



Australian Government

Domestic, Family and Sexual Violence Commission

2024–25



Annual Report

AIDS TO ACCESS

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This annual report is available online.

For further information, see dfsvc.gov.au.

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Acknowledgement of Country

The Domestic, Family and Sexual Violence Commission (the Commission) acknowledges the Traditional Owners of Country throughout Australia on which we gather, live, work and stand. We acknowledge all traditional custodians, their Elders past and present, and pay our respects to their continuing connection to land, waters and community.

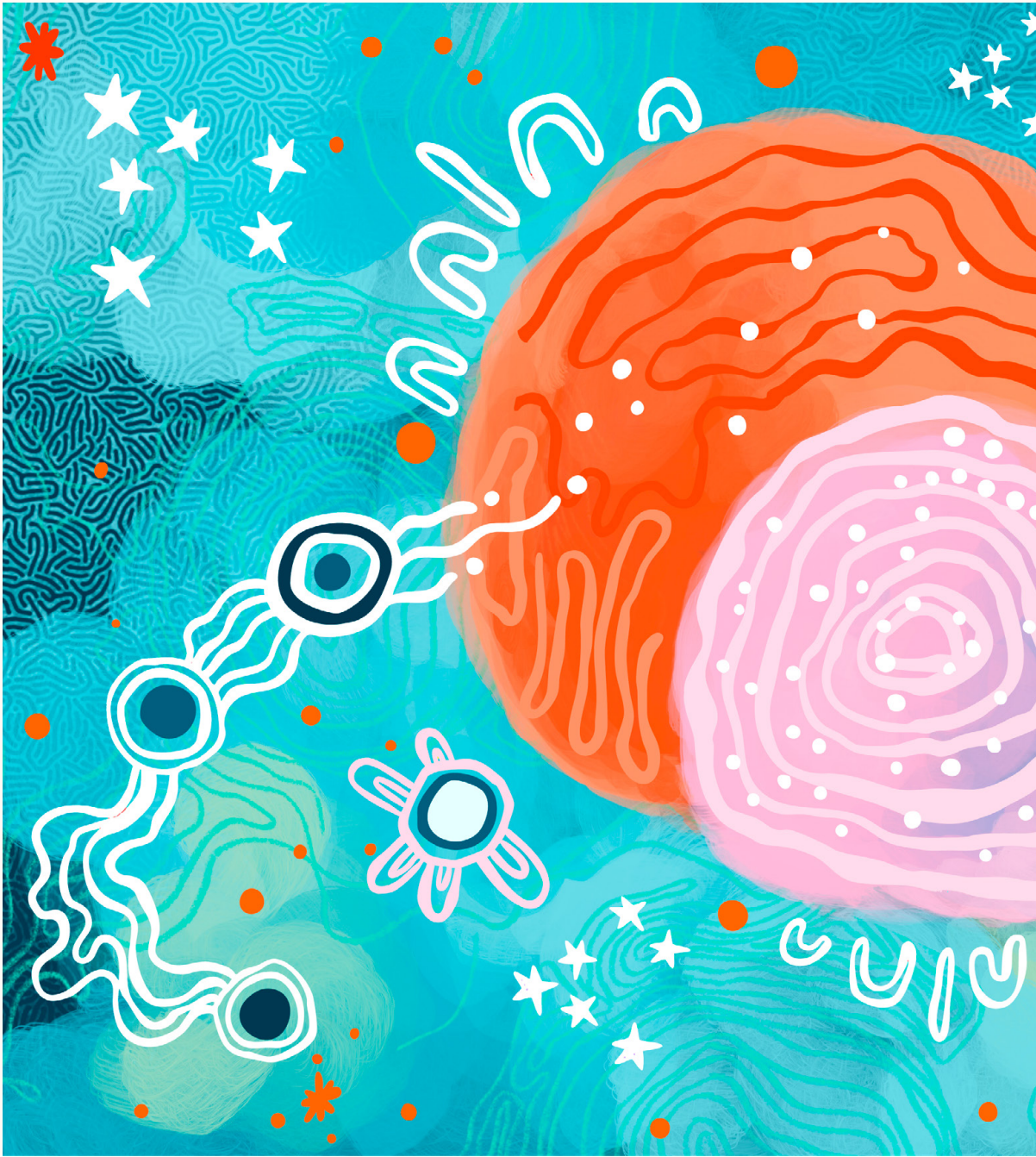
The Commission acknowledges and honours the work of Aboriginal and Torres Strait Islander peoples to end domestic, family and sexual violence and is committed to partnering with First Nations communities in this work.

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

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

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

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





About the artwork

HOLDING THE TORCH – TOGETHER

In every story, there is light. In every shadow, a truth. What we call shade is not the absence, but the shaping of light – cast by something standing, unmoved, unspoken.

Like the contours of Country – ridges, valleys, deep waterholes – the landscape tells us that perspective matters. From the flat ground, a cliff face looms. But from above, it's a passage carved over time, a way through.

Domestic, family and sexual violence often sits in silence, etched deep into the crevices of our homes and histories. But when community holds the torch – together – when stories are shared, not silenced, light meets shade in dialogue.

And something shifts. What was once power wielded in isolation becomes power held in collective hands – compassionate, accountable, strong.

Change doesn't blaze in a single moment. It moves like light across Country – constant, patient, unstoppable. Where awareness meets action, cycles break.

And healing begins where the shadows once were.

Artist

Rachael Sarra is a proud mixed race, First Nations woman from Goreng Goreng Country.

Note on terminology

The language we use when we talk about domestic, family and sexual violence matters.

Terminology used to discuss domestic, family and sexual violence; gender-based violence; and violence against women and children highlights the ongoing complexity of working in the space, as definitions vary within and across jurisdictions. We recognise that not all terminology will reflect the lived experience of all people, and we will seek to use the most inclusive language possible.

The Commission will always remain open to learning and updating its language as it grows and welcomes advice from people with lived experience.

Domestic, family and sexual violence

The Commission uses the definition of domestic, family and sexual violence in the *National Plan to End Violence against Women and Children 2022–2032* (the National Plan).

Domestic violence refers to any behaviour within a past or current intimate relationship (including dates) that causes physical, sexual or psychological harm. Family violence is a broader term that captures violence perpetrated by parents (and guardians) against children, between other family members and in family-like settings.

Sexual violence refers to sexual activity that happens where consent is not freely given or obtained, is withdrawn, or the person is unable to consent due to their age or other factors. It also occurs any time a person is forced, coerced or manipulated into any sexual/sexualised activity.

Sexual violence can be non-physical and include unwanted sexualised comments, intrusive sexualised questions or sexual harassment.

Gender-based violence or violence against women and children

The National Plan uses the terminology ‘violence against women and children’ to acknowledge the high prevalence of men’s violence against women and children.

Wherever possible, the Commission uses the term ‘gender-based violence’ to recognise the impact of domestic, family and sexual violence on people of all ages, genders, sex characteristics and sexualities. This language recognises gendered violence is primarily perpetrated by men against women, while recognising higher rates of domestic, family and sexual violence experienced by LGBTIQ+SB communities and other cohorts are underpinned by patriarchal norms.



People with lived experience or victim-survivors

We recognise and respect the terminology used by people who identify as victims and/or survivors of domestic, family and sexual violence. This language acknowledges the strength and resilience of people experiencing violence and is a powerful tool for advocacy. Where people are comfortable being described in such terms, we will do so.

We also recognise that there are many people who may have experienced domestic, family and sexual violence but do not identify with the terminology of victim-survivors.

The Commission recognises that there are many perspectives of the experience of domestic, family and sexual violence, and in using the term 'people with lived experience' we seek to be inclusive of the breadth of experiences.

People who use violence or perpetrators

The phrase 'people who use violence' refers to the individual who uses domestic, family and sexual violence to cause harm to another. People who use violence are sometimes referred to as a 'perpetrator' at legal and policy levels.

