



Australian Human
Rights Commission

Annual Report

2023 - 2024



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Aboriginal and Torres Strait Islander people are advised that this document may contain images of persons who have passed away.

Annual Report 2023–2024

ISBN 978-1-921449-00-0

Electronic format

This publication can be found in electronic format on the website of the Australian Human Rights Commission:

www.humanrights.gov.au/our-work/commission-general/publications/annual-reports

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**Australian Human
Rights Commission**

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*Human Rights Medal
recipient for 2023
Juliana Nkrumah AM.*

30 September 2024

The Hon Mark Dreyfus KC MP
Attorney-General
Parliament House
CANBERRA ACT 2600

Dear Attorney-General,

Letter of Accountable Authority

It is my pleasure to present the Annual Report of the Australian Human Rights Commission for the period ending 30 June 2024. The Report has been prepared in accordance with section 45 of the *Australian Human Rights Commission Act 1986* (Cth) and section 46 of the *Public Governance, Performance and Accountability Act 2013* (Cth).

As the Accountable Authority for the Australian Human Rights Commission, I am responsible for preparing and giving this Report to you. I can confirm that our performance in 2023–24 is accurately described in the Report, is consistent with the Commission's responsibility and duties, and has contributed towards achieving our purpose.

The Annual Report was prepared under my authority and approved by signing of a memorandum.

Yours sincerely,



Hugh de Kretser
President

2. President's Message: The Year in Review



Hugh de Kretser
President

The Australian Human Rights Commission is a vital national institution which has been promoting justice and human rights for Australians for close to forty years. It is an honour to write this message as the Commission's new President.

In December 2023, the world commemorated 75 years of the Universal Declaration of Human Rights. The Declaration lays the foundation for peace, prosperity and freedom globally and is one of the great modern human achievements.

Australia played a leading role in drafting the Declaration and establishing the United Nations. Successive Australian Governments have signed and ratified the major international human rights treaties. Under our legal system however, people whose rights are breached cannot directly enforce these treaties or the Declaration under Australian law. Australia's promises to the world to uphold human rights are not backed up effectively in Australian law.

Our national human rights protections are patchy. Our human rights safety net has holes in it.

This past year the Commission finalised its major *Free and Equal Project* to address the gaps in human rights protections for people in Australia. In December, the Commission delivered its final report *Revitalising Australia's commitment to human rights* and in June, the Commission held the Free and Equal conference.

The Commission's *Free and Equal* reports outline a roadmap to better protect people's rights in Australia through a new national human rights framework. Key recommendations include simplified and modernised anti-discrimination laws, improved human rights education and the establishment of a national *Human Rights Act*.

A *Human Rights Act* will protect the rights of all people in Australia and help ensure that everyone is treated with dignity and respect. It will promote better understanding of rights. It will help to prevent rights abuses from occurring and give power to people to take action if their rights are breached.

In March 2023, Attorney-General Mark Dreyfus tasked the Parliamentary Joint Committee on Human Rights with a national inquiry into Australia's human rights framework and laws. The inquiry had a strong focus on the Commission's *Free and Equal* recommendations. In May 2024, the Committee published its report. The report indicated that there was significant community support for the Commission's proposed reforms. The report's recommendations endorsed the Commission's models for both a new human rights framework and a *Human Rights Act*.

Similarly, the Royal Commission into violence, abuse, neglect and exploitation of people with disability endorsed the Commission's reform proposals for federal discrimination law (as they related to people with disability) in its final report in September 2023.

The Commission's *Free and Equal* work, together with the reports of the Parliamentary Joint Committee on Human Rights and the Royal Commission, provide the momentum and reform

agenda to fix our human rights safety net and build a fairer, healthier, safer and more prosperous Australia. I look forward to working with the Australian Government, parliamentarians and civil society to advance these reforms.

Across the year, human rights issues featured prominently in national debates. The Commission contributed to these debates in line with our legislative mandate which requires us to promote an understanding and acceptance of human rights.

The defeat of the Voice referendum in October was felt heavily by Aboriginal and Torres Strait Islander peoples who strongly supported the proposal for a greater say in issues that affect them. The referendum outcome set back progress on the other elements of the Uluru statement; truth and treaty.

The brutal October 7 attack by Hamas and the devastating and continuing response by Israel has impacted communities in Australia with sharp rises in antisemitism and Islamophobia. The Commission is undertaking work to support Australian communities affected by the conflict including by conducting a national study into racism in Australian universities.

The Commission has long supported calls to expand federal anti-discrimination laws to protect people of faith, and to reform exemptions in the *Sex Discrimination Act* that allow discrimination against lesbian, gay, bisexual and transgender students and staff by religious schools and other bodies. Despite promises from successive governments, these important reforms remain unfulfilled.

The Commission is Australia's national human rights institution (NHRI). NHRIs are a key part of the global system protecting people's rights. There are internationally agreed standards for accrediting NHRIs. Independence from government is a key aspect of these standards.

The Australian Government has implemented reforms to improve the independence of the Commission through transparent, merit-based processes to appoint the President and Commissioners. These reforms are important for community trust in the Commission. They were

also critical in ensuring that the Commission was re-accredited as an 'A status' NHRI by the Global Alliance of National Human Rights Institutions in October 2023.

The Commission received welcome additional funding in 2022 to stabilise our budget and fund new work developing the National Anti-Racism Framework and implementing new positive duty functions to eliminate sexual harassment, sex discrimination and other unlawful conduct. Despite this, our core funding continues to pose problems. The funding challenges are best demonstrated by the fact that:

- The Commission continues to have a significant backlog of discrimination and human rights complaints. Temporary funding has helped us to make inroads into the backlog but complaint time frames remain too long, making access to justice harder to reach for people affected by discrimination and human rights breaches. Complaint timeframes have been impacted by the sustained increase in complaints received by the Commission which have remained at heightened levels ever since the COVID-19 pandemic.
- Many Commission activities require externally sourced funding from the private and philanthropic sectors.
- Our current core funding for workplace and community education supports only two FTE staff and is inadequate to properly deliver on this important function. Our education capacity has had to be supplemented by fee for service funding.

Finally, I want to pay tribute to my predecessor Emeritus Professor Rosalind Croucher AM. I am grateful for her leadership and in particular her work on the *Free and Equal* project and to strengthen the Commission's governance. I also acknowledge the important contributions of Commissioners June Oscar AO, Kay Patterson and Chin Tan who finished their terms in the reporting period. I join the Commission at a time of change. Over the reporting period the Commission welcomed new Commissioners Katie Kiss, Robert Fitzgerald AM,

Rosemary Kayess, Giridharan Sivaraman and Dr Anna Cody who bring a wealth of expertise and energy to their roles.

I thank the Commission staff, led capably by our Chief Executive Leanne Smith, and the partners who we have worked alongside, who have enabled the human rights progress outlined in this report.

Human rights are the blueprint for a decent, dignified life for all. Human rights are the key to creating the kind of society we all want to live in. I am looking forward to working over my five

year term to help realise the Commission's vision of an Australian society where human rights are respected, promoted and protected and where every person is free and equal in dignity and rights.



Hugh de Kretser
President



Finalists for the 2023 Australian Human Rights Awards, and Chief Executive Leanne Smith (second from left at front, and President Rosalind Croucher AM fourth from left at front).

3. About the Commission

3.1 Our vision and purpose

An Australian society in which human rights are respected, protected and promoted through independent investigation and resolution of complaints, exercise of regulatory functions, contributions to law and policy reforms, research, education, partnerships, and monitoring and reporting on human rights.

- AHRC PBS Outcome Statement

Our vision is an Australian society in which human rights are respected, promoted and protected. Where every person is free and equal in dignity and rights. Where the Commission is connected to Australian communities and is a valued national institution having a positive impact on the human rights priorities facing Australia.

Our purpose is to promote and protect the human rights of everyone in Australia. We do this through advising all arms of government and a range of public and private institutions; contributing to stronger law, policy and practice; delivering accessible and effective investigation and conciliation services; engaging inclusively with civil society communities and the private sector; raising human rights awareness and providing human rights education; and working with partners to build a stronger culture of respect for human rights.

Our **strategic priorities and operations** are determined independently of government in line with our [2022-2025 Strategic Plan](#) and internal governance framework.

The Commission is Australia's national human rights institution (NHRI). We are accredited internationally as an 'A status' NHRI. This accreditation is regularly reviewed through United Nations sanctioned processes by the Global Alliance of NHRIs (GANHRI), with the Commission successfully achieving

reaccreditation in November 2023. To achieve 'A status', NHRIs must be established and operate in compliance with the United Nations Principles Relating to the Status of National Institutions for the Promotion and Protection of Human Rights – commonly known as the 'Paris Principles'. The Principles require us to operate in a robust, independent manner to provide accountability for human rights in Australia.

3.2 Achieving our purpose

Driving change to improve people's human rights can be a complex and long-term endeavour. We apply a human rights-based approach of participation, accountability, non-discrimination, equality, empowerment. We have specialist expertise in this practice and use this to elevate the voices of people and communities whose human rights are at risk.

Our Corporate Plan guides our work in the reporting period. The plan includes the Commission's monitoring and performance framework, which links our goals, outcomes and indicators outlined in our 2023-2024 Portfolio Budget Statement to the results in this Annual Report. The Commission's performance measurement framework is detailed in Appendix 1.

4. Our Legislation and Functions

4.1 Legislation

We are a body corporate established by the *Australian Human Rights Commission Act 1986* (Cth) (AHRC Act). We are a Corporate Commonwealth Entity under the *Public Governance, Performance and Accountability Act 2013* (Cth).

It is our duty under our establishing legislation to ensure that our statutory functions are performed efficiently and with the greatest possible benefit to the people of Australia with regard to the indivisibility and universality of human rights, and the principle that every person is born free and equal in dignity and rights.

4.2 Functions

The Commission's functions include:

(a) *Australian Human Rights Commission Act 1986* (Cth) (AHRC Act).

- to inquire into, and attempt to conciliate, complaints of unlawful discrimination
- inquire into any act or practice that may be inconsistent with or contrary to any human right, and to give effect to settlement of such matters by way of conciliation where the Commission considers it appropriate to do so
- to deal with complaints made to the Commission under the *AHRC Act*
- to promote an understanding and acceptance, and the public discussion, of human rights in Australia
- to undertake and coordinate research and educational programs on behalf of the Commonwealth to promote human rights
- to report to the Minister as to the laws that should be made by the Parliament, or action that should be taken by the Commonwealth, on matters relating to human rights
- examine enactments, proposed enactments and or international instruments for determining consistency with human rights and international instruments

- to prepare, and to publish guidelines for the avoidance of acts or practices of a kind in respect of which the Commission has a function
- where the Commission considers it appropriate to do so, with the leave of the court hearing the proceedings and subject to any conditions imposed by the court, to intervene in proceedings that involve human rights issues

Aboriginal and Torres Strait Islander Social Justice Commissioner

Under the *Australian Human Rights Commission Act 1986* (Cth) (AHRC Act), the Aboriginal and Torres Strait Islander Social Justice Commissioner undertakes social justice education and promotional activities and may report to the Minister on the exercise and enjoyment of human rights of Indigenous peoples.

The Commissioner may report under the *Native Title Act 1993* (Cth) on the operation of the AHRC Act and its effect on the exercise and enjoyment of human rights of Indigenous peoples. In addition, the Commissioner reports, when requested by the Minister, on any other matter relating to the rights of Indigenous peoples under this Act.

National Children's Commissioner

Under the *Australian Human Rights Commission Act 1986* (Cth), the National Children's Commissioner may report to the Minister on the enjoyment and exercise of human rights by children in Australia.

Additionally, the Commission holds the functions conferred on it by the various Commonwealth Acts concerning discrimination, as set out below.

(b) *Racial Discrimination Act 1975* (Cth) (RDA)

The Commission's functions under the RDA include:

- to promote an understanding and acceptance of, and compliance with the RDA
- to develop, conduct and foster research and educational programs for the purposes of combatting racial discrimination and prejudices

that lead to racial discrimination, to promote understanding, tolerance, and friendship among racial and ethnic groups, and to propagate the purposes and principles of the relevant Convention

- to prepare, and to publish in such manner as the Commission considers appropriate, guidelines for the avoidance of infringements within the Act
- where the Commission considers it appropriate to do so, with the leave of the court hearing the proceedings, and subject to any conditions imposed by the court, to intervene in proceedings that involve racial discrimination issues, and
- to inquire into, and make determinations, on matters referred to it by the Race Discrimination Commissioner or the Minister.

(c) Sex Discrimination Act 1984 (Cth) (SDA)

The Commission's functions under the SDA include:

- to promote understanding and acceptance of, and compliance with, the SDA
- to undertake research and educational programs on behalf of the Commonwealth for the purpose of promoting the objects of the SDA
- to examine enactments, and proposed enactments to ensure consistency with the SDA and its objects
- to consider grant appropriate exemptions for compliance with the SDA
- to report to the Minister as to the laws that should be made by the Parliament, or action that should be taken by the Commonwealth, on matters relating to discrimination under the SDA



Vice Chief of the Defence Force, Vice Admiral David Johnston, AC, RAN, Sex Discrimination Commissioner, Dr Anna Cody, and Chief of the Defence Force, General Angus Campbell, AO, DSC, before a meeting held at the Russell offices in Canberra. Dr Cody is holding the new Defence-AHRC Collaboration Agreement 2024-2029. ©Defence

- to prepare, and to publish in such manner as the Commission considers appropriate, guidelines for the avoidance of discrimination identified under the SDA, and
- where the Commission considers it appropriate to do so, with the leave of the court hearing the proceedings and subject to any conditions imposed by the court, to intervene in proceedings that involve discrimination issues arising from the SDA.

New SDA regulatory functions

The Commission's powers to inquire into and ensure compliance with the positive duty in the *Sex Discrimination Act 1984* (Cth) became operational on 12 December 2023.

These powers are contained within the *Australian Human Rights Commission Act 1986* (Cth) which confers a number of functions on the Commission including:

- to prepare, and to publish in such manner as the Commission considers appropriate, guidelines for complying with the positive duty in relation to sex discrimination
- to promote an understanding and acceptance, and the public discussion, of the positive duty in relation to sex discrimination
- to undertake research and educational programs in relation to the positive duty in relation to sex discrimination
- to inquire into a person's compliance with the positive duty in relation to sex discrimination
- to ensure compliance with the positive duty in relation to sex discrimination
- to do anything incidental or conducive to the performance of any of the preceding functions.

The Commission has published a [Statement of Intent](#) on its website that outlines how it will deliver on the [Minister's expectations](#) with respect to fulfilling its statutory responsibilities. We have also published on our website our [Compliance and Enforcement Policy](#) which outlines how the Commission will exercise its functions to ensure that duty holders receive the support, guidance and information necessary

to comply with their obligations under the positive duty.

(d) *Disability Discrimination Act 1992* (Cth) (DDA)

The Commission's functions under the DDA include:

- to promote an understanding and acceptance of, and compliance with, the DDA
- to report to the Minister on matters relating to the development of disability standards
- to monitor the operation of such standards and report to the Minister the results of such monitoring
- to consider and grant exemptions from compliance with the DDA
- to undertake research and educational programs, and other programs, on behalf of the Commonwealth for the purpose of promoting the objects of the DDA
- to examine enactments, or proposed enactments, to determine compliance with the objects of the DDA
- to report to the Minister as to the laws that should be made by the Parliament, or action that should be taken by the Commonwealth, on matters relating to discrimination under the DDA
- to prepare, and to publish in such manner as the Commission considers appropriate, guidelines for the avoidance of discrimination on the ground of disability, and
- where the Commission considers it appropriate to do so, with the leave of the court hearing the proceedings and subject to any conditions imposed by the court, to intervene in proceedings that involve discrimination on the ground of disability.

(e) *Age Discrimination Act 2004* (Cth) (ADA)

The Commission's functions under the ADA include:

- to promote understanding and acceptance of, and compliance with, the ADA
- to undertake research and educational programs, and other programs, on behalf of the

Commonwealth for the purpose of promoting the objects of the ADA

- to consider and grant exemptions for compliance with the ADA
- to examine enactments, or proposed enactments, to determine compliance with the objects of the ADA
- to report to the Minister as to the laws that should be made by the Parliament, or action that should be taken by the Commonwealth, on matters relating to discrimination on the ground of age
- to prepare, and to publish in the manner the Commission considers appropriate, guidelines for avoiding discrimination on the ground of age, and
- where the Commission thinks it appropriate to do so, with the leave of the court hearing the proceedings and subject to any conditions imposed by the court, to intervene in proceedings that involve issues of discrimination on the ground of age.

The Commission has additional functions arising from the Acts mentioned below, which also prescribe responsibilities on particular Commission Members as set out below.

(f) President

The President is the Commission's Accountable Authority under the *Public Governance, Performance and Accountability Rule 2014* (Cth), responsible for its financial and administrative affairs. Information on the Accountable Authority is set out in Appendix 3.

The President is responsible for the complaint-handling function of the Commission and is the Agency Head under the *Public Service Act 1999* (Cth) section 7.

(g) Sex Discrimination Commissioner

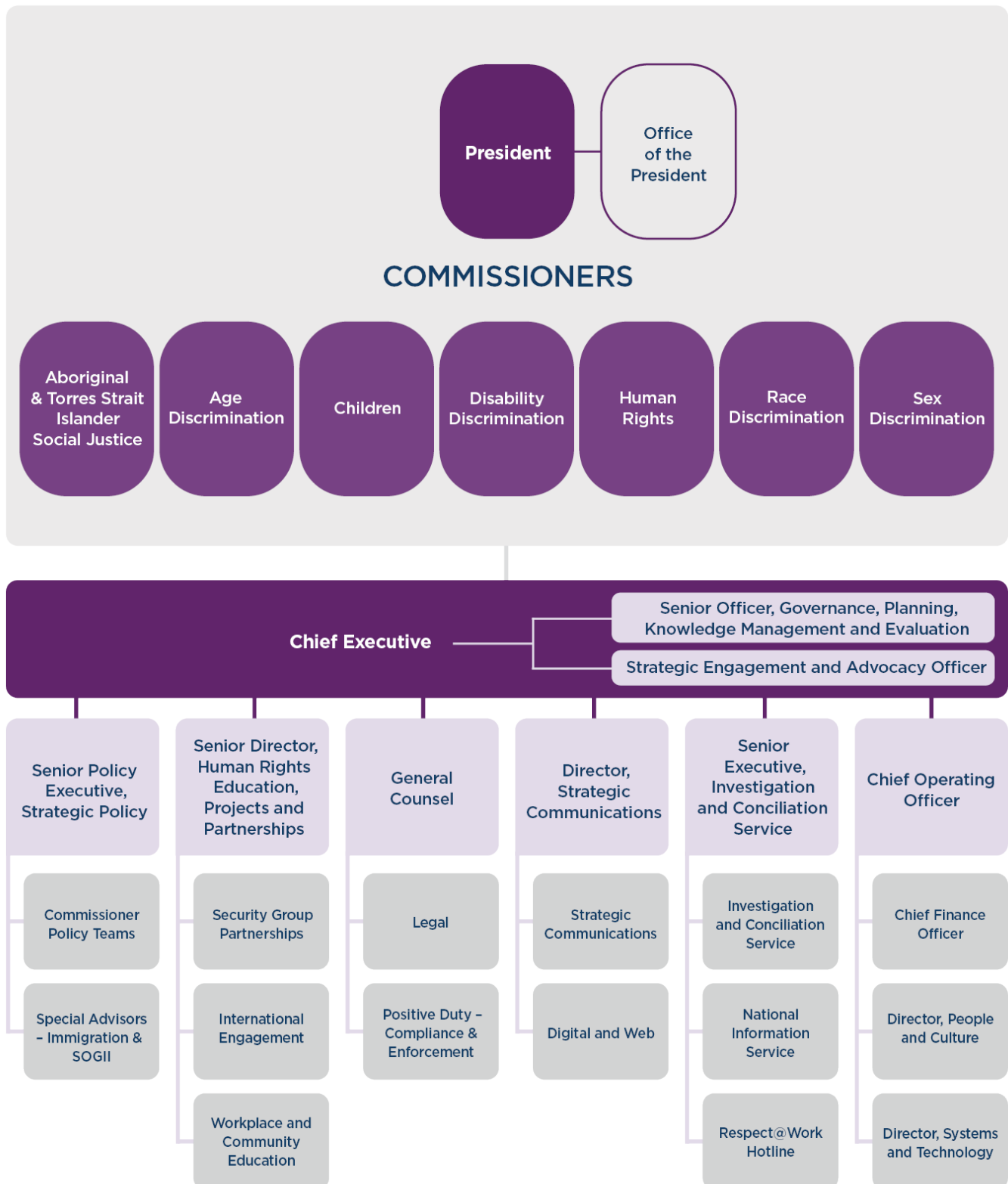
The Sex Discrimination Commissioner has functions under the *Fair Work Act 2009* (Cth) in relation to federal awards and equal pay.

