

2022–2023

Annual Report



Australian Government

Domestic, Family and Sexual Violence Commission



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About this report

This report describes the operations and performance of the Domestic, Family and Sexual Violence Commission (the Commission) during 2022–23. It was prepared to meet legislated reporting requirements.

Part 1 Commission overview

Part 2 Performance Statements

Part 3 Management and accountability

Part 4 Financial statements

Part 5 Appendices

Acknowledgement of Country

The Commission acknowledges the traditional Country throughout Australia on which we gather, live, work and stand. We acknowledge all traditional custodians, and their Elders past and present, and we pay our respects to their continuing connection to land, waters and community.

The Commission acknowledges and honours the work of Aboriginal and Torres Strait Islander people to end family violence and is committed to partnership with First Nations communities in this work

Acknowledgement of people with lived experience

The Commission acknowledges the individual and collective expertise of those with lived experience of domestic, family and sexual violence. We recognise their vital contribution at all levels, and value the courage of those who share this unique perspective for the purpose of learning and growing together to achieve better outcomes for all.

The Commission also values the unique experiences, protective factors and strengths of children and young people, and acknowledges that they are affected by domestic, family and sexual violence.

Letter of transmittal

The Hon Justine Elliot MP
Assistant Minister for Social Services
Assistant Minister for Prevention of Family Violence
Member for Richmond
Parliament House
CANBERRA ACT 2600

Dear Assistant Minister,

I am pleased to present the *Domestic, Family and Sexual Violence Commission (the commission's) Annual Report* (the report) for the financial year ending 30 June 2023.

The report complies with section 46 of the Public Governance, Performance and Accountability Act 2013 (PGPA Act), and has been prepared in accordance with *Resource Management Guide No. 135 – Annual reports for non-corporate Commonwealth entities* issued by the Department of Finance.

Yours sincerely,



Micaela Cronin
Domestic, Family and Sexual Violence Commissioner
17/10/2023

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Commissioner's review

Australia's first Domestic, Family and Sexual Violence Commission (the Commission) was established on 1 July 2022 and I was appointed Commissioner on 1 November 2022.

The Australian Government established the Commission to provide national leadership and promote national coordination and consistency of data and evidence on best practice across a range of domestic, family and sexual violence policies and system interactions.



The Commission is an independent, accountable and transparent agency that amplifies the voices of people with experience of domestic, family and sexual violence and promotes the coordination and consistency of data and evidence on best practice.

The Commission's core function is to promote and support the achievement of the objectives of the *National Plan to End Violence against Women and Children 2022–2032*, and to hold

governments accountable to it. It is our number one priority to ensure that people with lived experience of domestic, family and sexual violence are central to all that we do.

This takes time. It must be approached from a trauma-informed perspective and undertaken in a methodical, meaningful way, allowing people with lived experience to take the lead wherever possible.

This is the Commission's first Annual Report and reflects the initial establishment phase of the Commission, there were several achievements to celebrate during that time, including:

1. development of the Commission's first strategic plan
2. recruitment of a small and dynamic team of staff
3. development of communication materials and a public profile for the Commission
4. Consultation with stakeholders from across government, the sector and those with lived experience of domestic, family and sexual violence to understand and establish a distinctive role for the Commission in a complex landscape of policy and service delivery

-
5. Establishment of the Lived Experience Advisory Council as a formal mechanism to embed lived experience at the national level and ensure that the diverse lived experiences of victim-survivors inform policy and solutions.
 6. Co-convening of the Commissions first round table – Measuring Impact of the National Plan, in collaboration with Australia’s National Research Organisation for Women’s Safety
 7. Development of policies and processes to support the ongoing function of the Commission

In 2023–24, the Commission will be focused on practical and meaningful ways to measure progress towards the objectives outlined in the National Plan, informed by the perspectives of people with lived experience, and what the research, data and frontline workers tell us.

The Commission’s approach will be to amplify and collaborate with existing work that is already underway, and to this end we look forward to working in partnership with relevant government and non-government organisations to facilitate national conversations.



Micaela Cronin
Domestic, Family and
Sexual Violence Commissioner



Part 1

Commission overview



Purpose

The Commission's core function is to promote and support the achievement of the objectives of the *National Plan to End Violence against Women and Children 2022–2032*, and to hold governments accountable to it. It is our number one priority to ensure that people with lived experience of domestic, family and sexual violence are central to all that we do. We will amplify the voices of people with lived experience of domestic, family and sexual violence to:

- provide evidence-informed policy advice
- promote coordination and accountability towards ending gender-based violence.

Our portfolio

The Commission is a portfolio body within the Department of Social Services (the department) portfolio, and reports directly to The Hon Justine Elliot MP, Assistant Minister for Social Services and Assistant Minister for Prevention of Family Violence.

The Commission regularly engages with other portfolio body members and other government departments. We also have a standing Memorandum of Understanding (MOU) with the department to provide corporate services, including, Human Resources and IT assistance and office accommodation.

Our story

The Commission was established on 1 July 2022 through an Executive Order (Gazette – C2022G00246 refers) under the *Public Service Act 1999* (Cth). The Commission was instituted as an Executive Agency dedicated to supporting the Australian Government's commitment to addressing and ending violence against women and children in all its forms. This positions us to improve collaboration and coordination of policy and services on matters that affect people who have lived experience of domestic, family and sexual violence.

The Commission will play a national leadership role, creating an opportunity to do things differently, seeking to centre the voices of people with lived experience and championing improved coordination of policies and services that reflect and respond to the needs of people experiencing domestic, family and sexual violence.

Government expectations for the Commission

The Government has provided direct guidance to the Commission by detailing priorities and expectations in a Ministerial Statement of Expectations. The expectations are outlined below.

Promote the National Plan

Promote the objectives of the National Plan through all activities to ensure this information is shared to all parts of the Australian society. This will require ongoing participation in public forums, media and engagements to ensure the objectives of the National Plan remain on the national agenda.

Provide strategic policy advice

To provide advice relevant to the Government’s strategic priorities in women’s safety and the broader portfolio, identifying where there is a priority need or emerging issue, so as to help target specific areas for government focus.

Promote and enhance coordination

Play a key role in fostering enhanced collaboration and coordination across government and communities in relation to women’s safety. This is to assist all governments to develop person-centred, coordinated and integrated family, domestic and sexual violence service systems, in line with the six cross-cutting principles of the National Plan to End Violence against Women and Children 2022–2032 (the National Plan).

Develop consistent monitoring and evaluation

Nationally consistent monitoring and evaluation frameworks are important to ensure progress against the National Plan can be tracked accurately. The Commission will work with Commonwealth and state and territory governments to develop consistent monitoring and evaluation frameworks to effectively measure impact.

Ensure victim-survivor engagement

Effective solutions cannot be delivered without the specific and contextual expertise of victim-survivors. The Commissioner’s role is to amplify the voices of people with lived experience of domestic, family and sexual violence, and support government to draw upon this knowledge in shaping policy design and service delivery.

Engagement with other Commonwealth agencies

The department has primary responsibility for implementing and overseeing the National Plan, including national women’s safety policy development, program and service design, and liaison with other Commonwealth agencies and programs that support the National Plan.

The Commission and the department will develop practical mechanisms for collaboration that assist the Commission to inform the department of relevant issues and information affecting women’s safety or the broader portfolio without compromising the independent role of the Commission. This will ensure that the department can provide the Government with well-developed and informed policy advice.

The Commission will execute its functions based on the principles of open communication and information sharing, and the understanding that the Commission will provide feedback to the department through appropriate channels.

In addition to engaging in cross-portfolio mechanisms, the Commission will also engage with relevant departments across the Commonwealth in a similar fashion.

Engage with state and territory governments and other stakeholders

To develop productive relationships with state and territory governments and stakeholders in the domestic and family violence sector to execute the Commission’s functions and to support the implementation of the National Plan. The Commission will build and maintain productive relationships with all state and territory Commissioners, or equivalent, with responsibilities focused on ending gender-based violence.

Our role

In delivering the Government's expectations, the Commission works to ensure people with lived and living experience of domestic, family and sexual violence are able to have opportunities to be at the centre of decisions made about them, their lives and their experience.

The Commission will do this through its four objectives, which form the basis for our key activities:

1. promoting the National Plan objectives to end gender-based violence and monitoring impact
2. amplifying the voices of people with lived and living experience for meaningful engagement in shaping policy design and service delivery
3. fostering collaboration and coordination across government and community to enhance connection, reduce fragmentation to improve outcomes
4. providing strategic advice to inform strengthened policy and practice and improved outcomes.


We know urgent action is needed and that domestic, family and sexual violence is at epidemic levels in Australia.

We also know the system is large and complex; there are many governments, agencies, bodies, and organisations working to make change. The task before us is challenging, and there is a lot to do. We will shine a light and build upon good work that is underway, and ensure that we are not duplicating or creating further burden for an already stretched service system.

That is why, building on what was heard through the consultation to inform the National Plan, feedback and listening since our establishment, the Commission will firstly focus on these priority areas:

1. children and young people
2. healthy and diverse masculinity
3. systemic and institutional racism
4. healing justice
5. housing

Underpinning our entire approach will be ensuring people with lived and living experience of domestic, family and sexual violence are supported and centred around policy development and implementation decisions – because we know the best people to help us make change and improve the system, are those that have the deepest experience of the system themselves.

 **We take action inquisitively, responsibly and collaboratively while ensuring the dignity of individuals is upheld as we seek to influence community and governments to prevent and respond to gender based violence.**

Organisation structure

The structure of the Commission, as at 30 June 2023, is shown in Figure 1.