The term perpetrator aims to hold people who use violence accountable for their behaviour, and we respect the broad use of this term in the sector. The term can also be alienating and a barrier to healing and recovery for some people who use violence.

The Commission chooses to use the term 'people who use violence' where possible.





Australian Government



The Hon Tanya Plibersek MP
Minister for Social Services
Parliament House
CANBERRA ACT 2600

Dear Minister,

I am pleased to present the Domestic, Family and Sexual Violence Commission (the Commission's) Annual Report (the report) for the financial year ending 30 June 2025.

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

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

Yours sincerely,

Micaela Cronin
Domestic, Family and Sexual Violence Commissioner
13/10/2025



Who we are and what we do

The Commission is a national body dedicated to addressing and ending violence against women and children in all its forms.

Four overarching objectives drive how the Commission makes a difference. These objectives are derived from:

- the functions outlined in the Executive Order establishing the Commission
- the Commission's role as described in the National Plan
- consultation and engagement undertaken by the Commissioner with over 130 stakeholders in the initial establishment phase
- independent consultation with over 100 people through in-depth interviews and small-group discussions, conducted by WhereTo between March and June 2023 to support the development of the Commission's communication and engagement approach.

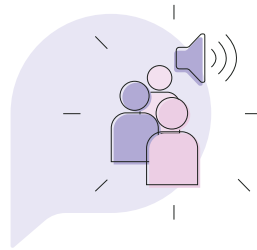
Our objectives are:

- promote the National Plan objectives to end gender-based violence and monitor impact
- amplify the voices of people with lived and living experience for meaningful engagement in shaping policy design and service delivery
- foster collaboration and coordination across government and communities to enhance connection and reduce fragmentation to improve outcomes
- provide strategic advice to inform strengthened policy and practice, and improved outcomes.

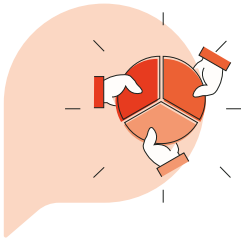
Promoting the National Plan objectives to end gender-based violence and monitoring impact



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



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



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



Contents

Commissioner’s year in review		10
Part 1	Commission overview	14
	Our purpose	14
	Our story	14
	Government expectations of the Commission	15
	Strategic priorities	16
	Organisation structure	18
Part 2	Annual Performance Statements	20
	Statement of preparation	20
	Overview	21
	Performance and key achievements	24
Part 3	Management and accountability	32
	Corporate governance	32
	External scrutiny	38
	Human resource management	39
	Financial overview	42
	Non-consultancy contracts	43
Part 4	Financial statements	46
	Independent auditor’s report	46
	Financial statements	49
Part 5	Appendices	64
	Appendix A: Other mandatory information	64
	Appendix B: Glossary of abbreviations and acronyms	71
	Appendix C: Resource statements	72
	Appendix D: List of requirements	90
	Index	100

Commissioner's year in review



Micaela Cronin

Domestic, Family and Sexual Violence
Commissioner

Australia has declared violence against women a national crisis, National Cabinet made addressing gender-based violence one of its top six priorities at the second National Cabinet meeting held to focus on the issue in September 2024.

Across 2023–24, we saw the highest increase in intimate partner homicides in over a decade, with families and communities bearing the devastating consequences. These statistics are not abstract — they represent lives lost, children left without parents, and communities fractured.



Against this backdrop, the Commission has worked throughout 2024–25 to strengthen accountability, provide evidence-informed advice, and amplify the voices of those most affected. Our Yearly Report to Parliament identifies urgent priorities requiring national action:

- protecting children and young people through prevention and early intervention
- engaging men and boys to shift harmful behaviours
- ensuring Aboriginal and Torres Strait Islander leadership and solutions are supported
- addressing sexual violence through prevention, justice and survivor-centred responses
- tackling economic and systems abuse that compounds disadvantage.

During this year, the Commission has engaged in numerous domestic and international events and partnership opportunities.

On 23 August 2024, the Rapid Review of Prevention Approaches provided its report to the Australian government. On 1 May 2024, following a meeting of the National Cabinet, the Prime Minister announced the Commonwealth would undertake an expert led rapid review (Rapid Review) of best practice, evidence-based approaches to prevent gender-based violence, and tasked the Commissioner as one of the

Co-Conveners. The report provides specific and practical advice to strengthen prevention approaches and builds on considerable work currently underway in the *National Plan to End Violence against Women and Children 2022–2032* (the National Plan).

In October 2024, Assistant Commissioner Jenna Roberts visited Perth and Broome, Western Australia, to engage with stakeholders and gather insights to inform the Commission's work.



During the visit, Assistant Commissioner Roberts delivered a keynote address at the Ending Coercive Control, Family and Domestic Violence Conference and met with a broad range of government and community representatives. Discussions with state and local government agencies, Aboriginal community-controlled organisations,

women's legal and advocacy services, and frontline support providers provided valuable perspectives on coordination across systems and the delivery of services in metropolitan, regional, and remote settings. Consistent with other jurisdictional visits undertaken during the year, these engagements strengthened the Commission's understanding of the diverse experiences, priorities, and opportunities shaping efforts to end gender-based violence across Australia.

Commissioner Cronin is a member of the First Nations Family Safety Plan Steering Committee (the Committee), which has driven the development of the *Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan* (Family Safety Plan). The Family Safety Plan is intended to increase the safety and wellbeing of Aboriginal and Torres Strait Islander women and children, setting the future direction of all

government action in line with the National Agreement on Closing the Gap 2020–2030, Target 13. Target 13 states that by 2031, the rate of all forms of family violence and abuse against Aboriginal and Torres Strait Islander women and children is reduced by at least 50%, as progress towards zero.

Commissioner Cronin was invited by the Australian Embassy in Vietnam to attend a field visit in Danang and roundtable in Hanoi on gender-based violence in December 2024.

Commissioner Cronin attended the events as the Australian expert, supportive of the 'Elimination of Violence against Women and Children in Vietnam 2021–2025'. The event provided an opportunity to further share Australia's experience and lessons, shape Vietnam's future policies and support and elevate visibility of Australia's support towards ending gender-based violence.



Ms Micaela Cronin shared about Australia's response to gender-based violence in session 2



Commissioner Cronin gave evidence to the South Australian Royal Commission into Domestic, Family and Sexual violence in March 2025, and the Commission provided advice to the Royal Commission across a number of occasions. The Commissioner contributed to the discussion of the five areas aligned with the National Plan and the actions needed for Australian communities to move forward without violence. This included for governments across all aspects of their work to be thinking about how they can embed the specific perspectives of lived experience, triangulated with other perspectives and what evidence tells us from a data and research standpoint.

The Commission has contributed to policy reforms across governments, conducted policy roundtable discussion and continued to embed lived experience perspectives in decision-making. These efforts are central to our statutory role under the National Plan.

However, the challenge remains significant. System reforms are incomplete, governance and accountability frameworks must be strengthened, and sustained investment is required. The next National Plan Action Plan (2022–2032) will be critical to ensuring progress is measurable, transparent, and enduring.

This Annual Report reflects the work undertaken by the Commission in 2024–25. It demonstrates our achievements while underscoring the scale of the challenge ahead. Ending gender-based violence requires collective leadership, long-term commitment, and coordinated action across governments, services and communities.

Looking ahead to 2025–26, the Commission will continue to fulfil its statutory role by providing independent, evidence-informed advice to government, strengthening national accountability mechanisms, and supporting coordinated efforts across jurisdictions to deliver on the objectives of the National Plan.

A handwritten signature in black ink, appearing to read 'Micaela Cronin', with a stylized flourish at the end.

