



Australian Government

Domestic, Family and Sexual Violence Commission

Annual Report

2023–2024



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For enquiries regarding this report, please contact:

Director, Governance and Corporate Coordination.

Phone: 0408 270 917

Email: corporate@dfsvc.gov.au

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Acknowledgement of Country

The Commission acknowledges the Traditional Owners of Country through Australia on which we gather, live, work and stand. We acknowledge all traditional custodians, and their Elders past and present, and 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 peoples to end family violence and is committed to partnering with First Nations people in this work.

We acknowledge that we have a great deal to learn from Aboriginal and Torres Strait Islander ways of working. The Aboriginal concept of Dadirri informs our approach (Atkinson, 2002). Dadirri refers to a deep contemplative process of listening to one another in reciprocal relationships. The word Dadirri is of the Ngangikurungkurr people of the Daly area of the Northern Territory. The activity of Dadirri has an equivalent in many other First Nations communities across Australia.

Acknowledgement of people with lived and living experience of domestic, family and sexual violence

The Commission acknowledges the individual and collective expertise of people with experience of domestic, family and sexual violence. The Commission recognises their vital contribution at all levels, and values the courage of those who share their unique perspectives for the purpose of learning and growing together to achieve better outcomes for all.

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





Australian Government



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 2024.

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.

Fraud Risk Assessments and Fraud Control Plans are a Tier 2 shared service with the Department of Social Services (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.

Yours sincerely,

Micaela Cronin
Domestic, Family and Sexual Violence Commissioner

11/10/2024

Who we are and what we do

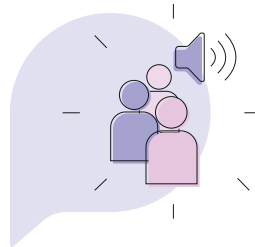
The Domestic, Family and Sexual Violence Commission (the Commission) is a national body dedicated to addressing and ending violence against women and children in all its forms.

Our objectives are:

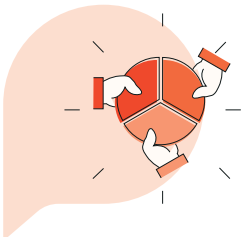
Promoting the National Plan objectives to end gender-based violence and monitoring impact



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

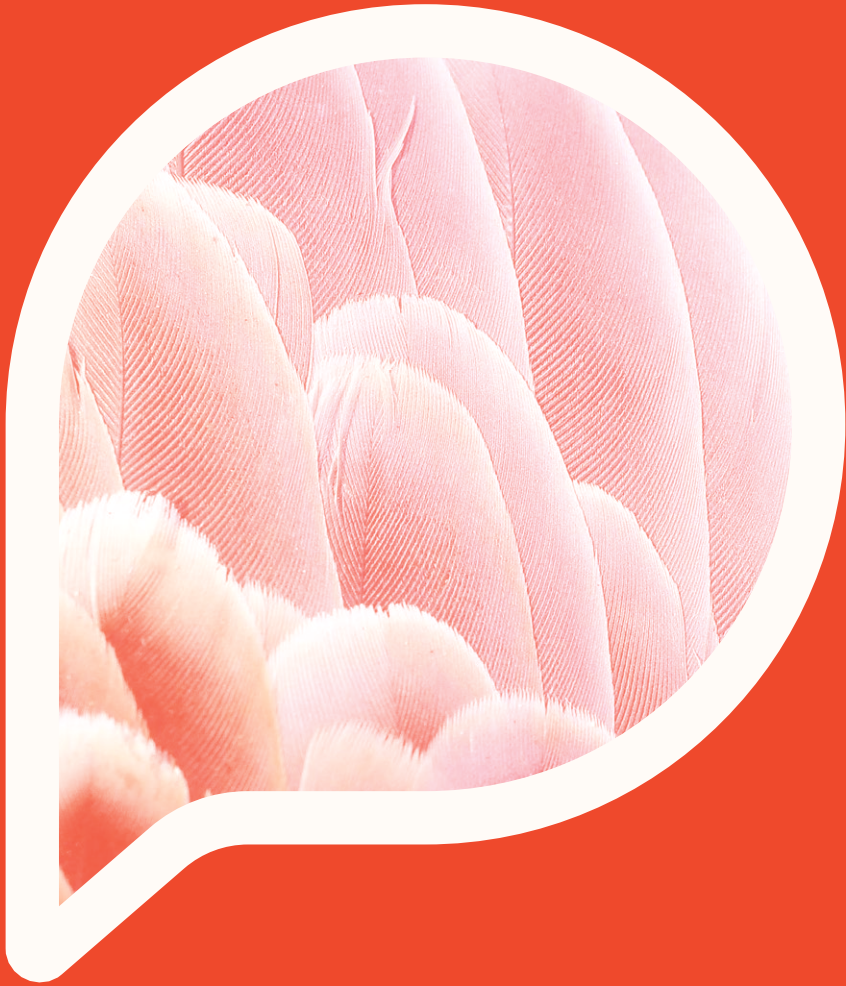


Fostering collaboration and coordination across government and communities to enhance connection and reduce fragmentation to improve outcomes



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





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Commissioner's year in review

It has been sobering to see gender-based violence recognised as a national emergency this year.

There are many distressing indicators of this emergency. One woman is being murdered by a current or former intimate partner every 9 days.¹ There was an 11% increase in sexual violence last year – now at a 30 year high.² We know that Aboriginal and Torres Strait islander women are 33 times more likely to be hospitalised because of family violence.³ And recent research released by the Australian Institute of Criminology shows nearly one in every 10 men in NSW have faced legal action for family and domestic violence.⁴

In my role as Australia's first Domestic, Family and Sexual Violence Commissioner, I am seeing leadership from our governments, our major institutions, business, and the community sector. This builds on the tireless work of many individuals over many decades – practitioners, lived experience experts, policy makers, and researchers. These are voices who have advocated and agitated not only for reform, but for recognition of the way in which gender-based permeates every aspect of our society.

The Australian Government established the Domestic, Family and Sexual Violence Commission to provide national leadership and promote national coordination. It is through working with people across governments and our communities that we can achieve our outcomes as an agency and work towards ending violence against women and children in one generation.

This is the Commission's second Annual Report and reflects the ongoing development of the Commission's impact. We continue to mature as an organisation and have made a number of notable achievements during 2023–24, including:

- Establishing the first national Lived Experience Advisory Council, after an expression of interest process that attracted over 400 applications
- Hosting eight roundtables with people with lived experience, advocates, frontline workers, and researchers – including national crisis talks into murdered and missing women
- Meeting with over 300 individuals and organisations
- Holding over 150 meetings with government agencies, Ministers, researchers, and community and sector leaders.

It was a great privilege to be invited to National Cabinet in May this year, the first ever National Cabinet meeting focused solely on gender-based violence. This put a national spotlight on how governments can:

- Strengthen prevention approaches, informed by a rapid review into prevention approaches that I am co-convening
- Address factors that exacerbate violence, such as access to pornography, misogynistic online content, and alcohol
- Improve information sharing about those who use, and respond to high risk and serial perpetrators of, domestic and family violence.

The accomplishments of the Commission would not be possible without the work of our dedicated and experienced staff and the invaluable contribution and leadership of the Lived Experience Advisory Council. This includes the guiding group members, who brought passion and wisdom to guiding us in establishing the first Advisory Council.

Continuing to work collaboratively with governments, frontline organisations, researchers, and people with lived experience – I look forward to seeing what we can achieve in the next 12 months.

The Commission’s Corporate Plan 2024–28 outlines the key activities we will undertake during 2024–25.



