commitments is shown as obligations under finance leases. The lease rentals are treated as consisting of capital and interest elements. The capital element is applied to reduce the outstanding obligations and the interest element is charged to the income and expenditure account in proportion to the reducing capital element outstanding. Assets held under finance leases are depreciated over the shorter of the lease term or the useful economic lives of equivalent owned assets.

Costs under operating leases are charged on a straight line basis over the lease term.

8. Tangible Fixed Assets

a. Land and Buildings

Land and buildings are stated at cost. Freehold land is not depreciated. Buildings are depreciated over their expected useful lives to the University of 50 years and leasehold land over the life of the lease.

Where buildings are acquired with the aid of specific grants they are capitalized and depreciated as above. The related grants are treated as deferred capital grants and released to income over the expected useful life of the buildings on a basis consistent with the depreciation policy.

Finance costs which are directly attributable to the construction of land and buildings are not capitalized as part of the cost of those assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable.

Buildings under construction are accounted for at cost, based on the value of architects' certificates and other direct costs incurred to 31 July. They are not depreciated until they are brought into use.

b. Equipment

Equipment costing less than £20,000 per individual item or group of related items is written off to the income and expenditure account in the year of acquisition. All other equipment is capitalized.

Capitalized equipment is stated at cost and depreciated over its expected useful life, as follows:

General equipment – 4 years

Equipment acquired for

specific research projects - project life (generally 3 years)

Leased equipment – period of lease

Where equipment is acquired with the aid of specific grants it is capitalized and depreciated as above. The related grant is credited to a deferred capital grant account and released to the income and expenditure account over the expected useful life of the related equipment or the period of the grant in respect of specific research projects.

9. Investments

Fixed asset investments that are not listed on a recognized stock exchange are carried at historical cost less any provision for impairment in their value.

Endowment asset investments are included in the Balance Sheet at market value.

Current asset investments are included at the lower of cost and net realizable value.

10. Stocks

Stocks are valued at the lower of cost and net realizable value. Where necessary, provision is made for obsolete, slow-moving and defective stocks.

11. Provisions

Provisions are recognized when the institution has a present legal or constructive obligation as a result of a past event and it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

12. Pension Schemes

The two principal pension schemes for the University's staff are the Universities Superannuation Scheme (USS) and the University of Newcastle upon Tyne Retirements Benefits Plan (1971) which is an Exempt Approved Scheme under the Finance Act 1970. The schemes are defined benefit schemes which are externally funded and contracted out of the State Second Pension (S2P). The funds are valued every three years by professionally qualified independent actuaries using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuaries. In the intervening years, the actuaries review the progress of the schemes. Pension costs are assessed in accordance with the advice of the actuaries, based on the latest actuarial valuations of the schemes and are accounted for on the basis of charging the cost of providing pensions over the period during which the institution benefits from the employees' services.

A small number of staff remain in other pension schemes.

The University has taken advantage of the transitional adoption arrangements allowed under FRS 17 and its effect is disclosed by way of a note to the accounts.

13. Taxation Status

The University is an exempt charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 506(1) of the Income and Corporation Taxes Act (ICTA) 1988. Accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 505 of the ICTA 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of Value Added Tax (VAT).

The University's subsidiary companies are subject to corporation tax and VAT in the same way as any commercial organization.

14. Cash Flow and Liquid Resources

Cash flows comprise increases or decreases in cash. Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty. No investments, however liquid, are included as cash. Liquid resources comprise assets held as a readily disposable store of value. They include term deposits, government securities and loan stock held as part of the University's treasury management activities. They exclude any such assets held as endowment asset investments.