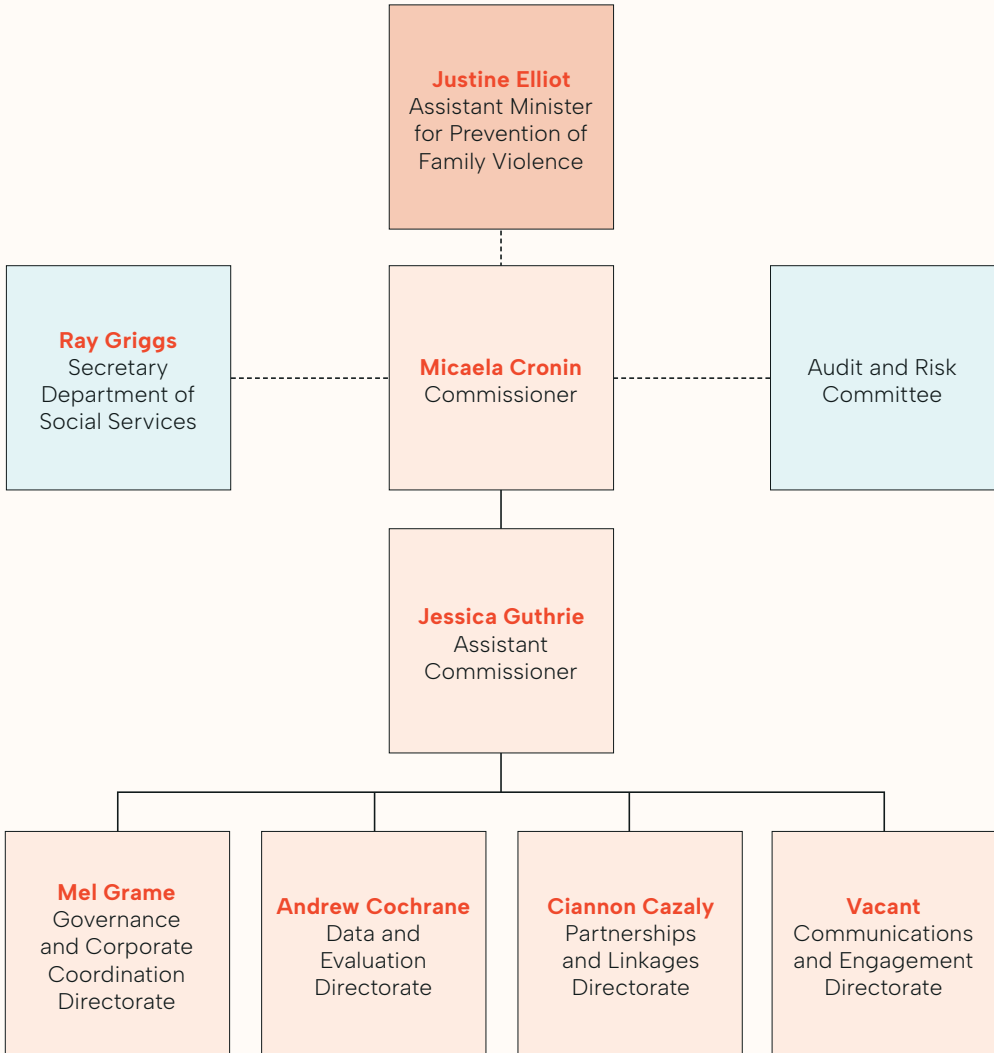
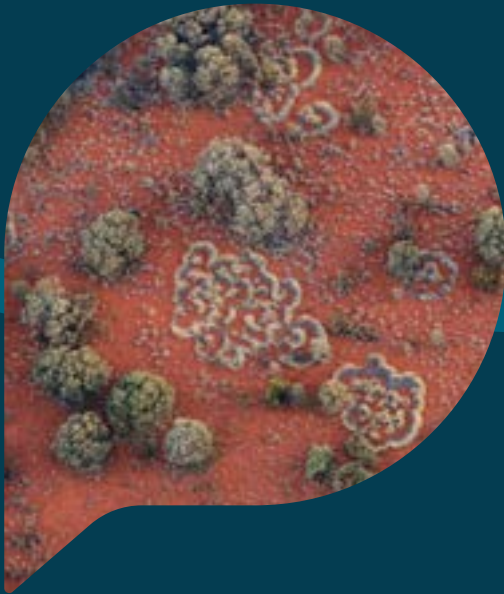


Figure 1 Organisational structure



Part 2

Performance Statements and Outcome reporting



Performance statements 2022–23

The Commission is exempt from reporting on performance statements for the 2022–23 reporting year. As the Commission was created during the 2022–23 reporting year, a 2022–23 Portfolio Budget Statement, 2022–23 Additional Estimate Statement and 2022–23 Corporate Plan were not produced.

In this reporting period, the Commission operated within the Australian Government’s outcome and output framework published in the Portfolio Budget Statements 2022/23 (PBS) and the Commission Strategic plan.

The Commission has a single planned outcome:

Amplifying the voices of people with lived experience of domestic, family and sexual violence, providing evidence-informed policy advice, and promoting coordination and accountability towards ending gender-based violence.



All of our activities have been directed to establishing the Commission to achieve this outcome.



DFSV Commissioner Micaela Cronin, National Children’s Commissioner Anne Hollonds, Human Rights Commissioner Lorraine Finlay and NSW Anti-Slavery Commissioner James Cockayne speaking at the Modern Slavery Conference, Melbourne, June 2023.

OUR OBJECTIVES



Promoting the National Plan objectives to end gender-based violence and monitoring impact

Amplifying the voices of people with lived and living experience for meaningful engagement in shaping policy design and service delivery

OUR ACTIONS



- Public engagement across community, business and civil society
- Promoting high-quality evaluation, and the sharing of knowledge

- Establishing a Lived Experience Advisory Council
- Working with existing lived experience bodies and groups
- Making the case for lived experience expertise in policy design and delivery

OUR PRIORITIES FOR FOCUS



Systemic and institutional racism

Healthy and diverse masculinity

OUR OUTCOME



Amplify voices of people with lived experience of domestic, family and sexual violence, provide evidence-informed policy advice, and promote coordination and accountability towards ending gender-based violence.

TOWARD THE GOAL OF THE NATIONAL PLAN

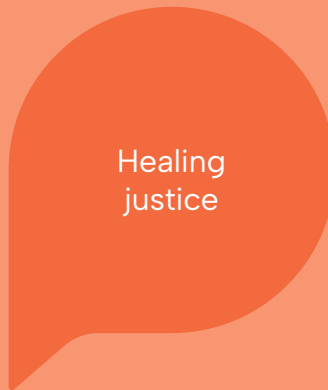
End gender-based violence in a generation

Fostering collaboration and coordination across government and communities to enhance connection and reduce fragmentation to improve outcomes

- Creating national dialogues to build shared action
- Supporting and building mechanisms for collaboration across government

Providing strategic advice to inform strengthened policy and practice, and improved outcomes

- Working with government departments and agencies
- Reporting to Parliament on the progress towards the objectives of the National Plan



HOW WE WORK

Enquiring

Approaching challenges and issues with curiosity and openness and using insights, evidence, expertise and knowledge to inform strategic advice

Collaborative

Partnering and facilitating coordination and connection across community, sectors and government

Responsive

Maintaining flexibility to emerging issues and needs

Dignity

Recognising our actions contribute to people being heard, listened to and treated fairly; to being understood and feeling safe

Influence

Influencing positive change and informing priorities for policy, research and data collection



Part 3

Management and accountability



Corporate governance

The Commission operates under the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act). The corporate focus throughout the 2022–23 financial year was the establishment of the Commission in order to fulfil all PGPA Act requirements and build organisational capacity to achieve our objectives. Details of the structures and processes in place to implement principles and objectives of corporate governance are detailed below.

Audit and Risk Committee

The Audit and Risk Committee provides independent assurance and advice to the Domestic, Family and Sexual Violence Commissioner (the Commissioner) on financial and performance reporting responsibilities, risk oversight and management, and the system of internal control. The committee comprises an independent Chair, three external experts, and one internal senior adviser appointed by the Commissioner. It meets up to six times a year. The Audit and Risk Committee Charter provides further information about the role and membership of the committee and is available at dfsvc.gov.au/resources/commission-reporting.

Table 1 Audit and Risk Committee members

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total annual remuneration (excl. GST)
Nick Baker (Chair)	Bachelor of Arts in Computing Studies; Graduate Diploma in Professional Accounting; Certificate IV in Commonwealth Fraud Investigations; Fellow CPA Australia; Member Australian Computer Society. Extensive public sector management consulting experience in financial accounting, performance improvement and IT.	Two of two	\$1,818.18
Ian McPhee	Bachelor of Business; Bachelor of Arts; Life Member CPA Australia and Institute of Public Administration Australia. Financial management and budget experience with Department of Finance. Financial statement and performance audit experience with Australian National Audit Office.	Two of two	\$1,469.70
Darren Box	Bachelor of Business – Accounting. Previous public sector experience as Chief Operating Officer with Australian Federal Police, and Chief Financial Officer with Australian Federal Police and Services Australia.	Two of two	\$1,468.00

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total annual remuneration (excl. GST)
Cath Ingram	<p>Bachelor of Arts in Accounting; Certificate IV in Commonwealth Fraud Investigations; Fellow of the Chartered Accountants Australia and New Zealand and the Institute of Public Administration Australia.</p> <hr/> <p>Registered company auditor for over 20 years and experienced internal auditor and risk management practitioner. Public and private sector experience in governance, risk and assurance.</p>	Two of two	\$1,468.00

Our risk management

The Commission operates in an ever-changing environment of strategic, operational, shared and emerging risks in order to deliver on our purpose. Risk management is embedded across the Commission; it supports evidence-based decision-making and is managed in accordance with the nine elements of the Commonwealth Risk Management Policy.