Micaela Cronin
Domestic, Family and Sexual
Violence Commissioner



PART 1

Commission overview

Purpose

The Commission’s core purpose is to amplify 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.

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.

Our story

The Commission was established on 1 July 2022 through an Executive Order (C2022G00246 refers). Instituting the Commission as an agency dedicated to addressing and ending violence against women and children in all its forms provides a significant opportunity to enhance the way we work in support of the Australian Government. It positions us to improve coordination and collaboration on matters that affect people who have experience of domestic, family and sexual violence.

We will work to amplify the voices of people with lived experience, and to improve the coordination of policy and services. This will help ensure policy and services reflect and respond to the perspectives and needs of people experiencing domestic, family and sexual violence, so they can access the support they need no matter who they are, or where they live.

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.

Strategic policy advice

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

Promoting and enhancing coordination

Foster enhanced collaboration and coordination across government and community in relation to women’s safety. This is to assist all governments to develop person-centered, coordinated and integrated family, domestic and sexual violence service system, in line with the cross cutting principles of the National Plan.



Consistent monitoring and evaluation

Work with Commonwealth and state and territory Governments to develop consistent monitoring and evaluation frameworks to effectively measure impact. This is to ensure progress against the National Plan can be tracked accurately.

Victim-survivor engagement

Amplify the voices of people with lived and living experience of domestic, family and sexual violence and support government to draw upon this knowledge in shaping policy design and service delivery.

Promoting 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.

Engagement with Commonwealth agencies

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

The Commission and the department will develop practical mechanisms for collaboration that assists 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 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 relevant departments across the Commonwealth in a similar fashion.

Engagement with state and territory governments and other stakeholders

The Commission will develop productive relationships with state and territory governments and stakeholders in the sector to execute the Commission's functions and to support the implementation of the national Plan. The Commission is expected to build and maintain productive relationships with state and territory Commissioners, or equivalent, with responsibilities aimed at 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 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 and reduce fragmentation to improve outcomes
4. providing strategic advice to inform strengthened policy and practice and improved outcomes.

We take action 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.

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

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



ORGANISATION STRUCTURE

Across 2023–24 the Commission focused on consolidating a strong, experienced leadership team, and further developing the ongoing work program for the Commission. The priority for 2024–25 will be to appoint to the remaining roles that will support the Commission’s work.

The leadership structure of the Commission, as at 30 June 2024, is shown in Figure 1.

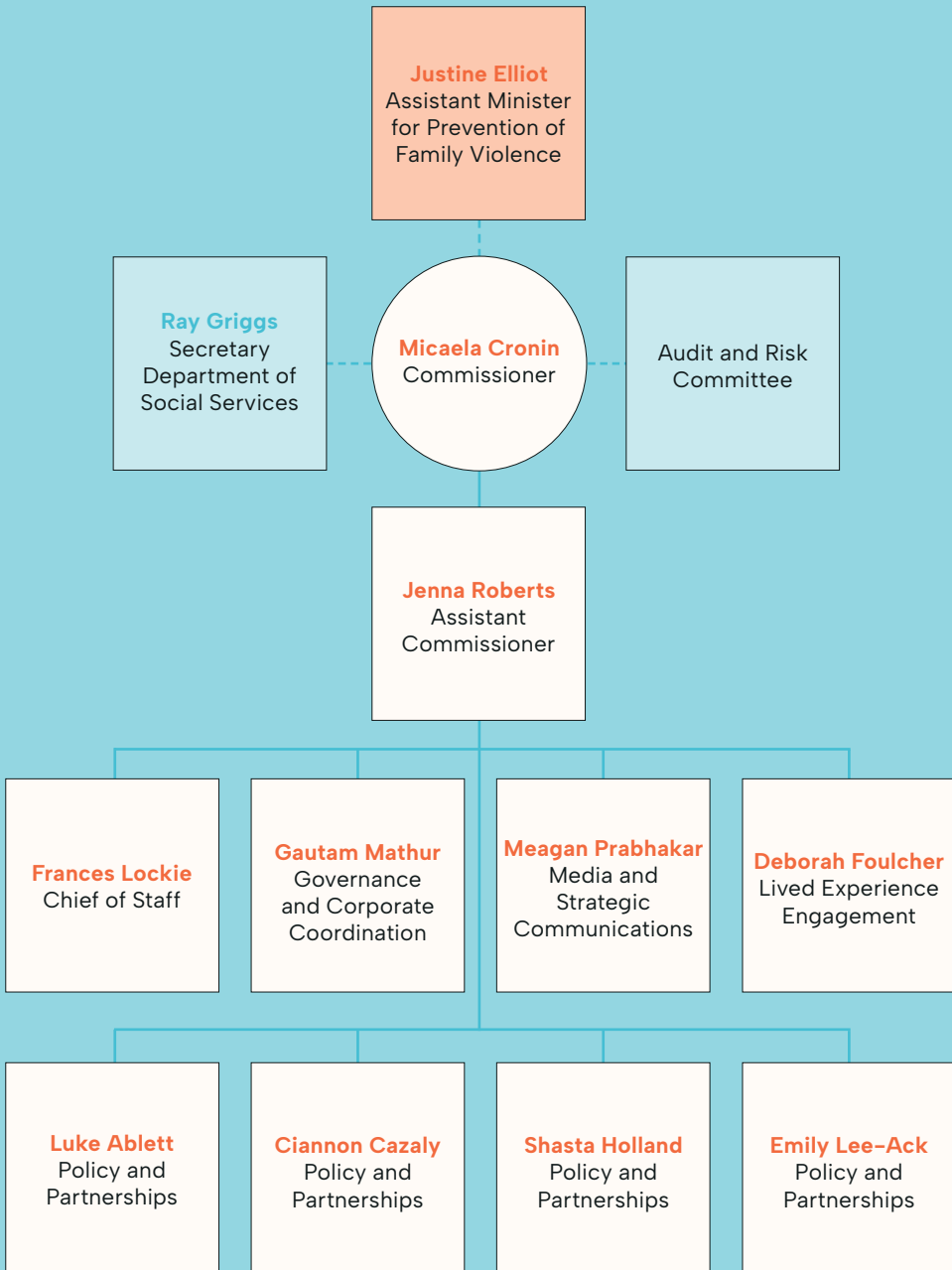


Figure 1 Commission Leadership Structure



PART 2

Annual Performance Statements



Statement of preparation

As the accountable authority of the Domestic, Family and Sexual Violence Commission, I present the Commission's 2023–24 Annual Performance Statements as required under paragraphs 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, these Annual Performance Statements accurately reflect the performance of the entity for the reporting period and comply with subsection 39(2) of the PGPA Act.

Micaela Cronin

Domestic, Family and Sexual Violence Commissioner

11/10/2024

Overview

The Annual Performance Statements for 2023–24 provide an assessment of the Commission’s performance against the performance measures set out in the 2023–24 Portfolio Budget Statement (pages 120–124) and the Commission’s 2023–27 Corporate Plan (page 15).

The Commission was 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.

As stated in the 2023–24 Portfolio Budget Statement, we have 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.

Our performance measures include a mix of qualitative and quantitative measures to capture the engagement activities of the Commission, where this is reasonably practical.

The Commission acknowledges that as our performance is informed by people with lived and living experience of domestic, family and sexual violence, as well as community and government, that measuring the performance of the Commission’s activities on longer term outcomes will be challenging during the initial years of its establishment and will evolve over time.

The Commission is working towards strengthening its performance measures, including the development of a new theory of change for the organisation, to better demonstrate the impact of our work.