Micaela Cronin

Domestic, Family and Sexual Violence
Commissioner

Part 1

Commission overview

Our purpose

The Commission's core purpose is to amplify the voices of people with lived experience of domestic, family and sexual violence, providing evidence-informed policy advice, and promoting coordination and accountability towards ending gender-based violence.

Our story

The Commission is a national body dedicated to addressing and ending violence against women and children in all its forms. The Commission was established as a non-statutory Executive Agency within the Australian Government Department of Social Services (the department) under the *Public Service Act 1999* on 1 July 2022, and as a listed non-corporate Commonwealth entity on 1 November 2022 (C2022G00246).

Australia is one of only three countries in the world to have established such a Commission.

On 4 June 2020, the House Standing Committee on Social Policy and Legal Affairs (the Committee) adopted an inquiry into family, domestic and sexual violence. The Committee's final report was published on 1 April 2021, and it made 88 recommendations that sought to inform the development of the *National Plan to End Violence against Women and Children 2022-2032* (the National Plan).



Recommendation 23 was that the Australian Government establish as an independent statutory office a National Commissioner for the prevention of family, domestic and sexual violence.

The executive order establishing the Commission, issued by the Governor General of the Commonwealth of Australia on 17 March 2022, sets out the following instructions:

- provide strategic policy advice to the Minister for Women's Safety
- promote and enhance coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors
- promote coordinated and consistent monitoring and evaluation frameworks by all governments for the National Plan
- develop and maintain a supportive and structured approach to victim-survivor engagement
- inform priorities for policy, research and data collection in cooperation with jurisdictions and relevant organisations and agencies
- promote the objectives of the National Plan across all parts of Australian society.

The Commission is not a statutory office; it is an executive agency. As an executive agency, the Commission is independent from the department. This enables the Commission to fulfil its function in monitoring the progress of the National Plan.

Government expectations of the Commission

The Australian Government has provided direct guidance to the Commission by detailing priorities and expectations in the executive order that established the Commission:

- **Strategic policy advice:** Provide advice relevant to the Australian Government's strategic priorities in women's safety and broader portfolio, identifying where there is a priority need or emerging issue, and to target specific areas for government focus.
- **Promoting and enhancing coordination:** Foster enhanced collaboration and coordination across government and community in relation to women's safety. This is to assist all governments to develop person-centered, coordinated and integrated family, domestic and sexual violence service systems, in line with the cross-cutting principles of the National Plan.
- **Consistent monitoring and evaluation:** Work with Commonwealth and state and territory governments to develop consistent monitoring and evaluation frameworks to effectively measure impact. This is to ensure progress against the National Plan can be tracked accurately.
- **Victim-survivor engagement:** Amplify the voices of people with lived and living experience of domestic, family and sexual violence and support the Australian Government to draw upon this knowledge in shaping policy design and service delivery.

- **Inform priorities for policy, research and data collection:**

The department has primary responsibility for the National Plan, including national women's safety policy development, program and service design and liaison with other Australian Government agencies with programs that support the National Plan. The Commission and the department will continue to develop practical mechanisms for collaboration that assist the Commission to inform the department of relevant issues and information affecting women's safety or the broader portfolio without compromising the independent role of the Commission. The Commission will also build and maintain productive relationships with state and territory governments and stakeholders in the sector to execute the Commission's functions and to support the implementation of the National Plan.

- **Promoting the National Plan:**

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

Strategic priorities

The Commission outlined key areas of priority in its yearly report to Parliament in 2024.

Progressing the National Plan

The Commission will continue to focus on governance of the National Plan's implementation and efforts to assess and measure progress. We will draw on the available reporting mechanisms once established.

Embedding lived experience

Governments have recognised the critical role of lived experience in policymaking. Lived experience engagement needs to be embedded across all aspects of policy design, implementation and evaluation, prioritising a co-design approach.

Improving the capacity of our systems

Governments have invested significant public funds to address domestic, family and sexual violence. Despite this, services and systems are overwhelmed by community need.

System governance: integration, sharing and learning

Governments need to improve collaborative governance mechanisms across all systems, ensure robust monitoring and accountability, and drive greater integration, sharing and learning from one another.

Governments need to ensure their systems are not causing harm to people experiencing domestic, family and sexual violence.



Engaging men

Men must be a part of every aspect of ending violence. Governments must support efforts to redefine masculinity and engage men effectively. More intervention options for men using or at risk of using violence are needed, which take a trauma-informed approach, improve information sharing, and risk assessment and management.

Building workforce capability

Workforce capability development needs national leadership, prioritising the specialist domestic, family and sexual violence workforce. Since addressing domestic, family and sexual violence is a key element of work across many sectors, capability development and integration with these workforces is an opportunity to improve system responses.

Children and young people

Children and young people experience high rates of domestic, family and sexual violence with devastating consequences. The Commission has consistently heard the need for a more specific and comprehensive response to children and young people experiencing domestic, family and sexual violence – one that is developed and delivered in partnership with them.

Sexual violence

The national conversation on sexual violence needs to be elevated – how it is defined and understood and the different ways it impacts on people within the community. Despite the efforts of many, there is currently not a single domain in which the needs of people who experience sexual violence are being met by systems. The Commission is an important mechanism to share opportunities for improvement and elevate issues of importance.

Organisation structure

In 2024–25 the Commission underwent a restructure to better align its functions with its strategic priorities.

The Policy and Partnerships Section

plays a central role in shaping strategic advice, managing stakeholder relationships and driving advocacy efforts for the Commission. It is responsible for developing and influencing policy, managing partnerships and integrating lived experience into policy responses. The Section also supports cross-functional collaboration, commissions research and monitors emerging trends to ensure the Commission remains responsive and forward looking.

The Strategic Communications and Engagement Section

is responsible for managing the Commission's public presence, strategic stakeholder interactions, and media communications. It plays a dual role: supporting leadership (especially the Commissioner) with strategic stakeholder planning and calendar coordination and managing the Commission's digital and media footprint. The Director also leads policy work on men and boys, which intersects with broader Commission goals but is distinct from the core engagement functions.

The Impact and Outcomes Section

is responsible for producing the Yearly Report to Parliament on the progress of the National Plan. This involves synthesising data, stakeholder feedback, policy developments and lived experience insights to assess national progress and identify gaps.

The Section works closely with the department, the Office for Women, and national data agencies, while maintaining an independent advisory role. It also plays a strategic role in shaping the Commission's position within the broader governance architecture and ensuring alignment with national frameworks.

The Lived Experience Section

is responsible for ensuring that the voices of people with lived experience of domestic, family and sexual violence are meaningfully incorporated into the Commission's work. This includes supporting the Lived Experience Advisory Council, managing strategic initiatives to broaden engagement, providing advice to agencies on good practice lived experience engagement, and contributing to cross-commission activities such as roundtables and consultations.