(L-R) eSafety Commissioner, Julie Inman Grant; Privacy Commissioner, Carly Kind; Age Discrimination Commissioner, Robert Fitzgerald; Human Rights Commissioner, Lorraine Finlay at the Symposium on Neurotechnology and Human Rights.



5. Our Structure and Governance

5.1 Organisational Structure 2023–24



5.2 President, Commissioners and Chief Executive over the 2023-24 period



Emeritus Professor
Rosalind Croucher AM FAAL FRSA
FACLM (Hon)

President

July 2023 – June 2024
Acting SDC July-August 2023
Acting ADC August 2023 – March 2024
Acting DDC July-December 2023
Acting RDC November 2023 – February 2024



June Oscar AO
**Aboriginal and Torres
Strait Islander Social
Justice Commissioner**
July 2023 – April 2024



Katie Kiss
**Aboriginal and Torres
Strait Islander Social
Justice Commissioner**
April 2024 onwards



The Hon Dr Kay
Patterson AO
**Age Discrimination
Commissioner**
1- 28 July 2023



Robert Fitzgerald AM
**Age Discrimination
Commissioner**
April 2024 onwards



Chin Tan
**Race Discrimination
Commissioner**
July - October 2023



Rosemary Kayess
**Disability Discrimination
Commissioner**
January 2024 onwards



Lorraine Finlay
**Human Rights
Commissioner**



Anne Hollonds
**National Children's
Commissioner**



Giridharan Sivaraman
**Race Discrimination
Commissioner**
March 2024 onwards



Dr Anna Cody
**Sex Discrimination
Commissioner**
September 2023 onwards



Ms Leanne Smith
Chief Executive

5.3 Location and national reach

The office location of the Commission is in Sydney. Like other Commonwealth agencies, we have a growing number of staff working remotely from locations across the country.

The Commission conducts its activities nationally, including by maintaining a National Information Service, and conducting consultations, meetings, and events across Australia.

5.4 Responsible Minister

In this period the Hon Mark Dreyfus KC MP was the Attorney-General responsible for the Commission for the 2023–24 reporting period. The Attorney-General has various powers under the *Australian Human Rights Commission Act 1986 (Cth)*.

5.5 Governance

The Commission operates under *the Australian Human Rights Commission Act 1986 (Cth)*, the *Public Service Act 1999 (Cth)* and the *Public Governance, Performance and Accountability Act 2013 (Cth)*. The implementation of these responsibilities is outlined in the Commission's Governance Framework 2022, showing how the Commission is to be governed and its guiding principles; how it is to implement its functions, responsibilities and roles; and operating procedures necessary to fulfill the Commission's purpose and functions.

The Commission (consisting of the President and Commissioners) holds formal meetings to which the Chief Executive reports four times a year. These meetings facilitate comprehensive regular reporting of progress against the Commission's Strategic Plan and annual work plan, and the President and Commissioners' term goals, and provide space for key strategic decision making. As required, senior management also provide updates from across the Commission's work.

In line with our Governance Framework the Commission has four Sub-Committees: Budget; Partnership and Projects; Organisational Development and Culture; and Strategic Issues and Engagement. These Sub-Committees are chaired by Commissioners with diverse and relevant staff representation. They each meet regularly and report to the quarterly Commission meetings.

The President and Commissioners, as 'the Commission', must approve acts such as reports, submissions, interventions in court proceedings, and the granting of temporary exemptions. The Commission obtains appropriate ethics approval for all relevant major activities.

We adopt a positive risk management culture that promotes an open and proactive approach to managing risk. We achieve this through our governance, risk and compliance mechanisms, such as the Audit and Risk Committee and Governance Framework Sub-Committees. Our strategic and corporate planning processes are conducted at all levels of the organisation and align our strategic goals and outcomes with our strategic priorities and financial planning.

In this period the AHRC conducted an independent Enterprise Risk Assessment that guides our risk management framework which provides a mechanism for proactively identifying and mitigating risks across the organisation, and for monitoring the operating environment.

5.6 Audit and Risk

Under the Public Governance, Performance and Accountability Rule 2014 (Cth) (PGPA rule) requirement (section 17(2)(b)), our Audit and Risk Committee has assessed the performance statement contained in this report, reviewing the completeness and appropriateness of the performance information, systems and framework, and performance reporting.

Under the PGPA Rule requirement (section 17BE), the following information is provided:

(a) Electronic address of the audit committee charter:

https://humanrights.gov.au/sites/default/files/ahrc_audit_and_risk_committee_charter.pdf

(b) Audit and Risk Committee members in 2023–2024:

- Linda Waugh (Chair)
- Navaka Arachchige
- Clare Bower

(c) Qualifications, knowledge, and experience of committee members:

Linda Waugh is the Chair of the Audit and Risk Committee. She is the Integrity Commissioner for the Queensland Government. Ms Waugh has over 20 years' experience working in public sector integrity and oversight bodies in both the Commonwealth and state governments. She has a breadth of experience across complaints and investigations, risk and governance, policy reform and education, systems reviews, and auditing and legislative reviews. Ms Waugh holds a Bachelor of Arts, a Post Graduate Diploma of Psychology, and a Master of Business Administration.

Navaka Arachchige is an independent external member of the Audit and Risk Committee. He has over 15 years of public sector experience in finance and corporate services including governance, audit, risk, and procurement. Mr Arachchige holds membership of the Association of Certified Chartered Accountants UK and the Chartered Institute of Management Accountants UK. He also holds a Master of Commerce degree specialising in Management Information Systems from the University of NSW.

Clare Bower is an experienced governance, risk and audit professional with more than 20 years' advising and serving Australian and global organisations, including federal and NSW public sector departments, major ASX listed companies, and the not-for-profit sector. Her most recent full-time role

was as a senior Partner at Deloitte Australia. She was the Australian leader of Deloitte's Risk Services Public Sector and Not for Profit Industry Group.

(d) The Audit and Risk Committee held 5 meetings in 2023–2024 on these dates:

- 28 August 2023
- 15 September 2023
- 1 December 2023
- 15 March 2024
- 13 June 2024

Committee members attended all meetings with the exception of Mr Arachchige who was an apology for the 15 March 2024 meeting.

(e) Member remuneration:

Ms Clare Bower was remunerated \$5,000 in the 2023–24 period.



*Image from Women in Native Title:
Native Title Report 2024.*

6. Annual Performance Statement



As the Accountable Authority for the Australian Human Rights Commission,
I present the Commission's 2023–2024 Annual Performance Statement.

The statement has been prepared as required under section 39(1)(a) of the
Public Governance, Performance and Accountability Act 2013 (Cth).

In my opinion, this statement accurately presents the performance of the
Commission in the reporting period and complies with section 39(2) of the
Public Governance Performance and Accountability Act 2013 (Cth).

A handwritten signature in black ink, appearing to read "H de Kretser", with a horizontal line extending to the right.

Hugh de Kretser

President

30 September 2024

6.1 Introduction to the results

Measuring our impact (what difference, what benefit), in the context and nature of our work, is important but complex. The Commission draws on a monitoring, evaluation, accountability and learning (MEAL) approach to underpin our planning and reporting work.

For our Annual Performance Statement, progress indicators are mapped to each outcome and provide reasonable evidence of contribution to the outcome. While some measure the direct attributions of the Commission's work, others capture our contributions to the relevant outcome. This involves the simple structure of outlining the context of the project, what change took place including outlining indicators and outcomes, and what were the wider impacts.

Commission outcomes are often best understood when seen in the context of multi-year programs, advocacy and submissions. Indicators are sourced from a mixed method approach including of data collection, surveys and feedback from stakeholders.

Output and outcome data is combined with narrative stories of change to demonstrate impact over time. This mixed method approach is in line with the results-based accountability framework for impact report which is often utilised in assessing complex social problems.

Outcomes are mapped against an impact matrix that aligns with the performance framework and progress indicators set out in the Commission's Corporate Plan 2023–24. Programs of work may have diverse outcomes that speak to multiple indicators against our monitoring and performance plan over different phases of work. However, in the following Annual Performance Statement they are aligned to the most appropriate outcome against the body of work reported against over the 2023–24 reporting period.

6.2 Statement against outcomes

Outcome 1: Improving enjoyment of human rights by all, supporting access to justice and remedies for people and communities whose rights are breached.

1.1 We deliver a fair and effective investigation and conciliation of complaints service.

Indicator:

85% of complaints are finalised in under 12 months

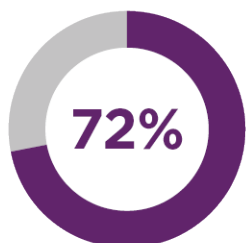
40% of complaints are resolved by conciliation

85% of parties to complaints are satisfied with the service they receive.

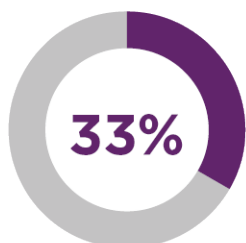
Instances where the terms on which investigations and conciliation disputes are resolved include systemic outcomes that accord with the objective of the law.

Instances where participation in the investigation and conciliation process results in increased understanding of rights and responsibilities in the law.

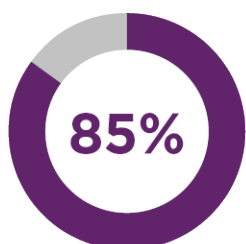
Results



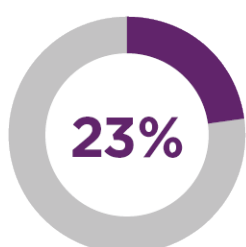
of complaints are finalised in under 12 months



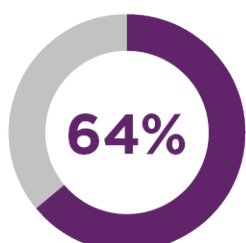
of complaints are resolved by conciliation



of parties to complaints are satisfied with the service they received



of conciliation outcomes were resolved including systemic outcomes that accord with the objective of the law



of survey participants responded that participation in the conciliation process results in increased understanding of rights and responsibilities in the law

The Commission's Investigation and Conciliation Service (ICS), (including the National Information Service (NIS) and Respect@Work Information Service), provides information and education, targeted referrals and accessible complaint handling services to thousands of individuals and organisations across Australia. In doing so, the work of the ICS supports access to justice and remedies for people and communities whose rights are breached on a daily basis.

Analysis of performance

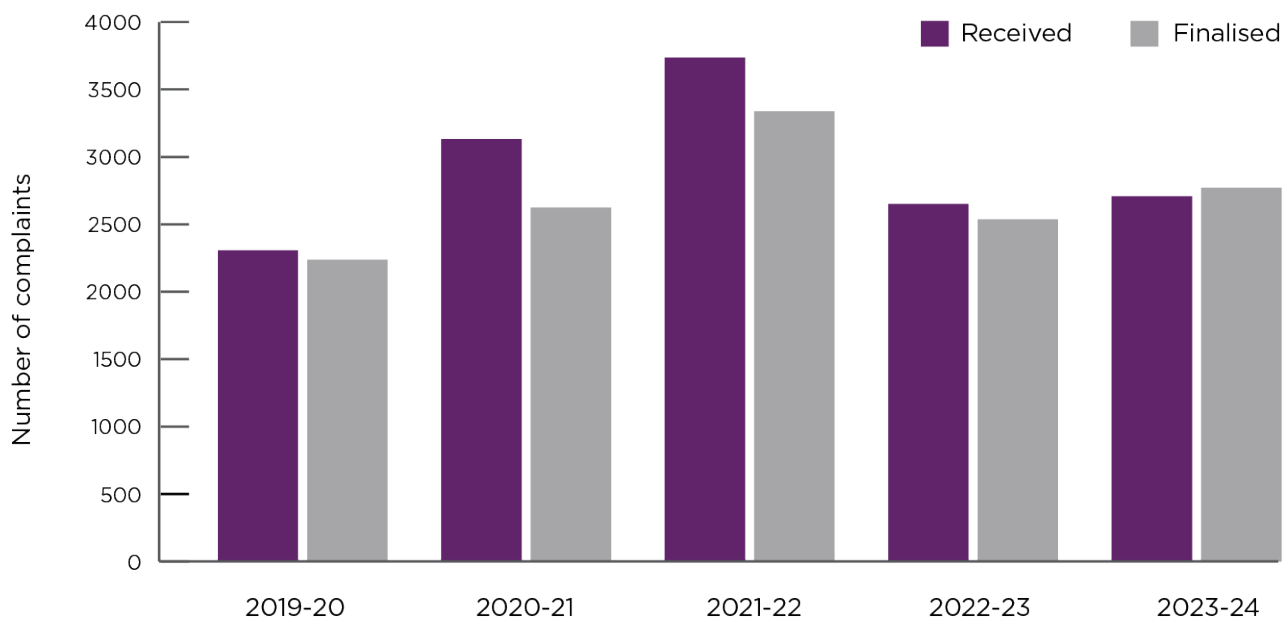
In 2023-24, the Commission received 2,708 complaints and finalised 2,771 complaints. Of the complaints finalised during this reporting period, one of the three progress indicators was achieved, with 85% of parties to complaints reporting they were satisfied with the service they received (an increase of 3% on the previous reporting year). However, 33% of complaints were resolved by conciliation, which is 7% below the progress indicator and lower than the average percentage of complaints resolved over the previous 10 years (although, higher than the previous year by 3%). While the percentage of complaints resolved through conciliation is below target, there has been a notable increase in the number of conciliation processes facilitated by the ICS when compared to last year. This is due to the overall increase in complaints received. The number of complaints resolved through conciliation this reporting period was 898 which is a 20% increase on the 755 complaints resolved through conciliation in 2022-23. This represents successful dispute resolution for more than 1,800 individuals and organisations involved in complaints before the Commission. Participation in conciliation can also be an empowering experience, irrespective of the outcome achieved. Unsolicited feedback received by the Commission regularly includes positive reflections about individuals' engagement with the ICS staff in circumstances where a conciliated outcome is not achieved, as the example below illustrates:

*'Thank you for the lengthy call.
You helped me to process my decision by
listening and providing me with a 'voice'.
Confirming that I will withdraw the complaint
based upon currency (it is in the past). Have a
lovely evening.
That was a VERY useful discussion for me and I
appreciate your time a lot!'*

In the most significant development, 72% of complaints were finalised within 12 months (lower than the 85% target and lower than the 10 previous years). The unprecedented number of complaints received by the Commission over recent years is continuing to adversely impact on the Commission's ability to deal with discrimination and human rights complaints effectively and efficiently. As the graph below illustrates, 2023-24 continues a recent trend of the Commission receiving well over 2,500 complaints per year and this is the first time in five years that more complaints have been finalised than received.

The Commission received welcome, temporary complaint backlog funding in late October 2022. However, the number and complexity of complaints received in 2023-24 (including an unanticipated increase in COVID-19 complaints), combined with a challenging recruitment period, means the temporary funding has not translated into all the anticipated efficiency improvements. While the party satisfaction rates the Commission reports on have all improved compared with results from the previous year, and nearly 150 more complaints were resolved through conciliation, a legacy caseload continues to put pressure on complaint handling timeframes.

An expected downturn in COVID-19 related complaints did not eventuate in 2023-24 as the Commission received 391 COVID-19 related complaints (compared to 114 last year). This increase, coupled with very high numbers of complaints received under the *Disability Discrimination Act* and the *Sex Discrimination Act*, has meant that an anticipated decrease in complaint handling timeframes has not materialised and this remains the biggest impediment to the ICS realising the goal of providing accessible *and* timely dispute resolution.



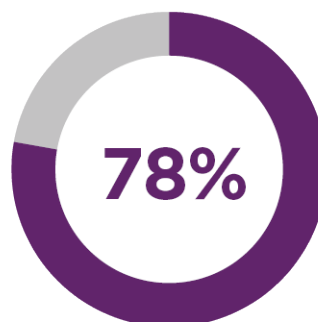
Survey satisfaction

When the Commission finalises a complaint, a voluntary survey is sent to the parties seeking feedback on the service they received. The survey is sent to all parties, except where a matter has been withdrawn or discontinued before a respondent is notified, or in circumstances where further contact with the Commission may cause harm (distress) to the relevant parties and/or staff.

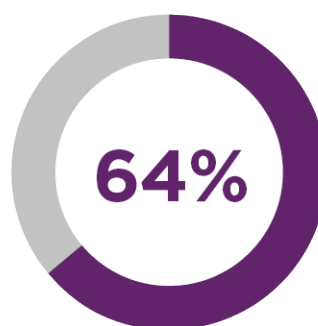
Quote from complainant

I dealt with [an ICS staff member] and was truly astounded by the simplicity of the system and the guidance and explanations given. Unheard of in Government departments. Usually have to deal with mountains of red tape, and a lack of explanation of how and what to do and or happens. The AHRC gave very concise clear directions and made the whole process very transparent and easy to navigate and understand. Despite a VERY challenging situation we were able to achieve an excellent outcome for both parties and a very unexpected happy ending.

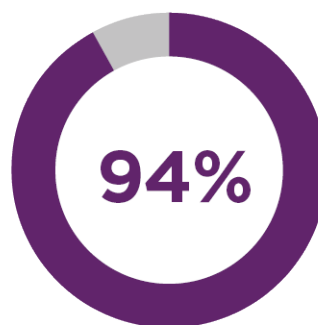
In 2023-24, 394 parties (221 complainants and 173 respondents) participated in the survey, representing a 14% response rate. 85% of participants (78% of complainants and 94% of respondents) reported that they were satisfied with the service they received and 69% (64% of complainants and 76% of respondents) rated the service very good or excellent.