Performance summary

The Commission’s key activities as per the 2023–27 Corporate Plan include:

- Amplifying the voices of people with lived experience.
- Promote and enhance coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors.
- Inform priorities for policy, research and data collection in cooperation with jurisdictions and relevant organisations and agencies.
- Promote the objectives of the National Plan, and undertake reporting towards the actions and targets of the National Plan.



For 2023–24, out of the 5 performance targets, all were achieved.

The Commission’s activities also went above and beyond these targets, with a range of initiatives contributing to our objectives. These have been outlined in our performance reporting below.

The Commission was established as a national body to promote and support the National Plan and has embedded the expectations of government in its strategic objectives. During 2023–24, the Commission engaged with a broad range of stakeholders to deliver a range of activities to support monitoring progress towards the National Plan, ensuring that the Commission’s actions provide transparent robust feedback to government.

The Commission’s measurement of progress and impact is informed by its extensive engagement with people with lived experience, those delivering critical services including specialist sector organisations and practitioners, the police and health sector, researchers and other organisations, and a range of other sources of evidence.

As part of its engagement activities, the Commission held regular roundtables on priority topics, usually in partnership with organisations with key expertise. These partnerships support strong participation by a range of stakeholders and engagement of diverse perspectives. The Commission’s roundtable program foregrounds lived experience participation, centring the voices of people with lived experience at all public-facing events.

Amplifying the voices of people with lived experience

In September 2023 the Commission established the first-ever national Lived Experience Advisory Council as a core mechanism for people with lived experience to provide strategic advice and solutions to government on ending domestic, family and sexual violence.

The establishment of the Advisory Council was guided by seven inaugural members who worked with the Commission to undertake a national expression of interest process in August 2023 which attracted more than 400 applications.

Twelve people with diverse backgrounds, identities and experiences from across Australia were selected to work with the Commission for the next two years to bring their experience, skills and expertise to help create and improve policy, systems and services and report on implementation and progress towards the objectives of the National Plan.

The Advisory Council is Co-Chaired by the Commissioner and a Council Member, who was appointed in March 2024 for a 12 month period.

The Lived Experienced Advisory Council has met formally six times during the reporting period, including a face to face meeting in January 2024, bringing together the diversity, knowledge and expertise of members from across the country for two days to discuss key issues under the National Plan.

During the reporting period, the Advisory Council has also worked with several government partners to provide input and advice into policies and programs under the National Plan.

The Advisory Council plays a key role in providing advice to the Australian Government to improve domestic, family and sexual violence policy, systems and services.

Alongside the Commission, the Lived Experience Advisory Council will also champion representation of the diversity of experiences from across the country, by both building and advocating for other mechanisms to embed lived experience perspectives across government.

The Commission seeks to embed lived experience into all aspects of its work and in 2023–24, the Commission:

- Met with over 300 individuals and organisations, centring the voices and advocacy of people with lived experience.
- Integrated lived experience voices into roundtable discussions on priority issues, ensuring a range of perspectives and priority populations were represented.
- Worked alongside people with lived experience to inform the Commission’s formal submissions to government.

Promote and enhance coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors

A key role of the Commission is to foster collaboration and coordination across government and communities to enhance connection, reduce fragmentation and improve outcomes under the National Plan.

In May 2024 the Commission convened crisis talks into the alarming rates of murdered and missing women in Australia this year, bringing together experts from across the country to tackle the crisis.

The Commission brought together around 70 domestic, family and sexual violence experts from across the country to inform the development of advice to government on urgent and critical action to prevent women’s deaths. This roundtable was a critical step in the Commission’s work to provide national leadership in preventing women being murdered as a result of domestic, family, and sexual violence.



The priority areas outlined will inform future work of the Commission and inform our strategic advice to governments across Australia. The Commission will continue to work collaboratively to keep this issue on the national agenda and inform concrete, effective actions.

In May 2024, the Commission also partnered with the NSW Women's Safety Commission to co-convene jurisdictional roundtable to facilitate collaboration and sharing of progress and learnings in support of the National Plan.

Participants included senior state and territory government representatives responsible for the coordination of jurisdictional efforts under the National Plan and representatives from community services, police, health and other related government portfolios. Across the day there was reflection on the role that both the Commissioner and the NSW Commissioner can play in fostering collaboration and sharing of evidence and good practice under the National Plan. The Commissioner committed to a further program of roundtables to bring together the Commonwealth, states and territories, sector, lived experience and other experts on priority topics.



Commissioner Cronin presents at the Commission's crisis talks into murdered and missing women, May 2024

During the reporting period, the Commission also:

- Leveraged its website as the key information source for the dissemination of media releases and news updates to the broader public.
- Engaged with the Australian, state and territory governments to understand issues, systems and structures which accelerate or impede progress on the National Plan.
- Convened cross-sector and cross government engagement which encouraged the development of knowledge transfer, shared understanding, and closer working relationships.
- Created connections between government, sector, community, academia and business to enable greater collaboration in achieving the objectives of the National Plan.

Inform priorities for policy, research and data collection in cooperation with jurisdictions and relevant organisations and agencies

In September 2023, the Commission co-convened the Measuring Impact Roundtable with ANROWS [Australian National Research Organisation for Women’s Safety]. The roundtable brought together more than 70 expert stakeholders from across the spectrum of social sector, government, business, research, people with lived experience and community. Key insights from stakeholders that the Commission will examine further for advice to government include:

- Creating regular opportunities to reflect on progress of the National Plan before the conclusion of the First Action Plan
- Determining the critical impact questions to answer in the short and medium term
- Mapping and then doing more with existing data sources and connecting data across systems
- Understanding the service system experience from people with lived experience
- Building workforce capability for high-quality evaluation and measuring impact.

During 2023–24, the Commission also:

- Delivered 36 keynote and panel addresses to conferences and gatherings, encouraging thought leadership on critical themes and areas of the National Plan.
- Provided strategic advice to Government to inform strengthened policies and practices, and improved outcomes in a range of formal and informal settings.
- Created platforms for nationally important conversations, including convening eight roundtables to discuss the National Plan objectives and actions.



Promote the objectives of the National Plan, and undertake reporting towards the actions and targets of the National Plan

Promoting the objectives of the National Plan across all parts of Australian society is a central aspect of the Commissioner's role. The Commissioner has raised awareness of domestic, family and sexual violence in public engagements throughout her term, and has engaged with community leaders and media to strengthen knowledge of domestic, family and sexual violence, the drivers of violence and the role we can all play in prevention.

In November 2023, marking the 12 month anniversary of the establishment of the Commission, the Commissioner delivered an Interim Statement to Parliament. The Interim Statement highlighted the importance of engaging with people with lived experience of domestic family and sexual violence in the development of policies and programs to reduce violence against women and children, the importance of nationally consistent data and measures under the national plan; and the value of creating national dialogues to build shared action.

The Interim Statement also foreshadowed the priorities and focus for the Commission's first Yearly Report to Parliament, on track to be released in August 2024.

In June 2024, the Commission – with the Domestic, Family and Sexual Violence Healing and Recovery Alliance (the Alliance) – co-convened a roundtable on healing and recovery from violence. The Commission and the Alliance worked collaboratively to invite more than 60 participants from across the family violence, sexual assault, and research sectors, as well as a significant number of people with lived experience of violence. Roundtable attendees considered the ways in which healing and recovery might be addressed at all stages of people's journey, and take into account the different contexts, cultures and circumstances which inform their experience.



Commissioner Cronin is interviewed following her attendance at National Cabinet, May 2024

During 2023–24 the Commissioner, supported by the Commission, also:

- Participated in a range of government mechanisms to provide strategic direction and inform policy.
- Held 69 meetings with Australian, state and territory government agencies and ministers, 25 meetings with researchers, and 69 meetings with community and sector leaders.
- Addressed the National Cabinet in May 2024 on the national crisis in gender-based violence.
- Developed a yearly report to be presented to Parliament in August 2024 on progress against the National Plan.
- Participated in a range of media interviews regarding domestic, family and sexual violence. This has included appearances on ABC Radio, ABC News Breakfast, Insiders, A Current Affair, the Today Show, Radio National, 10 News, Sky News, and various print media.