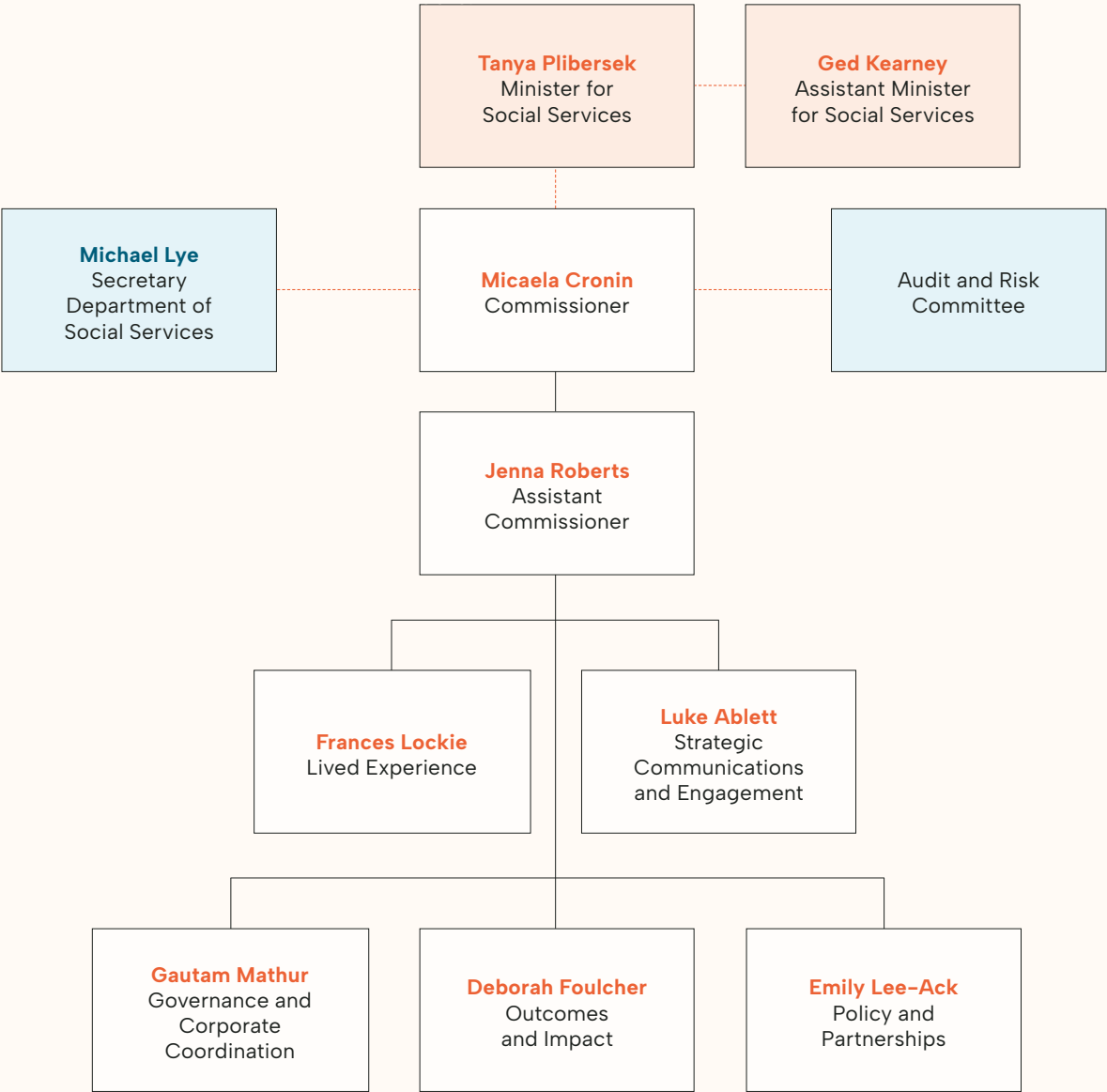
The Governance and Corporate Coordination Section

is the operational backbone of the Commission, ensuring compliance, accountability and strategic alignment with government requirements. It oversees corporate planning and performance, financial oversight, governance, risk, audit and assurance activities. The section plays a critical enabling role, supporting all other areas by maintaining the Commission's corporate integrity and ensuring the accountable authority (the Commissioner) can meet their legislative obligations.

The leadership structure of the Commission, as at 30 June 2025, is shown in Figure 1.



Figure 1: Commission leadership structure





Part 2

Annual Performance Statements

Statement of preparation

As the accountable authority of the Domestic, Family and Sexual Violence Commission, I present the Commission's 2024–25 Annual Performance Statements as required under paragraphs 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

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



Micaela Cronin

Domestic, Family and Sexual Violence Commissioner
22 October 2025

Overview

The Annual Performance Statements for 2024–25 provide an assessment of the Commission’s performance against the performance measures set out in the 2024–25 Portfolio Budget Statement (pp. 129–131) and the Commission’s 2024–28 Corporate Plan (pp. 24–25).

As stated in the 2024–25 Portfolio Budget Statement, we have a single planned outcome:

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

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

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

The initial performance measures reflect the establishment phase of the Commission and are focused on measuring outputs at this stage more than impacts. Accordingly, given the evolving nature of our work, certain measures were only partially achieved during 2024–25. The Commission is committed to strengthening transparency and performance measurement as it continues to grow. Building on the foundations established in 2022, the Commission has refined its performance measures to better reflect its evolving role, priorities, strategic direction and government expectations. As it continues to mature, the ongoing development of procedures will drive greater transparency, consistency and accountability, setting the direction for future growth.

The updated performance measures were introduced in the Commission’s 2025–29 Corporate Plan. The measurement and assessment of these performance measures will be reported in our annual report for 2025–26 with a stronger focus on measuring impacts and outcomes.

Performance summary

The Commission's key activities as per the 2024–28 Corporate Plan include:

- amplify the voices of people with lived experience
- promote and enhance coordination across Commonwealth, state and territory governments, and the not-for-profit and private sectors
- inform priorities for policy, research and data collection in cooperation with jurisdictions and relevant organisations and agencies
- promote the objectives of the National Plan and undertake reporting towards the actions and targets of the *National Plan to End Violence against Women and Children 2022–2032* (the National Plan).

For 2024–25, out of the six performance targets, three were achieved and three were partially achieved with work continuing across 2025–26 on the partially achieved measures.

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

The Commission was established as a national body to promote and support the National Plan and has embedded the expectations of government in its strategic objectives. During 2024–25, the Commission engaged with diverse stakeholders to deliver a range of activities to support monitoring progress towards the National Plan, ensuring that the Commission's actions provided transparent and robust feedback to government.

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

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





Performance and key achievements

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



Following their appointment in September 2023, after a national expression of interest process, the Commission's first national Lived Experience Advisory Council continued to act as a core mechanism for people with lived experience to provide strategic advice and solutions to government on ending domestic, family and sexual violence. The Lived Experience Advisory Council is co-chaired by the Commissioner and a Member Co-Chair.

The Lived Experience Advisory Council met formally seven times during the reporting period, including a face-to-face meeting in June 2025. This meeting brought together the diversity, knowledge and expertise of members from across the country for two days to discuss key issues under

the National Plan and to discuss the Lived Experience Advisory Council's forward workplan.

The Lived Experience Advisory Council plays a key role in providing advice to the Australian Government to improve domestic, family and sexual violence policy, systems and services. During the reporting period, the Lived Experience Advisory Council was an important contributor to the Commission's first Yearly Report to Parliament and worked with several government partners to provide input and advice into policies and programs under the National Plan.

Alongside the Commission, the Lived Experience Advisory Council also champions representation of the diversity of experiences from across



the country, by both building and advocating for other mechanisms to embed lived experience perspectives across government.

The Commission seeks to embed lived experience into all aspects of its work and in 2024–25, the Commission:

- met with over 200 individuals and organisations, centring the voices and advocacy of people with lived experience
- integrated lived experience voices into roundtable discussions on priority issues, ensuring a range of perspectives backgrounds were represented
- worked alongside people with lived experience to inform the Commission's formal submissions to government.

Performance measure

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

Target

The Lived Experience Advisory Council is operating effectively and sustainably, holding quarterly meetings.

2024–25 result: Achieved ★

The Lived Experience Advisory Council's strategic focus and ways of working with government are co-designed and established.

2024–25 result: Partially achieved with work continuing across 2025–26 ★

Rationale

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

Method

Determination of whether the Lived Experience Advisory Council is operating effectively and sustainably demonstrated through the successful holding of meetings. The data source for this was meeting papers and minutes.

Determination of whether the Lived Experience Advisory Council's strategic focus and ways of working with government are co-designed and established has been assessed through:

- the Lived Experience Advisory Council's work plan
- meeting papers
- list of stakeholder consultations
- consultation with Commission and department staff.

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



The Commission continues to play a critical role in improving collaboration and coordination across the country.