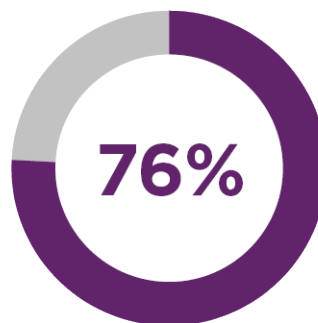
Complainants satisfied



Complainants rate service
Very Good / Excellent



Respondents satisfied



Respondents rate service
Very Good / Excellent

Quote from respondent

Our Conciliator was great. She was very organised with correspondence between us and the other party, and was very professional and personable during conciliation. While we did not reach an outcome at conciliation, she gave the parties every opportunity to. Our client was comforted by the conciliator's manner in what was a stressful and emotional day.

The survey data also indicates that in relation to conciliated complaints, 74% of survey participants indicated that involvement in the Commission's complaint process had assisted them to better understand their rights and responsibilities under federal human rights and anti-discrimination laws. In 2023-24, of conciliated complaints, 23% of the outcomes achieved included outcomes with benefits for people beyond the individual complainant. Examples include: the implementation of anti-discrimination policies and training within workplaces; changes to the built environment to increase accessibility; adjustments in the way services are provided to all customers, and changes to policies that may have had unintended consequences for a particular group of people.

CASE STUDY ONE

Complaint of disability and assistance animal discrimination with personal and systemic outcomes

The complainant alleged the respondent taxi driver at a taxi rank refused to take his fare because he was accompanied by an assistance animal.

The taxi driver said he did not take the complainant's fare because it would mean he would be late for a pre-arranged booking.

The complaint was resolved through conciliation. The taxi driver had undergone training on discrimination and customer service and expressed regret for declining the complainant's fare. The taxi driver agreed to make a \$250 donation in the complainant's name to a charity that assists people with assistance animals and provides training and awareness raising to the public. The taxi company agreed to consult the charity on suitable training materials for its drivers to increase awareness of appropriate conduct towards passengers with disability accompanied by assistance animals.

The outcome of this complaint is an excellent example of the variety of case specific, individual and systemic remedies available through alternative dispute resolution. In this instance, the individual complainant received a personal outcome, and the individual respondent acknowledged his responsibility and made a personal contribution to the outcome sought by the complainant. In addition, the organisational response of consulting with an expert third party regarding suitable training resources for staff demonstrates a commitment to improved future access for people with assistance animals. This enhances access for people with disability using assistance animals and improves a crucial service provider's understanding about their obligations under the law.

CASE STUDY TWO

Complaint of sexual harassment in employment

The complainant alleged that a manager sexually harassed her after a work Christmas party at his home when she was intoxicated and unconscious. The complainant was no longer employed with the company at the time the complaint was lodged.

The company claimed it could not be held liable for any alleged sexual harassment. The company said it had communicated with staff concerning conduct expectations prior to the party, food had been served at the event and the alleged sexual harassment occurred after the party ended and at a different location.

The complaint was resolved with an agreement that the company pay the complainant \$55,000, review relevant policies and offer the complainant an opportunity to comment, commission appropriately qualified external trainers to deliver workplace behaviour training to managers, and commission trauma-informed training on sexual harassment for human resources staff.

This is an important example of a conciliated outcome giving the complainant a voice in the development of relevant policies and focusing on trauma informed training for key internal stakeholders who can then disseminate their learning to the wider employee group.

Positive Duty Regulatory Function

From 12 December 2023, the Commission's powers to inquire into and ensure compliance with the positive duty in the *Sex Discrimination Act 1984* (Cth) enlivened as outlined in 4.1.

In December 2023, the Commission published its Compliance and Enforcement Policy which outlines how the Commission will exercise its functions to ensure that duty holders receive the support, guidance and information necessary to comply with their obligations under the positive duty.

During this reporting period the Commission has established a multi-disciplinary Positive Duty Team (PDT) and has implemented a Regulatory Operating Model which provides an end to end framework for regulation. To support these regulatory functions during this period the PDT has focused on work in stakeholder engagement, education and training. Forward planning on outcomes and indicators will be included in next year's report aligned to our Corporate Plan and Portfolio Budget Statements.



Outcome 2: Strengthening Australia's human rights framework, embedding human rights issues at a national level.

2.1 The leadership and advocacy of the President and Commissioners on thematic areas or identified human rights issues, improves the enjoyment of human rights affected groups.

Indicator:

Research, reporting and advice activities of the Commission:

- Are viewed as evidenced, persuasive and credible by stakeholders
- Increase understanding of the human rights issues and impacts raised
- Strengthen stakeholder capacity to promote and advocate for the human rights issues raised.

Instances of programs attracting strategic partnerships that advance the priority human rights issues we have advocated for.

Results



26

major reports and publications



9

major events



129

speeches and presentations



87

web news items



25

opinion pieces



38

projects attracting strategic partnerships

*Wiyi Yani U Thangani Institute for First Nations Gender Justice launch.
L-R June Oscar AO, Aunty Dr Matilda House, Julia Gillard AC, Larissa Behrendt AO.*



Analysis of performance

Over the past year, the Commission has advanced a significant program of research, resources, partnerships and projects. This includes 26 major research, reports and resources, and 38 projects attracting strategic partnerships which is a 35% increase from the 2022-23 reporting period of 28 projects.

Projects are at different stages of development, implementation and finalisations. All utilise a rights-based approach to achieving change through increasing the evidence, understanding and capacity to address significant human rights issues. These are as demonstrated through the stories of change narrative outlining outcomes that took place as a result of projects profiled below including:

- the multi-year systems change projects such as the Wiyi Yani U Thangani (Women's Voices) project and Change Agenda that centres First Nations women, girls and gender diverse peoples to drive social, economic and ecological change;
- the development of tools and resources which supports decisions makers to centre the voices and rights of children in policy and legislation; and
- strengthened engagement with stakeholders and partners to advance the rights of all Australians, including those with diverse sexual orientation, gender expression and identity and sex characteristics (SOGIESC)

The Commission has an important role in strengthening the human rights framework in Australia through our powers to inquire into complaints of breaches of human rights under the *AHRC Act*. In instances where conciliation is unsuccessful or inappropriate and the Commission finds that there has been a breach of human rights, the Commission can prepare a report of its findings, including recommendations for action, for the Attorney-General.

This reporting period, the Commission has completed 19 human rights reports (16 published and 3 tabled) under the *AHRC Act* which is a more than threefold increase on the 2022-23 reporting period and is the highest number completed in the past four year reporting period resulting in a backlog of complaints. The backlog funding received in October 2022 to address this provided a short-term increase in staffing capacity.

Wiyi Yani U Thangani Institute for First Nations Gender Justice

The [Wiyi Yani U Thangani Institute for First Nations Gender Justice](#) (the Institute) was launched on 19 March 2024, by Aboriginal and Torres Strait Islander Social Justice Commissioner June Oscar AO. Based at the Australian National University (ANU), the Institute marks a historic milestone as the first of its kind, dedicated to amplifying the voices of First Nations women, girls, and gender-diverse mob across Australia to drive transformative social,

economic, and ecological change. The Institute builds on the legacy of the Wiyi Yani U Thangani (Women's Voices) Project which has been informed by thousands of First Nations women, girls, and gender-diverse mob across seven years.

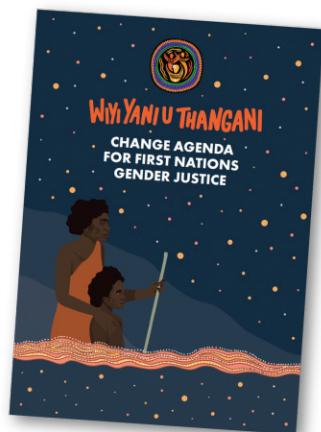
The Institute provides a dedicated space where First Nations women, girls, and gender-diverse mob determine the collaborations and research approaches to ensure their lived experiences and knowledge systems are at the forefront of advancing gender justice and equality.

The Institute was originally conceived as a recommendation in the *Wiyi Yani U Thangani Report: Securing our Rights, Securing our Future* (2020) as one of 7 key recommendations.

The launch of the Institute ensures the work of the Wiyi Yani U Thangani project continues beyond its scope under the 7-year term of June Oscar AO as the Aboriginal and Torres Strait Islander Social Justice Commissioner.

The Change Agenda

Alongside the Institute, Commissioner Oscar launched the [Wiyi Yani U Thangani Change Agenda for First Nations Gender Justice](#) (the Change Agenda). It is the first living document of its kind —centering First Nations women and gender-diverse mob's vision for gender justice and equality, and the outcomes they believe must be met to achieve this vision. It has been described as a 'Blakprint' for transformation that is grounded in the voices of First Nations women, in all their diversity. The Change Agenda defines the change women and gender-diverse mob want to see in the world for the benefit of their children, families, communities, culture and Country.



The Change Agenda is captured in three layers of action-orientated outcomes and describes the commitments of the Institute, the systemic areas for change, and signals showing change. It is a unique measurement, evaluation and learning framework within a systems change approach. Measurement of outcomes is gathered through 'signals' that show whether change is or isn't occurring. These signals centre what communities see, hear, sense or feel is changing around them, rather than utilising a mainstream Western evaluation methodology. This framework follows what women and girls have told the project team throughout the life of the Wiyi Yani U Thangani project and ensures that the ongoing work of Wiyi Yani U Thangani remains situated within the knowledge systems of First Nations women and girls.

'We are flipping the narrative on its head and speaking to the system as the problem that needs to be fixed rather than our women ... Nothing like this has ever existed in Australia and it is a direct response to what our women and girls have called for—a Framework and an Institute owned by us, for us, that elevates our strengths, holds our truths, [and] sets out our actions for nation-wide structural reform to help develop the systems that will work for us and support our lives and rights on the ground.'

— June Oscar AO, Aboriginal and Torres Strait Islander Social Justice Commissioner

Feedback on the Change Agenda has been very positive, with women expressing hope, gratitude and excitement for what the Institute and Change Agenda can achieve. The Change Agenda contributes to the progression of First Nations women's rights under UNDRIP by providing the actions needed to make First Nations gender justice a reality.

Child Rights Impact Assessment (CRIA) tool—Safeguarding Children

The National Children’s Commissioner developed Australia’s first national [Child Rights Impact Assessment \(CRIA\) tool—Safeguarding Children](#) in October 2023. Developed with support from UNICEF Australia, it provides an opportunity for decision-makers, across all jurisdictions, to assess and monitor the impacts of policy and legislation on children’s rights and wellbeing, not only in emergency situations, but in all government decisions that affect children and their families every day. It also provides a mechanism for strengthening the voices of children and prioritising their needs.

The CRIA uses the Convention on the Rights of the Child (CRC) as the framework to assess these impacts. All the rights included in the CRC are necessary to the basic development of a child. No one right is given more importance than any other. They function as integrated components which can impact all aspects of a child’s or family’s life.

The Commission continues to conduct briefings across government departments on the Child Rights Impact Assessment Tool (CRIA) for use by government decision-makers to assess the direct and indirect impact of legislation and policy on children’s rights and ensure that the UN CRC, including children’s voices and priorities, is built into government decisions that will impact on their lives.

The 2024 report released by the Australian Government Senate Inquiry on the *Climate Change Amendment (Duty of Care and Intergenerational Equity) Bill* - known as the *Duty of Care Bill* - recommended that the Australian Government consider the wide use of the Child Rights Impact Assessment Tool to assist in policy development and decision making.

The wider use of the CRIA supports the National Children’s Commissioner’s Term Goal 3 to strengthen scrutiny of the legal and policy frameworks to protect children’s rights and wellbeing.

Sexual Orientation, Gender Expression and Identity and Sex Characteristics (SOGIESC) Engagement

Despite many recent and hard-fought-for advances towards equality, escalating complexities are confronting and obstructing the advancement of the rights of people with diverse sexual orientation, gender expression and identity, and sex characteristics (SOGIESC). This is occurring both domestically and internationally.

The Commission’s engagement with LGBTIQ+ communities has significantly increased this reporting period. The Commission engaged as a ‘friend’ (*amicus curiae*) of the Federal Court of Australia in the *Tickle v Giggle* case. The Commission assisted the Court by providing submissions about the meaning, scope and validity of relevant provisions of the *Sex Discrimination Act 1984* (Cth).

With the leadership of the Sex Discrimination Commissioner, the Commission has met with LGBTIQ+ community stakeholders across the country, and has publicly advocated at both domestic and international conferences for trans and gender diverse people’s human rights to be upheld while dispelling harmful assumptions that the rights of this group will infringe on the rights of cisgender women and girls. This includes the Sex Discrimination Commissioner submitting a recorded statement for the 56th Human Rights Council Session, to be played during an interactive dialogue with the UN Independent Expert on Sexual Orientation and Gender Identity (SOGI).

Stakeholders have shared that this increased engagement has been welcome, especially at a time where there is concern about the lack of progress from Federal state and territory governments on LGBTIQ+ issues.

One stakeholder reached out with this message:

“[Commissioner Cody].. was so great at the *Our Watch* launch today and hearing her talk about the case you’ve been involved in this week [*Tickle v Giggle*] gave me hope.”

2.2 Law and policy makers, at all levels, consider and address the human rights impacts we identify throughout submissions.

Indicator:

High proportion of Committee inquiry reports reflect and cite the Commission's advice.

Instances of our recommendations to UN mechanisms being reflected in treaty body concluding observations and other reports.

Majority of our applications to the courts for leave to appear are accepted.

Analysis of performance

Human rights scrutiny and our engagement with parliamentary submission processes are an important mechanism in strengthening Australia's human rights framework. Our subject matter expertise grounded in international human rights treaties, robust and independent engagement on human rights issues and empowering an inclusive consulting process are key factors in law and policy makers considering and addressing human rights impacts through our submissions and applications to the courts.

The Commission tracks over time all submissions to parliamentary inquiries, UN mechanisms and submissions to the courts and uses citation analysis as our indicator.

This reporting period the Commission completed 57 submissions with 156 citations. This is a "point in time" analysis of submission and citations, as submissions may be made in one reporting period, and the final parliamentary report may be finalised in another. Additionally, the indicator relates only to the citation of the final parliamentary, UN or other report, rather than any wider citations in other publications.

This also applies to UN submissions where there is a long consultation period. This reporting period there were no final reports from our 7 submissions to UN mechanisms. However, between 2019-2024 there were 25 submissions to UN mechanisms and 84 citations recorded.

Anecdotally we know our submission may be referred to in other contexts which points to a wider impact, however this is not formally collated. Our data collection method is based on manual compilation and assessment, rather than the wider collection of metadata. While the collection of manual data against the indicator limits the scope of impact assessment, it supports greater understanding and learning about our impacts which is in line with the Commission's learning approach. Similarly, our submissions to the courts may be

Results



57

submissions (including 7 to UN mechanisms)



156

citations recorded



100%

of our applications to the courts for leave to appear were accepted



NZYQ: The plaintiff's legal team, along with the legal teams of the Commission and the HRLC/Kaldor Centre that travelled to Canberra, outside Court 1 shortly after the orders were pronounced.

made in one reporting year, and the final judgement in the matter may be determined in the following.

The two narratives of change provided below show the long arc of the Commission's impact through advocacy and collaboration to bring about systemic change in our legal and policy frameworks to address human rights impacts.

The first example is an outcome of a submission to the court in which the Commission appeared as a friend (*amicus curiae*) of the High Court of Australia in the 2022-23 reporting period, in the case of *NZYQ v Minister for Immigration, Citizenship and Multicultural Affairs*. This narrative of change example highlights the impacts of the Commission's human rights advice after long-term and collaborative advocacy efforts. This is also demonstrated in the second example, a case of compensation for Indonesian children detained as adults, where the evidence and reporting work of the Commission contributed to human rights remedies for children wrongly treated as adults by the Australian justice system.

NZYQ v Minister for Immigration, Citizenship and Multicultural Affairs [2023] HCA 37

The High Court of Australia case *NZYQ* was about whether it was lawful for the Australian Government to lock up a person in immigration detention indefinitely, and potentially for the rest of their lives, because they don't have a visa and cannot be returned to their home country. In a landmark decision, the High Court ruled that the indefinite detention of people in immigration detention was unlawful. The Commission was granted leave to appear as *amicus curiae* to provide written and oral submissions.

The High Court decision in *NZYQ* unanimously overturned a 20-year-old precedent: the case of *Al-Kateb v Godwin*, which had previously ruled that migration laws authorised the indefinite detention of a person who was an unlawful non-citizen, even if there was no real prospect of removing them from Australia in the reasonably foreseeable future.

The Commission appeared in the *Al-Kateb* case and in three of the four cases considered by the High Court since then that sought to overturn it. In each of the cases prior to *NZYQ*, the High Court decided

the case on other grounds, and the correctness of *Al-Kateb* was not determined.

The *NZYQ* case applied to people who had been refused a visa by Australia, or had their visa cancelled, but who could not be removed to another country. There are a number of reasons why people cannot be removed from Australia. The most common one is that Australia has protection obligations to the person, either because the person is a refugee or because the person is at risk of other kinds of serious harm if they were returned to their home country. Some people cannot be removed from Australia because they are stateless, meaning there is no country they have a right to enter. Others have serious health problems that make travel impossible.

In *NZYQ*, the High Court held that the government can hold a person in immigration detention while it processes their visa application, or while it makes arrangements to remove them from Australia if their visa is refused or cancelled. However, if there is no real prospect of removal becoming practicable in the reasonably foreseeable future, then continuing to hold them in immigration detention, with no future release date, is unlawful. The reason for this is that further detention would not be related to any proper immigration purpose. It would be punitive, and detaining people for the purpose of punishment requires an order of a court. It is not something that the Government itself has the discretion to do.

The ruling in *NZYQ* did not affect the criminal law and the ability of the Government to imprison people to serve a criminal sentence imposed by a court. Some people affected by the *NZYQ* decision had previously been convicted of an offence, but every person with an Australian conviction had already served their sentence before being placed in immigration detention. Every person released from immigration detention as a result of the *NZYQ* case is placed on a bridging visa with strict conditions to protect the safety of the community. A Community Protection Board provides informed, impartial and evidence-based recommendations about what conditions are appropriate in each person's case. As at 30 June 2024, there were 178



The Commission's team in Canberra: Louisa Wong, Patrick Knowles SC, Megan Caristo and Graeme Edgerton.

people in the community on this kind of bridging visa. If circumstances change and they are able to be removed from Australia, they can be taken back into immigration detention to facilitate removal.

The *NZYQ* case brings Australia's immigration detention system into better alignment with article 9 of the *International Covenant on Civil and Political Rights*. Article 9 prohibits arbitrary detention, which includes detention that is unjust, unreasonable or disproportionate to a legitimate purpose. The Commission's sustained advocacy over many years helped to achieve this outcome.

Compensation for Indonesian children detained as adults

In December 2023, the Commonwealth agreed to pay \$30 million (plus legal costs) to settle a class action by a group of young Indonesians who claimed to have been wrongly treated as adults and unlawfully detained in Australia on suspicion of being involved in people smuggling.

In 2012, the Commission published a report called *An Age of Uncertainty*. It examined the cases of 180 young Indonesians who arrived in Australia as crew of asylum seeker boats between 2008 and 2011 and who claimed to be children.