Consolidated Income and Expenditure Account for the year ended 31 July 2005

		2005	2004
	Note	£000	£000
INCOME	1	105 5/2	00 //2
Funding Council grants Academic fees and support grants	2	105,562 46,362	89,463 44,760
Research grants and contracts	3	55,548	55,457
Other operating income	4	64,443	57,511
Endowment income and interest receivable	5	4,184	2,469
Total income		276,099	249,660
EXPENDITURE			
Staff costs	6	142,721	134,325
Staff severance scheme	17	_	789
Total staff costs		142,721	135,114
Other operating expenses	7	114,217	99,723
Depreciation	11	8,338	7,473
Interest payable	8	1,419	1,227
Total expenditure	9	266,695	243,537
Surplus on continuing operations after depreciation			
of fixed assets at valuation and before tax		9,404	6,123
Profit on disposal of freehold property		-	5,986
Surplus on continuing operations after depreciation			
of fixed assets at valuation and disposals of assets but before tax		9,404	12,109
Taxation	10	(18)	(98)
Surplus on continuing operations after depreciation			
of fixed assets at valuation, disposals of assets and tax	20	9,386	12,011

The income and expenditure account is in respect of continuing operations.

Statement of Consolidated Total Recognized Gains and Losses for the year ended 31 July 2005

		2005	2004
	Note	£000	£000
Surplus on continuing operations after depreciation			
of fixed assets at valuation, disposals of assets and tax		9,386	12,011
Appreciation of endowment asset investments	19	4,283	931
Endowment income retained for year	19	(67)	(55)
Net disposals of endowments	19	(2,535)	(1,165)
TOTAL RECOGNIZED GAINS RELATING TO THE YEAR		11,067	11,722
Reconciliation:			
Opening reserves and endowments		80,319	68,597
Total recognized gains for the year		11,067	11,722
Closing reserves and endowments		91,386	80,319

There is no difference between reported and historical cost surpluses and deficits.

Balance Sheets as at 31 July 2005

			ISOLIDATED		UNIVERSITY
	Mata	2005	2004	2005	2004
	Note	£000	£000	£000	£000
FIXED ASSETS	4.4	407.047	107.714	407.047	10//11
Tangible assets Investments	11 12	136,816 56	134,611 56	136,816 61	134,611 61
livesurierits	12				
		136,872	134,667	136,877	134,672
ENDOWMENT ASSET INVESTMENTS	13	26,929	25,248	26,929	25,248
CURRENT ASSETS					
Stocks and stores in hand		110	104	110	104
Debtors	14	28,159	38,062	28,042	37,571
Investments Cash at bank and in hand		62,000 10,302	37,000 7,100	62,000 9,526	37,000 6,111
cash at bank and in hand		100,571	82,266	99,678	80,786
		, .	,	,	,
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	15	(64,224)	(53,933)	(63,607)	(52,775)
NET CURRENT ASSETS		36,347	28,333	36,071	28,011
TOTAL ASSETS LESS CURRENT LIABILITIES		200,148	188,248	199,877	187,931
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	16	(22,635)	(23,301)	(22,635)	(23,301)
PROVISIONS FOR LIABILITIES AND CHARGES	17	-	(853)	-	(853)
NET ASSETS		177,513	164,094	177,242	163,777
DEFERRED CAPITAL GRANTS	18	86,127	83,775	86,127	83,775
ENDOWMENTS					
Specific	19	23,559	22,436	23,559	22,436
General	19	3,370	2,812	3,370	2,812
		26,929	25,248	26,929	25,248
RESERVES					
General Reserve	20	64,457	55,071	64,186	54,754
TOTAL FUNDS		177,513	164,094	177,242	163,777

The financial statements on pages 7-23 were approved by the Council on 12 December 2005 and signed on its behalf by: C R W EDWARDS, Vice-Chancellor