In May 2024, Commissioner Cronin was appointed as co-convenor of an expert panel to undertake a rapid review of evidence-based approaches to prevent gender-based violence (the Rapid Review). The Rapid Review's report was submitted to government on 23 August 2024 and makes 21 recommendations across six key areas for government action at all levels. The recommendations are the responsibility of the Office for Women and have been incorporated into the Women's and Women's Safety Ministerial Council work plans.

Throughout 2024–25, the Commission undertook five jurisdictional visits. The Commissioner and Assistant Commissioner visited regional and remote parts of the country to better understand how efforts under the

National Plan are progressing. Visiting Western Australia, Northern Territory, Tasmania, Victoria and the Australian Capital Territory allowed the Commission to hear first-hand about the successes and challenges of addressing domestic, family and sexual violence outside of urban areas. The outcomes of these visits can be accessed on the [Commission's website](https://www.dfsvc.gov.au/resources/commission-reports) (www.dfsvc.gov.au/resources/commission-reports). Local engagement will continue to be prioritised through 2025–26 alongside deeper engagement with existing structures within each jurisdiction.

Roundtable meetings continued to be a key activity of the Commission, with the following roundtables taking place in 2024–25:

- Sustainable Workforce (Adelaide)
- Men and Boys (Canberra)
- Jurisdictional Governments (Canberra).



In March 2025, Commissioner Cronin convened a meeting of all national Commissioners and Ambassadors, hosted by Her Excellency the Honourable Ms Sam Mostyn AC, Governor-General of the Commonwealth of Australia, to discuss their respective roles and perspectives in addressing domestic, family and sexual violence (see image left). This meeting resulted in a statement co-signed by all attendees available on the Commission's website.

The Commissioner and Assistant Commissioner continued to participate in key governance groups across the period including, but not limited to, the Women's and Women's Safety Ministerial Council, the Women and Women's Safety Senior Officials meeting, the National Plan Advisory Group, the First Nations Family Safety Plan Steering Committee, the Aboriginal and Torres Strait Islander Advisory Council on domestic, family and sexual violence, and the Jurisdiction Working Group.

Performance measure

Engagement and communication activities that support collaboration and the sharing of policy, knowledge and practice across jurisdictions are delivered.

Target

Key mechanisms are in place to bring together government, not-for-profit and private sector actors to enhance collaboration and coordination.

2024–25 result: Partially achieved with work continuing across 2025–26 ★

Rationale

A number of regular meetings have been established.

Other interim mechanisms have been established to progress the Commission's policy priorities, but these will continue to evolve over time in line with the Commission's and the government's priorities.

The Commission's formal engagement policy is under development.

Method

The Commission meets regularly with:

- key government agencies including the department and Office for Women
- the Domestic Family Violence Peaks Alliance
- the Commission's Lived Experience Advisory Council
- jurisdictional government representatives.

Several smaller, informal mechanisms have also been established to support the development of the Commission's understanding of the issues and to identify the priority areas for action. Some have now ended while others continue, including:

- multicultural roundtable advisory group (now ceased)
- children and young people reference group
- sexual violence initiation group.

Partially achieved with substantial foundations laid through roundtables and interim mechanism. The formal engagement policy will be finalised in 2025–26.

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

In August 2024, the Commission released its first Yearly Report to Parliament, which outlined a series of policy priorities consistent with the information, intelligence and research available to the Commission through its first 18 months of operation.

These policy priorities are:

- children and young people
- engaging men and boys
- sexual violence
- amplifying the voices of lived experience
- systems harm.

Each of these priorities is supported by a dedicated work program designed to strengthen the Commission's knowledge and intelligence in these areas, and to date the Commission has:

- invested in research and intelligence gathering to further guide the Commission's ongoing program of work in these key areas
- conducted a series of targeted consultations with stakeholders on issues relating to its priority areas
- actively contributed to key policy inquiries relating to these policy areas, including the Australian Law Reform Commission's Inquiry into Justice Responses to Sexual Violence.

During 2024–25, the Commission also:

- provided strategic advice to government to inform strengthened policies and practices, and improved outcomes in a range of formal and informal settings

- created platforms for nationally important conversations, including convening 3 roundtables to discuss the National Plan objectives and actions
- delivered a keynote address to the National Press Club on issues relating to the Australian Law Reform Commission's report into justice responses to sexual violence
- provided public comments to the media on 29 different topics related to the National Plan, with more than 40 media appearances overall
- provided comments, keynote speeches or appeared on panels at to 47 different events across the country.

In 2025–26, the Commission will continue to:

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



Performance measure

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

Target

Collaborative partnerships are established with key organisations and agencies and shared priorities are agreed upon.

2024–25 result: Partially achieved with work continuing across 2025–26 ★

Rationale

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

Method

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

- roundtable summary reports
- list of stakeholder meetings
- other briefing materials and internal documents
- the Commission's Yearly Report to Parliament.

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

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

The Commission's Yearly Report to Parliament is the key vehicle for providing advice to government on progress towards the outcomes committed to in the National Plan. In addition to the priorities outlined above, the 2024 report highlighted the importance of robust information sharing and good governance processes in achieving the objectives of the National Plan, the critical role of lived experience in policy making, and the need to improve collaborative governance mechanisms across all systems. The Yearly Report to Parliament called on governments to

prioritise the development of new data sources and measures to assess progress of the National Plan and strengthen measures to understand how people who have experienced domestic, family and sexual violence, particularly priority communities experience our systems.

In her address to the National Press Club on 22 August 2024, the Commissioner called for greater accountability and urgency in responding to domestic family and sexual violence, the importance of adequate resourcing for frontline services, and the critical role that lived experience plays in guiding policy and program development.

The Commission is on track to deliver the second Yearly Report to Parliament in October 2025. The Commission is working with jurisdictions and the Department of Social Services (the department) to draw upon formal reporting against the First Action Plan to continue to assess progress towards meeting the objectives of the National Plan.



Performance measure

The annual progress report promoting and informing government on the progress towards achieving the National Plan targets is delivered.

Target

Promotion of the objectives of the National Plan through Commissioner participation in public forums and engagements.

2024–25 result: Achieved ★

Delivery of a report to Parliament on the progress towards the objectives of the National Plan.

2024–25 result: Achieved ★

Rationale

The National Plan is the guiding policy for Commonwealth, state, and territory governments to prevent and respond to violence against women and children. The Yearly Report to Parliament on progress against the National Plan is a key mechanism for holding these governments accountable.

Method

The Yearly Report to Parliament was tabled in Parliament on 21 August 2024.

Assessment of activities to support the development of the Commission's Yearly Report to Parliament on progress against the National Plan. The data sources for this were:

- roundtable summary reports
- list of stakeholder meetings
- a list of media appearances and public speaking engagements
- other briefing materials and internal documents
- documents relating to the development of the Commission's 2024 Yearly Report to Parliament and the Commissioner's engagements.

Part 3

Management and accountability

Corporate governance

The Commission operates under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The corporate focus throughout 2024–25 was to continue to improve the high standards of governance, accountability and reporting in order to fulfil all PGPA Act requirements and build organisational capacity to achieve our organisational objectives.

Given its small size and an average staffing level of 22, the Commission is a party to a memorandum of understanding (MoU) with the department, enabling the department to deliver corporate services, governance support and systems to the Commission. These services include financial, audit, risk, human resources, IT, security, information management, and office accommodation. The Commission leverages the expertise of the department in establishing, embedding and improving its corporate governance responsibilities to ensure compliance with legislative obligations.

The Commission acknowledges that following the Machinery of Government changes announced by the Prime Minister on 13 May 2025, the changes have affected the department including its corporate area.