A major finding of the report was that reliance by Australian authorities on wrist x-rays to determine a young person's age meant that many children were mistakenly assessed to be adults.

These children were then wrongly treated as adults by the Australian criminal justice system, which

involved them being detained and tried for people smuggling offences when government policy was to return Indonesian children to Indonesia. Further, if a person was mistakenly assessed as an adult, they could be liable for a mandatory minimum prison sentence which did not apply to children.

Following the Commission's report, there was a series of cases seeking to have convictions quashed and compensation paid for unlawful detention.

It has taken more than 10 years since the Commission's report into this issue for compensation to be paid to those affected by a flawed government policy.

This case shows the important relationship between the Commission and civil society, and the complementary roles they play to identify and find remedies for human rights breaches.



2.3 The national human rights reform agenda proposed in the *Free and Equal: A conversation on human rights report* is considered and addressed by the Parliament, government and the non-government sector.

Indicator:

The recommendations and actions in the report generate dialogue and receive public support and commitment from the Attorney-General and the non-government sector.

Results

In its final report, the PJCHR endorsed the Commission's *Human Rights Act* model while also suggesting improvements to it. The Parliamentary Joint Committee on Human Rights (PJCHR) report also endorsed the recommendations of the Commission's final report (with one exception: while it extensively noted the Commission's proposed reforms of federal discrimination law, it did not make a specific recommendation about this).

Revitalising Australia's Commitment to Human Rights: Free & Equal Final Report 2023.



The Commission's five year *Free and Equal* project culminated in 2023-24 with the tabling in Parliament of the final report of the project, *Revitalising Australia's commitment to human rights*, on 9 December 2023 and the national Free and Equal conference, on 6-7 June 2024.

There were also two national processes that provided significant consideration and endorsement of the Commission's Free and Equal proposals:

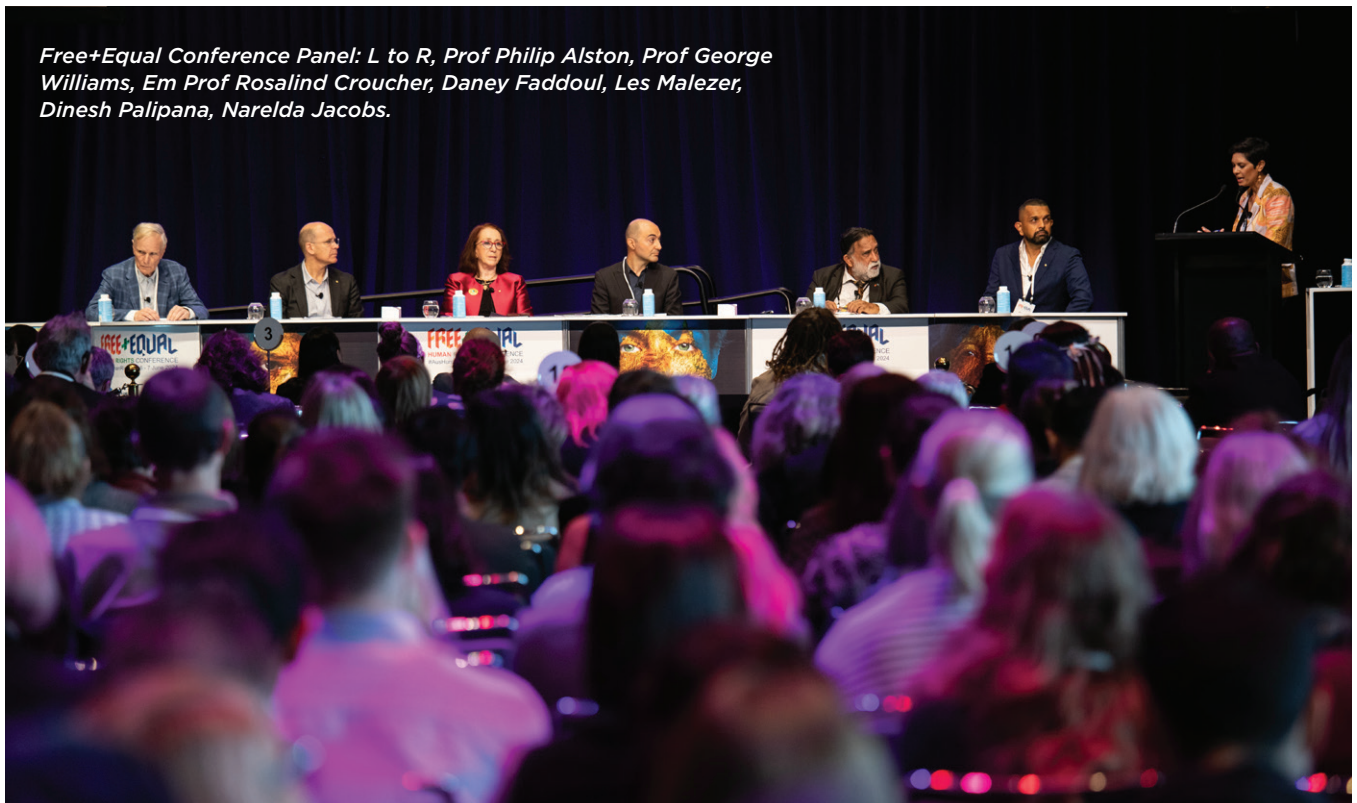
- The Joint Parliamentary Committee on Human Rights' inquiry into Australia's Human Rights Framework
- The final report of the Royal Commission into violence, abuse, neglect and exploitation of people with disability.

The final report of the project, *Revitalising Australia's commitment to human rights*, set out the Commission's proposals for a new national human rights framework. In short, the report noted that Australia's national systems for protecting human rights are out of date and not fit for purpose to best protect the rights of all people in Australia in the 21st century.

The Commission laid out eight integrated reforms for implementation through a new national human rights framework, with 12 recommendations to achieve this.

The report built on two position papers that the Commission had released in previous years setting out a federal discrimination law reform agenda and a model national *Human Rights Act*, as well as submissions that the Commission had made to the PJCHR for its inquiry into Australia's Human Rights Framework.

The PJCHR inquiry had been set up in March 2023 immediately following the release by the Commission of its model national *Human Rights Act*. The terms of reference for the inquiry referred to the suitability of the enactment of a *Human Rights Act* at the national level and referenced the Commission's model.



Free+Equal Conference Panel: L to R, Prof Philip Alston, Prof George Williams, Em Prof Rosalind Croucher, Daney Faddoul, Les Malezer, Dinesh Palipana, Narelda Jacobs.

Throughout the PJCHR inquiry, including through submissions and in public hearings, the Commission's model *Human Rights Act* was a focal point of the inquiry. 87.3% of submission to the PJCHR inquiry supported a *Human Rights Act* with 36% (116) of submissions explicitly endorsing the Commission's model.

In its final report, the PJCHR endorsed the Commission's *Human Rights Act* model while also suggesting improvements to it. The PJCHR report also endorsed the Commission's final report recommendations (with one exception: while it extensively noted the Commission's proposed reforms of federal discrimination law, it did not make a specific recommendation about this).

The PJCHR also attached an example national *Human Rights Act* to its inquiry report that operationalises the Commission's proposed model.

This is a significant development on the path towards a national *Human Rights Act* and enables future discussions to commence on the basis of draft legislation.

In September 2023, the final report of the Disability Royal Commission also gave extensive consideration to the Commission's proposals from the Free and Equal project. Volume 4 of the final report extensively references the Commission's work – including by endorsing the Commission's federal

discrimination law reform agenda as it relates to the *Disability Discrimination Act* 1992. The final report also noted the Commission's proposed national *Human Rights Act*, while also noting that this extended beyond the terms of reference of the Royal Commission. It then developed a *Disability Rights Act* which specifically referenced key elements of the Commission's *Human Rights Act* model.

The Commission held a national Free and Equal conference on 6-7 June 2024 in Sydney (see outcome 3.2 of the Annual Performance Statement for more information on this event).

The reform agenda proposed by the Commission across this multi-year project is wide reaching and has involved detailed technical consideration. When commenced, there was limited appetite from government for such reform. There is now a significant momentum around key elements of the reform agenda.

The high level of endorsement of the project's recommendations by both the PJCHR and Disability Royal Commission are major achievements. However, the focus of the Commission remains on the full implementation of the Free and Equal Report recommendations, as well as those of the Disability Royal Commission and PJCHR. The next financial year will be key in achieving this.

Outcome 3: Better understanding of, and respect for, human rights so people and communities take action to defend human rights in their own context.

3.1 Our education activities increase capabilities among individuals, communities and organisations to promote and protect human rights and address discrimination.

Indicator:

At least 80% of learners report having benefited from Commission training. This data is drawn from participant surveys of our workshops and eLearning courses.

Please note: The language has been changed from 'satisfied' to 'benefited' to present a more meaningful outcome indicator that is aligned against the specific question in the survey

Number of organisations working with the Commission to develop human rights education / training activities.

Results



95%

reported having benefited from the training

The Commission worked with



49

agencies in training and information sessions delivered face-to-face or online



44

agencies to deliver eLearning modules

Analysis of performance

Human rights education is a mandated function of the Commission and an important way it supports better understanding of, and respect for human rights in Australia. This function remains seriously underfunded, with most of this work having to be conducted on a cost-recovery basis to fund the staff working on workplace and community education.

Results

Workshops

50

workshops delivered (in-person and virtual)

892+

workshop participants

97%

reported that they
benefitted from participating
(n=218 survey responses)

Self-paced eLearning courses: fee-for-service training

44

agencies purchased
courses

3222

individuals completed a course

95%

reported that they
benefitted from participating
(n=1603 survey responses)

Self-paced eLearning: free courses

The Commission provides a series of 11 modules
on the National Principles for Child Safe
Organisations, which have been heavily utilised.

8339

individuals completed Module 1:
Introduction to the National Principles
for Child Safe Organisations

60,250

modules completed
(note: not unique individuals)

7266

surveys completed

98%

reported that completing the module(s) has
increased their knowledge about the National
Principles for Child Safe Organisations

Community Information and engagement sessions

55 sessions

800+ participants

Feedback included:

"I think this is one of the most important and essential courses I have taken in my entire work life and I think this should be mandatory in every work setting. To be in a safe work environment is vital and every one of us should be aware of the regulations and expectations."
(Appropriate Workplace Behaviour participant)

In the 2023-2024 reporting period, the Commission updated and delivered workplace training packages on topics including Contact Officer training, *Appropriate Workplace Behaviour*, and *Disability Awareness*.

This reporting period the Commission has increased its engagement with schools and education departments. This includes delivering workshops and webinars, conducting scoping reports and contributing to curriculum reforms.

"Just a big thank you from us for your excellent work delivering our HCO training over the past 2 days. We were both very impressed with your content and delivery, and felt you handled the discussion of difficult topics with so much care and consideration. A number of our participants reached out to us and said they found the training extremely valuable."
(Contact Officer Training organisers)

"..course is good as it is, very confronting for me as a 57-year-old, senior in my profession. An eye-opener."
(Addressing Workplace Sexual Harassment participant).

Community education and engagement also supports the Commission's work across ICS and Policy teams. This reporting period the ICS team completed 46 community engagement activities including 18 training and information sessions to support understanding of the relevant legislation

and referral for complaints and conciliation processes with engagements taking place across all states and territories in Australia.

The subject matter expertise and research and reports that the Commission undertakes within Policy teams also significantly increases the capacity of individuals and groups to promote and protect human rights. The importance of this work is highlighted through the two narratives of change highlighted in the report below.

The Workplace and Community Education Team and Positive Duty Team undertook detailed updates to two of the Commission's most sought-after eLearning courses *Understanding work-related sexual harassment* and *Retail and hospitality: Understanding and eliminating work-related sexual harassment*. These courses align with published guidelines for complying with the Positive Duty under the *Sex Discrimination Act 1984* (Cth), which the Commission now enforces.

Both courses centre the lived experience of people who have witnessed or experienced sexual harassment at work, and consider how age, gender identity, sexuality, disability, race and other aspects of individual identity shape the way people experience work-related sexual harassment. The courses empower employees and employers to be proactive in creating safe, respectful and inclusive workplaces that benefit all Australians.



Posters from the Positive Duty community education campaign.



Age Awareness Workshops

In July 2023 the Age Discrimination Team published the report [Changing Perspectives: testing an ageism intervention](#), which found that a short, targeted workshop could drive positive changes in attitudes and behaviour, which may be sustained over time. Public interest in the project led the Commission to conduct ongoing talks and workshops across Australia.

The Commission conducted 20 workshops and numerous talks during the original research phase (reaching about 500 people either online or in person across Australia) and 14 workshops and 8 talks since August 2023-June 2024, reaching about 1,167 people. The second phase reached audiences of different ages, cultures, languages, geographical locations and professions, including council staff, aged care staff, TAFE teachers, optometrists, dentists, private sector staff delivering aged care services, researchers and policy-makers, and older people themselves.

Ongoing evaluations indicate an average of 92% of attendees say they benefited from the workshop, with most commenting that it is good that tricky topics can be discussed in a non-judgemental way, with humour, sensitivity, grounded knowledge and tools to challenge the issue. An unexpected outcome for many older and younger participants is realising the role self-directed ageism can play in limiting their lives.

The Commission collaborated with organisations to develop resources and measure sustained outcomes. One Victorian local government assessed two online workshops three months later and found 100% agree they benefited from attending the workshop and 94.5% agreed they viewed ageing and older people more positively. Most participants implemented changes to their daily work or conversations such as changing the language they use when talking with, or about older adults (94.4%), sharing learnings with colleagues, friends and family (77.8%), developing age inclusive approaches at work (77.58) and challenging ageist remarks (72.2%).

Reflections and comments from attendees on what they have done included:

"Stop telling my mum/ others "Hey I'll grab this for you, or I'll carry this - because you're old" (heavy groceries etc.). She's 51, very capable and definitely not old. It was meant in jest, but I didn't realise how that narrative might affect her and subconsciously be limiting for her."

"It has really got me thinking about ageism and how it is embedded in everyday life and work - without me ever realising. I have made changes where I can - especially in language and have talked to friends and family about ageist comments that are made which most people don't even realise are ageist!"

This project is an important example of how the Commission delivers independent and valuable research as reported in the 2022-23 reporting period, but it has strategically linked ongoing work to challenge ageism into broad professional and community networks. Importantly, the impact of the workshops is sustained, giving participants the information, tools and agency to feel empowered and confident to have conversations about ageism in their workplaces, with family and more.

OPCAT Training

The Commission continues to play an active role in the implementation of the Optional Protocol to the Convention Against Torture (OPCAT) in Australia and the development of Australia's National Preventive Mechanism (NPM) network.

Signatories to the OPCAT are required to develop a national mechanism to monitor places of deprivation of liberty across the country. These mechanisms (NPMs) operate with prevention in mind, looking for systemic issues and making recommendations to address them before they become human rights violations. Australia currently has a multi-body NPM consisting of oversight bodies across the Commonwealth, states, and territories. The Australian NPM is gradually developing but NSW, QLD, and VIC are yet to designate bodies to complete the NPM.

In December 2023, the Commission approached the Association for the Prevention of Torture (APT), a Geneva-based civil society organisation with expertise in providing training to NPM's across the world, to facilitate training for the existing Australian NPM.

Commissioner Finlay and team worked with the Commonwealth Ombudsman, in its capacity as the Australian NPM Coordinator, to ensure maximum support from the Australian NPM bodies.

The training workshop took place at the Office of the Commonwealth Ombudsman in Canberra in May 2024. The workshop brought together 31 participants representing 12 NPM organisations across Australia with passive livestreaming provided to enable participants from the New Zealand NPM to attend.

An optional seminar with Sam Gluckstein (UK NPM), Rebecca Minty (ACT Inspector of Correctional Services) and Commissioner Lorraine Finlay took place at the Australian National University on Tuesday 21 May.

Since the completion of the training workshop, the Commission, Commonwealth Ombudsman and the APT are developing an online platform in which the

training recording and related modules can be made available to NPM staff across the country and to new NPM's as they are designated.

The Commonwealth Ombudsman surveyed the training participants and reported that respondents found the training very useful and would likely attend another training workshop in the future:

'A highlight was hearing from all the experts in the room (including speakers and participants). Main takeaway was that we have a lot of work to do to establish the framework for and methodologies, etc.'

The provision of this training aligns with the Commission's previous finding made in the *Implementing OPCAT in Australia* report (2020). This report identified the 'value of NPMs undertaking education and training on the human rights framework of which OPCAT is a part.' It also directly responds to findings made in the Disability Royal Commission.



3.2 Our information resources, services, events and campaigns reach, inform and influence users and audiences

Indicator:

An average engagement rate of 2% or higher for Commission social media posts about our education and information activities.

High rates of participants finding our events and campaigns engaging and relevant.

Instances of legal information, resources, guidelines and exemptions process help employers and organisations to comply with Australian discrimination and human rights law.

Results



Overall average social media engagement



0.05% Twitter



5.68%* LinkedIn

*only 9 months of data available at time of reporting



6.02% Instagram



3.28% Facebook

17

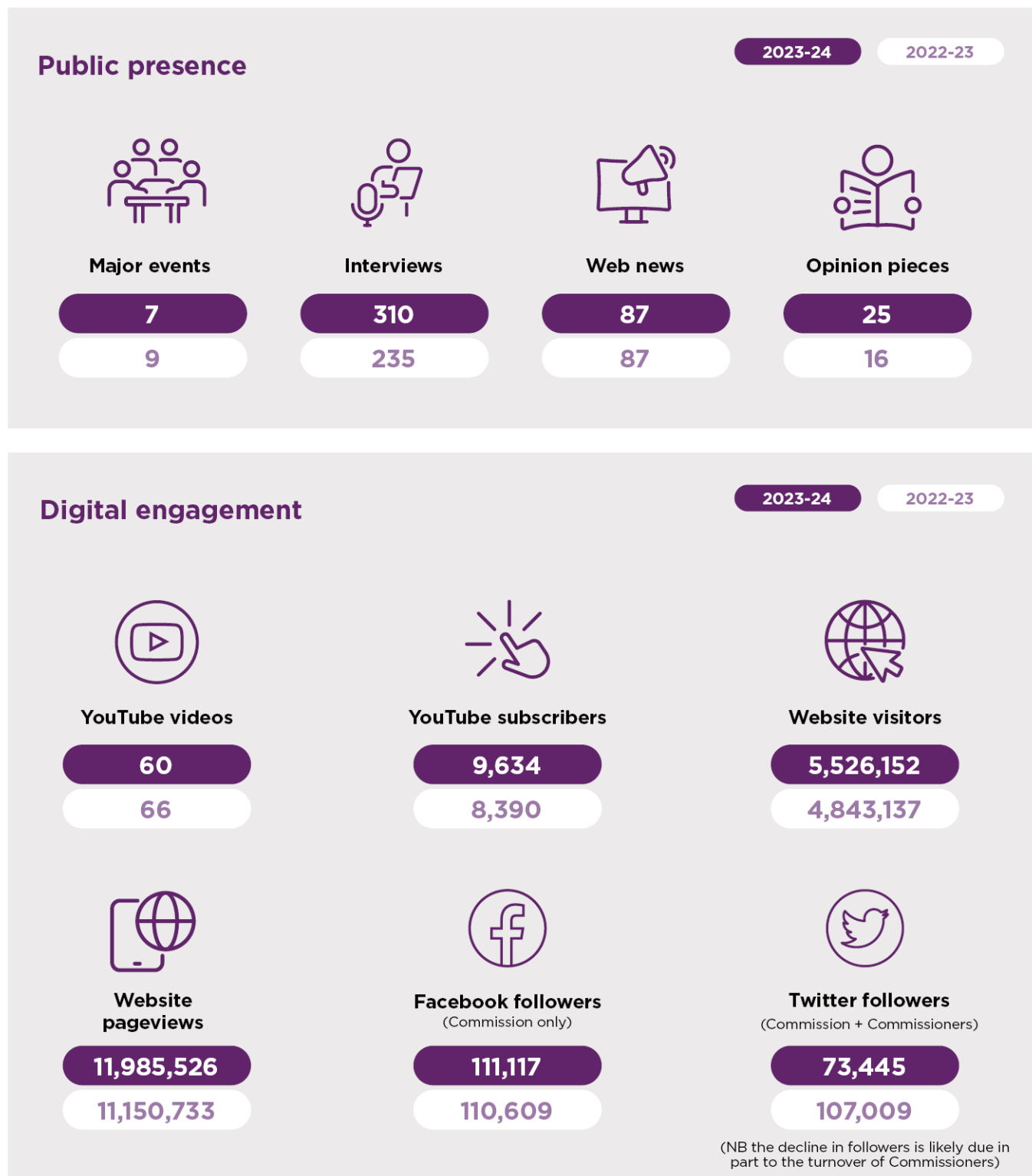
public campaigns and events took place this reporting period with high levels of engagement recorded through Facebook, Twitter/X, Instagram and LinkedIn

21

resources were developed this reporting period

Analytics below provide overall utilisation of website content. An example of how engagement rates are also reviewed across campaigns and resources

is provided in the resource kit and education campaign on the referendum Voice to Parliament for Aboriginal and Torres Strait Islander Peoples.