P M JOHNSON, Honorary Treasurer and Chairman of Finance Committee

H B FARNHILL, Bursar

Consolidated Cash Flow Statement for the year ended 31 July 2005

	Note	2005 £000	2004 £000
NET CASH INFLOW FROM OPERATING ACTIVITIES	21	28,949	11,680
Returns on investments and servicing of finance	22	2,636	1,422
Taxation		(18)	(48)
Capital expenditure and financial investment	23	(3,610)	(11,886)
Cash inflow before use of liquid resources and financing		27,957	1,168
Management of liquid resources - cash additions to short-term deposits		(25,000)	(4,000)
Financing	24	(900)	8,885
Increase in cash in the period		2,057	6,053
RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS			
Increase in cash in the period		2,057	6,053
Increase in borrowing		(17,000)	(9,850)
Increase in short-term deposits		25,000	4,000
Repayment of debt		17,900	965
Movement in net funds in period		27,957	1,168
Net funds at 1 August		21,581	20,413
Net funds at 31 July	25	49,538	21,581

Notes to the Accounts

1 FUNDING COUNCIL GRANTS	2005	2004
	£000	£000
HEFCE recurrent grant	80,917	72,849
HEFCE specific grants	19,581	12,395
HEFCE deferred capital grants released in year		
- Buildings	1,605	1,605
– Equipment	1,583	815
TTA recurrent grant	1,622	1,592
TTA specific grant	254	207
	105,562	89,463
2 ACADEMIC FEES AND SUPPORT GRANTS	2005	2004
	£000	£000
Full-time students	17,945	16,823
Full-time students charged overseas fees	18,936	19,093
Part-time fees	1,346	1,526
Research training support grants	5,279	2,397
Short courses	2,856	4,921
	46,362	44,760
3 RESEARCH GRANTS AND CONTRACTS	2005	2004
	£000	£000
Research Councils	14,488	14,364
UK-based charities	14,795	14,049
European Commission	6,054	4,797
Other grants and contracts	20,211	22,247
	<u>55,548</u>	55,457
4 OTHER OPERATING INCOME	2005	2004
4 Office of craffing income	£000	£000
Residences, catering and conferences	14,677	13,482
Other services rendered	18,820	16,304
Health authorities	13,149	11,558
Other income	17,797	16,167
	64,443	57,511
5 ENDOWMENT INCOME AND INTEREST RECEIVABLE	2005	2004
	£000	£000
Transferred from specific endowments	787	731
Income from general endowment asset investments	105	92
Other interest receivable	3,292	1,646
	4,184	2,469

Notes to the Accounts (continued)

6	STAFF	2005 £000	2004 £000
	STAFF COSTS Wages and salaries Social security costs Other pension costs	118,769 10,250 13,702 142,721	112,466 9,533 12,326 134,325
	Emoluments of the Vice-Chancellor	192	170
	The emoluments of the Vice–Chancellor are shown on the same basis as for higher paid staff. The University's pension contributions to USS in relation to the Vice–Chancellor are paid at the same rates as for other academic staff and amounted to $£26,600$ (2004: $£23,554$).		
	Remuneration of higher paid staff, excluding employer's pension contributions (Clinical staff numbers in brackets):	2005 Number	2004 Number
	£70,000-£79,999 £80,000-£89,999 £90,000-£109,999 £110,000-£119,999 £120,000-£129,999 £130,000-£139,999 £140,000-£139,999 £150,000-£159,999 £160,000-£169,999 £170,000-£179,999 £180,000-£189,999 £190,000-£199,999	23 [15] 27 [23] 17 [12] 18 [14] 8 [7] 14 [12] 3 [3] 6 [6] 7 [7] 6 [6] 2 [2] 1 [1] 3 [3]	37 (12) 21 (14) 16 (6) 13 (10) 10 (9) 10 (10) 3 (3) 8 (8) 4 (4) 3 (3) 2 (2) 1 (1)
7	OTHER OPERATING EXPENSES	2005	2004
•	OTHER OPERATING EXPENSES	£000	£000
	Residences, catering and conference operating expenses Consumables and laboratory expenditure Books and periodicals Heat, light, water and power Repairs and general maintenance Long-term maintenance Grants to Union Society Auditors' remuneration Auditors' remuneration in respect of non-audit services Other expenses	7,871 15,232 3,035 4,287 23,415 1,751 842 51 3 57,730	7,792 13,952 2,723 3,403 13,753 1,231 894 49 12 55,914
8	INTEREST PAYABLE	2005 £000	2004 £000
	On loans not wholly repayable within five years	1,419	1,227