Performance reporting

ACTIVITY 1

Amplify the voices of people with lived experience.

Performance measure

A supportive and structured approach to engagement with people with lived experience of domestic, family and sexual violence is implemented.

Target

The Lived Experience Advisory Council is established.

2023–24 result

Achieved



Rationale

The Lived Experience Advisory Council is a key engagement mechanism for the Commission. The Commission is responsible for the establishment of the Council, making appointment recommendations to the Assistant Minister, and supporting the ongoing operation of the Advisory Council.


Method

Determination of whether the Lived Experience Advisory Council was established. The data sources for this were:

- Expression of Interest documentation
- Media releases
- Meeting papers and minutes.

In addition, we have considered other activities throughout 2023/24 that also amplified the voices of those with lived experience of violence. Informing this were:

- Roundtable summary reports
- List of stakeholder meetings
- Other briefing materials and internal documents
- Consultation with Commission and department staff.

ACTIVITY 2	
Promote and enhance coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors.	
<p>Performance measure</p> <p>Engagement and communication activities that support collaboration and the sharing of policy, knowledge and practice across jurisdictions and silos are delivered.</p>	
<p>Target</p> <p>The Commission’s website is published to support accessible and trauma-informed communication mechanisms and the provision of information about the function and work of the Commission.</p>	<p>2023–24 result</p> <p>Achieved </p>
<p>Rationale</p> <p>The website is the basis for the Commission’s communication with the broader public. It will ensure we are meeting some of our regulatory requirements, while also provided a mechanism for the community to engage with the Commissioner and the Commission itself.</p>	
<p>Method</p> <p>Determination of whether the website has been established in line with regulatory and legislative requirements and enable Commission staff to make regular updates.</p> <p>We have also considered activities that the Commission has undertaken that contributes to promoting and enhancing coordination between governments and sectors.</p> <p>The data sources for this were:</p> <ul style="list-style-type: none"> • Review of the website • Stakeholder engagement • Consultation with Commission and department staff. 	



ACTIVITY 3

Inform priorities for policy, research and data collection in cooperation with jurisdictions and relevant organisations and agencies.

Performance measure

Coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors is promoted.

Target

Initial engagement occurs with Commonwealth, state and territory governments, and the not-for-profit and private sectors.

2023-24 result

Achieved





Rationale

A key activity for the Commission is bringing together agencies within the Commonwealth Government, across state and territory governments, and across sectors to improve information sharing and collaboration in efforts to address domestic, family and sexual violence.

Method

Assessment of the Commission's engagement activities. The data sources for this were:

- Roundtable summary reports
- List of stakeholder meetings
- Other briefing materials and internal documents.

ACTIVITY 4	
Promote the objectives of the National Plan, and undertake reporting towards the actions and targets of the National Plan.	
<p>Performance measure</p> <p>The Annual Performance Report promoting and informing government on the progress towards achieving the National Plan objectives and targets is delivered.</p>	
<p>Target</p> <p>Promotion of the objectives of the National Plan through Commissioner participation in public forums and engagements.</p>	<p>2023–24 result</p> <p>Achieved </p>
<p>Delivery of a report to Parliament on the progress towards the objectives of the National Plan.</p>	<p>Achieved, yearly report on track to be presented in August 2024. </p>
<p>Rationale</p> <p>The National Plan is the guiding policy for Commonwealth, state, and territory governments to prevent and respond to violence against women and children. The yearly report on progress against the National Plan is a key mechanism for holding these governments accountable.</p>	
<p>Method</p> <p>Assessment of activities to support the development of the Commission’s yearly report to Parliament on progress against the National Plan. The data sources for this were:</p> <ul style="list-style-type: none"> • Roundtable summary reports • List of stakeholder meetings • Other briefing materials and internal documents • Documents relating to the development of the Commission’s 2024 yearly report and the Commissioner’s engagements. 	



PART 3

Management and accountability

Corporate governance

The Commission operates under the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act). The focus throughout the 2023–24 financial year was to continue maturing the Commission’s governance and corporate functions in order to fulfil all PGPA Act requirements and build organisational capacity to achieve our objectives.

Given the Commission is a small agency, it is party to a MoU with the department, enabling the department to deliver corporate services and systems to the Commission. These services include office accommodation, human resources, financial, IT, security, and information management. The MoU is reviewed annually and necessitates close working relationships between the department and the Commission.

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: <https://dfsvc.gov.au/resources/commission-reporting>.

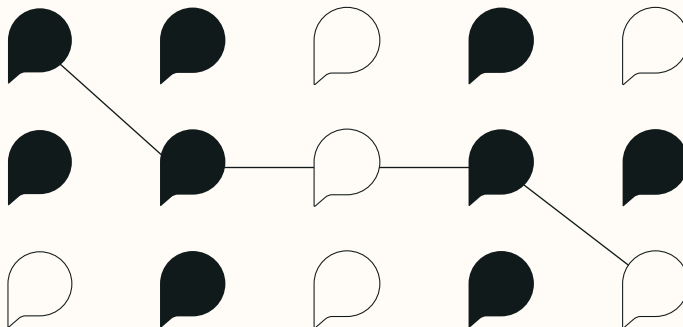




Table 1 Audit and Risk Committee members

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total annual remuneration (excl. GST)
Nick Baker (Chair)	<p>Bachelor of Arts in Computing Studies; Graduate Diploma in Professional Accounting; Certificate IV in Commonwealth Fraud Investigations; Fellow CPA Australia; Member Australian Computer Society.</p> <hr/> <p>Extensive public sector management consulting experience in financial accounting, performance improvement and IT.</p>	4 of 4	\$3,637
Ian McPhee	<p>Bachelor of Business; Bachelor of Arts; Life Member CPA Australia and Institute of Public Administration Australia.</p> <hr/> <p>Financial management and budget experience with Department of Finance. Financial statement and performance audit experience with Australian National Audit Office.</p>	4 of 4	\$2,940
Darren Box	<p>Bachelor of Business – Accounting.</p> <hr/> <p>Previous public sector experience as Chief Operating Officer with Australian Federal Police, and Chief Financial Officer with Australian Federal Police and Services Australia.</p>	4 of 4	\$2,925
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>	3 of 4	\$2,205

Our risk management

Our risk management is governed by legislation and regulations that include section 16 of the PGPA Act, the Commonwealth Risk Management Policy, and the ISO 31000:2018 Risk Management – Guidelines.

The Commission operates in an ever-changing environment of strategic, operational, shared and emerging risks in order to deliver on our purpose. Our Risk Management Framework aligns with the nine elements of the Commonwealth Risk Management Policy and supports evidence-based decision-making by all staff.

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 operates out of the offices of the department and leverages the department’s business continuity plans 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 MoU for corporate services. The department contributes 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. During 2023–24 two internal audits were conducted which included the review of the Commission’s governance arrangements and its performance measures. The Commission will continue to action the audit recommendations over 2024–25.



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. Although the Commission has low staffing numbers and direct contact with children is limited, we will ensure our staff have the skills, confidence and knowledge to keep children safe. We recognise the role we play in ensuring the safety of children, particularly when interacting with children and young people via consultation processes and surveys.