Risk management is governed by legislation and regulations that include section 16 of the Public Governance, Performance and Accountability Act 2013/PGPA Act, the Commonwealth Risk Management Policy, and the Australian and New Zealand accepted international standard ISO 31000:2018 Risk management – guidelines.

Our risk governance

The Commissioner and the Governance and Corporate Coordination team oversee our risk management, control and compliance requirements. The Audit and Risk Committee supports this by working independently to ensure the appropriateness of the Commission’s financial and performance reporting, its system of risk oversight and management, and its system of internal controls.



Business continuity management and planning

The Commission's leadership team have extensive experience in developing and managing business continuity plans, and have planned for potential business interruption incidents that could affect the Commission. IT and other elements of the Commission's business continuity is managed by the department as part of the memorandum of understanding for corporate services. The department continues to refine its Business Continuity Framework to support the delivery of critical outcomes during business disruptions. In 2022–23, the department established a simulation exercise program targeted at strengthening our preparedness and response capabilities across a range of key business areas.

We contribute to the Australian Government Crisis Management Framework, where required.

Internal audit assurance activities

The Commission recognises the importance of the Australian National Audit Office's (ANAO's) work in maintaining public faith and accountability in government agencies.

The department's Internal Audit team supports the Commission's Audit and Risk Committee by providing independent assurance and advice to the Commissioner. The Internal Audit team also provides independent assurance and advisory services to the Commission's senior management.

Internal Audit activities conducted within the department provide valuable insights and assurances, both directly and indirectly, in relation to the Commission's governance and systems of internal control.

Annual Statement – Commonwealth Child Safe Framework

The Commission is committed to promoting and maintaining a culture that does not permit or tolerate harm or abuse to children and young people. We will ensure our staff have the skills, confidence and knowledge to keep children safe.

The Commission recognises the role it plays in ensuring the safety of children, particularly when interacting with children and young people via consultation processes and surveys.

For this reason, the Commission is:

- embedding child safety and wellbeing principles and processes into our leadership, governance and culture
- creating child safe practices for our staff to be aware of and adhere to
- ensuring that children and young people involved in our activities know what they can do if they feel unsafe.

Additionally, the Commission is working towards compliance with the core requirements of the Commonwealth Child Safe Framework and the National Principles for Child Safe Organisations. The Commission's key activities include:

- developing a Child Safety Policy that addresses all relevant National Principles for Child Safe Organisations
- communicating and promoting the Commission's Child Safety Policy to staff
- ensuring that senior staff support the Child Safety Policy across the Commission
- including child safety clauses in procurement documents for third parties where appropriate.

Where the Commission's staff undertake child-related work, they will be required to complete Working with Children and Vulnerable People Checks, as well as undertake Child Safe training. This will help the Commission to identify any potential risks, and the levels of direct and indirect contact with children across the Commission.

Fraud and corruption control

Under section 10 of the Public Governance, Performance and Accountability Rule 2014 (Cth) (the Fraud Rule), the Commission is required to have in place mechanisms to prevent, detect and deal with fraud.

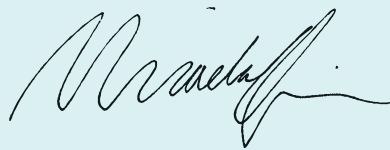
We are committed to preventing fraud against the Commission and our operations. Fraud risk is managed through several strategies, including support from the department under the memorandum of understanding. These strategies include:

- educating our employees on risk management
- identifying and mitigating fraud, compliance, security and privacy risks
- ensuring that employees are aware of their fraud control responsibilities through regular mandatory online training
- ensuring that fraud reporting is transparent and accountable.

The Commission has not had any instances of suspected fraud in 2022–23.

Any reports of suspected fraud are managed by the department in accordance with paragraph (d) of section 10 of the PGPA Rule. This allows officials, clients and members of the public to confidentially report incidents of suspected fraud and for those incidents to be investigated in accordance with the Australian Government Investigations Standards. Departmental investigators have, at least, the minimum qualifications stipulated in the standards.

Fraud Risk Assessments and Fraud Control Plans are a Tier 2 shared service with the department. I certify, in accordance with section 10 of the Public Governance, Performance and Accountability Rule 2014, the Commission has prepared, with the department's assistance, fraud risk assessments and fraud control plans. All reasonable measures have been taken to appropriately deal with fraud relating to the Commission, including fraud prevention, detection, investigation, and reporting mechanisms.



Micaela Cronin
Commissioner
11/10/23

Agreements with third parties

To enable effective delivery of outcomes, the Commission enters into a range of agreements with third parties, including other Australian Government entities, state and territory government entities and external organisations. These agreements govern the way in which one party delivers programs, payments and services on behalf of the other.

Ethical standards

Ethical standards and behaviours relating to the Commission's workplace and employment are promoted across the Commission. We take action designed to integrate the APS Values into the organisation culture and the day-to-day work of all employees. The obligations of employees to uphold the APS Values and abide by the APS Code of Conduct are:

- promoted in staff induction and training
- applied to human resource management processes, including individual performance plans
- reflected in human resource policies and procedures, which are made available to all employees

Complaints management

The Commission welcomes feedback and the opportunity to address any concerns the public may have about the Commission or the work that we do. This helps to ensure that we continue to improve the quality of our work to help those with lived experience of domestic, family and sexual violence.

The Commission did not receive any formal complaints during 2022–23. Complaints can be lodged via our general enquiries email address on our website: enquiries@dfsvc.gov.au.

Freedom of information

The Commission is subject to the *Freedom of Information Act 1982* (Cth) (FOI Act), and we comply with the requirement in Part II of that Act to publish information as part of the Information Publication Scheme (IPS). This replaced the former requirement to publish a 'section 8' statement in an annual report.

Disability Reporting

In line with *Australia's Disability Strategy 2021–31*, the Commission is committed to providing improved visibility of disability information and reporting mechanisms.

The Australian Public Service Disability Employment Strategy 2020–25 was launched in December 2020 and builds on the achievements of the former strategy *As One: Making it Happen, APS Disability Employment Strategy 2016–19* and its evaluation. The Strategy represents the Australian Government's continued commitment as an employer to increasing the employment of people with disability across the Australian Public Service (APS) to 7% by 2025.

It sets the direction for all public service agencies as employers and focuses on the attraction, recruitment and retention of more people with disability (at all levels within the APS), in addition to creating more accessible and inclusive workplace cultures and environments. There are two main focus areas:

- Attract, recruit and retain more people with disability
- Accessible and inclusive workplace cultures and environments.

The Commission is working towards improvements within both these areas, in the context of what is possible for a small agency.

Privacy policy, incidents and complaints

The Commission is bound by the provisions of the *Privacy Act 1988* (Cth) (Privacy Act), the Australian Privacy Principles (APPs) and the Australian Government Agencies Privacy Code (Privacy Code), which regulate the handling of personal information by Commonwealth agencies. We require staff to be mindful of their obligations to report suspected privacy incidents as soon as possible and to consider requests to access personal information under the Privacy Act.

Our privacy management is guided by our Privacy Policy. The Privacy Policy sets out how we deal with personal information that is collected through our functions and activities. For further information on our Privacy Policy, go to dfsvc.gov.au/resources/commission-privacy-policy

The Office of the Australian Information Commissioner (OAIC) may investigate a privacy issue, including breach notifications and complaints, and issue a report or determination.

During 2022–23, the Commission was not involved in or the subject of any privacy incidents.

During 2022–23, the Commission was not involved in or the subject of any privacy complaints.

Individuals can make a complaint, free of charge, to the Commission or the OAIC, if they believe their personal information has been mishandled by us.

During 2022–23, the Commission did not receive any complaints about our handling of personal information.



Privacy Impact Assessments

In performing its functions, the Commission may collect, hold, use and/or disclose personal and sensitive information of individuals through its engagement and consultation with individuals and key stakeholders; and use and analyse data to further support victim-survivors and reporting purposes.

Under the Privacy (*Australian Government Agencies – Governance*) APP Code 2017 (APP Code), which has applied since 1 July 2018, government agencies are required to conduct a Privacy Impact Assessment (PIA) for all ‘high privacy risk’ projects or initiatives, meaning those projects or initiatives that involve new or changed ways of handling personal information. Further, conducting a PIA for projects that have not been assessed as representing ‘high privacy risk’ is also consistent with privacy best practice.

The Commission completed one PIA during the 2022–23 financial year to help us manage identified privacy risks and impacts in respect of the implementation of the Commission’s activities, including by considering the safeguards that have been, or should be, put in place to secure personal information from misuse, interference or loss, or from unauthorised access, modification or disclosure.

External scrutiny

The Commission’s operations are open to scrutiny by external entities, including the ANAO, the Commonwealth Ombudsman and committees of the Australian Parliament. As of 30 June 2023, no significant developments in external scrutiny against the Commission had occurred.

Reports by the Australian National Audit Office

In 2022–23, no performance audit reports relating to the Commission were tabled by the ANAO.

Ombudsman, parliamentary and Auditors-General reporting

In 2022–23, no reports were issued by the Commonwealth Ombudsman, parliamentary committees or the Auditor-General.

Judicial and administrative tribunal decisions

The Commission has no statutory administrative decision-making powers and was not subject to judicial or administrative tribunal decisions in 2022–23.

Human resource management

Workforce planning

Throughout the year, the Commission has worked to build our workforce in order to support our establishment and develop a plan to achieve our strategic objectives. The Commission utilises department-seconded staff where skills cannot be directly engaged, as well as services provided by the department under the MOU for Corporate Services.

Our employees possess a great diversity of skills, knowledge and experience ranging across multiple disciplines, from psychology and social sciences to management skills.

Continuing to build our workforce planning capabilities and processes will be an area of focus in 2023–24.