Audit and Risk Committee

The Audit and Risk Committee (the Committee) provides independent assurance and advice to the Domestic, Family Sexual Violence Commissioner on financial and performance reporting responsibilities, risk oversight and management, and the system of internal control. The Committee comprises an independent Chair, three external experts, and one internal senior adviser appointed by the Commissioner. It meets up to four times a year. Prior to the current Committee Charter being signed in May 2025, the Committee could meet up to six times per year. The Charter provides further information about the role and membership of the Committee and is available on the [Commission's website](https://dfsvc.gov.au/resources/commission-reporting) (dfsvc.gov.au/resources/commission-reporting).



Table 1: Audit and Risk Committee members

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total annual remuneration (excl. GST)
Nick Baker (Chair)	<p>Bachelor of Arts in Computing Studies; Graduate Diploma in Professional Accounting; Certificate IV in Commonwealth Fraud Investigations; Fellow CPA Australia; Member Australian Computer Society.</p> <p>Extensive public sector management consulting experience in financial accounting, performance improvement and IT.</p>	5 of 5	\$4,545
Ian McPhee	<p>Bachelor of Business; Bachelor of Arts. Financial Management and budget experience, Department of Finance. Fellow and Life Member of CPA Australia and the Institute of Public Administration Australia.</p> <p>Financial statement and performance audit experience with Australian National Audit Office.</p>	5 of 5	\$3,670
Darren Box	<p>Bachelor of Business – Accounting.</p> <p>Fellow of CPA, Public sector experience as a Chief Operating Officer with the Australian Federal Police (AFP), and Chief Financial Officer with the AFP and Services Australia.</p>	5 of 5	\$3,635
Cath Ingram	<p>Bachelor of Arts (Accounting); Certificate IV Commonwealth Fraud Investigations; Fellow of Chartered Accountants Australia and New Zealand and the Institute of Public Administration Australia.</p> <p>Registered company auditor for over 20 years and experienced internal auditor and risk management practitioner. Public and private sector experience in governance, risk and assurance.</p>	5 of 5	\$3,670

Strategic and business planning

Our Strategic Plan and Corporate Plan are our primary planning documents and integrate our objectives, performance, priorities and workplace values. The section work plans and individual performance plans translate these priorities and performance measures into objectives for each area to work towards and track progress for the year ahead. This allows us to have a clear line of sight between our strategic objectives, performance and key risks. For further information on our Strategic Plan and Corporate Plan, go to the [Commission's website](https://dfs.gov.au/resources/commission-reports) (dfs.gov.au/resources/commission-reports).

Our risk management

Our risk management is governed by legislation and regulations that include section 16 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), the Commonwealth Risk Management Policy, and the ISO 31000:2018 Risk Management – Guidelines.

Our Risk Management Framework aligns with the nine elements of the Commonwealth Risk Management Policy and supports evidence-based decision-making by all staff including escalation of significant risks to senior leadership.

The Commissioner and the Governance and Corporate Coordination team oversee our risk management, control and compliance requirements. The Audit and Risk Committee supports this by providing independent oversight to ensure the appropriateness of the Commission's financial and performance reporting,

its system of risk oversight and management, and its system of internal controls.

During 2024–25, the Commission continued to improve its risk management practices and capability with the support of the department. Work is currently underway to review the Risk Management Framework and Risk Appetite Statements.

Business continuity management and planning

The Commission operates out of the offices of the department and leverages the department's business continuity plans for potential business interruption incidents that could affect the Commission. IT and other elements of the Commission's business continuity are managed by the department as part of the MoU for corporate services. The department contributes to the Australian Government Crisis Management Framework, where required.

Internal audit assurance activities

The Commission recognises Internal Audit is integral to the system of internal control established under the PGPA Act.

Internal Audit services to the Commission are provided by the department under the MoU for corporate services and covered under the department's Internal Audit Work Plan. To strengthen accountability, the Head of Internal Audit provides the Audit and Risk Committee with all internal audit findings and advises the Committee on progress towards implementing audit recommendations.



The independence of the Head of Internal Audit allows the position to provide objective insights into the state of our governance, performance, risk management and internal controls, systems, policies, processes, and practices.

Work is currently underway on internal audits relating to the integrity of credit card management and payroll processes.

Annual Statement – Commonwealth Child Safe Framework

The Commission is committed to the National Principles for Child Safe Organisations outlined in the Commonwealth Child Safety Framework. Although the Commission has low staffing numbers and its business activities and functions do not usually involve direct interaction with children, we remain committed in ensuring our staff have the skills, confidence and knowledge to keep children safe.

The Commission currently utilises the department's child safe policies, processes, training and guidance to ensure compliance with the framework. This includes child safety obligations of third parties identified in requests for tender, contracts, and other relevant procurement documentation for activities that involve interaction with children. The Commission is also working on finalising its own Child Safety Policy and risk assessment in consultation with the department. An initial assessment of the Commission's overall risks to child safety was rated as low.

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

Fraud and corruption control

Under section 10 of the *Public Governance, Performance and Accountability Rule 2014* (Cth), the Commission is required to have in place mechanisms to prevent, detect and deal with fraud. The Commission's fraud and corruption control plan outlines the approach for preventing, detecting and responding to fraud and corruption in the Commission. The plan is supported by the Fraud and Corruption Risk Assessment that identifies key fraud risks and controls.

Fraud risk is managed through several strategies, including support from the department under the MoU. These strategies include:

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

The Commission has not had any instances of suspected fraud in 2024–25 or since the time of its establishment.

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

Agreements with third parties

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

Ethical standards

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

- promoted in staff induction and training
- applied to human resource management processes, including individual performance plans
- reflected in human resource

policies and procedures, which are made available to all employees.

Complaints management

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

Complaints and enquiries are managed by the Commission's Leadership Team and can be lodged by emailing enquiries@dfsvc.gov.au.

During 2024–25, the Commission received 267 enquiries through the mailbox, with recurring themes including police responses, the family law system, coercive control, and matters affecting children and young people.

Freedom of information

The Commission is subject to the *Freedom of Information Act 1982* (Cth) (FOI Act), and we comply with the requirement in Part II of that Act to publish information as part of the Information Publication Scheme (IPS). During 2024–25, the Commission did not respond to any FOI requests.

Disability reporting

Australia's Disability Strategy 2021–2031 (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to



improve the lives of people with disability in Australia. All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy.

Disability reporting is included in the Australian Public Service Commission's State of the Service reports, available at the [Australian Public Service Commission](https://apsc.gov.au) (apsc.gov.au).

The Strategy has two main focus areas:

- attract, recruit and retain more people with disability
- accessible and inclusive workplace cultures and environments.

The Commission continues to work towards improvements within the two main focus areas of the Strategy, in the context of what is possible for a small agency. The Commission remains committed to an inclusive workplace culture and removing any barriers that may prevent current and future employees from participating fully in the workplace.

Privacy policy, incidents, complaints and impact assessments

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

as possible and to consider requests to access personal information under the Privacy Act.

Our privacy management is guided by our [Privacy Policy](https://dfsvc.gov.au/resources/commission-privacy-policy) (dfsvc.gov.au/resources/commission-privacy-policy). The Privacy Policy sets out how we deal with personal information that is collected through our functions and activities.

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

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

- during 2024–25, there were no privacy incidents in relation to the Commission. No eligible data breaches were reported to the OAIC on behalf of the Commission
- during 2024–25, the department completed no privacy impact assessments on behalf of the Commission.

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

External scrutiny

Reports by the Australian National Audit Office (ANAO)

The ANAO performs an annual statutory audit of our financial statements. In 2024–25, no performance audit reports relating to the Commission were tabled by the ANAO.

The outcomes of all audits are presented to the Risk and Audit Committee. Implementation plans are then developed to address the recommendations. There is ongoing monitoring of the actions made on the recommendations.

Ombudsman, parliamentary and Auditors-General reporting

In 2024–25, no relevant reports were issued by the Commonwealth Ombudsman, parliamentary committees or the Auditor-General.