Given the Commission is still maturing its Corporate processes, we currently utilise the department's child safe policies and processes including child safety clauses in procurement documents for third parties where appropriate. However, the Commission is in the process of developing its own Child Safety Policy and risk assessments in consultation with the department and the National Office for Child Safety to ensure compliance with the core requirements of the Commonwealth Child Safe Framework and the National Principles for Child Safe Organisations.

Where the Commission's staff may 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 MoU. 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 2023–24.

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.

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 is still in its establishment phase and 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.

Complaints are managed by the Commission’s Leadership Team and 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. The Commission will finalise its IPS agency plan in 2024–25. During 2023–24, the Commission responded to 2 FOI requests.



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, complaints and impact assessments

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 <https://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.

The department's knowledge of the Commission's privacy related activities is limited to matters where the department has advised the Commission under the MoU. To the extent of that advice:

- During 2023–24, the department advised the Commission in relation to 2 privacy incidents. One incident related to the actions of the Commission and was subject to an internal complaint, and one incident which related to a third party provider. No eligible data breaches were reported to the OAIC on behalf of the Commission.
- During 2023–24, the department completed no privacy impact assessments on behalf of the Commission.

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.

External scrutiny

The Commission's operations are scrutinised by external entities, including the ANAO, the Commonwealth Ombudsman and committees of the Australian Parliament.

Reports by the Australian National Audit Office

The ANAO performs an annual statutory audit of our financial statements. In 2023–24, no performance audit reports relating to the Commission were tabled by the ANAO.

Ombudsman, parliamentary and Auditor-General reporting

In 2023–24, no relevant 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 2023–24.



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.

In 2023–24, the Commission focused on building a strong and experienced leadership team in order to set the strategic direction of the agency and develop its first yearly report to Parliament.

Continuing to build our workforce to support our leadership team will be an area of priority in 2024–25.

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 2023–24, staff participated in various optional eLearning courses, in addition to accessing high–quality on–demand video tutorials through the department as part of our MoU. Staff also participated in mandatory training through eLearning modules on a range of topics and legislative matters.

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

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*. The Commission utilises the Work Health and Safety policies and processes of the department as part of our MoU.

Diversity in our workplace

Throughout 2023–24, 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.

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. 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.

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 department’s 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.

Workplace arrangements

The Commission continues to work with the department and the Australian Public Service Commission to develop its own enterprise agreement for staff. Until finalisation of the Commission’s enterprise agreement, our workforce is employed by the department and seconded to the Commission. Continued work on finalising the enterprise agreement is a key area of focus in 2024–25.

Performance pay

There were no performance payments made to Commission employees during the 2023–24 reporting 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 2024, 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

Our current workforce is employed by the department and seconded to the Commission. The department's enterprise agreement offers a range of non-salary benefits for staff. These include, but are not limited to, leave, flexible working arrangements, salary packaging through Smartsalary, and remote-working assistance.

Financial overview

In 2023–24, the Commission reported a departmental surplus of \$2.2 million. This was due to an underspend largely driven by lower than budgeted staffing levels. The Commission is expected to be fully staffed by the first quarter of 2025.

Further information on the Commission's 2023–24 financial performance, position and cash flows is available in the Financial Statements.

Table 2 Trends in Commission Finances

		2023-24 \$'000	2022-23 \$'000	Change \$'000
Revenue from the Australian Government		5,588	3,523	2,065
Other Revenue		38	36	2
Total income		5,626	3,559	2,067
Employee benefits		2,122	1,340	782
Suppliers		1,319	615	704
Total Expenses		3,441	1,955	1,486
Surplus attributed to the Australian Government		2,185	1,604	581
Financial assets	A	4,548	1,849	2,699
Liabilities	B	759	245	514
Net assets (A-B)		3,789	1,604	2,185

Consultants

During 2023–24, no new reportable consultancy contracts were entered into. In addition 1 reportable ongoing consultancy contracts was active during the period, involving total actual expenditure of \$0.1 million (GST inclusive).

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.

Table 3 Expenditure on reportable consultancy contracts (2023–24)

Reportable consultancy contract expenditure	Number	Expenditure (\$'000, GST incl.)
Ongoing contracts entered into during a previous reporting period	1	66
Total expenditure	1	66

Table 4 Organisations receiving a share of reportable consultancy contract expenditure (2023–24)

Organisations receiving a share of reportable consultancy contract expenditure 2023–24	Total spend (\$'000 GST incl.)	Proportion of 2023–24 total spend (%)
Whereto Research Based Consulting Pty Ltd (65 605 178 603)	66	100
Total expenditure	66	100



Non-consultancy contracts

During 2023-24, 6 new reportable non-consultancy contracts were entered into with a total spend of \$0.1 million (GST inclusive). In addition, 2 reportable non-consultancy contracts were ongoing from a previous period with a total spend of \$0.2 million (GST inclusive).

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.

Table 5 Expenditure on reportable non-consultancy contracts (2023-24)

Reportable non-consultancy contract expenditure	Number	Expenditure (\$'000, GST incl.)
New contracts entered into during the reporting period	6	69
Ongoing contracts entered into during a previous reporting period	2	163
Total	8	232

Table 6 Organisations receiving a share of reportable non-consultancy contract expenditure (2023-24)

Organisations receiving a share of reportable non-consultancy contract expenditure 2023-24	Total spend (\$'000 GST incl.)	Proportion of 2023-24 total spend (%)
Being Group International Pty Ltd (38 631 801 940)	163	70.5
Calleo Resourcing Pty Ltd (52 005 000 895)	31	13.2
Dr Lucy Mercer-Mapstone (20 253 215 705)	23	10.0
Info Access Group Pty Ltd (68 607 527 686)	15	6.3
Total expenditure	232	100

Exempt contracts

In 2023–24, no contracts were exempted from reporting on the AusTender website.

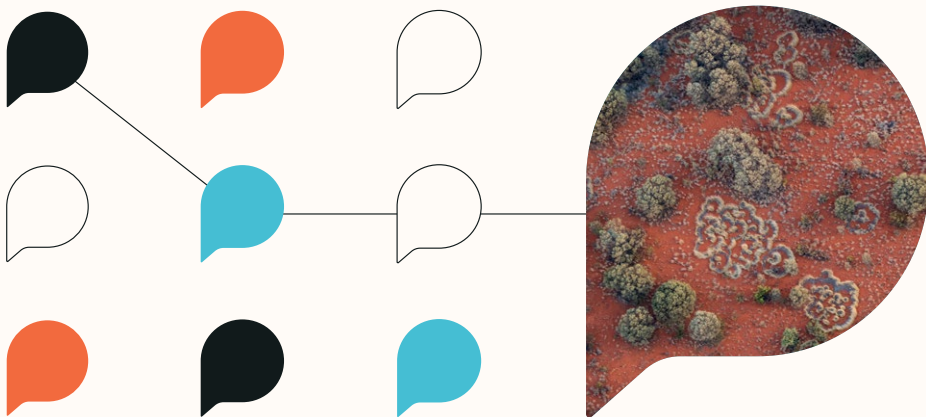
Australian National Audit Office access clauses

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 2023–24, 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. The Commission will work towards exceeding targets under the National Indigenous Australians Agency’s Indigenous Procurement Policy in 2024–25.





PART 4

Financial statements

Independent Auditor's Report



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 2024:

- (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 2024 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 2024 and for the year then ended:

- Statement by the Commissioner and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to and forming part of the financial statements, comprising material accounting policy information 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.