9	ANALYSIS OF 2004-05 EXPENDITURE BY ACTIVITY	,	Staff Costs £000	Other Operating Expenses £000	Depreciation £000	Interest Payable £000	Total £000
	Academic schools Academic services Administration and central services Premises Residences, catering and conferences Research grants and contracts Other expenditure		75,172 8,767 15,222 5,905 3,998 25,444 8,213	17,913 9,216 9,695 32,958 7,871 20,872 15,692	2,903 126 378 2,573 606 1,088 664	415 1,004	95,988 18,109 25,295 41,851 13,479 47,404 24,569
	Total per income and expenditure account		142,721	114,217	8,338	1,419	266,695
	The depreciation charge has been funded by: Deferred capital grants released General income			6,160 2,178 8,338			
10	TAXATION					2005 £000	2004 £000
	United Kingdom corporation tax at 20%					18	98
11	TANGIBLE ASSETS		Land and	Buildings easehold	d and univ	Leased	
		Freehold £000	Long £000	Short £000	Equipment £000	Equipment £000	Total £000
	COST Balance at 1 August 2004 Additions	80,046 4,370	69,067 603	3,135 -	30,640 5,570	1,401 -	184,289 10,543
	Balance at 31 July 2005	84,416	69,670	3,135	36,210	1,401	194,832
	DEPRECIATION Balance at 1 August 2004 Charge for year	12,812 1,558	10,508 1,381	1,209 240	23,749 5,159	1,400	49,678 8,338
	Balance at 31 July 2005	14,370	11,889	1,449	28,908	1,400	58,016
	NET BOOK VALUE At 31 July 2005	70,046	57,781	1,686	7,302	1	136,816
	At 1 August 2004	67,234	58,559	1,926	6,891	1	134,611
	Financed by capital grant Other	24,926 45,120	39,802 17,979	1,686	3,323 3,979	 	68,051 68,765

The net book value of tangible fixed assets includes an amount of £1,000 (2004: £1,000) in respect of assets held under finance leases. The depreciation charge on these assets for the year was £nil (2004: £24,000).

70,046

57,781

1,686

7,302

1

136,816

12 FIXED ASSET INVESTMENTS	CONSOLIDATED		UN	UNIVERSITY	
	2005	2004	2005	2004	
	£000	£000	£000	£000	
Shares in subsidiary undertakings					
At cost less amounts written off 1 August 2004	_	_	5	5	
Provision for diminution in value					
At cost less amounts written off 31 July 2005	_	_	5	5	
Participating interest at cost less amounts written off	_	-	_	_	
Other investments other than loans at cost	56	56	56	56	
	56	56	61	61	

SHARES IN SUBSIDIARY UNDERTAKINGS

The following companies are wholly owned subsidiaries and are registered in England and Wales:

Newcastle University Holdings Limited is a wholly owned subsidiary of the University of Newcastle upon Tyne and operates as a holding company only.

The following subsidiaries are wholly owned subsidiaries of Newcastle University Holdings Limited:

Close House Limited awaits formal confirmation of dissolution.

Newcastle University Ventures Limited provides support for the commercial development of research and consultancy.

University of Newcastle upon Tyne Supply Company Limited leases assets to the University.

Newcastle University Pension Trustee (1971) Limited provides a corporate trusteeship for the University Retirements Benefits Plan. The Sowerby Centre for Health Informatics at Newcastle Limited, a company limited by guarantee, was acquired by its management on the 27 July 2005.

SHARES IN ASSOCIATED UNDERTAKINGS

Newcastle University Ventures Limited owns 30 per cent of the Bioscience Partnership Limited, which is non-trading.