Judicial and administrative tribunal decisions

The Commission has no statutory administrative decision-making powers and was not subject to judicial or administrative tribunal decisions in 2024–25.



Human resource management

Workforce planning

Throughout the year, the Commission has worked to build our internal workforce via direct recruitment to support our establishment and develop a plan to achieve our strategic objectives. Further, the Commission utilised department-seconded staff where skills could not be directly engaged, as well as services provided by the department under the MoU for corporate services.

Our employees possess a great diversity of skills, knowledge and experience ranging across multiple disciplines, from psychology and social sciences to management skills. During 2024–25, the Commission continued to build a strong and experienced leadership team to set the strategic direction of the agency. Continuing to enhance the capability of our workforce to support our leadership team will be an area of focus in 2025–26.

Developing our workforce

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

During 2024–25, staff participated in various optional eLearning courses, in addition to accessing high-quality on-demand video tutorials through the department as part of our MoU. Staff also participated in mandatory training through eLearning modules on a range of topics and legislative matters.

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

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

Safety, Rehabilitation and Compensation Act 1988. The Commission utilises the Work Health and Safety policies and processes of the department as part of our MoU.

Diversity in our workplace

Throughout 2024–25, the Commission continued to focus on a range of initiatives to ensure an inclusive and diverse workforce and foster a work environment supportive of the success of all staff.

The Commission acknowledges the value and importance of employing individuals from culturally and linguistically diverse backgrounds. This is especially relevant to the work the Commission undertakes regarding domestic, family and sexual violence. We believe an important element of addressing these issues is having a diverse workforce that can provide insight and advice that otherwise may not be possible.

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

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

Commission staff can access the department's following diversity committees:

- National Indigenous Committee and Network
- Culturally and Linguistically Diverse Committee
- Disability and Carers Committee
- Gender Equality Network
- Pride Committee.

Workplace arrangements

The Commission worked with the department and the Australian Public Service Commission to develop the Commission's enterprise agreement for staff in 2024–25. Until finalisation of the Commission's enterprise agreement, our workforce was employed by the department and seconded to the Commission.

Performance pay

There were no performance payments made to Commission employees during the 2024–25 reporting period.



Commissioner remuneration

The Commissioner is remunerated in accordance with the Remuneration Tribunal Division 4 of Part II of the *Remuneration Tribunal Act 1973* (Cth).

Senior Executive Service remuneration

As of 30 June 2025, one Senior Executive Service employee was remunerated through a determination under section 24(1) of the *Public Service Act 1999* (Cth). This includes Senior Executive Service employees on temporary transfer, secondment or leave.

Common law contracts

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

Non-salary benefits for employees

Our workforce was employed by the department and seconded to the Commission until November 2024. The Commission's new Enterprise Agreement offers a range of non-salary benefits for staff. These include, but are not limited to, leave, flexible working arrangements, salary packaging through Smartsalary, and remote-working assistance.

Strategic Commissioning Framework

The Commission operates in line with the APS Strategic Commissioning Framework. Core work is done in-house in most cases, and any outsourcing of core work is minimal and aligns with the limited circumstances permitted under the framework.

Financial overview

In 2024–25, the Commission reported a departmental surplus of \$1.494 million.

Further information on the Commission’s 2024–25 financial performance, position and cash flows is available in the Financial Statements.

Table 2 – Trends in Commission finances

		2024–25 \$'000	2023–24 \$'000	Change \$'000
Revenue from the Australian Government		5,723	5,588	135
Other Revenue		440	38	402
Total Income		6,163	5,626	537
Employee benefits		3,136	2,122	1,014
Suppliers		1,533	1,319	214
Total Expenses		4,669	3,441	1,228
Surplus attributed to the Australian Government		1,494	2,185	691
Financial assets	A	6,129	4,548	1,581
Liabilities	B	846	759	87
Net assets (A–B)		5,283	3,789	1,494



Consultants

During 2024–25, no new reportable consultancy contracts were entered into. There are no reportable ongoing consultancy contracts active during the period.

The Commission engages consultants when it requires specialist expertise or when independent research, review, or assessment is required. Decisions to engage consultants were made after considering the skills and resources required for the task, internal capacity, and the cost effectiveness of contracting an external service provider. Consultants were engaged in line with the PGPA Act and related regulations.

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

Table 3 – Expenditure on reportable consultancy contracts (2024–25)

Reportable consultancy contract expenditure	Number	Expenditure (\$'000, GST incl.)
Ongoing contracts entered into during a previous reporting period	0	0
Total expenditure	0	0

Table 4: Organisations receiving a share of reportable consultancy contract expenditure (2024–25)

Organisations receiving a share of reportable consultancy contract expenditure of 2024–25	Total spend (\$'000 GST incl.)	Proportion of 2024–2025 total spend (%)
Organisations receiving a share of reportable consultancy contract expenditure	0	0
Total expenditure	0	0

Non-consultancy contracts

During 2024–25, six new reportable non-consultancy contracts were entered into with a total spend of \$1.4 million (GST inclusive). In addition, three reportable non-consultancy contracts were ongoing from a previous period with a total spend of \$0.02 million (GST inclusive).

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

Table 5: Expenditure on reportable non-consultancy contracts (2024-25)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	6	138
Ongoing contracts entered into during a previous reporting period	3	22
Total	9	160

Table 6: Organisations receiving a share of reportable non-consultancy contract expenditure (2024-25)

Organisations receiving a share of reportable non-consultancy contract expenditure 2024-25	Total spend (\$'000 GST incl.)	Proportion of 2024-25 total spend (%)
Bull & Bear Special Assignments Pty Ltd (23 095 856 554)	54	34.1
Studio Tweed Pty Ltd (64 632 587 896)	31	19.7
Being Group International Pty Ltd (38 631 801 940)	27	17.0
Talkforce Media and Communications (79 151 576 662)	22	14.0
Safe and Equal Inc (77 965 665 912)	11	6.9
Dr Lucy Mercer-Mapstone (20 253 215 705)	11	6.6
Total expenditure	156	98.3



Exempt contracts

In 2024–25, no contracts were exempted from reporting on the AusTender website.

Australian National Audit Office access clauses

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

Purchasing

Commission purchasing activities are supported under the shared service MoU with the department. All purchasing policies are set out in departmental policies, which are in accordance with the *Commonwealth Procurement Rules 2024*. Procurements are made in an accountable and transparent manner, complying with Australian Government policies and meeting relevant international obligations.

In 2024–25, the Commission had one service contract from an Indigenous Enterprise. The Commission will continue to achieve its targets set under the National Indigenous Australians Agency's Indigenous Procurement Policy in 2025–26.

Part 4

Financial statements

Independent auditor's report



INDEPENDENT AUDITOR'S REPORT

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

Opinion

In my opinion, the financial statements of the Domestic, Family and Sexual Violence Commission (the Entity) for the year ended 30 June 2024:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

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

Basis for opinion

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

Accountable Authority's responsibility for the financial statements

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

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

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



Accountable Authority's responsibility for the financial statements

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Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Peter Kerr
Executive Director
Delegate of the Auditor-General
Canberra
21 October 2025

Financial statements

Statement by the Commissioner and the Chief Finance Officer

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

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



Micaela Cronin
Commissioner
**Domestic, Family and
Sexual Violence Commission**
20 October 2025



Josephine Banchit
A/g Branch Manager, Finance
and Information Services Group
Department of Social Services
20 October 2025

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

Statement of Comprehensive Income

For the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	3,136	2,122	4,113
Suppliers	1.1B	1,533	1,319	1,610
Total expenses		4,669	3,441	5,723
Own-source income				
Revenue from contracts with customers	1.2A	402	-	-
Resources received free of charge	1.2B	38	38	-
Total own-source income		440	38	-
Net cost of services		(4,229)	(3,403)	(5,723)
Revenue from Government		5,723	5,588	5,723
Surplus for the period		1,494	2,185	-
Total comprehensive income		1,494	2,185	-