Developing our workforce

Our employees possess a great diversity of skills, knowledge and experience. The primary focus on learning and development activities is to ensure that we have the organisational capability to meet operational objectives, both now and in the future.

During 2022–23, staff participated in various optional eLearning courses, in addition to accessing high-quality on-demand video tutorials through the department as part of our memorandum of understanding. Staff also participated in mandatory training through eLearning modules.

The Study Assistance Program enabled staff to undertake self-directed and approved study to further develop and strengthen their capabilities in delivering our work.

Our diverse and inclusive workplace is supported by a number of committees whose role it is to help ensure that all staff thrive and succeed. These include:

- Aboriginal and Torres Strait Islander Staff National Committee
- Culturally and Linguistically Diverse Network Committee
- Disability and Carers Committee
- Gender Equality Network
- Pride Committee (LGBTIQA+).

The Commission acknowledges and is committed to fulfilling our responsibilities under the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulations 2011* and the *Safety, Rehabilitation and Compensation Act 1988*.



Details of accountable authority during the reporting period Current Report Period (2022–23)

Table 3 shows the details of members of the accountable authority during the reporting period.

Under the *Public Governance, Performance and Accountability Act 2013* a person or group of persons

responsible for, and control over, the Commonwealth entity's operations.

An Accountable Authority can issue written instructions about any matter relating to the finance law that all officials of the entity must adhere to.

Table 2 Accountable authority members 2022–23

		Period as the accountable authority or member within the reporting period	
Name	Position Title/Position held	Start Date (1 July 2022 or after)	End Date (30 June 2023 or before)
Raymond Griggs	Secretary	01/07/2022	31/10/2022
Micaela Cronin	Commissioner	01/11/2022	30/06/2023

Diversity in our workplace

Throughout 2022–23, the Commission continued to focus on a range of initiatives to ensure an inclusive and diverse workforce and foster a work environment supportive of the success of all staff.

We believe an important element of addressing these issues is having a diverse workforce that can provide insight and advice that otherwise may not be possible.

The Commission is dedicated to ending domestic, family and sexual violence, which disproportionately impacts Aboriginal and Torres Strait Islander communities. Therefore, it is important that we are seen as an employer of choice for Aboriginal and Torres Strait Islander people. We are committed to further employment of Aboriginal and Torres Strait Islander people, with dedicated affirmative measures for employment rounds for Indigenous people in place, and a focus on senior executive employment.



The Commission acknowledges the value and importance of employing individuals from culturally and linguistically diverse backgrounds.

This is especially relevant to the work the Commission undertakes regarding domestic, family and sexual violence.

Under the MOU with the department, the Commission's employment and support services for staff are provided by the department. Together, the Commission and the department are dedicated to increasing employment outcomes for people with disability, while also providing a safe and supported working environment for LGBTIQ+ staff.

Commission staff can access the following diversity committees:

- Aboriginal and Torres Strait Islander Staff National Committee
- Culturally and Linguistically Diverse Network Committee
- Disability and Carers Committee
- Gender Equality Network
- Pride Committee (LGBTIQ+).

Workplace arrangements

The Commission continues to work with the department and the Australian Public Service Commission to develop an interim enterprise agreement while service-wide enterprise bargaining negotiations are underway. Until finalisation of the negotiations, our workforce is employed by the department and seconded to the Commission. Continued work on the interim enterprise agreement is an area of focus in 2023–24.

Performance pay

There were no performance payments made to Commission employees during the 2022–23 period.

Commissioner remuneration

The Commissioner is remunerated by the Remuneration Tribunal under Division 4 of Part II of the *Remuneration Tribunal Act 1973* (Cth).

Senior Executive Service remuneration

As at 30 June 2023, one Senior Executive Service employee was remunerated through a determination under section 24(1) of the *Public Service Act 1999* (Cth). This includes Senior Executive Service employees on temporary transfer, secondment or leave.

Common law contracts

The Commission does not use common law contracts to engage employees.

Non-salary benefits for employees

The Commission offers a range of non-salary benefits for our staff. These include, but are not limited to, leave, flexible working arrangements, salary packaging through Smartsalary and remote-working assistance.

Financial overview

In 2022–23, the Commission reported a departmental surplus of \$1.6 million.

Further information on the Commission’s 2022–23 financial performance, position and cash flows is available in the Financial Statements.

Trends in departmental finances

		2022–23 \$'000
Revenue from the Australian Government		3,523
Other Revenue		36
Total income		3,559
Employee benefits		1,340
Suppliers		615
Total Expenses		1,955
Surplus attributed to the Australian Government		1,604
Financial assets	A	1,849
Liabilities	B	245
Net assets (A-B)		1,604

Exempt contracts

In 2022–23, no contracts were exempted from reporting on the AusTender website.

Consultants

During 2022–23, one new reportable consultancy contract was entered into with a total actual expenditure of \$0.2 million (GST inclusive). In addition no ongoing reportable contracts were active during the period.

The Commission engages consultants when it requires specialist expertise or when independent research, review, or assessment is required. Decisions to engage consultants were made after considering the skills and resources required for the task, internal capacity, and the cost effectiveness of

contracting an external service provider. Consultants were engaged in line with the PGPA Act and related regulations.

Annual reports contain information about actual spend on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

Reportable consultancy contract expenditure	Number	Expenditure (\$'000, GST incl.)
New contracts entered into during the reporting period	1	0.154
Total expenditure	1	0.154

Organisations receiving a share of reportable consultancy contract expenditure 2022–23	Total spend (\$'000 GST incl.)	Proportion of 2022–23 total spend (%)
Whereto Research Based Consulting Pty Ltd (65 605 178 603)	0.154	100
Total expenditure	0.154	100

Non-consultancy contracts

During 2022–23, three new reportable non-consultancy contracts were entered into with a total actual expenditure of \$0.2 million (GST inclusive). In addition no ongoing reportable contracts were active during the period.

Annual reports contain information about actual spend on reportable non-consultancy contracts. Further information on the value of reportable non-consultancy contracts is available on the AusTender website.

Australian National Audit Office access clauses

All Commission contracts let in the past year required the Auditor-General to have access to the contractor's premises.

Purchasing

Commission purchasing activities are supported under the shared service MOU with the department. All procurement policies are set out in departmental policies, which are in accordance with the *Commonwealth Procurement Rules 2020*. Purchasing is made in an accountable and transparent manner, complying with Australian Government policies and meeting relevant international obligations.

In 2022–23, the Commission did not procure services from Aboriginal or Torres Strait Islander businesses. This was due to the Commission only undertaking a limited number of procurements as part of our initial establishment. The Commission will work towards exceeding targets under the National Indigenous Australians Agency's Indigenous Procurement Policy in 2023–24.

Reportable non-consultancy contract expenditure	Number	Expenditure (\$'000, GST incl.)
New contracts entered into during the reporting period	3	215
Total	3	215

Organisations receiving a share of reportable non-consultancy contract expenditure 2022–23	Total spend (\$'000 GST incl.)	Proportion of 2022–23 total spend (%)
Being Group International Pty Ltd (38 631 801 940)	202	93.9
DFP Recruitment Services (66 394 749 447)	13	6.1
Total expenditure	215	100



Part 4

Financial statements



Financial statements



INDEPENDENT AUDITOR'S REPORT

To the Assistant Minister for the Prevention of Family Violence; and the Minister for Social Services

Opinion

In my opinion, the financial statements of the Domestic, Family and Sexual Violence Commission (the Entity) for the year ended 30 June 2023:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2023 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2023 and for the year then ended:

- Statement by the Commissioner and the Chief Finance Officer;
- Statement of comprehensive income;
- Statement of financial position;
- Statement of changes in equity;
- Cash flow statement; and
- Notes to the financial statements, comprising an Overview and summary of significant accounting policies and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other information

The Commissioner is responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2023 but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Commissioner is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Commissioner is also responsible for such internal control as the Commissioner determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Commissioner is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Commissioner is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Peter Kerr

Executive Director

Delegate of the Auditor-General

Canberra

11 October 2023

Statement by the Commissioner and the Chief Finance Officer

In our opinion, the attached financial statements for the year ended 30 June 2023 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Domestic, Family and Sexual Violence Commission will be able to pay its debts as and when they fall due.

Micaela Cronin
Commissioner
**Domestic, Family and
Sexual Violence Commission**
11 October 2023

Cheryl-Anne Navarro
Branch Manager, Finance Group*
**Department of
Social Services**
11 October 2023

* The Department of Social Services prepares the Domestic, Family and Sexual Violence Commission's financial statements under a shared services arrangement. The Officer responsible for the preparation of the financial statements has certified these statements in accordance with the guidance for Section 10 of the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

Statement of comprehensive income

for the period ended 30 June 2023

	Notes	2023 \$'000	Original Budget \$'000
NET COST OF SERVICES			
Expenses			
Employee benefits	1.1A	1,340	2,980
Suppliers	1.1B	615	543
Total expenses		1,955	3,523
Own-source income			
Resources received free of charge	1.2A	36	-
Total own-source income		36	-
Net cost of services		(1,919)	(3,523)
Revenue from Government	1.2B	3,523	3,523
Surplus		1,604	-
Total comprehensive income		1,604	-

The above statement should be read in conjunction with the accompanying notes.

Refer to Note 6.3 for explanations of major variances to the Original Budget.

Original Budget numbers were published as 2022-23 Estimated Actual in the Portfolio Budget Statements 2023-24.

Statement of financial position

for the period ended 30 June 2023

	Notes	2023 \$'000	Original Budget \$'000
ASSETS			
Financial assets			
Cash and cash equivalents		50	-
Trade and other receivables	2.1A	1,799	-
Total financial assets		1,849	-
Total assets		1,849	
LIABILITIES			
Payables			
Suppliers	2.2A	166	-
Other payables	2.2B	56	-
Total payables		222	-
Provisions			
Employee provisions	4.1A	23	-
Total provisions		23	-
Total liabilities		245	-
Net assets		1,604	-
EQUITY			
Retained surplus		1,604	-
Total equity		1,604	-

The above statement should be read in conjunction with the accompanying notes.