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
3 October 2024

Financial statements

Statement by the Commissioner and the Chief Finance Officer

In our opinion, the attached financial statements for the year ended 30 June 2024 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**
3 October 2024

Greg Mitchell
Branch Manager, Finance Group*
**Department of
Social Services**
3 October 2024

* 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 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	2,122	1,340	4,728
Suppliers	1.1B	1,319	615	860
Total expenses		3,441	1,955	5,588
Own-source income				
Resources received free of charge	1.2A	38	36	-
Total own-source income		38	36	-
Net cost of services		(3,403)	(1,919)	(5,588)
Revenue from Government	1.2B	5,588	3,523	5,588
Surplus		2,185	1,604	-

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

Refer to Note 6.2 for explanations of major variances to the Original Budget.

Statement of Financial Position

for the period ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		50	50	-
Trade and other receivables	2.1A	<u>4,498</u>	<u>1,799</u>	-
Total financial assets		<u>4,548</u>	<u>1,849</u>	-
Total assets		<u>4,548</u>	<u>1,849</u>	-
LIABILITIES				
Payables				
Suppliers	2.2A	189	166	-
Other payables	2.2B	<u>543</u>	<u>56</u>	-
Total payables		<u>732</u>	<u>222</u>	-
Provisions				
Employee provisions	4.1A	<u>27</u>	<u>23</u>	-
Total provisions		<u>27</u>	<u>23</u>	-
Total liabilities		<u>759</u>	<u>245</u>	-
Net assets		<u>3,789</u>	<u>1,604</u>	-
EQUITY				
Retained surplus		<u>3,789</u>	<u>1,604</u>	-
Total equity		<u>3,789</u>	<u>1,604</u>	-

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



Statement of Changes in Equity

for the period ended 30 June 2024

	2024 \$'000	2023 \$'000
RETAINED EARNINGS		
Opening balance as at 1 July 2023	1,604	-
Comprehensive income		
Surplus for the period	<u>2,185</u>	<u>1,604</u>
Total comprehensive income	<u>2,185</u>	<u>1,604</u>
Closing balance as at 30 June 2024	<u>3,789</u>	<u>1,604</u>

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

Cash Flow Statement

for the period ended 30 June 2024

	2024 \$'000	2023 \$'000	Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	2,882	1,744	5,588
GST received	7	20	86
Total cash received	2,889	1,764	5,674
Cash used			
Employees	1,629	1,273	4,728
Suppliers	1,260	441	946
Total cash used	2,889	1,714	5,674
Net cash from/(used by) operating activities	-	50	-
Net increase in cash held			
Cash and cash equivalents at the beginning of the reporting period	50	-	-
Cash and cash equivalents at the end of the reporting period	50	50	-

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

Accounting Policy

Cash and cash equivalents

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



Notes to and forming part of the financial statements

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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's core purpose is to amplify 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.

The Commission's strategic objectives and activities 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 communities to enhance connection, reduce fragmentation to improve outcomes
- 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 *Public Governance, Performance, and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR)
- b) 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.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. 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

The Commission has not identified any new accounting standards that would impact the 2023-24 financial statements.

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.



1. Financial performance

1.1 Expenses

	2024 \$'000	2023 \$'000
1.1A: Employee benefits		
Wages and salaries	1,612	1,021
Superannuation		
Defined contribution plans	235	144
Defined benefit plans	15	7
Leave and other entitlements	260	168
Total employee benefits	2,122	1,340

Accounting Policy

Accounting policies for employees related expenses are contained in Note 4 People and Relationships.

1.1B: Suppliers

Goods and services supplied or rendered

Corporate service charges	676	-
Travel and accommodation	212	93
Contractors	123	131
IT services	109	109
Consultants	61	143
Audit Fees *	38	36
Training and development	9	10
Recruitment services	5	15
Other *	55	60
Total goods and services supplied or rendered	1,288	597

Goods supplied	91	9
Services rendered	1,197	588
Total goods and services supplied or rendered	1,288	597

Other suppliers

Workers' compensation expenses	31	18
Total other suppliers	31	18
Total suppliers	1,319	615

* Comparatives were adjusted based on current year's categorisations.

Financial performance

1.2 Own-source revenue

	2024 \$'000	2023 \$'000
1.2A: Resources received free of charge		
Remuneration of auditors	<u>38</u>	<u>36</u>
Total Resources received free of charge	<u>38</u>	<u>36</u>

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	<u>5,588</u>	<u>3,523</u>
Total revenue from Government	<u>5,588</u>	<u>3,523</u>

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.



2. Financial position

2.1 Financial assets

	2024 \$'000	2023 \$'000
2.1A: Trade and other receivables		
Appropriation receivables		
Appropriation receivable	4,485	1,779
Total appropriation receivables	4,485	1,779
Other receivable		
GST receivable from the Australian Taxation Office	13	20
Total other receivables	13	20
Total trade and other receivables	4,498	1,799
Total trade and other receivables (net)	4,498	1,799

Credit terms for goods and services were within 30 days (2022-23: 30 Days).

Accounting Policy

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 initially recognised at fair value and subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

2.2 Payables

2.2A: Suppliers

Trade creditors and accruals	189	166
Total suppliers	189	166

Settlement is usually made within five calendar days for e-invoices and within 20 calendar days for all other supplier invoices (2022-23: 20 Days).

2.2B: Other payables

Secondments	474	-
Salaries and wages	48	34
Superannuation	9	10
Other	12	12
Total other payables	543	56

All other payables are expected to be settled within 12 months of the balance date.

3. Funding

3.1 Appropriations

3.1A: Annual Appropriations (recoverable GST exclusive)

Annual Appropriations for 2024

	Total unspent 30 June 2023 \$'000	Current year appropriation \$'000	Section 74 Receipts ¹ \$'000	Total Appropriation ² \$'000	Appropriation applied in 2024 (current and prior years) ² \$'000	Total unspent 30 June 2024 ² \$'000
Departmental	1,000	-	-	-	-	1,000
<i>Appropriation Act (No. 1) 2022-2023</i>	<i>779</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>779</i>
<i>Supply Act (No. 1) 2022-2023</i>	<i>-</i>	<i>5,588</i>	<i>32</i>	<i>5,620</i>	<i>(2,914)</i>	<i>2,706</i>
<i>Appropriation Act (No. 1) 2023-2024</i>	<i>1,779</i>	<i>5,588</i>	<i>32</i>	<i>5,620</i>	<i>(2,914)</i>	<i>4,485</i>
Total departmental						

¹ Section 74 receipts include GST.

² The variance in the current financial year of \$2.706 million between the total amount appropriated of \$5.620 million less the amount applied of \$2.914 million relates to unspent appropriation balance.

Annual Appropriations for 2023

	Section 75 transfers ¹ \$'000	Total Appropriation ¹ \$'000	Appropriation applied in 2023 (current and prior years) ² \$'000	Total unspent 30 June 2023 ² \$'000
Departmental	1,000	1,000	-	1,000
<i>Appropriation Act (No. 1) 2022-2023</i>	<i>2,523</i>	<i>2,523</i>	<i>(1,744)</i>	<i>779</i>
<i>Supply Act (No. 1) 2022-23</i>	<i>3,523</i>	<i>3,523</i>	<i>(1,744)</i>	<i>1,779</i>
Total departmental				

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 previous 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.





4. People and relationships

4.1 Employee provisions

	2024 \$'000	2023 \$'000
Employee Provisions		
Leave	27	23
Total employee provisions	27	23

Accounting policy

Liabilities for short-term employee benefits and termination benefits expected 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 shorthand model as at 30 June 2024. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Superannuation

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

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.

	2024	2023
	\$	\$
Key Management personnel remuneration		
Short-term employee benefits	418,702	402,685
Post-employment benefits	46,075	47,843
Other long-term employee benefits	6,858	6,218
Total key management personnel remuneration expenses	<u>471,635</u>	<u>456,746</u>

The total number of key management personnel included in the above table is three, being one substantive officer who held the position for the full year and two officers who held the position for part of the year (2023: two 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.