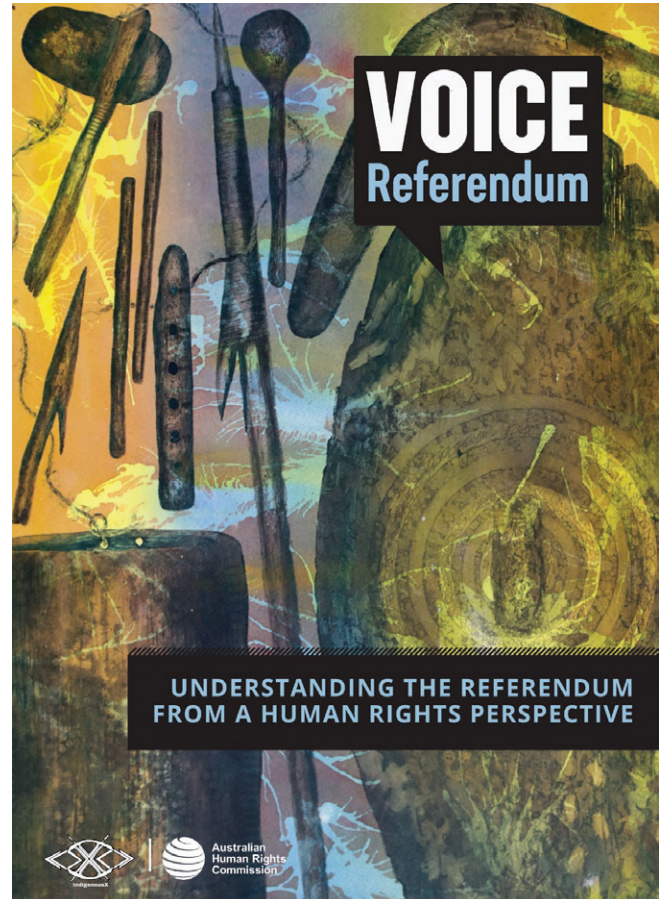
Analysis of performance

The Commission plays an important role in supporting resourcing individuals and communities to better understand, and act on, human rights issues. Measuring the reach and accessibility of resources is an important way the Commission gauges progress toward this outcome. The Commission measures the click through rate to assess engagement and this year measured an average of 3.76 across all our social media platforms (Facebook 3.28%, Instagram 6.02%, LinkedIn 5.68%, Twitter 0.09%).

In addition to the 21 resources developed this reporting period (please see Appendix 2 for a detailed list), comprehensive updates to all web materials were undertaken. Site analytics indicate significant improvements:

- Digital certainty index (measuring quality and potential impact of digital presence: accessibility, useability, credibility and trustworthiness, search engine optimisation)
 - June 2023: 80.8/100
 - June 2024: 88.5/100
- Quality assurance (measuring content quality & freshness, security, user experience)
 - June 2023: 62.6/100
 - June 2024: 90.8/100
- Accessibility measuring effectiveness in meeting Web Content Accessibility Guideline standards, accessibility best practice)
 - June 2023: 82.4/100
 - June 2024: 86.3/100

Individual engagement rates are also reviewed across campaigns and resources such as the resource kit and education campaign on the referendum Voice to Parliament for Aboriginal and Torres Strait Islander Peoples. Further information on this is outlined in the below narrative.



Resource kit and education campaign: Referendum for a Voice to Parliament for Aboriginal and Torres Strait Islander Peoples

In 2023 the Commission developed a [resource kit](#) and accompanying education campaign about the Referendum for a Voice to Parliament for Aboriginal and Torres Strait Islander peoples.

The Commission's Voice referendum resource suite and accompanying information campaign promoted anti-racist approaches, while acknowledging that a diversity of perspectives is critical to building a more inclusive and equitable society where everyone's rights are respected.

The resources and education campaign were designed to support public understanding of human rights principles as they related to the Referendum encouraging and supporting the Australian public

to consider the Uluru Statement and the Voice proposal and associated referendum through a human rights lens.

The resources and associated communications aimed to provide accurate guidance for voters and to also remind Australians of the importance of respectful dialogue throughout the public debate. The resources and education campaign urged respectful and constructive engagement in all conversations about the referendum and harm minimisation principles were embedded throughout.

The resources were made available on the Commission website in early August 2023 around three months prior to the referendum. There were more than 95,000 views of the resource webpages and 42,617 unique downloads of the resources.

Analytics showed that both the resource kit and accompanying social media tiles were incredibly well received by the public. Communications channels included social media (LinkedIn, Facebook, Twitter and Instagram), Electronic Direct Messages (EDMs), web content, opinion editorials and news media channels, resulting in widespread engagement. Many Commission stakeholder organisations and individuals also shared the Commission's messaging through their own digital and social media channels (including EDMs with their respective audience), and the news media took a particular interest in the harm minimisation principles embedded throughout the project.

Even after the Referendum, the resources continue to be accessed. Six months after their release the referendum resource related pages received 131,264 views and 49,739 downloads – making them the most engaging resources on the Commission's website in 2023.

Free+Equal Conference

The Free+Equal Conference was a major event delivered on 6-7 June to mobilise support for a *Human Rights Act* across a range of sectors and human rights advocates. More than 700 delegates joined more than 60 diverse leaders, experts and advocates from across Australia for a keynote delivered by former High Court judge and international jurist The Hon Michael Kirby AC CMG and UK based barrister and human rights lawyer Jennifer Robinson. In their joint keynote address they urged the government to follow through with the parliamentary committee's recommendations, including for a *Human Rights Act*, and for all political representatives to unite to support human rights protections in Australia.

Delegates also heard from a wide range of speakers from across civil society, legal, education and business sectors. They drew on their expertise and lived experience to strengthen the case for further human rights protections in Australia. They talked about giving voice to the voiceless by enshrining all our human rights in a common tool for justice. Sessions covered key human rights-related issues such as preventing racism, improving children's rights and youth justice, exploring the intersection of business, technology and human rights, and 40 years of the *Sex Discrimination Act*.

A curtain-raiser for the conference was the *Rights On Time* public panel discussion held on the evening before the conference and facilitated by Adam Spencer - comedian, writer, broadcaster and media personality. The panel featured the Commission's President together with six prominent Australians; Waleed Aly, Jennifer Robinson, The Hon Michael Kirby, Sisonke Msimang, Tanya Hosch and Nazeem Hussain. The panel debated future human rights scenarios and how a *Human Rights Act* would protect people and communities in a hypothetical – but entirely possible – 2034.

The event was a major undertaking and part of the Vivid Sydney Ideas program.



Above: L to R, Narelda Jacobs, The Hon Michael Kirby AC at the Free+Equal Conference.
Below: Rights On Time panel show which took place on the eve of the Conference.



Outcome 4: Ensure better understanding of, and respect for, human rights so people and communities take action to defend human rights in their own context.

4.1 Our activities increase the capacity of vulnerable groups, communities and their advocates to understand and advocate for human rights.

Indicator:

Instances of participants and stakeholders in our consultations and research activities reports and other participation activities that are beneficial and empowering.

Results

This performance statement provides eight examples of how projects ensure better understanding of, and respect for human rights so people and communities take action to defend human rights in their own context. Our rights-based approach to program delivery links both 4.1 and 4.2 and therefore the narrative provided addresses both outcomes.

4.2 Our activities increase the capacity of governments, organisations, other groups and services to understand and address the human rights impact of their actions, particularly when working with vulnerable groups and communities.

Indicator:

Instances of stakeholders in our activities with organisations reporting that our work has contributed to increased understanding of the impact of their systems and operations on human rights.

Instances of stakeholders in our activities with organisations making changes to promote human rights in their context.

Instances of partners: Increased knowledge and application of human rights frameworks, principles, and practices to advance human rights reforms.

Practice, policy reform related to human rights principles which are reviewed or developed because of technical cooperation activities.

Analysis of performance

Fundamental to all our work are the principles of a rights-based approach - participation, accountability, non-discrimination and equality, empowerment and legality. These principles are central to ensuring better understanding of, and respect for, human rights so people and communities take action to defend human rights in their own context.

The below stories of change are chosen to demonstrate these in principles in practice, across different communities and in different contexts, to meet this outcome.

Supporting Quality Engagement with Children – ‘Do things with the information we tell you’

The Supporting Quality Engagement project, funded by the Department of Social Services and led by the National Children’s Commissioner, has the broad aim of elevating the voices of children and young people to influence policy.

A three-year project, year 1 focused on the *National Strategy to Prevent and Respond to Child Sexual Abuse 2021-2030* (National Strategy), led by the National Office for Child Safety (the National Office). Specifically, consultations explored two key issues:

- how the services and support to which children and young people turned in tough times could be improved; and
- ideas for content and features for a website and helpline to assist victims and survivors of child sexual abuse (to inform Measure 7 under the National Strategy’s First National Action Plan).

The process of consultations – actively listening to the thoughts, ideas, opinions and advice of children and young people – was itself an exercise in rights-realisation. Children and young people were realising their right to participate in decisions affecting them, as per Article 12 of the Convention on the Rights of the Child. For many, they were realising a right they had previously not had access to. As participation is a gateway right, consulting with children and



National Children’s Commissioner Anne Hollonds (C) with Dr Mike Freelander MP (L) and Zali Steggall, OAM, MP (R) at the Parliamentary Friends of Child and Adolescent Health and Mental Health breakfast Sept 2024.

young people – helping them to access the right to participate – means equipping them with tools with which to access their other rights.

The team travelled to metropolitan, regional and remote areas around the country with the National Children’s Commissioner. The team conducted 35 small group and one-to-one consultations with 232 children and young people, many of whom had lived experience of abuse. These consultations were organised with the support of partner organisations, including NGOs and schools. The process was designed with safeguarding as a priority, which resulted in children and young people feeling safe enough to explore difficult subjects, particularly the help that victims and survivors of abuse need. This also meant that the team, through strong stakeholder relationships, could reach some of the most vulnerable children – children who would not usually have opportunities to be heard.

The high level of engagement from children and young people suggested that young people want to

have a voice and to share their ideas. In anonymous feedback at the end of the sessions, participants:

expressed appreciation at being heard –
‘Our ideas and opinions were properly listened to and validated’

said how much they enjoyed participating –
‘Talking with other kids about relevant issues’

demanded action –
‘Do something with the information we tell you’

This process is leading to tangible policy outcomes. The National Office's reflections on the process included considering how the learnings from children and young people can inform the approach to developing, delivering and evaluating the



Notes and artwork by the children consulted for the SQE project.

preferred service model for Measure 7. This will facilitate a website and helpline that is responsive to the specific needs of children and young people. Moreover, the National Office committed to using the [SQE 2023 report](#) – based entirely on children's and young people's inputs – to inform current and future work, including development of the National Strategy's Second Action Plan.

The outcomes of this project are helping to embed human rights issues at the national level and helping young people to understand and claim their rights.

Community consultations with First Nations communities for a National Anti-Racism Framework

The Commission undertook consultations with First Nations communities for a National Anti-Racism Framework. These consultations were conducted for the Commission by a First Nations company.

These consultations were guided by four foundational principles – Human Rights-Based Approach, Indigenous Sovereignty and Truth-Telling, Community-Led Co-Design, and Intersectionality and Inclusiveness.

Comprehensive consultations were undertaken across metropolitan, rural, and remote locations in every state and territory of Australia.

The consultations engaged with community members in various ways - through in-person and virtual consultations and through an online engagement platform. 23 in-person consultations were conducted with more than 250 people. Virtual sessions were conducted nationwide, focusing on the education, health, and justice sectors. 48 organisations contributed to these virtual consultations.

Additionally, the project team actively engaged in one-on-one virtual consultations with individuals who contacted them directly, as well as with peak bodies, no matter their location. Almost 500 people participated in focus groups, in-person and online. Written submissions from relevant organisations were also accepted.

WYUT Focus Groups

From October to December 2023, Aboriginal and Torres Strait Islander Social Justice Commissioner, June Oscar AO hosted a series of online and in-person Focus Groups for First Nations youth, LGBTIQA+ sisters and gender-diverse mob, women with trans experience, women with additional needs and abilities and women with expertise in driving gender equality and women-led movements and initiatives on the ground.

Focus Groups were undertaken as part of Stage Three of the Wiyi Yani U Thangani project, drawing on the lived experience of participants and ensuring their insights, experiences, and perspectives are recognised and respected in laying the groundwork for the establishment of the Wiyi Yani U Thangani Institute for First Nations Gender Justice (the Institute), and the development of the Wiyi Yani U Thangani Change Agenda for First Nations Gender Justice (the Change Agenda). Focus groups were delivered in partnership with First Nations data and evaluation team at Kowa Collaboration and had a strong emphasis on gathering information on data, measurement, and evaluation approaches to be used throughout the Change Agenda and the work of Institute. This included exploring self-determined measurements for tracking change, ensuring that First Nations women's knowledges and practices are centred and strengthen Indigenous data sovereignty and governance.

'Measurement and data does not need to be all about numbers— it is about our heart and spirits, it is about voice, story, emotion— it is about truth. Numbers can tell us all sorts of lies. Wiyi Yani U Thangani is and always has been about voice—your voice—what you are saying about your lives, how you see your future and what matters to you.'

— June Oscar AO, Aboriginal and Torres Strait Islander Social Justice Commissioner



Holding these focus groups contributed to upholding the Wiyi Yani U Thangani project's broad objective of always listening, learning and amplifying the voices of First Nations women in all diversity. It additionally contributed to Commissioner Oscar's term goal of elevating First Nations women's voices. These focus groups provided insights from women and gender diverse mob specifically towards the measurement, data and evaluation for the Change Agenda and Institute which greatly assisted in the development of these two outcomes. It also strengthened the project teams' relationships with First Nations women with different lived experiences, providing the team with new learnings to drive meaningful change through the Institute.

Speaking from Experience

Workplace sexual harassment is very common in Australian workplaces – 1 in 3 people have experienced workplace sexual harassment in the previous five years. We know this from the Respect@Work Inquiry and our latest National Survey.

We also know that perpetrators of workplace sexual harassment more often target individuals who face complex forms of discrimination, for example women workers who are also Aboriginal or Torres Strait Islander, from culturally and racially marginalised groups, workers with disability, young workers, and LGBTQIA+ workers. We need to ensure these voices and experiences of sexual harassment are heard, to shape prevention and address workplace sexual harassment.

The Sex Discrimination Commissioner is leading the Speaking from Experience project and with the team they have led 27 consultations across all of Australia. 136 people attended these consultations and contributed their advice and insights about what

needs to change to make workplaces safer for everyone. Consultations will continue until October 11.

The project affirms the resilience of diverse victim-survivors, and from what we have heard, we will develop resources that foregrounds their expertise, insights and advice.

People from a range of diverse backgrounds, including Aboriginal or Torres Strait Islander workers, workers from culturally and racially marginalised groups, workers with disability, young workers, and LGBTQIA+ workers have said about the sessions:

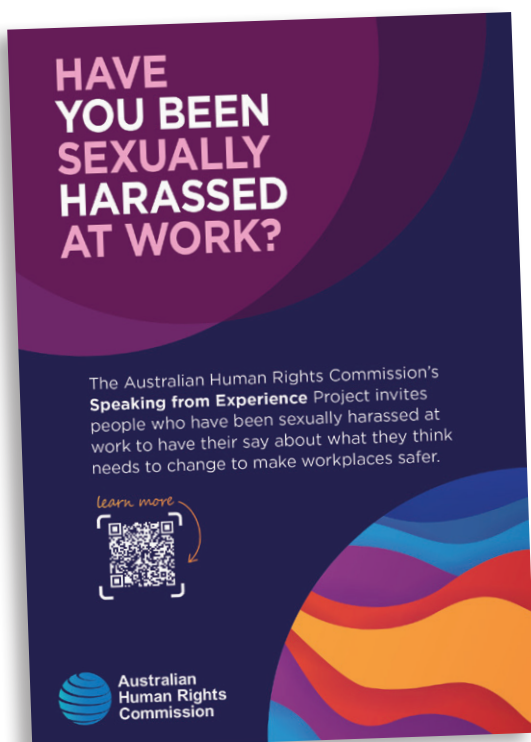
"This room was filled with amazing considerate people who heard each other and really made change. I am really proud to be a part of the people in this room."

"Really safe space, felt heard and welcomed right from the moment I walked in."

"The experience was really good, found it liberating and comforting that other women have experienced the same thing and, in a way, to have my say"

94% of people that completed the feedback form rated their overall experience in taking part in the project as either 'excellent', 'very good' or 'good'.

Through this project we are ensuring that diverse voices are heard, in order to shape future employer actions and to make workplaces safer. An intersectional approach has been taken, embedding a full concept of gender equality in making workplaces safer.





Commission staff at the launch of ANROWS research into migrant and refugee women's attitudes and experience of sexual harassment at work.



Top, left to right: Josie Short, Director, NT Anti-Discrimination Commission; Neilab Osman and Erica Powell from AHRC Sex Discrimination Team. Bottom, left to right: Andi Jones, Communications and Stakeholder Engagement Advisor, NT Anti-Discrimination Commission, Jeswynn Yogaratnam, NT Anti-Discrimination Commissioner and Anna Cody, Sex Discrimination Commissioner at an event in Darwin launching the Northern Territories new Positive Duty laws.