Refer to Note 6.3 for explanations of major variances to the Original Budget.

Original Budget numbers were published as 2022–23 Estimated Actual in the Portfolio Budget Statements 2023–24.

Statement of changes in equity

for the period ended 30 June 2023

	2023 \$'000	Original Budget \$'000
Comprehensive income		
Surplus for the period	1,604	-
Total comprehensive income	1,604	-
Closing balance as at 30 June	1,604	-

The above statement should be read in conjunction with the accompanying notes.

Refer to Note 6.3 for explanations of major variances to the Original Budget.

Original Budget numbers were published as 2022-23 Estimated Actual in the Portfolio Budget Statements 2023-24.

Cash flow statement

for the period ended 30 June 2023

	2023 \$'000	Original Budget \$'000
OPERATING ACTIVITIES		
Cash received		
Appropriations	1,744	3,523
GST received	20	-
Total cash received	1,764	3,523
Cash used		
Employees	1,273	2,980
Suppliers	441	543
Total cash used	1,714	3,523
Net cash from operating activities	50	-
Net increase in cash held	50	-
Cash and cash equivalents at the beginning of the reporting period	-	-
Cash and cash equivalents at the end of the reporting period	50	-

The above statement should be read in conjunction with the accompanying notes.

Refer to Note 6.3 for explanations of major variances to the Original Budget.

Original Budget numbers were published as 2022–23 Estimated Actual in the Portfolio Budget Statements 2023–24.

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Overview

Objectives of the Domestic, Family and Sexual Violence Commission

The Domestic, Family and Sexual Violence Commission (the Commission) is a non-corporate Commonwealth Entity. The Commission is subject to the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Commission commenced operations on 1 July 2022 within the Department of Social Services, and was established under the PGPA Act on 1 November 2022. The Commission aims to improve the coordination of policy and services so people experiencing domestic, family and sexual violence can access the support they need no matter where they live.

The aims of the Commission include:

- promoting the National Plan objectives to end gender-based violence and monitoring impact;
- amplifying the voices of people with lived and living experience for meaningful engagement in shaping policy design and service delivery;
- fostering collaboration and coordination across Government and community to enhance connection and reduce fragmentation to improve outcomes; and
- providing strategic advice to inform strengthened policy and practice and improved outcomes.

The basis of preparation

The financial statements are general purpose financial statements and are required by section 42 of the PGPA Act. The financial statements have been prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period 01 November 2022 to 30 June 2023.

The financial statements have been prepared on an accrual basis. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

New accounting standards

Two amending standards (AASB 2021-2 and AASB 2021-6) were adopted earlier than the application date as stated in the standard. These amending standards have been adopted for the 2022-23 reporting period.

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions and adjustment to financial statements
<i>AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates (AASB 2021-2) and</i>	<p>AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice</p> <p>Statement 2. The amending standard requires the disclosure of material, rather than significant, accounting policies and clarifies what is considered a change in accounting policy compared to a change in accounting estimates.</p>
<i>AASB 2021-6 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards (AASB 2021-6)</i>	<p>AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2.</p> <p>These amending standards did not have a material impact on the Commission’s financial statements for the current reporting period and are not expected to have a material impact in future reporting periods.</p>

Taxation

The entity is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Events after the reporting period

There were no events noted after the reporting period.

Financial performance

1.1 Expenses

	2023 \$'000
--	----------------

1.1A: Employee benefits

Wages and salaries	1,021
Superannuation	
Defined contribution plans	144
Defined benefit plans	7
Leave and other entitlements	168
Total employee benefits	1,340

Accounting policy

Accounting policies for employee related expenses are contained in Note 4.1: Employee provisions.

1.1B: Suppliers

Goods and services supplied or rendered

Consultants	143
Contractors	131
IT services	109
Travel and accommodation	93
Building expenses	53
Recruitment services	15
Training and development	10
Other	43

Total goods and services supplied or rendered	597
------------------------------------------------------	------------

Goods supplied	9
----------------	---

Services rendered	588
-------------------	-----

Total goods and services supplied or rendered	597
------------------------------------------------------	------------

Other suppliers

Workers compensation expenses	18
-------------------------------	----

Total other suppliers	18
------------------------------	-----------

Total suppliers	615
------------------------	------------

Financial performance

1.2 Own-source revenue

	2023 \$'000
Own-source revenue	
1.2A: Resources received free of charge	
Remuneration of auditors	36
Total resources received free of charge	36

Accounting policy

Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2B: Revenue from Government

Appropriations	
Departmental appropriations	3,523
Total revenue from Government	3,523

Accounting policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the Commission gains control of the appropriation. Appropriations receivable are recognised at their nominal amounts.

Financial position

2.1 Financial assets

	2023 \$'000
2.1A: Trade and other receivables	
Appropriation receivables	
Appropriation receivable	1,779
Total appropriation receivables	1,779
Other receivables	
GST receivable from the Australian Taxation Office	20
Total other receivables	20
Total trade and other receivables	1,799
Total trade and other receivables (net)	1,799

During the 2023 financial year, credit terms for goods and services were within 30 days.

Accounting policy

Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand.

Trade and other receivables

Trade and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

Financial position

2.2 Payables

	2023 \$'000
--	----------------

2.2A: Suppliers

Trade creditors and accruals	166
Total suppliers	166

During the 2023 financial year, settlement is usually made in accordance with Australian Government policy: within five calendar days for e-invoices and within 20 calendar days for all other invoices to assist the cash flow for Australian businesses

2.2B: Other payables

Salaries and wages	34
Superannuation	10
Other	12
Total other payables	56

Other payables to be settled

No more than 12 months	56
More than 12 months	-
Total other payables	56

Funding

3.1 Appropriations

3.1A: Annual appropriations ('recoverable GST exclusive') Annual appropriations for 2023

	Section 75 transfers ¹ \$'000	Total appropriation ¹ \$'000	Appropriation applied in 2023 (current and prior years) ² \$'000	Variance ² \$'000
Departmental				
Ordinary annual services	3,523	3,523	(1,744)	1,779
Total departmental	3,523	3,523	(1,744)	1,779

¹ Section 75 transfers of \$3.523 million relates to the transfer of functions from the Department of Social Services.

² The variance in the current financial year of \$1.779 million between the total amount appropriated of \$3.523 million less the amount applied of \$1.744 million relates to the unspent appropriation balance.

3.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2023 \$'000
Departmental	
<i>Appropriation Act (No. 1) 2022–2023</i>	1,000
<i>Supply Act (No. 1) 2022–23</i>	779
Total departmental	1,779

People and relationships

4.1 Employee provisions

	2023 \$'000
4.1A: Employee provisions	
Leave	23
Total employee provisions	23
Employee provisions expected to be settled	
No more than 12 months	13
More than 12 months	10
Total employee provisions	23

Accounting policy

Liabilities for short-term employee benefits and termination benefits due within 12 months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by using the short hand model as at 30 June 2023. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

There were no redundancy benefit payments made in 2023 financial year.

Superannuation

The Commission's staff are members of the PSS accumulation plan (PSSap).

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The entity makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Australian Government. The entity accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June 2023 represents outstanding contributions.

People and relationships

4.2 Key management personnel remuneration

Key management personnel are those individuals having authority and responsibility for planning, directing and controlling the activities of the Commission, directly or indirectly. The Commission has determined the key management personnel to be the Commissioner and the Assistant Commissioner. The note includes anyone acting in a key management personnel position who has demonstrated authority and responsibility over planning, directing and controlling the activities of the Commission.

	2023 \$'000
Key management personnel remuneration	
Short-term employee benefits	402,685
Post-employment benefits	47,843
Other long-term employee benefits	6,218
Termination benefits	-
Total key management personnel remuneration expenses	456,746

The total number of key management personnel included in the above table is two, being two substantive officers who held the position since the inception of the Commission on 1 November 2022.

The above key management personnel remuneration excludes the remuneration and other benefits of the Cabinet Ministers, Portfolio Ministers, Assistant Ministers and Presiding Officers. The Ministers' remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Commission.

People and relationships

4.3 Related party disclosures

Related party relationships

The parent entity to the Commission is the Department of Social Services. The Commission is an Australian Government controlled entity. Related parties to the Commission are Key Management Personnel including the Portfolio Minister, Assistant Minister and Executive, and other Australian Government entities.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions to be separately disclosed.

Managing uncertainties

5.1 Financial instruments

	2023 \$'000
5.1A: Categories of financial instruments	
Financial assets at amortised cost	
Cash and cash equivalents	50
Total financial assets at amortised cost	50
Total financial assets	50
Financial liabilities	
Financial liabilities measured at amortised cost	
Trade creditors	166
Total financial liabilities measured at amortised cost	166
Total financial liabilities	166

Accounting policy

Financial assets

In accordance with AASB 9 Financial Instruments, the entity classifies its financial assets in the following categories:

- financial assets at fair value through profit or loss;
- financial assets at fair value through other comprehensive income; and
- financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial assets at amortised cost

Financial assets included in this category need to meet two criteria:

- the financial asset is held in order to collect the contractual cash flows; and
- the cash flows are solely payments of principal and interest on the principal outstanding amount. Amortised cost is determined using the effective interest method.