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, the Executive, and other Australian Government entities.

Transactions with related parties

Given the breadth of Australian Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. 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, it has been determined there are no related party transactions that require separate disclosure.



5. Managing uncertainties

5.1 Financial instruments

	2024 \$'000	2023 \$'000
5.1A: Categories of financial instruments		
Financial assets		
Financial assets at amortised cost		
Cash and cash equivalents	50	50
Total financial assets at amortised cost	50	50
Total financial assets	50	50
Financial liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	189	166
Total financial liabilities measured at amortised cost	189	166
Total financial liabilities	189	166

Accounting policy

Financial assets

In accordance with AASB 9 Financial Instruments, the entity classifies its financial assets 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
- The cash flows are solely payments of principal and interest on the principal outstanding amount.

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.

Financial liabilities

Financial liabilities are classified as 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).

6. Other information

6.1 Current/non-current distinction for assets and liabilities

	2024	2023
	\$'000	\$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	50	50
Trade and other receivables	4,498	1,799
Total no more than 12 months	<u>4,548</u>	<u>1,849</u>
Total assets	<u>4,548</u>	<u>1,849</u>
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	189	166
Other payables	543	56
Employee provisions	9	13
Total no more than 12 months	<u>741</u>	<u>235</u>
More than 12 months		
Employee provisions	18	10
Total more than 12 months	<u>18</u>	<u>10</u>
Total liabilities	<u>759</u>	<u>245</u>

6.2 Budget variances commentary

The financial statements provide a comparison of the estimated actual as presented in the 2023-24 Portfolio Budget Statements to the 2024 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 \$2.148 million (38%) due to lower than budgeted workforce levels.	Statement of comprehensive income - Employee benefits
Total cash received and Total cash used are both reflective of a decrease of \$2.785 million (49%) due to lower than budgeted employment expenses.	Cash flow statement - Total cash received - Total cash used



PART 5

Appendices

Appendix A: Other mandatory information

Resource statements

Table A-1 Entity resource statement

	Current available appropriation (a)	Payments made (b)	Balance remaining (a)–(b)
	\$'000	\$'000	\$'000
Departmental			
Annual appropriations – ordinary annual services			
Prior year appropriations available – ordinary annual services	1,779	-	1,779
Departmental appropriation	5,620	2,914	2,706
Total departmental annual appropriations	7,399	2,914	4,485
Total resourcing and payments for the Domestic, Family and Sexual Violence Commission	7,399	2,914	4,485



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* 2023-24 \$'000	Actual expenses 2023-24 \$'000	Variation 2023-24 \$'000
	(a)	(b)	(a)-(b)
Program 1.1: Domestic, Family and Sexual Violence Commission			
Departmental expenses			
Departmental appropriation	5,588	3,403	2,185
Expenses not requiring appropriation in the Budget year ¹	-	37	(37)
Departmental total	5,588	3,440	2,148
Total expenses for Program 1.1	5,588	3,440	2,148
		2023-24	2022-23
Staffing resources (number)		1	1

* Full-year budget, including any subsequent adjustment made to the 2023-24 budget.

¹ Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses, make good expenses, audit fees.

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

Table A-2 Organisations receiving a share of reportable consultancy contract expenditure
Current Reporting Period (2023–24)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Whereto Research Based Consultancy	65 605 178 603	66

Table A-3 Organisations receiving a share of reportable non-consultancy contract expenditure
Current Reporting Period (2023–24)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Being Group International Pty Ltd	38 631 801 940	163
Calleo Resourcing Pty Ltd	52 005 000 895	31
Dr Lucy Mercer-Mapstone	20 253 215 705	23
Info Access Group Pty Ltd	68 607 527 686	15



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.

Payments to media advertising organisations in 2023–24

The Commission did not make any payments to media advertising organisations in 2023–24.

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 Commission has low staffing numbers and is located within the department tenancies in Canberra, Melbourne, and Sydney. The Commission supports measures taken by the department to minimise the effect of activities on the environment. Some of these measures include reducing electricity through use of heating/cooling air conditioning timers in meeting rooms and breakout areas and efficient lighting solutions, promoting correct waste management behaviours, and reducing paper file holdings and physical storage requirements through the department’s digitisation program.

Quantitative information on measures taken by the department to minimise the effect of activities on the environment and environmental performance data on energy and waste production is available in the department’s 2023–24 Annual Report.

APS Net Zero 2030 emissions reporting

APS Net Zero 2030 is the Government’s policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the **Net Zero in Government Operations Strategy**, non corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2023–24 period. Results are presented on the basis of Carbon Dioxide Equivalent (CO₂-e) emissions. Greenhouse gas emissions have been calculated in line with the Australian Public Service Emissions Reporting Framework, consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and amendments to data may be required in future reports. Reporting on refrigerants is optional for 2023–24 and will be phased in over time as emissions reporting matures.



Table A-4 2023-24 greenhouse gas emissions inventory– location-based method

Emission source	Scope 1t CO ₂ -e	Scope 2t CO ₂ -e	Scope 3t CO ₂ -e	Total t CO ₂ -e
Electricity (Location Based Approach)	N/A	0.000	0.000	0.000
Natural Gas	0.000	N/A	0.000	0.000
Solid Waste*	N/A	N/A	0.000	0.000
Refrigerants†	0.000	N/A	N/A	0.000
Fleet and Other Vehicles	0.000	N/A	0.000	0.000
Domestic Commercial Flights	N/A	N/A	37.525	37.525
Domestic Hire Car*	N/A	N/A	0.000	0.000
Domestic Travel Accommodation*	N/A	N/A	12.635	12.635
Other Energy	0.000	N/A	0.000	0.000
Total t CO₂-e	0.000	0.000	50.160	50.160

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.

* indicates emission sources collected for the first time in 2023-24. The quality of data is expected to improve over time as emissions reporting matures.

† indicates optional emission source for 2023-24 emissions reporting.

Table A-5 2023–24 Electricity greenhouse gas emissions

Emission source	Scope 1t CO ₂ -e	Scope 3t CO ₂ -e	Scope t CO ₂ -e	Percentage of electricity use
Electricity (Location Based Approach)	0.000	0.000	0.000	100%
Market-based electricity emissions	0.000	0.000	0.000	N/A
Total renewable electricity	-	-	-	N/A
Mandatory renewables ¹	-	-	-	N/A
Voluntary renewables ²	-	-	-	N/A

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent.

1 Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

2 Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

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 outputs.

The Commission’s electricity and solid waste data was unable to be separated from the department’s data and has been included in the department’s 2023–24 Annual Report. The Commission continues to report on domestic travel in its 2023–24 Annual Report.