OTHER INVESTMENTS OTHER THAN LOANS	Percentage %	CONSOLIDATED		U	NIVERSITY
	of voting rights	2005	2004	2005	2004
		£000	£000	£000	£000
CVCP Properties PLC	1.3	56	56	56	56
		56	56	56	56

13 ENDOWMENT ASSET INVESTMENTS	CONSOLIDATED AND UNIVERSITY			
	2005 £000	2004 £000		
At 1 August	25,248	25,537		
Additions	11,411	7,418		
Disposals	(12,367)	(10,674)		
Net depreciation on disposals and on revaluation	2,637	2,967		
At 31 July	26,929	25,248		
Fixed interest stock and equities	26,618	23,292		
Bank balances	851	1,996		
Cash to be withdrawn	(540)	(40)		
	26,929	25,248		
Fixed interest stock and equities at cost	24,501	25,874		

14 DEBTORS	CONS	OLIDATED	UN	NIVERSITY
	2005	2004	2005	2004
	£000	£000	£000	£000
Debtors	26,104	36,439	25,914	35,827
Amounts owed by subsidiary undertakings		-	73	191
Prepayments and accrued income	2,055	1,623	2,055	1,553
	28,159	38,062	28,042	37,571
		30,002		37,371
15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		OLIDATED		NIVERSITY
	2005	2004	2005	2004
	£000	£000	£000	£000
Fixed term loans	980	1,214	980	1,214
Payments received on account	11,955	12,475	11,955	12,475
Creditors	14,170	9,477	14,162	9,379
Amounts owed to subsidiary undertakings	_	_	_	131
Social Security and other taxation payable	4,120	4,615	4,103	4,576
Accruals and deferred income	32,999	26,152	32,407	25,000
	64,224	53,933	63,607	52,775
				
16 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN O	NE VEAD		CONS	OLIDATED
10 CREDITORS: ANOUNTS FALLING DUE AFTER MORE THAN O	NE TEAK			NIVERSITY
			2005	2004
			£000	£000
			2000	2000
Fixed term loans secured on residential and other property			00.405	00.004
repayable by 2029			22,635	23,301
17 PROVISIONS FOR LIABILITIES AND CHARGES			CONS	OLIDATED
			AND UN	NIVERSITY
			2005	2004
			£000	£000
At 1 August			853	2,587
Charged to income and expenditure account			_	789
Expenditure in the year			(853)	(2,523)
At 31 July				853

Notes to the Accounts (continued)

18 DEFERRED CAPITAL GRANTS	CONSOLIDATED AND UNIVERSITY			
	.	Other		
	Funding	Grants and	Total	
	Council	Benefactions	Total	
	£000	£000	£000	
At 1 August 2004				
Buildings	65,559	13,343	78,902	
Equipment	1,839	3,034	4,873	
	67,398	16,377	83,775	
Amounts received / receivable				
Buildings	774	2,995	3,769	
Equipment	3,068	1,675	4,743	
	3,842	4,670	8,512	
Released to income and expenditure account				
Buildings	1,605	509	2,114	
Equipment	1,584	2,462	4,046	
	3,189	2,971	6,160	
At 31 July 2005				
Buildings	64,728	15,829	80,557	
Equipment	3,323	2,247	5,570	
	68,051	18,076	86,127	
	6011			
19 ENDOWMENTS		Solidated and		
	Specific	General	Total	
	£000	£000	£000	
At 1 August 2004	22,436	2,812	25,248	
Additions	15	_	15	
Disposals	(2,550)	_	(2,550)	
Appreciation of endowment asset investments	3,721	562	4,283	
Income for year	724	101	825	
Transferred to income and expenditure account	(787)	(105)	(892)	
At 31 July 2005	23,559	3,370	26,929	
20 GENERAL RESERVES	CC	ONSOLIDATED	UNIVERSITY	
	-	£000	£000	
At 1 August 2004		55,071	54,754	
Surplus on continuing operations		9,386	9,432	
At 31 July 2005		64,457	64,186	