Effective interest method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of financial assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

Other information

6.1 Current/non-current distinction for assets and liabilities

	2023 \$'000
--	----------------

Assets expected to be recovered in:

No more than 12 months

Cash and cash equivalents	50
Trade and other receivables	1,799
Total no more than 12 months	1,849
Total assets	1,849

Liabilities expected to be settled in:

No more than 12 months

No more than 12 months	166
Suppliers	56
Other payables	13
Total no more than 12 months	235

More than 12 months

Employee provisions	10
Total more than 12 months	10
Total liabilities	245

Other information

6.2 Restructuring

During the 2023 financial year, the Commission was established as a non-Corporate Commonwealth entity, via an amendment to Schedule 1 of the *Public Governance, Performance and Accountability Rule 2014*, with a commencement date of 1 November 2022. The Department of Social Services agreed to a \$3.523 million departmental funding transfer, which was transferred to the Commission under section 75 of the PGPA Act.

Other information

6.3 Budget variances commentary

The financial statements provide a comparison of the estimated actual as presented in the 2023–24 Portfolio Budget Statements to the 2023 financial year final outcome as presented in accordance with the Australian Accounting Standards for the Domestic, Family and Sexual Violence Commission.

Comments on significant variances are provided in the table below.

Explanations of major variances	Affected line items
Total expenses are lower than budget by \$1.569 million (45%) due to lower than budgeted workforce levels during establishment of the Commission.	Statement of comprehensive income <ul style="list-style-type: none">Employee benefitsSuppliers
Total cash used is reflective of a decrease of \$1.810 million (51%) and Total cash received by \$1.760 million (50%) due to lower than budgeted employment expenses.	Cash flow statement <ul style="list-style-type: none">Total cash receivedTotal cash used

Budget variance commentary is based on the Original Budget published as 2022–23 Estimated Actual in the Portfolio Budget Statements 2023–24.



Part 5

Appendices



Appendix A:

Other mandatory information

PGPA Rule Section 17AGA(2)–(3): Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts

Table A-1 Organisations Receiving a Share of Reportable Consultancy Contract Expenditure Current Report Period (2022–23)

Name of Organisation	Expenditure \$'000 (GST inc.)
Whereto Research Based Consultancy	220
The Being Group	175

Table A-2 Organisations Receiving a Share of Reportable Non-Consultancy Contract Expenditure Current Reporting Period (2022–23)

Name of Organisation	Expenditure \$'000 (GST inc.)
The Being Group	217

Resource statements

Table A-3 Entity resource statement 2022-23

	Actual available appropriation for 2022-23 \$'000	Payments made 2022-23 \$'000	Balance remaining 2022-23 \$'000
	(a)	(b)	(a)-(b)
Departmental			
Annual appropriations - Ordinary Annual Services ¹	3,523	1,744	1,779
Total departmental annual appropriations	3,523	1,744	1,779
Expenses for outcome 1			
Outcome 1: Amplifying the voices of people with lived experience of domestic, family and sexual violence, providing evidence-informed policy advice, and promoting coordination and accountability towards ending gender-based violence.			
	Budget 2022-23 \$'000	Actual Expenses 2022-23 \$'000	Variation 2022-23 \$'000
	(a)	(b)	(a)-(b)
<i>Departmental expenses</i>			
Departmental appropriation ²	3,523	1,955	1,568
Departmental total	3,523	1,955	1,568
Total expenses for outcome 1	3,523	1,955	1,568
		2022-23	2021-22
Average staff level (number)		1	0

¹ Supply Act (No.1) 2022-23 and Appropriation Act (No.1) 2022-23. This includes section 75 transfers.

² Departmental appropriation includes section 75 transfers.

Procurement initiatives to support small business

The Commission supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprise (SME) and Small Enterprise participation statistics are available on the Department of Finance's website. Procurement is a shared responsibility with the department under the MOU, so all Commission procurement is subject to the same SME policies as those of the department. These include:

- using standardised contracts for low-risk procurements valued under \$200,000
- using an electronic invoice processing system
- incorporating Australian Industry Participation Plans in procurement where applicable.

The Commission recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Businesses are available on the Treasury's website.

Payments to media advertising organisations in 2022–23

The Commission did not make any payments to media advertising organisations in 2022–23.

Ecologically sustainable development and environmental performance

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) requires Commonwealth agencies to report against two core criteria:

- how the activities of the agency accord with and contribute to the principles of ecologically sustainable development
- the environmental performance of the agency, including the impact of its activities on the natural environment, how these impacts are mitigated and how they will be further mitigated.

How the Commission accords with and contributes to environmentally sustainable development

We do not administer any legislation that has a direct impact on ecologically sustainable development. The principles relating to scientific certainty and biological diversity are generally of limited application to our activities.

Our operations fall into five categories of environmental impact:

- electricity consumption
- water use
- waste generation
- paper use
- transportation.

Measures taken to minimise the effect of activities on the environment

The following tables provide quantitative information on measures taken by the Commission to minimise the effect of activities on the environment, and environmental performance data on our energy and waste production.

Table A-4 Energy, waste and water measures and monitoring mechanisms

Measures taken	Mechanisms used
Energy	
<p>The following departmental offices have Green Lease Schedules in place:</p> <ul style="list-style-type: none"> • Enid Lyons Building, Greenway • 180 Lonsdale Street (level 10 and part level 11), Melbourne. 	<p>Annual assessment of the National Australian Built Environment Rating System (NABERS) to ensure energy consumption is minimised as part of the Green Lease Schedules in place for these premises.</p>
<p>Building Management Committee meetings are conducted as required under the Green Lease Schedule.</p>	<p>Continue to conduct Building Management Committee meetings.</p>
<p>Continue to reduce electricity through use of heating/cooling air conditioning timers in meeting rooms and breakout areas and efficient lighting solutions, including sensor lighting and fit-out designs that take advantage of natural light.</p>	<p>Consideration of fit-out design and building upgrades to improve energy efficiency.</p>
<p>Participate in Earth Hour 2022.</p>	<p>Continue to participate in Earth Hour each year.</p>
Waste	
<p>Some initiatives promoted throughout our leased office portfolio include:</p> <ul style="list-style-type: none"> • digital signage promoting correct waste management behaviors displayed on monitors installed in all leased tenancies • bin signage updated throughout Canberra sites to support improved waste and recycling management • reducing paper file holdings and physical storage requirements through the department's digitisation program. 	<p>Regularly monitor the amount of waste removed from waste management behaviours at Canberra sites.</p> <p>Continue to examine new ways of reducing amount of waste going to landfill.</p> <p>Annual Check-up plus survey to the National Archives of Australia.</p>

Table A-5 Environmental performance indicators

Performance measure	Indicator	2022–23	2021–22
Energy efficiency			
Total consumption of energy in buildings	Electricity consumption (kWh)	2,149,339	2,636,316
Total consumption of energy in vehicles	Diesel (L)	3,975	3,337
	Ethanol mix (L)	710	545
	Unleaded petrol (L)	3,056	2,506
Total vehicle distance travelled	Motor vehicle distance travelled (km)	88,349	67,600
Total air travel distance	Air travel distance (km)	8,681,464	2,520,953
Waste			
Mixed paper and cardboard waste Enid Lyons Building, Greenway, ACT	Wastepaper to recycling facilities (tonnes)	9.5	13.2
Commingled recycling Enid Lyons Building, Greenway, ACT	Commingled waste to recycling facilities (tonnes)	5.1	6.0
Secured paper destruction Enid Lyons Building, Greenway, ACT	Secured paper to recycling facilities (tonnes)	35.4	14.7
Landfill Enid Lyons Building, Greenway, ACT	Landfill waste to ACT landfill (tonnes)	50	49.3
Organic waste Enid Lyons Building, Greenway, ACT	Organic waste to organic waste facilities (tonnes)	1.1	-

Note: The department acknowledges that not all data sources were available at the time of the report and adjustments to the baseline data may be required for future reports. The comparative for 2021–22 has been updated to reflect new data sources.

Australian Public Service Net Zero 2030

APS Net Zero 2030 is the Australian Government’s policy for the APS to reduce its greenhouse gas emissions to net zero by 2030 and to transparently report on its emissions. As part of this, non-corporate and corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over 2022–2023. Results are presented on the basis of Carbon Dioxide Equivalent (CO₂-e) emissions. Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.

The whole-of-government electric vehicle (EV) requirements have been embedded into our policies and procedures. We currently have one EV in our fleet and 4 on order, due for delivery in 2023. All other passenger vehicles will be considered for replacement with an EV when their current leases expire. We are also working with landlords to install charging capabilities in our leased premises.

Greenhouse Gas Emissions Inventory – location-based method 2022–23

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-government approach as part of the APS Net Zero 2030 policy.

Emission source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity	N/A	1,211,053	109,599	1,320,652
Natural Gas	-	N/A	-	-
Fleet vehicles	18,793	N/A	4,695	23,488
Domestic flights	N/A	N/A	547,734	547,734
Other energy	-	N/A	-	-
Total kg CO₂-e	18,793	1,211,053	662,028	1,891,874

CO₂-e = Carbon Dioxide Equivalent

Greenhouse Gas Emissions Inventory – Market-Based Method 2022–23

The electricity emissions reported above are calculated using the location-based approach. When applying the market-based method, which accounts for activities such as GreenPower, purchased LGCs and/or being located in the ACT, the total emissions for electricity, are below:

Emission source	Scope 1 kg CO ₂ -e	Scope 2 kg CO ₂ -e	Scope 3 kg CO ₂ -e	Total kg CO ₂ -e
Electricity	N/A	327,050	43,286	370,336
Natural Gas	-	N/A	-	-
Fleet vehicles	18,793	N/A	4,695	23,488
Domestic flights	N/A	N/A	547,734	547,734
Other energy	-	N/A	-	-
Total kg CO₂-e	18,793	327,050	595,715	941,558

* The Domestic, Family and Sexual Violence Commission is located within the department tenancies, the Enid Lyons Building and the Melbourne State Office. The Commission has low staffing numbers, resulting in a negligible impact on total electricity emissions for the department. As such, the Commission has been granted an exemption by the Department of Finance from reporting on specific emission output. Instead, total combined emissions for both the department and the Commission are represented in the above table. The Commission continues to report on domestic travel in its 2022–23 Annual Report.