IncludeAbility

The IncludeAbility project advances the human right of people with disability to equal employment. The project does this by increasing meaningful employment opportunities for people with disability and supporting employers to address employment barriers in their organisations and in the workforce.

The first phase of IncludeAbility ended in 2023. To assess its impact, the Commission engaged the Centre for Social Impact Swinburne University to independently evaluate the project. The [evaluation](#) found that some employers lack awareness of disability and hold low expectations of people with disability and their employment capabilities.

‘Often the reluctance to hire people with disability, in particular intellectual disability, I think, comes from an attitude of low expectations wrapped around that if we get it wrong, we’re going to be subject to ridicule and that our company will receive bad press because we didn’t get it right.’

- IncludeAbility Ambassador

IncludeAbility helped address negative attitudes and a lack of understanding about people with disability and their employment capabilities.

Through the IncludeAbility project, employers increased their knowledge and confidence in applying successful strategies for employing people with disability. It did this through building communities of practice between employers, linking employers to new talent pools, and providing ongoing tailored supports and practical resources.

IncludeAbility also led to more paid employment opportunities for people with disability at award wages through the two Pilot Employment Programs in Perth and the Illawarra region. The pilots were ‘place-based’ and tailored to the needs of both the employing organisations and the pilot employees. They gave employers the chance to assess and improve the accessibility and inclusiveness of their organisations. They also offered intensive ongoing

support to the pilot employees and their direct managers and teams, to help them solve issues and adapt to new situations.

One person with disability who engaged in the pilots described the opportunity as ‘life changing’. Other pilot participants highlighted outcomes such as:

‘Proved that I can work in open employment’.
- Pilot employee-survey

‘Proud to show my kids anything is possible’.
- Pilot employee-survey

These pilots offer a useful prototype for other organisations seeking to embed good practice in disability employment in their workplaces. This pilot model highlights promoting alternative pathways to employment, providing fair pay and workplace accommodations, engaging with all organisational levels, and offering ongoing tailored support as key ingredients for success.

The evaluation emphasised the important role of the Commission in promoting best-practice in disability employment. The Commission’s national reach and expertise relating to disability discrimination complaints makes it a credible and influential champion in this space.



IncludeAbility Ambassadors Tracey Corbin-Matchett and Nathan Basha.



AHRC President Rosalind Croucher, Ambassador for Human Rights Ms Bronte Moules and Director-General of DTL Mr Phoukhong Sisoulath sign an MOU at the Launch Event for Phase III of the Australia-Laos HRTCP in Canberra, November 2023.

Building knowledge and skills on human rights treaties reporting in Lao PDR

Since 2019, the Australian Human Rights Commission has been formally managing a Human Rights Technical Cooperation Program between Australia and Laos, funded by the Department of Foreign Affairs and Trade. 2023-24 marked the first year of Phase III of this program and saw strengthened relationships as well as notable advancements in awareness and capacity on human rights reporting among key stakeholders in Laos.

As a direct result of this program, the Department of Treaty and Law (DTL) in the Ministry of Foreign Affairs was able to expedite progress on submitting its UPR and Treaty Body reports to UN mechanisms. Our partners have reported that without the long-term and flexible support provided by the program, it would not be possible for them to plan ahead in the drafting process, convene stakeholders from different ministries, or have the resources to deliver reports. After 10 years, Laos is on track to deliver its initial report under the Convention Against Torture in late 2024. DTL officials have reported that without the assistance provided by the Commission, the current momentum on reporting would not be possible.

The program has also had a tangible impact on the quality and effectiveness of human rights reporting. As a result of the technical assistance provided

by AHRC staff and other experts supported by the Commission, DTL have identified ways to improve and streamline the reporting process. For example, based on information shared during program activities they plan to use annexes to report more holistically on progress to implement recommendations from a previous reporting cycle, and adopt simplified reporting procedures for reporting against some Conventions.

Renewed momentum on human rights reporting has helped to build awareness of human rights issues in Laos with a wider range of stakeholders, including the National Human Rights Committee, representatives from various government ministries, and selected non-profit associations. Across the five program activities held this year, over 200 individuals have received training in human rights reporting and increased their awareness of human rights treaties and international law.

For the Commission, our involvement in human rights technical cooperation projects is tied to our unique mandate as an NHRI in the international human rights system. International engagement also ensures the quality and strategic impact of Commission domestic human rights activities, as it promotes best human rights practice and helps ensure that Australia continues to demonstrate leadership in and commitment to human rights in our region.

Australian Federal Police Partnership

The Gender Pay Gap and Equity (GPG&E) Project analysed quantitative and qualitative data to assess the gender pay gap and other equity differences for men and women in the AFP. The analysis focuses on the five dimensions of equity: representation, development, opportunity, retention and pay.

The Australian Federal Police (AFP) total gender pay gap for 2021/2022 was 12.1 per cent. While lower than that of the APS, this pay gap means the average yearly full-time earnings of a woman in the AFP is \$15,357 AUD less than a man. For every \$10 men earned, women earned \$8.79.

Subsequent to the delivery of the Commission's Report, the AFP has implemented several initiatives to address the drivers of the Gender Pay Gap. The AFP developed and delivered a Gender Equality Action Plan that lifts recommendations from the GPG&E Final Report and embeds them into policy and procedure, adopted by the enterprise.

The AFP has implemented an enterprise-wide approach to addressing gender equality. While this 'stops discrimination before it starts' when it comes to pay, it also contributes to a diverse and inclusive culture at the AFP; to broader change aligned with Respect@Work aims and objectives; and to the AFP meeting its Positive Duty. In addition, it addresses the Sex Discrimination Commissioner's goal of women's economic security and the Commission's goal to promote and protect human rights.

Australian Border Force (ABF) Partnership Team

The Australian Border Force (ABF) sought the Commission's assistance in identifying ways to enhance their systems for preventing and addressing workplace misconduct, including bullying, harassment, and discrimination. Utilising the Commission's Respect@Work framework, the ABF Partnership team identified several areas where the organisation could strengthen its approach to these issues and made recommendations to this effect.

In April 2024, the ABF endorsed all of the Commission's recommendations and has since undertaken a number of initiatives including:

- delivering a senior leadership statement of intent to the workforce to signal commitment to promoting a safe diverse and inclusive workforce
- changes to its diversity and inclusion practices
- a focus on building inclusive leadership capability of the Senior leadership team
- redesigning its reporting, response and support systems to make them more person centred and trauma informed.

Following the release of the Commission's ABF Respect@Work Project Report, the ABF Commissioner Michael Outram, publicly expressed appreciation for the work of the Commission and apologised to ABF Officers impacted by potential bullying and harassment behaviours at work. In reinforcing the ABF's commitment to fostering an inclusive, safe and respectful workplace, Commissioner Outram noted:

"...For the ABF to deliver our mission we must ensure that our workplace is an inclusive environment where everyone is able to bring their full self to work and feel safe, respected and valued. This is non-negotiable. Bullying and intimidation, sexual harassment, exclusion, discrimination and racism have no place within our organisation..."

The outcome of the report has supported ABF's efforts to uphold obligations under Federal anti-discrimination legislation, including the Positive Duty under the *Sex Discrimination Act 1984* (Cth), its greater focus on diversity and inclusion priorities across the workforce and a cultural shift towards responding to incidents that is victim centred and trauma informed.

7. Financial Statements

Statement by the Accountable Authority, Chief Executive and Chief Financial Officer



STATEMENT BY THE ACCOUNTABLE AUTHORITY, CHIEF EXECUTIVE AND CHIEF FINANCIAL 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 corporate Commonwealth entity will be able to pay its debts as and when they fall due.

A handwritten signature in black ink, appearing to read "H de Kretser".

Hugh de Kretser
President and
Accountable Authority
20 September 2024

A handwritten signature in black ink, appearing to read "L Smith".

Leanne Smith
Chief Executive
20 September 2024

A handwritten signature in black ink, appearing to read "Maria Moore".

Maria Moore
Chief Financial Officer
20 September 2024

Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To the Attorney-General

Opinion

In my opinion, the financial statements of the Australian Human Rights 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 Accountable Authority, Chief Executive and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising a summary of significant accounting policies and other explanatory information.

Basis for opinion

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

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the President 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 Accountable Authority is also responsible for such internal control as the Accountable Authority 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 Accountable Authority 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 Accountable Authority 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.

Independent Auditor's Report (continued)

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



Saminda Maddumahewa
Senior Director

Delegate of the Auditor-General

Canberra

23 September 2024

Statement of Comprehensive Income for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	27,764	20,837	28,135
Suppliers	1.1B	9,802	8,101	11,492
Depreciation and amortisation	2.2A	3,907	3,494	3,437
Finance costs	1.1C	160	7	4
Write-down and impairment of other assets	1.1D	14	-	-
Total expenses		41,647	32,439	43,068
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	10,345	10,969	9,167
Interest	1.2B	1,358	483	50
Other revenue	1.2C	24	58	-
Total own-source revenue		11,727	11,510	9,217
Gains				
Other gains	1.2D	399	14	46
Total gains		399	14	46
Total own-source income		12,126	11,524	9,263
Net cost of services		(29,521)	(20,915)	(33,805)
Revenue from Government	1.2E	31,315	26,549	31,315
Surplus/(deficit) after income tax on continuing operations		1,794	5,634	(2,490)
Total comprehensive income/(loss)		1,794	5,634	(2,490)

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

Budget Variances Commentary

Statement of Comprehensive Income for not-for-profit Reporting Entities

Supplier expenses are lower than budget due to expenditure deferred to future years as well as unforeseen delays in execution of the Commission's Consent survey project.

Depreciation costs, Write down and impairment of assets and Finance costs are higher than budget due to the negotiation of a new property lease for the Commission's office since the 2023-24 Budget was prepared.

Total own-source revenue is higher than budget due to the expansion of the Commission's workplace and community education program; sponsorship and ticket sales for the Commission's Human Rights awards and Free and Equal conference were not included in the budget; the execution of new contracts with external funders for discrete programs of work and higher than anticipated interest revenue.

Other gains are higher than budget due to rent forgiven for the early exit of a portion of the Commission's previous office premises.

Statement of Financial Position as at 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	28,549	26,407	20,615
Trade and other receivables	2.1B	798	1,083	798
Total financial assets		29,347	27,490	21,413
Non-financial assets¹				
Property subject to operating leases	2.2A	20,030	2,500	-
Infrastructure, plant and equipment	2.2A	2,517	918	560
Intangibles	2.2A	16	187	368
Other non-financial assets	2.2B	332	377	613
Total non-financial assets		22,895	3,982	1,541
Total assets		52,242	31,472	22,954
LIABILITIES				
Payables				
Suppliers	2.3A	1,360	1,555	858
Other payables	2.3B	10,577	9,600	10,096
Total payables		11,937	11,155	10,954
Interest bearing liabilities				
Leases	2.4A	19,942	2,605	-
Total interest bearing liabilities		19,942	2,605	-
Provisions				
Employee provisions	3.1A	4,417	4,118	4,361
Other provisions	2.5A	1,069	511	561
Total provisions		5,486	4,629	4,922
Total liabilities		37,365	18,389	15,876
Net Assets		14,877	13,083	7,078
EQUITY				
Contributed equity		18,561	18,561	18,561
Reserves		2,599	2,599	2,599
Retained surplus/(Accumulated deficit)		(6,283)	(8,077)	(14,082)
Total equity		14,877	13,083	7,078

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

1. Right-of-use assets are included in the 'Property subject to operating leases' line item.

Statement of Financial Position as at 30 June 2024 (continued)

Budget Variances Commentary

Statement of Financial Position for Not-for-Profit Reporting Entities

As at 30 June 2024 Cash is higher than budget due to the improved operating result delivered for 2023-24.

Property subject to operating leases, interest bearing liabilities and other provisions are higher than budget due to the execution in 2023-24 of a ten year lease for the Commission's new office premises at level 19-20, 175 Pitt Street, Sydney.

Statement of Changes in Equity for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance as at 1 July				
Balance carried forward from previous period		18,561	18,561	18,561
Closing balance as at 30 June		18,561	18,561	18,561
ACCUMULATED LOSSES				
Opening balance				
Balance carried forward from previous period		(8,077)	(13,711)	(11,592)
Comprehensive income				
Surplus/(deficit) for the period		1,794	5,634	(2,490)
Closing balance as at 30 June		(6,283)	(8,077)	(14,082)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		2,599	2,599	2,599
Closing balance as at 30 June		2,599	2,599	2,599
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		13,083	7,449	9,568
Comprehensive income				
Surplus/(deficit) for the period		1,794	5,634	(2,490)
Total comprehensive income		1,794	5,634	(2,490)
Closing balance as at 30 June		14,877	13,083	7,078

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

Budget Variances Commentary

Statement of Changes in Equity for not-for-profit Reporting Entities

The closing balance of the Commission's accumulated losses at 30 June 2024 are lower than budget due to the improved operating result in 2023-24. Some of the expenditure originally budgeted to be spent in 2023-24 has been deferred to 2024-25.

The impact of the reduction in accumulated losses is an improved total equity position as at 30 June 2024

Cash Flow Statement for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		31,315	26,549	31,315
Sale of goods and rendering of services		11,613	15,491	10,167
Interest		1,336	443	50
GST received		1,340	1,018	1,207
Other		399	14	-
Total cash received		46,003	43,515	42,739
Cash used				
Employees		27,416	20,718	28,135
Suppliers		11,197	9,048	11,452
Interest payments on lease liabilities		2	7	4
GST paid		98	752	1,207
Total cash used		38,713	30,525	40,798
Net cash from operating activities		7,290	12,990	1,941
INVESTING ACTIVITIES				
Cash used				
Purchase of property, plant and equipment		2,543	42	326
Total cash used		2,543	42	326
Net cash used by investing activities		(2,543)	(42)	(326)
FINANCING ACTIVITIES				
Cash used				
Principal payments of lease liabilities		2,605	2,499	2,603
Total cash used		2,605	2,499	2,603
Net cash used by financing activities		(2,605)	(2,499)	(2,603)
Net increase/(decrease) in cash held		2,142	10,449	(988)
Cash and cash equivalents at the beginning of the reporting period		26,407	15,958	21,603
Cash and cash equivalents at the end of the reporting period	2.1A	28,549	26,407	20,615

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

Budget Variances Commentary

Cash Flow Statement for not-for-profit Reporting Entities

In 2023-24 cash received from operating activities is higher than budget due to the expansion of the Commission's workplace and community education program; sponsorship and ticket sales for the Commission's Human Rights awards and Free and Equal conference not included in the budget; the execution of new contracts with external funders for discrete programs of work; higher than anticipated interest revenue and rent savings from the early exit of our previous property lease.

Overview

The Australian Human Rights Commission (the Commission) is an Australian Government controlled entity. It is a not-for-profit entity. The Commission's objective is to ensure that Australians have access to independent human rights complaint handling and public inquiry processes and benefit from human rights education, promotion, monitoring and compliance activities.

The Commission is structured to meet the following outcome:

An Australian society in which human rights are respected, protected and promoted through independent investigation and resolution of complaints, contributions to law and policy reforms, research, education, partnerships, and monitoring and reporting on human rights.

The continued existence of the Commission in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the Commission's administration and programs.

The Commission activities contributing toward these outcomes are classified as departmental. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the Commission in its own right.

The Basis of Preparation

The financial statements are required by:

- a) 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); and
- 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.

Taxation

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

Events After the Reporting Period

The Commission is not aware of any significant events that have occurred since balance date that warrant disclosure in these financial statements.

Financial Performance

This section analyses the financial performance of Australian Human Rights Commission for the year ended 2024.

1.1 Expenses

	2024 \$'000	2023 \$'000
1.1A: Employee benefits		
Wages and salaries	21,801	16,071
Superannuation		
Defined contribution plans	2,805	1,991
Defined benefit plans	667	566
Leave and other entitlements	2,139	2,002
Other employee expenses	352	207
Total employee benefits	27,764	20,837

Accounting Policy

Accounting policies for employee related expenses is contained in the People and relationships section.

1.1B: Suppliers

Goods and services supplied or rendered

ICT services and support (Note 1)	784	528
Insurance	69	49
Office consumables	118	67
Official travel	1,511	1,812
Postage and freight	16	4
Printing and publication	253	410
Professional services and fees (Note 2)	4,234	2,243
Property related outgoings	925	877
Reference materials, subscriptions and licenses	818	794
Staff training (Note 3)	370	157
Telecommunications	95	84
Venue hire and other costs	295	764
Remuneration of auditors	46	46
Other	168	104
Total goods and services supplied or rendered	9,702	7,939
Goods supplied	371	477
Services rendered	9,331	7,462
Total goods and services supplied or rendered	9,702	7,939

Financial Performance (continued)

	2024 \$'000	2023 \$'000
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1.1B: Suppliers (continued)

Other suppliers

Workers compensation expenses	35	39
Low value leases	65	123
Total other suppliers	100	162
Total suppliers	9,802	8,101

Note 1: The increase in ICT services and support in 2023-24 is primarily due to a website refresh project the Commission commenced in 2023-24.

Note 2: The increase in Professional services and fees in 2023-24 is primarily due to expert advice, community consultations and resource development for the Commission's National Anti-Racism Strategy.

Note 3: The increase in Staff training in 2023-24 reflects the Commission's approach to improve investment in staff development.

Accounting Policy

Short-term leases and leases of low-value assets

The Commission has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000 per asset). The Commission recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

1.1C: Finance costs

Interest on lease liabilities	160	7
Total finance costs	160	7

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 1.1D, 1.2A and 2.4A.

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Write-down and impairment of other assets

Impairment of property, plant and equipment	14	-
Total write-down and impairment of other assets	14	-

Financial Performance (continued)

1.2 Own-Source Revenue and Gains

	2024 \$'000	2023 \$'000
OWN-SOURCE REVENUE		
1.2A: Revenue from contracts with customers		
Rendering of services	10,345	10,969
Total revenue from contracts with customers	10,345	10,969
Major product / service line:		
Service delivery	10,345	10,969
	10,345	10,969
Type of customer:		
Australian Government entities (related parties)	8,595	7,966
State and Territory Governments	407	298
Non-government entities	1,343	2,705
	10,345	10,969
Timing of transfer of goods and services:		
Over time	9,184	9,595
Point in time	1,161	1,374
	10,345	10,969

Accounting Policy

Revenue from the rendering of services is recognised when performance of specific service obligations, that are required and enforceable under a contract or agreement made between the Commission and the customer, sufficiently allow the Commission to determine when they have been satisfied.

The principal activities from which the Commission generates its revenue include, service fees and direct cost recoveries from the supply of domestic and international human rights technical assistance programs, development of education resources and delivery of training services and interest earned on short-term bank deposits.

The Commission predominantly provides services to its customers under agreed terms and conditions contained in contracts or agreements made between the two parties. The nature, timing of satisfaction of performance obligations, and any significant payment terms are specified in the agreed terms and conditions, milestones and payment schedules.

The transaction price is the total amount of consideration to which the Commission expects to be entitled in exchange for transferring promised services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both. No consideration from contracts is excluded in the transaction price. In the event that a change is required to any of the terms and conditions contained in a contract or agreement, including transaction price, a Contract Variation is agreed between the parties. The Commission has a right to consideration from a customer in an amount that corresponds directly with the value to the customer of the Commission's performance completed to date under the original contract or subsequent variations to the contract.