21	RECONCILIATION OF CONSOLIDATED OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2005 £000	2004 £000
	Surplus on continuing operations after depreciation of assets at valuation Depreciation Profit on disposal of tangible fixed assets	9,404 8,338	12,109 7,473 (5,986)
	Deferred capital grants released to income Investment income Interest payable	(6,160) (4,184) 1,419	(5,386) (2,469) 1,227
	Increase in stocks Decrease / (increase) in debtors Increase in creditors Decrease in provisions	(6) 10,437 10,554 (853)	(11) (4,110) 10,567 (1,734)
	Net cash inflow from operating activities	28,949	11,680
22	RETURNS ON INVESTMENTS AND SERVICING OF FINANCE	2005 £000	2004 £000
	Income from endowments Other interest received Interest paid	877 3,158 (1,399)	877 1,745 (1,200)
	Net cash inflow from returns on investments and servicing of finance	2,636	1,422
23	CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT	2005 £000	2004 £000
	Purchase of tangible fixed assets Payments to acquire endowment assets	(10,543) (11,411)	(19,012) (7,418)
	Total fixed and endowment asset investments acquired	(21,954)	(26,430)
	Receipts from sale of endowment assets Deferred capital grants received Endowments disposals	12,367 8,512 (2,535)	10,674 5,035 (1,165)
	Net cash outflow from capital expenditure and financial investment	(3,610)	(11,886)
24	ANALYSIS OF CHANGES IN CONSOLIDATED FINANCING DURING THE YEAR		
	Fixed Term Loans		£000
	At 1 August 2003		15,630
	New loans Capital repayments		9,850 (965)
	At 31 July 2004		24,515
	New loans Capital repayments		17,000 (17,900)
	At 31 July 2005		23,615

25 ANALYSIS OF CHANGES IN NET FUNDS Cash at Bank and in Hand	At 1 August 2004 £000	Cash Flows £000	Other Changes £000	At 31 July 2005 £000
Endowment asset investments (note 13) Others	1,996 7,100	(1,145)		851 10,302
	9,096	2,057	-	11,153
Short-term investments	37,000	25,000	-	62,000
Debt due within one year	(1,214)	810	(576)	(980)
Debt due after one year	(23,301)	_	666	(22,635)
	21,581	27,867	90	49,538
26 CAPITAL COMMITMENTS				OLIDATED NIVERSITY 2004 £000
Commitments contracted at 31 July Authorized but not contracted at 31 July			33,744 13,967	37,491 3,091
			47,711	40,582

The above commitments are principally funded from external sources.

27 CONTINGENT LIABILITIES

The University has a nomination agreement relating to student accommodation expiring 2028–29. The number of nominated rooms shall not exceed 90 and the charges in respect of these rooms should be fully recovered from student residential income. The University participated in the Federated Superannuation System prior to the creation of USS. This scheme purchased annuities to provide pensioners with their benefits. However, annuity growth has fallen below inflation and is insufficient to cover the annual guaranteed increase and as a result participating employers are invoiced for the shortfall. The University's contribution for the current year was \$53,000 and this will decline in line with a reduction in the number of pensioners.

28 ACCESS FUNDS	2005 £000	2004 £000
Funding Council grants Interest earned	571 1	647 1
Disbursed to students	572 (331)	648 (411)
Balance unspent at 31 July	241	237
Funding Council grants are available solely for students: the University acts only as paying agent. The grants and related disbursements are therefore excluded from the income and expenditure account.		
29 TEACHER TRAINING AGENCY		
Training Bursaries:	2005 £000	2004 £000
Grant	2,076	2,058
Disbursements	(1,975)	(1,910)
Balance unspent at 31 July	101	148
Minority ethnic recruitment:		
Grant	10	8
Disbursements	(8)	<u>(7)</u>
Balance unspent at 31 July	2	1

30 PENSION ARRANGEMENTS

The University participates in two main pension schemes, Universities Superannuation Scheme Limited (USS) and the Retirements Benefits Plan (1971), (RBP).