PGPA Rule section 17AJ(e)–(g) Aids to access

Director, Governance and Corporate Coordination

Contact

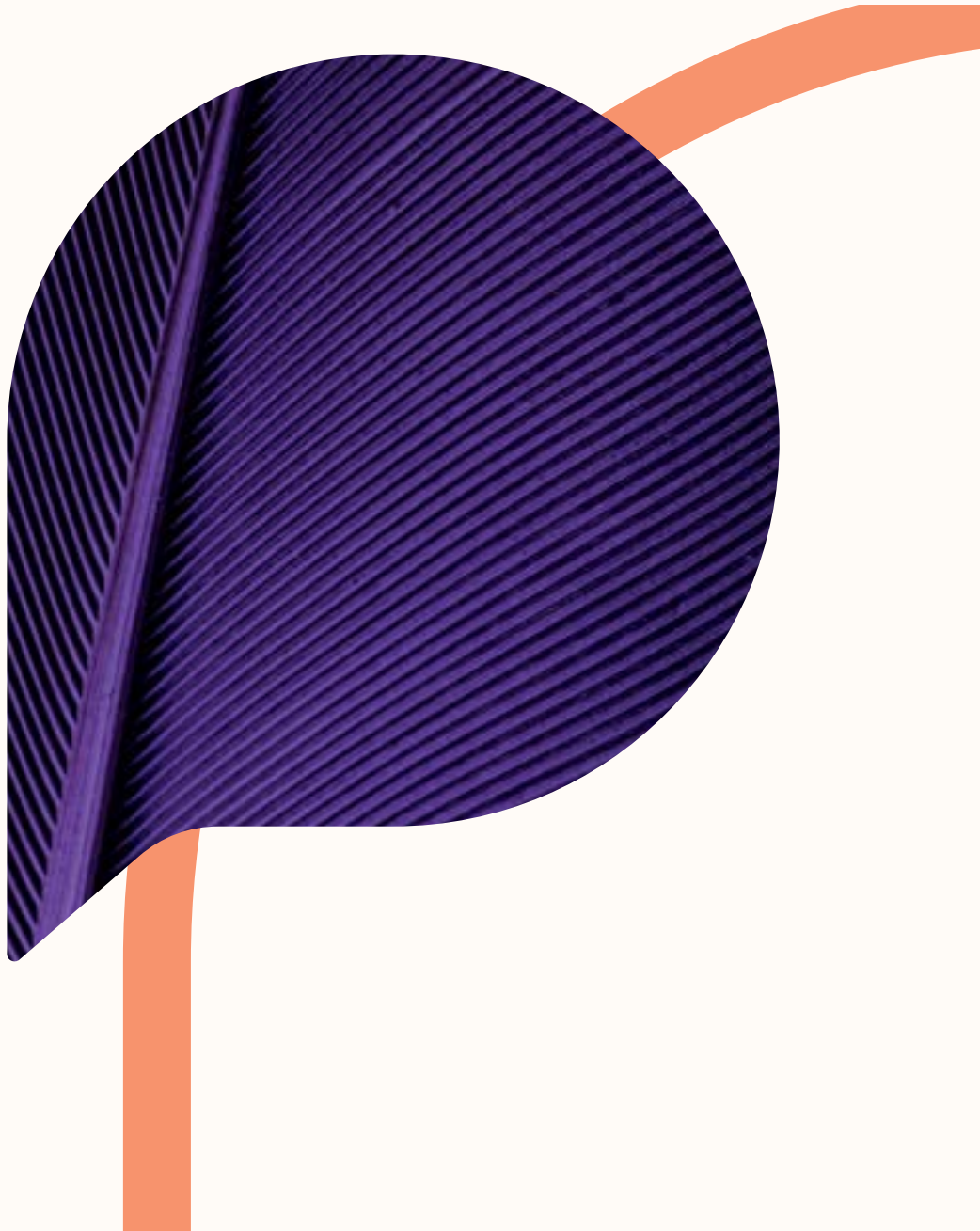
Phone Number 02 6146 1669

Email corporate@dfsvc.gov.au

Website dfsvc.gov.au

Appendix B: Glossary of abbreviations and acronyms

ANAO	Australian National Audit Office
APP Code	<i>Privacy (Australian Government Agencies – Governance) APP Code 2017</i>
APPs	Australian Privacy Principles
APS	Australian Public Service
CO₂-e	carbon dioxide equivalent
Commission, the	Domestic, Family and Sexual Violence Commission
Commissioner, the	Domestic, Family and Sexual Violence Commissioner
department, the	Department of Social Services
FOI Act	<i>Freedom of Information Act 1982 (Cth)</i>
LGCs	large-scale generation certificates
MOU	Memorandum of Understanding
National Plan	National Plan to End Violence against Women and Children 2022–2032
OAIC	Office of the Australian Information Commissioner
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>
PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014 (Cth)</i>
PIA	Privacy Impact Assessment
Privacy Code	Australian Government Agencies Privacy Code
SME	Small and Medium Enterprise



Appendix C

PGPA Rule Section 17AD(da) – Executive Remuneration

Management of human resources

Information about remuneration for key management personnel

Current Reporting Period (2022–23)

Table C-1 Remuneration – key management personnel

Name	Position title	Short-term benefits		
		Base salary	Bonuses	Other benefits and allowances
Micaela Francesca CRONIN	Commissioner	258,272	0	0
Jessica Ann GUTHRIE	Assistant Commissioner	143,020	0	1,393
		401,292	0	1,393

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Superannuation contributions	Long service leave	Other long-term benefits		
	24,825	2,772	0	0	285,869
	23,018	3,446	0	0	170,877
	47,843	6,218	0	0	456,746

Information about remuneration for senior executives

Current Reporting Period (2022-23)

Table C-2 Remuneration – senior executives

Total remuneration bands	Number of senior executives	Short-term benefits		
		Average base salary	Average bonuses	Average other benefits and allowances
\$0– \$220,000	0			
\$220,001–\$245,000	0			
\$245,001–\$270,000	0			
\$270,001–\$295,000	0			
\$295,001–\$320,000	0			
\$320,001–\$345,000	0			
\$345,001–\$370,000	0			
\$370,001–\$395,000	0			
\$395,001–\$420,000	0			
\$420,001–\$445,000	0			
\$445,001–\$470,000	0			
\$470,001–\$495,000	0			
\$495,001– ...	0			

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration



Information about remuneration for other highly paid staff

Current Reporting Period (2022–23)

Table C-3 Remuneration – other highly paid staff

Total remuneration bands	Number of other highly paid staff	Short-term benefits		
		Average base salary	Average bonuses	Average other benefits and allowances
\$240,000–\$245,000	0			
\$245,001–\$270,000	0			
\$270,001–\$295,000	0			
\$295,001–\$320,000	0			
\$320,001–\$345,000	0			
\$345,001–\$370,000	0			
\$370,001–\$395,000	0			
\$395,001–\$420,000	0			
\$420,001–\$445,000	0			
\$445,001–\$470,000	0			
\$470,001–\$495,000	0			
\$495,001–....	0			

PGPA Rule Section 17AE(1)(aa) (i) – (iii) – Accountable Authority

Accountable Authority during the reporting period

Current Reporting Period (2022–23)

Table C-4 Accountable Authority – Details of Accountable Authority during the reporting period
Current Report Period (2022–23)

Name	Position Title/Position held	Period as the accountable authority or member within the reporting period	
		Start Date (1 July 2022 or after)	End Date (30 June 2023 or before)
Raymond Griggs	Secretary	01/07/2022	31/10/2022
Micaela Cronin	Commissioner	01/11/2022	30/06/2023

	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration

PGPA Rule Section 17AF(1)(b) Report on Financial Performance Summary

Entity Resource Statement subset Summary

Current Reporting Period (2022–23)

Table C-5 Entity resources statement subset summary

	Actual Available appropriation – current year (a) \$'000	Payments made (b) \$'000	Balance remaining (a)–(b) \$'000
Departmental			
Annual appropriations – ordinary annual services	–	–	–
Annual appropriations – other services – non-operating	–	–	–
Total departmental annual appropriations	–	–	–
Departmental special appropriations	–	–	–
Total special appropriations	–	–	–
Special accounts	–	–	–
Total special accounts	–	–	–
<i>less departmental appropriations drawn from annual/special appropriations and credited to special accounts</i>	–	–	–
Total departmental resourcing (A)	–	–	–
Administered			
Annual appropriations – ordinary annual services	–	–	–
Annual appropriations – other services – non-operating	–	–	–
Annual appropriations – other services – specific payments to States, ACT, NT and local government	–	–	–

	Actual Available appropriation – current year (a) \$'000	Payments made (b) \$'000	Balance remaining (a)–(b) \$'000
Annual appropriations – other services – new administered expenses	–	–	–
Total administered annual appropriations	–	–	–
Administered special appropriations	–	–	–
Total administered special appropriations	–	–	–
Special accounts	–	–	–
Total special accounts receipts	–	–	–
<i>less administered appropriations drawn from annual/special appropriations and credited to special accounts</i>	–	–	–
<i>less payments to corporate entities from annual/special appropriations</i>	–	–	–
Total administered resourcing (B)	–	–	–
Total resourcing and payments for entity X (A + B)	–	–	–

PGPA Rule Section 17AG (4)(aa) – Management of Human Resources

All Ongoing Employees: Current Reporting Period (2022-23)