Where performance obligations are satisfied over time, revenue is recognised monthly in arrears following a review of costs incurred for the delivery of service obligations for the project(s) and activities related to the customer contract. Costs incurred are primarily recurring in nature, and the customer simultaneously receives and effectively gains control of the services as the Commission performs its obligations.

Revenue for performance obligations satisfied at a point in time is recognised in accordance with specified milestones for the performance of obligations in the contract, for example "acceptance of a final report by the customer". Customer contracts with performance obligations satisfied at a point in time are short-term and include agreed dates for completion of milestones and transferral of any deliverable(s), this also indicates when a customer obtains control of outputs from the promised services. Milestone completion is confirmed with relevant contract manager prior to revenue recognition.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

Financial Performance (continued)

	2024 \$'000	2023 \$'000
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1.2B: Interest

Deposits	1,358	483
Total interest	1,358	483

Accounting Policy

Interest revenue is recognised using the effective interest method.

1.2C: Other revenue

Resources received free of charge

Remuneration of auditors	-	46
Other	24	12
Total other revenue	24	58

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.

Volunteer and pro-bono services

On the initial recognition of volunteer and pro-bono services as an asset or an expense, the Commission recognises any related amounts in accordance with the relevant standard. The Commission recognises the excess of the fair value of the volunteer services over the recognised related amounts as income immediately in the income statement.

GAINS

1.2D: Other gains

Other	399	14
Total other gains	399	14

The above lease disclosure should be read in conjunction with the accompanying notes 1.1B and 1.2E.

Accounting Policy

Other Gains

Gains on the reduction of prior year provisions are recognised at their nominal value as gains, when, and only when, the original provision for services has been determined to no longer be required.

1.2E: Revenue from Government

Attorney-General's Department:

Corporate Commonwealth entity payment item	31,315	26,549
Total revenue from Government	31,315	26,549

Accounting Policy

Revenue from Government

Funding received from the Attorney-General's Department (received by the Commission as a corporate Commonwealth entity) is recognised as Revenue from Government unless the funding is in the nature of an equity injection or a loan.

Financial Position

This section analyses the Australian Human Rights Commission assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.1 Financial Assets

	2024 \$'000	2023 \$'000
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2.1A: Cash and cash equivalents

Cash on hand or on deposit	28,549	26,407
Total cash and cash equivalents	28,549	26,407

Accounting Policy

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

- a) cash on hand;
- b) demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value. At the reporting date the Commission did not hold any term deposits with a maturity greater than three months

2.1B: Trade and other receivables

Goods and services receivables

Goods and services	638	878
Total goods and services receivables	638	878

Other receivables

Interest	67	45
GST Receivable from the Australian Taxation Office	93	160
Total other receivables	160	205
Total trade and other receivables (gross)	798	1,083
Total trade and other receivables (net)	798	1,083

Trade and other receivables (net) expected to be recovered

No more than 12 months	798	1,083
Total trade and other receivables (net)	798	1,083

Accounting Policy

Financial assets

Receivables are measured at amortised cost using the effective interest method less impairment.

Financial Position (continued)

2.2 Non-Financial Assets

2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Property Subject to Operating Leases	Lease Improvements	Computer, Plant and Equipment	Intangibles	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2023					
Gross book value	7,502	1,797	163	2,394	11,856
Accumulated depreciation, amortisation and impairment	(5,002)	(983)	(59)	(2,207)	(8,251)
Total as at 1 July 2023	2,500	814	104	187	3,605
Additions					
Purchase or internally developed	-	1,639	905	-	2,544
Right-of-use assets	20,516	-	-	-	20,516
Depreciation and amortisation	-	(827)	(104)	(171)	(1,102)
Depreciation on right-of-use assets	(2,805)	-	-	-	(2,805)
Disposals	(181)	-	(14)	-	(195)
Total as at 30 June 2024	20,030	1,626	891	16	22,563
Total as at 30 June 2024 represented by					
Gross book value	20,516	1,639	1,076	910	24,141
Accumulated depreciation, amortisation and impairment	(486)	(13)	(185)	(894)	(1,578)
Total as at 30 June 2024	20,030	1,626	891	16	22,563
Carrying amount of right-of-use assets	20,030	-	-	-	20,030

No indicators of impairment were found for infrastructure, plant and equipment and intangibles.

No infrastructure, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months.

Revaluations of non-financial assets and intangible assets

All revaluations were conducted in accordance with the revaluation policy stated at Note 2.2. On 30 June 2024, an independent valuer conducted the revaluations. The independent valuation was not materially different to the carrying value of assets, therefore no adjustments were made to carrying value.

Financial Position (continued)

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$5,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the Commission where there exists an obligation to restore the property to its original condition. These costs are included in the value of the Commission's right of use asset with a corresponding provision for the 'make good' recognised.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 the Commission has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, General Government Sector (GGS) and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit.

Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Commission using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2024	2023
Leasehold improvements	Lease term	Lease term
Plant and equipment	3 to 10 years	4 to 10 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Financial Position (continued)

Impairment

All assets were assessed for impairment at 30 June 2024.

Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Commission were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

The Commission's intangibles comprise internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the Commission's software are 2 to 5 years (2023: 2 to 5 years).

All software assets were assessed for indications of impairment as at 30 June 2024, and no indicators were noted.

Accounting Judgements and Estimates

The fair value of infrastructure, plant and equipment has been taken to be the market value of similar assets as determined by an independent valuer.

	2024 \$'000	2023 \$'000
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2.2B: Other non-financial assets

Prepayments	332	377
Total other non-financial assets	332	377

Other non-financial assets expected to be recovered

No more than 12 months	322	359
More than 12 months	10	18
Total other non-financial assets	332	377

No indicators of impairment were found for other non-financial assets.

Financial Position (continued)

2.3 Payables

	2024 \$'000	2023 \$'000
2.3A: Suppliers		
Trade creditors and accruals	1,360	1,555
Total suppliers	1,360	1,555
Suppliers expected to be settled		
No more than 12 months	1,360	1,555
Total suppliers	1,360	1,555
2.3B: Other payables		
Salaries and wages	693	582
Superannuation	111	94
Other employee expenses	-	79
Revenue received in advance	9,773	8,843
GST payable to the Australian Tax Office	-	2
Total other payables	10,577	9,600
Other payables to be settled		
No more than 12 months	10,205	8,993
More than 12 months	372	607
Total other payables	10,577	9,600

Financial Position (continued)

2.4 Interest Bearing Liabilities

	2024 \$'000	2023 \$'000
2.4A: Leases		
Lease liabilities	19,942	2,605
Total leases	19,942	2,605
Maturity analysis - contractual undiscounted cash flows		
Within 1 year	1,866	2,607
Between 1 to 5 years	8,457	-
More than 5 years	13,225	-
Total leases	23,548	2,607

Total cash outflow for leases for the year ended 30 June 2024 was \$2.607m (2023: \$2.499m).

Accounting Policy

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

2.5 Other Provisions

	Provision for restoration ¹ \$'000	Total \$'000
2.5A: Other provisions		
As at 1 July 2023	511	511
Additional provisions made	732	732
Amounts revalued	(174)	(174)
Total as at 30 June 2024	1,069	1,069

1. Make good provisions for leasehold improvements for property leases which expires 30 June 2024 and 30 June 2034 respectively.

People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

3.1 Employee Provisions

	2024 \$'000	2023 \$'000
3.1A: Employee provisions		
Leave	4,417	4,118
Total employee provisions	4,417	4,118
Employee provisions expected to be settled		
No more than 12 months	2,176	1,685
More than 12 months	2,241	2,433
Total employee provisions	4,417	4,118

Accounting policy

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

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 Commission'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 reference to the work of an actuary 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.

Separation and Redundancy

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

Superannuation

The Commission's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government. The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

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

Accounting Judgements and Estimates

The long service leave has been estimated in accordance with the FRR taking into account expected salary growth, attrition and future discounting using the government bond rate.

People and relationships (continued)

3.2 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Commission. The Commission has determined the key management personnel to be the President, Commissioners and Chief Executive.

	2024 \$'000	2023 \$'000
Short-term employee benefits	2,654	3,228
Post-employment benefits	237	252
Other long-term employee benefits	64	91
Total key management personnel remuneration expenses¹	2,955	3,571

The total number of key management personnel that are included in the above table are 13 (2023: 9). Nine key management personnel were in their position for part of the financial year only. The reduction in remuneration expenses in 2023-24 reflects significant periods of vacant Commissioner roles. Other long-term employee benefits results from the movement in accrued long service leave balances for the period.

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Commission.

3.3 Related Party Disclosures

Related party relationships:

The Commission is an Australian Government controlled entity. Related parties to the Commission are Key Management Personnel and other Australian Government entities.

Transactions with related parties:

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

Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers or leases;
- debts forgiven; and
- guarantees.

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

Managing uncertainties

This section analyses how the Australian Human Rights Commission manages financial risks within its operating environment.

4.1A: Contingent assets and liabilities

Quantifiable Contingencies

At the time signing these financial statements, the Commission had no quantifiable contingent liabilities.

Unquantifiable Contingencies

At 30 June 2024 the Commission was a respondent to five judicial review applications and one administrative review application. In each of the judicial review proceedings, the Commission has or intends to file a submitting notice and there are other parties on the record acting as a contradictor. It is not usual for any costs order to be made against the Commission in the kinds of proceedings described in this paragraph and we do not expect there to be any financial impact on the Commission (2023: nil).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

4.2 Financial Instruments

	2024 \$'000	2023 \$'000
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4.2A: Categories of financial instruments

Financial assets at amortised cost

Cash on hand at bank	28,549	26,407
Trade and other receivables	798	1,083
Total financial assets at amortised cost	29,347	27,490

Financial Liabilities

Financial liabilities measured at amortised cost

Trade creditors and accruals	1,360	1,555
Total financial liabilities measured at amortised cost	1,360	1,555

Accounting Policy

Financial assets

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

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

The classification depends on both the Commission'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 Commission 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.

Managing uncertainties (continued)

Effective Interest Method

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

Impairment of Financial Assets

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

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

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

Financial Assets at Amortised Cost

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

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Financial liabilities

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

Financial Liabilities at Amortised Cost

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

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

	2024 \$'000	2023 \$'000
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4.2B: Net gains or losses on financial assets

Financial assets at amortised cost

Interest revenue	1,358	483
Net gains on financial assets at amortised cost	1,358	483

Managing uncertainties (continued)

5.1 Fair Value Measurement

The following tables provide an analysis of assets and liabilities that are measured at fair value. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

The different levels of the fair value hierarchy are defined below.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the Commission can access at measurement date.

Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.

Level 3: Unobservable inputs for the asset or liability.

Accounting Policy

The Commission considers the fair value hierarchy levels at the end of the reporting period. There were no transfers in or out of any levels during the reporting period.

5.1A: Fair Value Measurement

	Fair value measurements at the end of the reporting period	
	2024 \$'000	2023 \$'000
Non-financial assets		
Infrastructure, plant and equipment	2,505	982

Market replacement cost less estimate of written down value of asset used. Valuation determined to not be materially different to carrying value, so no adjustment was made.

There were no non-financial assets where the highest and best use differed from its current use during the reporting period.

The remaining assets and liabilities reported by the Commission are not measured at fair value in the Statement of Financial Position.

Other information

6.1 Current/non-current distinction for assets and liabilities

	2024 \$'000	2023 \$'000
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6.1A: Current/non-current distinction for assets and liabilities

Assets expected to be recovered in:

No more than 12 months

Cash and cash equivalents	28,549	26,407
Trade and other receivables	798	1,083
Prepayments	322	359
Total no more than 12 months	29,669	27,849

More than 12 months

Property subject to operating leases	20,030	2,500
Leasehold improvements	1,626	814
Computer, plant and equipment	891	104
Intangibles	16	187
Prepayments	10	18
Total more than 12 months	22,573	3,623
Total assets	52,242	31,472

Liabilities expected to be settled in:

No more than 12 months

Suppliers	1,360	1,555
Other payables	10,205	8,993
Leases	1,866	2,605
Employee provisions	2,176	1,685
Total no more than 12 months	15,607	14,838

More than 12 months

Other payables	372	607
Leases	18,076	-
Employee provisions	2,241	2,433
Other provisions	1,069	511
Total more than 12 months	21,758	3,551
Total liabilities	37,365	18,389

8. Other Reporting Requirements

8.1 Workplace health and safety

The Commission participated in a proactive regulatory review and audit by ComCare.

The purpose of the inspection was to monitor compliance with the *Work, Health and Safety Act 2011* (Cth) and the *Work Health and Safety Regulations 2011* (Cth). The review concluded that the Commission has a robust and proactive approach to safety that goes beyond mere compliance with the WHS Act and associated regulations.

The Australian Human Rights Commission participated in service-wide bargaining led by the Australian Public Service Commission. In addition to common conditions across the APS, the [Australian Human Rights Commission Enterprise Agreement 2024-2027](#) represents significantly enhanced employment conditions. The enterprise agreement received 98 percent support from employees.

To support our staff, both ongoing and non-ongoing, the Commission has mapped the phases of an employee lifecycle with key activities and initiatives that interact with each phase: workforce planning, attraction, recruitment and selection, onboarding, learning and development, performance development, recognition, workplace relations and offboarding. This coordinated approach and people programs planned will enhance the experience of each employee at the Commission. Each phase is underpinned by a commitment to build a healthy, safe, respectful and inclusive work environment.

The Commission has adopted a strengthened approach to workforce planning with the consolidation of the Commission's establishment across all sections to identify our current and future workforce profile. The workforce planning approach will mature over the next year to include talent attraction and development. Critical to workforce planning is the current workforce composition of the Commission with more than half of our staff on non-ongoing contracts.

The Commission is focused on strengthening its human resources policy framework and roadmap through a consultative approach with the CPSU and staff.

The Commission has designed a robust approach to implementing Respect@Work within our organization that has touch points at each phase of the employee lifecycle. Whilst a number of activities have already been completed, the Commission's integrated approach will continue over the next year.

The Commission and its Senior Leadership Team have endorsed an approach to managing psychosocial risks and employee wellbeing. The Work Health and Safety Committee, Health and Safety Representatives and the Commission's People & Culture team have been trained in identifying, assessing and managing psychosocial risks and wellbeing. Commission employees have participated in a number of wellbeing focused activities and workshops as part of the Commission's wellbeing program.

The Commission has continued to support wellbeing initiatives through the reimbursement of costs for flu vaccinations and the Healthy Lifestyle allowances.

Additionally, in this reporting period,

- the Commission has not been made aware of any notifiable incidents that arose of the Commission's conduct or undertakings
- there have been nil workers compensation claims
- there have been no investigations that relate to businesses or undertakings
- no notices have been received under Part 10 of the *Work, Health and Safety Act 2011* (Cth)
- there are no other matters required by guidelines to be reported.

8.2 Executive Remuneration

This section contains information about the remuneration of the Australian Human Rights Commission (the Commission) Key Management Personnel, Senior Executive Service (SES) and other highly paid staff.

Remuneration for the President and Commissioners is set by the Remuneration Tribunal. The Remuneration Tribunal also determines increases to remuneration and allowances.

The Commission's remuneration for SES and other highly paid staff is determined by the President under section 24(1) of the *Public Service Act 1999* (Cth). When determining SES and other highly paid staff remuneration, the President has regard to the Australian Public Service Remuneration Report and comparable agencies.

SES determinations set out salary on commencement and provide for increments of salary, in line with percentage increases awarded to the Commissioners by the Remuneration Tribunal.

Figure 1: Remuneration of key management personnel

	Position title	Base salary	Bonuses	Other benefits and allowances	Super-annuation contributions	Long service leave	Other long-term benefits	Termination benefits	Total remunerations
Rosalind Croucher	President	500,322		1,568	27,399	13,550			542,840
June Oscar	Aboriginal and Torres Strait Islander Social Justice Commissioner (ceased 2 April 2024)	254,918		30,916	22,130	20,245			328,210
Kay Patterson	Age Discrimination Commissioner (ceased 28 July 2023)	7,527			3,161	15,633			26,322
Ben Gauntlett	Disability Discrimination Commissioner (ceased 30 June 2023)	9,623				-23,450			-13,827
Anne Hollonds	National Children's Commissioner	380,260			27,399	8,965			416,624
Chin Tan	Race Discrimination Commissioner (ceased 7 October 2023)	52,126		30,399	8,430	17,057			108,012
Lorraine Finlay	Human Rights Commissioner	363,980		34,291	27,399	5,633			431,303
Rosemary Kayess	Disability Discrimination Commissioner from 29 January 2024	152,035			11,592	1,226			164,853
Giridharan Sivaraman	Race Discrimination Commissioner from 4 March 2024	104,780			16,257	887			121,924
Robert Fitzgerald	Age Discrimination Commissioner from 2 April 2024	84,135			6,323	678			91,136
Anna Cody	Sex Discrimination Commissioner from 4 September 2023	280,133			22,130	2,466			304,729
Katie Kiss	Aboriginal and Torres Strait Islander Social Justice Commissioner from 3 April 2024	78,988			12,192	637			91,818
Leanne Smith	Chief Executive	287,550			52,803	726			341,079
		\$2,556,379		\$97,174	\$237,214	\$64,253			\$2,955,020

Figure 2: Remuneration of Senior Executives

Remuneration Band	Number of senior executives	Average Base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
270001 - 295000	2	227,610			37,692	6,819			272,121

8.3 Environmental statement

The Commission uses energy saving methods in its operations and it endeavours to make the best use of resources while also reducing its environmental impact through appropriate recycling schemes.

In 2023-2024 we continued to mitigate our impact on the environment by:

- the Commission-wide laptop rollout as part of the office relocation program to supports flexible work practices and reduce a reduction in printing.
- maintaining our commitment to an Electronic Document Record Management System (EDRMS), facilitating digital record keeping.
- using Microsoft Teams facilities to reduce air and road travel.
- powering down all non-essential electronic equipment (including multi-use devices and non-essential air conditioning units) during the Christmas to New Year closedown, and other sustained office shutdown periods.
- providing opportunities for staff to cycle and walk to work and to participate in our building's sustainable waste management system which promotes recycling.

The APS Net Zero unit has worked with teams from the following Whole of Government Arrangements to source data. Please see below the Commission emissions outputs for the 2023-24 reporting period.

2023-24 Greenhouse gas emissions inventory- location-based method

Emission Source	Scope 1 t CO2-e	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e
Electricity (Location-Based Approach)	n/a	111.603	8.904	120.507
Natural Gas	—	n/a	—	—
Solid Waste*	n/a	n/a	1.172	1.172
Refrigerants*†	—	n/a	n/a	—
Fleet and Other Vehicles	—	n/a	—	n/a
Domestic Commercial Flights	—	n/a	179.812	179.812
Domestic Hire Car*	n/a	n/a	1.330	1.330
Domestic Travel Accommodation*	n/a	n/a	65.172	65.172
Other Energy	—	n/a	—	—
Total t CO2-e	-	111.603	256.390	367.993

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.

2023-24 Greenhouse gas emissions

Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	% of electricity use
Electricity (Location Based Approach)	111.603	8.904	120.507	100%
Market-based electricity emissions	108.563	13.403	121.966	81.28%
Total renewable electricity	—	—	—	18.72%
Mandatory renewables 1	—	—	—	18.72%
Voluntary renewables 2	—	—	—	0.00%

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).