USS

USS is a defined benefit scheme which is externally funded and contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. It is not possible to identify each institution's share of the underlying assets and liabilities of the scheme and hence contributions are accounted for as if it were a defined contribution scheme. The cost recognized within the surplus for the year in the income and expenditure account being equal to the contributions payable to the scheme for the year.

The latest actuarial valuation of the scheme was at 31 March 2002. The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments (ie the valuation rate of interest) and the rates of increase in salary and pensions. In relation to the past service liabilities the financial assumptions were derived from market yields prevailing at the valuation date. It was assumed that the valuation rate of interest would be 5.0 per cent per annum, salary increases would be 3.7 per cent per annum and pensions would increase by 2.7 per cent per annum. In relation to the future service liabilities it was assumed that the valuation rate of interest would be 6.0 per cent per annum, including an additional investment return assumption of 1 per cent per annum, salary increases would be 3.7 per cent per annum and pensions would increase by 2.7 per cent per annum. The valuation was carried out using the projected unit method.

At the valuation date, the market value of the assets of the scheme was £19,938 million and the value of the past service liabilities was £19,776 million leaving a surplus of assets of £162 million. The assets therefore were sufficient to cover 101 per cent of the benefits which had accrued to members after allowing for expected future increases in earnings.

The institution contribution rate required for future service benefits alone at the date of the valuation was 14.25 per cent of salaries but it was agreed that the institution contribution rate will be maintained at 14 per cent of salaries. To fund this reduction of 0.25 per cent for the period of 12 years from the date of the valuation (the average outstanding working lifetime of the current members of the scheme) required the use of £82.5 million of the surplus. This left a past service surplus of £79.5 million (including the Supplementary Section) to be carried forward.

Surpluses or deficits which arise at future valuations may impact on the University's future contribution commitment. The next formal actuarial valuation is due as at 31 March 2005 when the above rates will be reviewed. The total pension cost for the University was £10.317.000 (2004: £9.584.000). This includes £949.000 (2004: £888.000) outstanding contributions at the balance sheet date. The contribution rate payable by the University was 14 per cent of pensionable salaries.

RBP

RBP is an Exempt Approved Scheme under the Finance Act 1970 and provides benefits based on final pensionable salary: it is established under irrevocable trusts and its assets are kept strictly separate from those of the University. It is a defined benefit scheme. The total pension cost to the University was £1,791,000 (2004: £1,685,000). The contribution payable by the University was 9 per cent of pensionable salaries. A full actuarial valuation was carried out as at 1 August 2004 and updated to 31 July 2005 by a qualified independent actuary. The major assumptions used by the actuary were: Voar ended

			rear ended	rear enueu
			31 July 2005	31 July 2004
Rate of increase in salaries			3.7%	4.0%
Rate of increase of pensions in paym	nent		2.7%	3.0%
Discount rate			5.1%	5.8%
Inflation assumption			2.7%	3.0%
The assets in the scheme and the ex	spected rate of return were:			
	Value at	Long-term	Value at	Long-term
	31 July 2005	expected return	31 July 2004	expected return
	000 2	%	£000	%
Equities	36,881	8.0	30,596	7.6
Bonds	56,794	5.5	51,550	5.2
Property	6,503	7.5	5,601	7.6
Cash	1,812	4.7	1,986	4.5
	101,990		89,733	

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Notes to the Accounts (continued)