Table C-6 Ongoing employees 2022-23

	Man/Male			Woman/Female		
	Full time	Part time	Total	Full time	Part time	Total
NSW	0	0	0	0	0	0
Qld	0	0	0	0	0	0
SA	0	0	0	0	0	0
Tas	0	0	0	0	0	0
Vic	0	0	0	1	0	1
WA	0	0	0	0	0	0
ACT	4	0	4	7	0	7
NT	0	0	0	0	0	0
External Territories	0	0	0	0	0	0
Overseas	0	0	0	0	0	0
Total	4	0	4	8	0	8

All Non-Ongoing Employees: Current Reporting Period (2022-23)

Table C-7 Non-ongoing employees 2022-23

	Man/Male			Woman/Female		
	Full time	Part time	Total	Full time	Part time	Total
NSW	0	0	0	0	0	0
Qld	0	0	0	0	0	0
SA	0	0	0	0	0	0
Tas	0	0	0	0	0	0
Vic	0	0	0	1	0	1
WA	0	0	0	0	0	0
ACT	0	0	0	1	0	1
NT	0	0	0	0	0	0
External Territories	0	0	0	0	0	0
Overseas	0	0	0	0	0	0
Total	0	0	0	2	0	2

	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	11
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	12

	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	2

PGPA Rule Section 17AG(4)(b) – Management of Human Resources

**PGPA Rule Section 17AG(4)(b)(i) –(iv) Australian Public Sector (APS)
Classification and Gender**

Australian Public Service Act Ongoing Employees

Current Reporting Period (2022-23)

Table C-8 Ongoing employees breakdown

	Man/Male			Woman/Female			
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	
SES 2	0	0	0	0	0	0	
SES 1	0	0	0	1	0	1	
EL 2	2	0	2	3	0	3	
EL 1	1	0	1	2	0	2	
APS 6	1	0	1	1	0	1	
APS 5	0	0	0	1	0	1	
APS 4	0	0	0	0	0	0	
APS 3	0	0	0	0	0	0	
APS 2	0	0	0	0	0	0	
APS 1	0	0	0	0	0	0	
Other	0	0	0	0	0	0	
Total	4	0	4	8	0	8	

	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	5
	0	0	0	0	0	0	0	0	0	3
	0	0	0	0	0	0	0	0	0	2
	0	0	0	0	0	0	0	0	0	1
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	12

Australian Public Service Act Non-Ongoing Employees
 Current Reporting Period (2022-23)

Table C-9 Non- ongoing employees breakdown

	Man/Male			Woman/Female			
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	
SES 2	0	0	0	0	0	0	
SES 1	0	0	0	0	0	0	
EL 2	0	0	0	0	0	0	
EL 1	0	0	0	0	0	0	
APS 6	0	0	0	2	0	2	
APS 5	0	0	0	0	0	0	
APS 4	0	0	0	0	0	0	
APS 3	0	0	0	0	0	0	
APS 2	0	0	0	0	0	0	
APS 1	0	0	0	0	0	0	
Other	0	0	0	0	0	0	
Total	0	0	0	2	0	2	

	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	2
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	2

PGPA Rule Section 17AG(4)(b)(i)-(iii) Employment type by Full time and Part time Status

Australian Public Service Act Employment by Full time and Part Time Status

Current Reporting Period (2022-23)

Table C-10 Employees by Full time and Part time Status

	Ongoing			Non-Ongoing			Total
	Full time	Part time	Total Ongoing	Full time	Part time	Total Non-Ongoing	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	1
EL 2	5	0	5	0	0	0	5
EL 1	3	0	3	0	0	0	3
APS 6	2	0	2	2	0	2	4
APS 5	1	0	1	0	0	0	1
APS 4	0	0	0	0	0	0	0
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	12	0	12	2	0	2	14

PGPA Rule Section 17AG(4)(b)(v) – Employment type by Location

Australian Public Service Act Employment type by location

Current Reporting Period (2022–23)

Table C-11 Employment type by location

	Ongoing	Non-Ongoing	Total Ongoing
NSW	0	0	0
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	1	1	2
WA	0	0	0
ACT	11	1	12
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
Total	12	2	14

PGPA Rule Section 17AG(4)(b)(vi) Indigenous Employment

Australian Public Service Act Indigenous Employment

Current Reporting Period (2022–23)

Table C-12 Australian Public Service Act – Indigenous Employment current report period (2022–23)

	Total
Ongoing	3
Non-Ongoing	0
Total	3

PGPA Rule Section 17AG(4)(c)(i) Employment Arrangements of SES and Non-SES employees

Australian Public Service Act Employment Arrangements of SES and Non-SES employees: Current Reporting Period (2022-23)

Table C-13 Employment Arrangements of SES and Non-SES employees

	SES	Non-SES	Total
Department of Social Services Enterprise Agreement 2018 to 2021*	0	13	13
Section 24(l) determinations	1	0	1
Individual Flexibility Agreement (IFA)	0	0	0
Total	1	13	14

PGPA Rule Section 17AG(4)(c)(ii) Salary Ranges by Classification level

Australian Public Service Act Salary Ranges by Classification level Current Reporting Period (2022-23)

Table C-14 Salary Ranges by Classification level

	Minimum Salary	Maximum Salary
SES 3	0	0
SES 2	0	0
SES 1	\$211,202	\$211,202
EL 2	\$133,851	\$157,811
EL 1	\$113,563	\$128,907
APS 6	\$91,145	\$102,448
APS 5	\$84,741	\$84,741
APS 4	0	0
APS 3	0	0
APS 2	0	0
APS 1	0	0
Other	0	0
Minimum/Maximum range	\$84,741	\$211,202

PGPA Rule Section 17AG(4)(d) (iii)-(iv) Performance Pay by Classification level

Australian Public Service Act Employment Performance Pay by Classification level

Current Reporting Period (2022-23)

Table C-15 Employment performance pay by classification level

	Number of employees receiving performance pay	Aggregated (sum total) of all payments made	Average of all payments made	Minimum Payment Made to employees	Maximum Payment made to employees
SES 3	0	0	0	0	0
SES 2	0	0	0	0	0
SES 1	0	0	0	0	0
EL 2	0	0	0	0	0
EL 1	0	0	0	0	0
APS 6	0	0	0	0	0
APS 5	0	0	0	0	0
APS 4	0	0	0	0	0
APS 3	0	0	0	0	0
APS 2	0	0	0	0	0
APS 1	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0	0	0	0

The Commission does not pay any performance pay.

Appendix D:

List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g) Letter of transmittal			
17AI	Met	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h) Aids to access			
17AJ(a)	iii	Table of contents (print only).	Mandatory
17AJ(b)	88 – 92	Alphabetical index (print only).	Mandatory
17AJ(c)	60 – 61	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	80 – 87	List of requirements.	Mandatory
17AJ(e)	59	Details of contact officer.	Mandatory
17AJ(f)	18	Entity’s website address.	Mandatory
17AJ(g)	i	Electronic address of report.	Mandatory
17AD(a) Review by accountable authority			
17AD(a)	1	A review by the accountable authority of the entity.	Mandatory
17AD(b) Overview of the entity			
17AE(l)(a)(i)	6	A description of the role and functions of the entity.	Mandatory
17AE(l)(a)(ii)	7	A description of the organisational structure of the entity.	Mandatory
17AE(l)(a)(iii)	9	A description of the outcomes and programmes administered by the entity.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(a)(iv)	4	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	22	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	22	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	22	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	7	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)	-	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the Performance of the entity		
Annual performance Statements			
17AD(c)(i); 16F	9	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	37-51	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	54	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	-	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(d)	Management and Accountability		
Corporate Governance			
17AG(2)(a)	17	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	17	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	17	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	17	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	13-17	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	-	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non compliance with Finance law and action taken to remedy non compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	13	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	13-14	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	13-14	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	13-14	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	13-14	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	20	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(3)(a)	20	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	20	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	-	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	21	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	70-71	Statistics on the entity's employees on an ongoing and non ongoing basis, including the following: <ul style="list-style-type: none"> (a) statistics on full time employees; (b) statistics on part time employees; (c) statistics on gender (d) statistics on staff location 	
17AG(4)(b)	72-77	Statistics on the entity's APS employees on an ongoing and non ongoing basis; including the following: <ul style="list-style-type: none"> • Statistics on staffing classification level; • Statistics on full time employees; • Statistics on part time employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous. 	
17AG(4)(c)	78	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	78	Information on the number of SES and non SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	79	The salary ranges available for APS employees by classification level.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)(iii)	23	A description of non salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	23	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	-	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	-	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	-	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	-	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
Purchasing			
17AG(6)	26	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	25, 53	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	25	A statement that " <i>During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]</i> ".	Mandatory
17AG(7)(c)	25	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(d)	25	A statement that <i>“Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”</i>	Mandatory
Reportable consultancy contracts			
17AG(7A)(a)	26	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	26	A statement that <i>“Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”</i>	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	53	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	-	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor General with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Exempt contracts			
17AG(9)	-	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	55	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory
17AG(10)(b)	55	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	55	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory
Financial Statements			
17AD(e)	27-51	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	62-63	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	-	If the entity conducted advertising campaigns, a statement that <i>"During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."</i>	If applicable, Mandatory
17AH(1)(a)(ii)	55	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	-	A statement that <i>"Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."</i>	If applicable, Mandatory
17AH(1)(c)	18	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	18	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	-	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	-	Information required by other legislation	Mandatory

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**We are diverse but
galvanised by a common cause.**

We know what needs to change.

No meaningful solutions can be made about us without us.

Stopping our suffering depends on all of us choosing to do something differently. We cannot repeat more of the same and expect to achieve change...

We must be willing to sit in discomfort.

It is time to be brave.

Excerpts from 'A statement from victim-survivors' in the National Plan to End Violence against Women and Children 2022–2032.



CONTACT

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Australian Government

Domestic, Family and Sexual Violence Commission