8.4 Payments to advertising, market research, and other designated organisations

The Commission made the following payments valued at \$14,300 (inclusive GST) or more to advertising agencies, market research organisations, polling organisations, media advertising organisations and direct mail organisations in the reporting period.

Name of Organisation	Type of Organisation	Purpose	Payment \$ (inc of GST)
QMR	Market Research	Quantitative Survey Research Services- Emergency Response Framework Project	125,510
Redbridge Group Pty Ltd	Market Research	Age and aging in Australian Media Research Project	30,993
THINK HQ	Advertising Agency	Racism. It Stops With Me Public Service Announcement Video	21,985
Qualtrics	Market Research	External research for ADF, ABF and AFP projects	22,153

9. Appendices

Appendix 1: Information on the Accountable Authority

The Accountable Authority for the duration of the reporting period 2023-24 was Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM (Hon).

Name	Qualifications of the Accountable Authority	Experience of the Accountable Authority	Position Title/ Position held	Commencement	Cessation	Number of meetings of accountable authority attended
Emeritus Professor Rosalind Croucher AM	LLD (Honoris causa), Macquarie University, 2020 LLD (Honoris causa), University of New South Wales, 2018 PhD, University of New South Wales, 1994 LLB University of Sydney, 1980 BA (Hons) University of Sydney, 1977 AMusA AMEB (Oboe), 1977	Member, AICD Director, Australian Academy of Law, 2013-2018 President, ALRC, August 2009-July 2017 Governor, Ascham School, 1996-2005 Governor, St Andrews College, University of Sydney, 1999-2002 Board member, Sydney Philharmonia, 1999-2000 Dean, Macquarie Law School, November 1999- February 2007 Dean, Sydney Law School, 1997-March 1998 Admitted as legal practitioner, December 1980	Australian Human Rights Commission President	30 July 2017	30 July 2024	N/A

Appendix 2: Key Activities, program areas, and services 2023-24

President: Emeritus Professor Rosalind Croucher AM

- Free+Equal: A conversation on human rights.
 - Investigation and Conciliation and National Information Services
 - Human Rights Education and Training
 - Australia-Lao PDR Human Rights Technical co-operation
 - Australia-Vietnam Human Rights Technical Cooperation Program
 - International Engagement
 - Human Rights Scrutiny
-

Aboriginal and Torres Strait Islander Social Justice Commissioner: June Oscar AO

- Wiyi Yani U Thangani (Women's Voices) project stage 3
 - Native Title Report
-

Age Discrimination Commissioner: The Hon Dr Kay Patterson AO

- Ageism Awareness Workshops
 - Enduring Power of Attorney Research Project
-

National Children's Commissioner: Anne Hollonds

- Child Rights Impact Assessment Tool
 - Supporting quality engagement for children and families
 - Statutory Reporting to Parliament on a human rights-based approach to child justice
 - National Survey of secondary students about their understanding and experiences of consent education
 - How detention in the Australian system impacts children's lives and wellbeing in the years after their release (research project)
-

Disability Discrimination Commissioner: Dr Ben Gauntlett

- IncludeAbility
 - Accessible Housing Project
 - Policy and law reform engagement
 - Supporting people with disability and organisations to attend international human rights forum
 - Golf Australia Guidelines for the inclusion of people with disability in golf
-

Human Rights Commissioner: Lorraine Finlay

- Yongah Hill Immigration Detention Centre Inspections
 - New Zealand Office of the Inspectorate Inspection Standards Revision
 - Solitary Confinement in Youth Detention
 - Neurotechnology Symposium
 - Emergency response framework project
 - OPCAT training project
-

Race Discrimination Commissioner: Chin Tan

- National Anti-Racism Framework
 - NARS - Anti-Racism Public Awareness and Education
 - Racism. It Stops with Me Campaign
 - International Student Principles
 - Community Support Project
-

Sex Discrimination Commissioner

- Respect@Work Implementation
 - Culturally and Racially Marginalised Women Worked in the Care Industry Scoping Project
 - Mapping threats to Trans and Gender Diverse Human Rights
 - Defence Collaboration
 - Australian Federal Police Partnerships
 - Australian Border Force Partnership
-

Organisational

- Legal Services (including. legal interventions)
 - Public Engagement (including communications, media, digital engagement, major events and launches)
-

Appendix 3: Major events, reports, publications and resources

Aboriginal and Torres Strait Islander Social Justice	Online Women's Safety Forum and Action Coalition Workshop
	Launch of Wiyi Yani U Thangani Institute
	Wiyi Tani Y Thangani - Change Agenda for First Nations Gender Justice
	Native Title Report
Age	Changing Perspectives: testing an ageism intervention report launch
Human Rights Reports	No. 148 Mr RG v Commonwealth of Australia (Department of Home Affairs)*
	No. 149 Mr Watt v State of New South Wales (Corrective Services NSW)*
	No. 150 Mr EK v Commonwealth of Australia (Department of Home Affairs)
	No. 151 Mr Anees v Commonwealth of Australia (Department of Home Affairs)
	No. 152 Mr VA v Commonwealth of Australia (Department of Home Affairs)
	No. 153 Mr JC v Commonwealth of Australia (Department of Home Affairs)
	No. 154 Mr DC v Commonwealth of Australia (Department of Home Affairs)
	No. 155 Mr KK v Commonwealth of Australia (Department of Home Affairs)
	No. 156 Mr FF v Commonwealth of Australia (Department of Home Affairs)
	No. 157 Mr jdid v Commonwealth of Australia (Department of Home Affairs)
	No. 158 Mr KJ v Commonwealth of Australia (Department of Home Affairs)
	No. 159 Mr Lawrence v Commonwealth of Australia (Department of Home Affairs)
	No. 160 Mr DL and Mr DM v Commonwealth of Australia (Department of Home Affairs)
	No. 161 Mr OA, Miss OB and Master OC v Commonwealth of Australia (Department of Home Affairs)
	No. 162 Mr KO v Commonwealth of Australia (Department of Home Affairs)
	No. 163 Mr BX v Commonwealth of Australia (Department of Home Affairs)
	No. 164 Mr CZ v Commonwealth of Australia (Department of Home Affairs)
	No. 165 Mr MH v Commonwealth of Australia (Department of Home Affairs)
	No. 166 CF v Commonwealth of Australia (Department of Home Affairs)
Technology and Human Rights	Human Rights Impact Assessment Tool for Artificial Intelligence in Banking
	Neurotechnology and Human Rights Background Paper
	Neurotechnology Symposium
Children	Children's rights in action: Innovation in youth Justice webinar
	Final Investment Strategy Scoping Report
	Safeguarding Children: A child rights impact assessment tool
Corporate	Corporate Plan 2023-24
	Annual Report 2022-23
Disability Rights	Webinar: Lessons from IncludeAbility: Unlocking jobs for people with disability with large employers
	IncludeAbility Evaluation Report

Education and Training	Understanding work-related sexual harassment eLearning (update)
	Retail and hospitality: Understanding and eliminating work-related sexual harassment
	Contact Officer Workshop material (update)
	Disability Awareness Workshop participant handbook (update)
Human Rights	Free+Equal: Revitalising Australia's commitment to human rights
	Free+Equal Messaging Guide
	Free+Equal Conference
	Universal Declaration of Human Rights 75th Anniversary video series
	Australian Human Rights Awards, 2023
	OPCAT Training Workshop
Immigration Detention and Asylum Seekers	Yongah Hill Immigration Detention Inspect Report, 2023
Race	The Voice Referendum Resource Kit
	Kep Enderby Memorial Lecture
Positive Duty under the Sex Discrimination Act 1984 (Cth)	Positive Duty Factsheets : Causes and Risk Factors of Sex Discrimination, Sexual Harassment and Other Unlawful Behaviors
	1. Effective Consultation and the Positive Duty
	2. Effective Education and Training
	3. The Guiding Principles: Person-centred and Trauma-informed Approaches to Safe and Respectful Workplaces
	4. The Guiding Principles: Effective consultation and the positive duty
	5. Seeking Support - Counselling and Support Services
	6. What is the Positive Duty?
	7. Steps to meet the Positive Duty
	8. Please note that factsheets 6 and 7 have been translated into 7 community languages and Easy Read format.
	Positive Duty Implementation Resources for Employers including: Causes and other risk factors of Sex Discrimination, Sexual Harassment and other Unlawful Behaviors; Effective Education and Training; Seeking Support - Counselling and Support Services;
	Positive Duties - Guiding Principles including: Person-centered and Trauma-informed Approaches to Safe and Respectful Workplaces; Effective consultation and the positive duty
	Positive Duty Webinar: Supporting safe, inclusion and respectful workplaces
	Speaking from Experience Webpages launch

Appendix 4: Employee statistics

Table 1: All ongoing employees

	Man/Male - Full time	Man/Male - Part time	Man/Male - Total	Woman/Female - Full time	Woman/Female - Part time	Woman/Female - Total	Non-binary - Full time	Non-binary - Part time	Non-binary - Total	Prefers not to answer - Full time	Prefers not to answer - Part time	Prefers not to answer - Total	Uses a different term - Full time	Uses a different term - Part time	Uses a different term - Total	Total
NSW	21		21	48	22	70										91
QLD					1	1										1
SA				1		1										1
TAS																-
VIC	1		1	5		5										6
WA				1		1										1
ACT	1		1	1		1										2
NT																-
External																-
Overseas																-
Total	23		23	56	23	79										102

Table 2: All non-ongoing employees

	Man/Male - Full time	Man/Male - Part time	Man/Male - Total	Woman/Female - Full time	Woman/Female - Part time	Woman/Female - Total	Non-binary - Full time	Non-binary - Part time	Non-binary - Total	Prefers not to answer - Full time	Prefers not to answer - Part time	Prefers not to answer - Total	Uses a different term - Full time	Uses a different term - Part time	Uses a different term - Total	Total
NSW	8	1	9	52	22	74	1		1							84
QLD	1		1	6		6										7
SA				2	2	4										4
TAS																
VIC	2		2	8	7	15										17
WA				2		2										2
ACT				3		3										3
NT																
External																
Overseas																
Total	11	1	12	73	31	104	1		1							117

Appendix 5: Performance measurement framework table

Goal	Outcome	Performance expectation	Progress indicator (and PBS target)
1 Improving enjoyment of human rights by all, supporting access to justice and remedies for people and communities whose rights are breached.	1.1 We deliver a fair and effective investigation and conciliation of complaints service. PBS CRITERION	Our investigation and conciliation of complaints and dispute resolution meet performance indicators on timeliness, efficiency and service user satisfaction. Our investigation and conciliation of complaints and dispute resolution processes have systemic and educational outcomes.	85% of complaints are finalised in under 12 months. PBS TARGET 40% of complaints are resolved by conciliation. PBS TARGET 85% of parties to complaints are satisfied with the service they receive. PBS TARGET Instances where the terms on which investigation and conciliation disputes are resolved include systemic outcomes that accord with the objectives of the law. Instances where participation in the investigation and conciliation process results in increased understanding of rights and responsibilities in the law.

Goal	Outcome	Performance expectation	Progress indicator (and PBS target)
2 Strengthening Australia's human rights framework, embedding human rights issues at a national level.	2.1 The leadership and advocacy of the President and Commissioners on thematic areas or identified human rights issues, improves the enjoyment of human rights by affected groups.	Our research, reporting and advice influences and builds capacity in decision makers and other stakeholders to take action to address the identified human rights issues. PBS TARGET	Research, reporting and advice activities of the Commission: • are viewed as evidenced, persuasive and credible by stakeholders • increase understanding of the human rights issues and impacts raised • strengthen stakeholder capacity to promote and advocate for the human rights issues raised. Instances of programs attracting strategic partnerships that advance the priority human rights issues we have advocated for. Instances of improved Federal and state government policy, practice and legislative change that reflect our advice. High proportion of Committee inquiry reports reflect and cite the Commission's advice.
	2.2 Law and policy makers, at all levels, consider and address the human rights impacts we identify through our submissions, inquiries, research, reports and United Nations engagement.	Parliamentary committee inquiry reports reflect the human rights issues raised in our submissions and recommendations. PBS TARGET The number of recommendations to UN mechanisms made, and instances of recommendations implemented or referenced by Government PBS TARGET Arguments presented in our submissions to courts influence outcomes in a way that is consistent with human rights. PBS TARGET	High proportion of Committee inquiry reports reflect and cite the Commission's advice. Instances of our recommendations to UN mechanisms being reflected in treaty body concluding observations and other reports. Majority of our applications to the courts for leave to appear are accepted. Instances of our court submissions reflected in the final judgment of the matter.
	PBS CRITERION		

Goal	Outcome	Performance expectation	Progress indicator (and PBS target)
2 Strengthening Australia's human rights framework, embedding human rights issues at a national level (continued)	2.3 The national human rights reform agenda proposed in the <i>Free & Equal: An Australian conversation on human rights</i> report is considered and addressed by the Parliament, government and the non-government sector.	Recommendations and actions in the report are addressed by the Attorney-General and Federal Parliament. The recommendations and actions in the Report inform and direct future reform.	The recommendations and actions in the report generate dialogue and receive public support and commitment from the Attorney-General and the non-government sector.
3 Better understanding of, and respect for, human rights so people and communities take action to defend human rights in their own context.	3.1 Our education activities increase capability among individuals, communities and organisations to promote and protect human rights and address discrimination PBS CRITERION	Participants in education activities benefit through achieving the intended human rights learning and capability objectives. Most participants in our adult training programs report: • satisfaction with the quality and relevance of the training • increased understanding, expertise, reframed attitudes. PBS TARGET	Learner satisfaction with Commission training is at 80% based on participant surveys of our learning courses. Number of organisations working with the Commission to develop human rights education/ training activities.
	3.2 Our activities increase the capacity of Governments, organisations, other groups and services to understand and address the human rights impact of their actions, particularly when working with vulnerable groups and communities. PBS CRITERION	Our activities with stakeholder organisations lead to systemic and sustained action, including changes to organisational policy and practice, to respect, protect and promote human rights in their context. [PBS target] Our regional technical cooperation activities increase stakeholder capacity to advance national reform in partner states.	Instances of organisations working with the Commission to develop human rights education/ training activities. Instances of stakeholders in our activities with organisations making changes to organisational policy and practice, to respect, protect and promote human rights in their context. Instances of partners': • increased knowledge and application of human rights frameworks, principles, and practices to advance human rights reform • practice/policy reform relating to human rights principles, which are reviewed or developed because of technical cooperation activities.

Goal	Outcome	Performance expectation	Progress indicator (and PBS target)
4 Maintaining our international standing as a strong human rights institution representing human rights in Australia and contributing to human rights advancement globally.	4.1 Our activities increase the capacity of vulnerable groups, communities and their advocates to understand and advocate for their rights. PBS CRITERION	Participants and stakeholders, in our consultations, research and education and informing activities experience participation, empowerment and benefit.	Instances of participants and stakeholders in our consultations and research activities report participation experiences that are beneficial and empowering PBS TARGET
	4.2 Our activities increase the capacity of governments, organisations, other groups and services to understand and address the human rights impact of their actions, particularly when working with vulnerable groups and communities. PBS CRITERION	Our activities with stakeholder organisations lead to systemic and sustained action, including changes to organisational policy and practice, to respect, protect and promote human rights in their context. PBS TARGET	Instances of stakeholders in our activities with organisations reporting that our work has contributed to increased understanding of the impact of their systems and operations on human rights. Instances of stakeholders in our activities with organisations making changes to organisational policy and practice, to respect, protect and promote human rights in their context.
		Our regional technical cooperation activities increase stakeholder capacity to advance national reform in partner states.	Instances of partners': - increased knowledge and application of human rights frameworks, principles, and practices to advance human rights reform - practice/policy reform relating to human rights principles, which are reviewed or developed because of technical cooperation activities.
	4.3 The Commission is compliant with the Paris Principles (Principles Relating to the Status of National Human Rights Institutions) and is assessed as an independent and effective national human rights institution.	The Commission maintains its 'A status' as assessed by the Global Alliance of National Human Rights Institutions (GANHRI).	Compliance with the Paris Principles and/or remediation actions in train e.g. <i>Australian Human Rights Commission Legislation Amendment (Selection and Appointment) Act</i> .

Goal	Outcome	Performance expectation	Progress indicator (and PBS target)
5 Ensuring that the Commission is sustainable into the future and able to strategically implement its statutory mandate.	5.1 The Commission has a clear strategic direction and confidently implements its mandate with secure and sustainable funding that is transparently and accountably managed.	The Commission maintains its compliance with the <i>Australian Human Rights Commission Act 1986</i> , the <i>Public Governance, Performance and Accountability (PGFA) Act 2013</i> .	Completion of all requirements under the PGPA including corporate accountability, Annual Reports and Financial compliance. Implementation of appropriate governance and financial structures including number of recommendations adopted from the external reviews.

List of Annual Report requirements

Below is the table set out in Schedule 2A of the PGPA Rule. Section 17BE(u) requires this table be included in entities' annual reports.

PGPA Rule Reference	Part of Report	Description	Requirement
17BE	<i>Contents of annual report</i>		
17BE(a)	4.1	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	4.2	A summary of the objects and functions of the entity as set out in legislation	Mandatory
17BE(b)(ii)	3.1	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	5.3	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
17BE(d)	4.1 (c)	Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	Not applicable	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(f)	Not applicable	Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(g)	6	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	Not applicable	A statement of significant issues reported to the 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
17BE(j)	4.2 (f) and Appendix 1	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	5.1	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Appendix 4	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
17BE(l)	5.3	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BE	<i>Contents of annual report</i>		
17BE(m)	5.5	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory
17BE(n), 17BE(o)	Not applicable	For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions.	If applicable, mandatory
17BE(p)	4.2, 6.2, Appendix 2 & Appendix 3	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory
17BE(q)	Not applicable	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	Not applicable	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner.	If applicable, mandatory
17BE(s)	Not applicable	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory
17BE(t)	Not applicable	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	2.5	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee (b) the name of each member of the audit committee (c) the qualifications, knowledge, skills or experience of each member of the audit committee (d) information about each member's attendance at meetings of the audit committee (e) the remuneration of each member of the audit committee.	Mandatory
17BE(ta)	8.2	Information about executive remuneration	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BF	<i>Disclosure requirements for government business enterprises</i>		
17BF(1)(a)(i)	Not applicable	An assessment of significant changes in the entity's overall financial structure and financial conditions	If applicable, mandatory
17BF(1)(a)(ii)	Not applicable	An assessment of any events or risks that could cause financial information that is reported not to be indicative of future operations or financial conditions	If applicable, mandatory
17BF(1)(b)	Not applicable	Information on dividends paid or recommended	If applicable, mandatory
17BF(1)(c)	Not applicable	Details of any community service obligations the government business enterprise has including: (a) an outline of actions taken to fulfil those obligations; and (b) an assessment of the cost of fulfilling those obligations	If applicable, mandatory
17BF(2)	Not applicable	A statement regarding the exclusion of information on the grounds that the information is commercially sensitive and would be likely to result in unreasonable commercial prejudice to the government business enterprise	If applicable, mandatory





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