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: Resource statements

PGPA Rule Section 17AD(da) – Executive Remuneration

Management of human resources

Information about remuneration for key management personnel – Current Reporting Period (2023–24)

Table C-1 Remuneration – key management personnel

Name	Position title	Base salary	Short-term benefits	
			Bonuses	Other benefits and allowances
Micaela Cronin	Commissioner	375,235	0	613
Jessica Guthrie	Assistant Commissioner	6,686	0	0
Jenna Roberts	Assistant Commissioner	36,168	0	0



	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Superannuation contributions	Long service leave	Other long-term benefits		
	38,358	5,705	0	0	419,911
	1,503	327	0	0	8,516
	6,214	826	0	0	43,208



Information about remuneration for senior executives – Current Reporting Period (2023–24)

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	0	0	0
\$220,001– \$245,000	0	0	0	0
\$245,001– \$270,000	0	0	0	0
\$270,001– \$295,000	0	0	0	0
\$295,001– \$320,000	0	0	0	0
\$320,001– \$345,000	0	0	0	0
\$345,001– \$370,000	0	0	0	0
\$370,001– \$395,000	0	0	0	0
\$395,001– \$420,000	0	0	0	0
\$420,001– \$445,000	0	0	0	0
\$445,001– \$470,000	0	0	0	0
\$470,001– \$495,000	0	0	0	0
\$495,001–	0	0	0	0



Information about remuneration for other highly paid staff – Current Reporting Period (2023–24)

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
\$250,000– \$270,000	0	0	0	0
\$270,001– \$295,000	0	0	0	0
\$295,001– \$320,000	0	0	0	0
\$320,001– \$345,000	0	0	0	0
\$345,001– \$370,000	0	0	0	0
\$370,001– \$395,000	0	0	0	0
\$395,001– \$420,000	0	0	0	0
\$420,001– \$445,000	0	0	0	0
\$445,001– \$470,000	0	0	0	0
\$470,001– \$495,000	0	0	0	0
\$495,001–	0	0	0	0
\$470,001– \$495,000	0	0	0	0
\$495,001–	0	0	0	0



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

Details of Accountable Authority during the reporting period – Current Reporting Period (2023–24)

Table C-4 Accountable Authority – details of Accountable Authority during the Reporting period

Name	Position Title/Position held	Period as the accountable authority or member within the reporting period	
		Start Date (1 July 2023 or after)	End Date (30 June 2024 or before)
Ms Micaela Cronin	Commissioner	1/7/2023	30/8/2023
Ms Greta Doherty	Commissioner	31/8/2023	8/9/2023
Ms Micaela Cronin	Commissioner	9/9/2023	20/12/2023
Ms Tarja Saastamoinen	Commissioner	21/12/2023	12/1/2024
Ms Micaela Cronin	Commissioner	13/1/2024	30/6/2024

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

All ongoing employees: Current Reporting Period (2023–24)

Table C-5 Ongoing Employees 2023–24

	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	3	1	4
WA	0	0	0	0	0	0
ACT	1	0	1	4	0	4
NT	0	0	0	0	0	0
External Territories	0	0	0	0	0	0
Overseas	0	0	0	0	0	0
Total	1	0	1	7	1	8



All non-ongoing employees: Current Reporting Period (2023-24)

Table C-6 Non-Ongoing Employees 2023-24

	2023-24			2022-23		
	Full time	Part time	Total	Full time	Part time	Total
NSW	0	0	0	1	0	1
Qld	0	0	0	0	0	0
SA	0	0	0	0	0	0
Tas	0	0	0	0	0	0
Vic	1	0	1	2	0	2
WA	0	0	0	0	0	0
ACT	0	0	0	0	0	0
NT	0	0	0	0	0	0
External Territories	0	0	0	0	0	0
Overseas	0	0	0	0	0	0
Total	1	0	1	3	0	3

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 (2023-24)

Table C-7 Australian Public Service Act Ongoing Employees 2023-24

	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	1	0	1	3	1	4
EL 1	0	0	0	0	0	0
APS 6	0	0	0	3	0	3
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	1	0	1	7	1	8



Australian Public Service Act Non-Ongoing employees: Current Reporting Period (2023-24)

Table C-8 Australian Public Service Act Non-Ongoing Employees 2023-24

	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	1	0	1	2	0	2	
EL 1	0	0	0	0	0	0	
APS 6	0	0	0	1	0	1	
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	1	0	1	3	0	3	



	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	3
	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	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	4



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 (2023-24)

Table C-9 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	4	1	5	3	0	3	8
EL 1	0	0	0	0	0	0	0
APS 6	3	0	3	1	0	1	4
APS 5	0	0	0	0	0	0	0
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	8	1	9	4	0	4	13

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

Australian Public Service Act Employment type by location: Current Reporting Period (2023–24)

Table C-10 Employment type by location

	Ongoing	Non-Ongoing	Total
NSW	0	1	1
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	4	3	7
WA	0	0	0
ACT	5	0	5
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
Total	9	4	13

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

Australian Public Service Act Indigenous Employment: Current Reporting Period (2023–24)

Table C-11 Australian Public Service Act – Indigenous Employment

	Total
Ongoing	2
Non-Ongoing	0
Total	2



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 (2023-24)

Table C-12 Employment arrangements of SES and Non-SES employees

	SES	Non-SES	Total
Department of Social Services Enterprise Agreement 2024 to 2027*	0	12	12
Individual Flexibility Agreement (IFA)	0	0	0
Section 24(1) determinations	1	0	1
Total	1	12	13

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

Australian Public Service Act Salary Ranges by Classification level: Current Reporting Period (2023-24)

Table C-13 Salary Ranges by Classification level

	Minimum Salary	Maximum Salary
SES 3	0	0
SES 2	0	0
SES 1	\$219,082	\$219,082
EL 2	\$139,205	\$164,123
EL 1	\$118,106	\$134,063
APS 6	\$94,791	\$106,546
APS 5	\$86,542	\$92,420
APS 4	\$78,801	\$84,700
APS 3	\$69,553	\$75,468
APS 2	\$60,185	\$66,972
APS 1	\$52,165	\$57,625
Other	0	0
Minimum/Maximum range	\$52,165	\$219,082

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 (2023–24)

Table C-14 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	2	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)	5	Table of contents (print only).	Mandatory
17AJ(b)	92	Alphabetical index (print only).	Mandatory
17AJ(c)	66–67	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	84–91	List of requirements.	Mandatory
17AJ(e)	i	Details of contact officer.	Mandatory
17AJ(f)	i	Entity's website address.	Mandatory
17AJ(g)	i	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	6	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	11	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	12	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	9	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	9	A description of the purposes of the entity as included in corporate plan.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(aa)(i)	74	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	74	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	74	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	12	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)	N/A	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		
	<i>Annual performance Statements</i>		
17AD(c)(i); 16F	13	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)	49–57	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	59	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	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)	30	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	2	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	2	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)	2	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)	26–32	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	N/A	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)	27	A direct electronic address of the charter determining the functions of the entity’s audit committee.	Mandatory
17AG(2A)(b)	28	The name of each member of the entity’s audit committee.	Mandatory
17AG(2A)(c)	28	The qualifications, knowledge, skills or experience of each member of the entity’s audit committee.	Mandatory
17AG(2A)(d)	28	Information about the attendance of each member of the entity’s audit committee at committee meetings.	Mandatory
17AG(2A)(e)	28	The remuneration of each member of the entity’s audit committee.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
External Scrutiny			
17AG(3)	33	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	33	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)	33	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)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	34	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	74–77	Statistics on the entity's employees on an ongoing and non ongoing basis, including the following: (a) statistics on full time employees; (b) statistics on part time employees; (c) statistics on gender (d) statistics on staff location	Mandatory
17AG(4)(b)	76–81	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. 	Mandatory
17AG(4)(c)	82	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



PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)(i)	82	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)	82	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	36	A description of non salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	35	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	N/A	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)	39	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	37, 61	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

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(b)	37	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)	37	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
17AG(7)(d)	37	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 non-consultancy contracts			
17AG(7A)(a)	38	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)	38	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	61	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
Australian National Audit Office Access Clauses			
17AG(8)	N/A	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
Exempt contracts			
17AG(9)	N/A	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)	62	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)	62	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	62	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)	40–57	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Executive Remuneration			
17AD(da)	68–69	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory
17AD(f) Other Mandatory Information			
17AH(1)(a)(i)	N/A	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)	62	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	N/A	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)	32	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	31	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)	N/A	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	N/A	Information required by other legislation	Mandatory



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Australian Government

Domestic, Family and Sexual Violence Commission

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