The following amounts at 31 July 2005 and 31 July 2004 were measured in accordance with the requirem	ents of FRS 17.	
	2005 £000	2004 £000
Total market value of assets Present value of scheme liabilities	101,990 116,688	89,733 96,680
Deficit in the scheme	(14,698)	(6,947)
If the above amounts had been recognized in the financial statements, the group's		
net assets and general reserve at 31 July 2005 and 31 July 2004 would be as follows:	2005	2004
	£000	£000
Net assets excluding pension liability Pension liability	177,513 (14,698)	164,094 (6,947)
Net assets including pension liability	162,815	157,147
General reserve excluding pension liability Pension reserve	64,457 (14,698)	55,071 (6,947)
General reserve	49,759	48,124
The following amounts would have been recognized in the performance statements in the years to 31 July 2005 and 31 July 2004 under the requirements of FRS 17:		
Operating profit	2005	2004
Current service cost	£000 3,262	£000 2,860
Past service cost	5,202	2,000
Total operating charge	3,262	2,860
Other finance income	2005 £000	2004 £000
Expected return on pension scheme assets	5,461	5,272
Interest on pension scheme liabilities	(5,580)	(4,999)
Net (deficit) / return	(119)	273
Statement of total recognized gains and losses	2005 £000	2004 £000
Actual return less expected return on pension scheme assets	9,037	(475)
Experience losses and gains arising on scheme liabilities Changes in assumptions underlying the present value of the scheme liabilities	(2,953) (12,282)	(26) (850)
Actuarial loss recognized in STRGL	[6,198]	(1,351)
Movement in (deficit) / surplus during the year	2005	2004
	£000	£000
Deficit in scheme at beginning of the year Movement in year:	(6,947)	(4,685)
Current service cost	(3,262)	(2,860)
Contributions Past service costs	1,828 -	1,676 -
Other finance income	(119)	273
Actuarial loss	(6,198)	(1,351)
Deficit in scheme at end of the year	(14,698)	(6,947)

The University also has a small number of staff in The National Health Service Scheme (NHSS), the total cost of which was £1,594,000 (2004: £1,057,000).

31 RELATED PARTY TRANSACTIONS

Due to the University's operations and the composition of its Council (being drawn from local public and private sector organizations), it is inevitable that transactions will take place with organizations in which a member of Council may have an interest. All transactions involving organizations in which a member of Council may have an interest are conducted at arms length and in accordance with the University's financial regulations and normal procurement procedures.

The principal related party transactions are shown below:

	Charged by the University		Charged to the University		
	2005	2004	2005	2004	
	£000	£000	£000	£000	
The Newcastle upon Tyne Hospitals NHS Trust	7,068	7,105	4,308	3,371	
The University of Newcastle upon Tyne Union Society	363	350	985	1,140	
	7,431	7,455	5,293	4,511	

The University of Newcastle upon Tyne Development Trust made payments to the University of £1,567,000 (2004: £1,804,000).

Five-year Summary

	2005 £000	2004 £000	2003 £000	2002 £000	2001 £000
INCOME					
Funding Council grants	105,562	89,463	80,911	76,385	67,924
Academic fees and support grants	46,362	44,073	38,929	31,256	27,842
Research grants and contracts	55,548	55,457	53,113	50,747	45,080
Other operating income (a)	64,443	64,184	55,062	57,534	44,685
Endowment income and interest receivable	4,184	2,469	2,401	2,541	3,816
Total income	276,099	255,646	230,416	218,463	189,347
EXPENDITURE					
Staff costs (b)	142,721	135,114	127,378	127,992	111,647
Depreciation	8,338	7,473	7,425	5,524	3,715
Other operating expenses	114,217	99,723	91,936	86,432	72,681
Interest payable	1,419	1,227	1,027	1,085	1,259
Total expenditure	266,695	243,537	227,766	221,033	189,302
Surplus / (deficit) after depreciation of assets but before tax	9,404	12,109	2,650	(2,570)	45

Notes:

⁽a) Other operating income in 2004 includes \$5,986k exceptional income in respect of the sale of freehold property whilst 2002 includes \$5,534k exceptional income relating to the sale of an investment.

⁽b) Staff costs in 2003 and 2002 include voluntary severance costs of £4,376k and £7,998k respectively.



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