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

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



Statement of Financial Position

For the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents		62	50	50
Trade and other receivables	2.1A	6,067	4,498	1,799
Total financial assets		6,129	4,548	1,849
Total assets		6,129	4,548	1,849
LIABILITIES				
Payables				
Suppliers	2.2A	179	189	166
Other payables	2.2B	162	543	56
Total payables		341	732	222
Provisions				
Employee provisions	4.1	505	27	23
Total provisions		505	27	23
Total liabilities		846	759	245
Net assets		5,283	3,789	1,604
EQUITY				
Retained surplus		5,283	3,789	1,604
Total equity		5,283	3,789	1,604

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

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

Statement of Changes in Equity

For the period ended 30 June 2025

	2025	2024	Original Budget
	\$'000	\$'000	\$'000
RETAINED EARNINGS			
Opening balance as at 1 July 2024	3,789	1,604	1,604
Comprehensive income			
Surplus for the period	1,494	2,185	-
Total comprehensive income	1,494	2,185	-
Closing balance as at 30 June 2025	5,283	3,789	1,604

The above statement should be read in conjunction with the accompanying notes.
Refer to Note 6.2 for explanations of major variances to the Original Budget.



Cash Flow Statement

For the period ended 30 June 2025

	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	4,918	2,882	5,723
Rendering of services	402	-	-
Leave Liability	271		
GST received	60	7	87
Other cash received	6	-	-
Total cash received	5,657	2,889	5,810
Cash used			
Employees	3,388	1,629	4,113
Suppliers	1,579	1,260	1,610
Section 74 receipts transferred to the Official Public Account	678	-	87
Total cash used	5,645	2,889	5,810
Net cash from operating activities	12	-	-
Net increase in cash held	12	-	-
Cash and cash equivalents at the beginning of the reporting period	50	50	50
Cash and cash equivalents at the end of the reporting period	62	50	50

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

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

Notes to and forming part of the financial statements

Overview	55
1. Financial Performance	56
1.1 Expenses	56
1.2 Own-source revenue	57
2. Financial Position	58
2.1 Financial assets	58
2.2 Payables	58
3. Funding	59
3.1 Appropriations	59
4. People and Relationships	60
4.1 Employee provisions	60
4.2 Key management personnel remuneration	61
4.3 Related party disclosures	61
5. Managing Uncertainties	62
5.1 Financial instruments	62
6. Other Information	63
6.1 Current/non-current distinction for assets and liabilities	63
6.2 Budget variances commentary	63



Overview

Objectives of the Domestic, Family and Sexual Violence Commission

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

The Commission's core purpose is to amplify the voices of people with lived experience of domestic, family and sexual violence, providing evidence-informed policy advice, and promoting coordination and accountability towards ending gender-based violence.

The Commission's strategic objectives and activities include:

- Promoting the National Plan objectives to end gender-based violence and monitoring impact
- Amplifying the voices of people with lived and living experience for meaningful engagement in shaping policy design and service delivery
- Fostering collaboration and coordination across government and communities to enhance connection, reduce fragmentation to improve outcomes
- Providing strategic advice to inform strengthened policy and practice and improved outcomes.

The Basis of Preparation

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

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*
- b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* issued by the Australian Accounting Standards Board that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

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

New Accounting Standards

The Commission has not identified any new accounting standards that impact the 2025 financial statements.

Taxation

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

Events After the Reporting Period

There were no events noted after the reporting period.

1. Financial performance

1.1 Expenses

	2025	2024
	\$'000	\$'000
1.1A: Employee benefits		
Wages and salaries	2,399	1,612
Superannuation		
Defined contribution plans	384	235
Defined benefit plans	21	15
Leave and other entitlements	332	260
Total employee benefits	3,136	2,122

Accounting Policy

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

1.1B: Suppliers

Goods and services supplied or rendered

Corporate service charges	681	676
Contractors	224	123
Travel and accommodation	290	212
Board committee expenses	52	36
IT services	91	109
Audit fees	38	38
Hospitality expenses	31	12
Training and development	29	9
Facility and venue hire	14	-
Research services	10	-
Insurance premiums	6	-
Consultants	-	61
Other	32	12
Total goods and services supplied or rendered	1,498	1,288

Goods supplied	99	91
Services rendered	1,399	1,197
Total goods and services supplied or rendered	1,498	1,288

Other suppliers

Workers' compensation expenses	35	31
Total other suppliers	35	31
Total suppliers	1,533	1,319



1. Financial performance (cont.)

1.2 Own-source revenue

	2025	2024
	\$'000	\$'000
1.2A: Revenue from contracts with customers		
Rendering of services	402	-
Total revenue from contracts with customers	402	-

Accounting Policy

Under the revenue recognition model, the Commission first determines whether an enforceable agreement exists and whether the promises to transfer goods or services to the customer are 'sufficiently specific'. If an enforceable agreement exists and the promises are 'sufficiently specific' (to a transaction or part of a transaction), the Commission applies the general AASB 15 *Revenue from Contracts with Customers* principles to determine the appropriate revenue recognition. If these criteria are not met, the Commission considers whether AASB 1058 *Income for not-for-profits* applies.

Revenue is recognised as services are delivered over time. The transaction price is the total amount of consideration to which the Commission expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts or both. Receivables for services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance. Collectability of debts is reviewed at the end of the reporting period. An allowance is made when collectability of the debt is no longer probable.

	2025	2024
	\$'000	\$'000
1.2B: Resources received free of charge		
Remuneration of auditors	38	38
Total Resources received free of charge	38	38

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.

Revenue from Government

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

2. Financial position

2.1 Financial assets

	2025 \$'000	2024 \$'000
2.1A: Trade and other receivables		
Appropriation receivables		
Appropriation receivable	5,968	4,485
Total appropriation receivables	5,968	4,485
Other receivables		
GST receivable from the Australian Taxation Office	13	13
Other receivable	86	-
Total other receivables	99	13
Total trade and other receivables	6,067	4,498
Total trade and other receivables (net)	6,067	4,498

Credit terms for goods and services were within 30 days (2023-24: 30 Days).

Accounting Policy

Cash and cash equivalents

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

Trade and other receivables

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

2.2 Payables

2.2A: Suppliers

Trade creditors and accruals	179	189
Total suppliers	179	189

During the 2025 financial year, settlement was usually made in accordance with Australian Government policy: within five calendar days for e-invoices and within 20 calendar days for all other supplier invoices.

2.2B: Other payables

Salaries and wages	138	48
Superannuation	13	9
Leave transfers	10	-
Secondments	-	474
Other	1	12
Total other payables	162	543



3. Funding

3.1 Appropriations

3.1A: Annual Appropriations ('recoverable GST exclusive')

Amount appropriated in 2024-2025						
	Total unspent 30 June 2024	Current year appropriation	Section 74 Receipts	Total Appropriation ¹	Appropriation applied in 2025 (current and prior years) ¹	Total unspent 30 June 2025 ¹
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental - Ordinary Annual Services	1,000	-	-	-	(1,000)	-
<i>Appropriation Act (No. 1) 2022-2023</i>	779	-	-	-	(779)	-
<i>Supply Act (No. 1) 2022-2023</i>	2,706	-	-	-	(643)	2,063
<i>Appropriation Act (No. 1) 2023-2024</i>	-	5,723	678	6,401	(2,496)	3,905
<i>Appropriation Act (No. 1) 2024-2025</i>	50	-	-	-	12	62
Cash and cash equivalents						
Total ordinary annual services	4,535	5,723	678	6,401	(4,906)	6,030

¹ The variance in the current financial year of \$1,495 million between the total amount appropriated of \$6,401 million less the amount applied of \$4,906 million relates to unspent appropriation balance.

Amount appropriated in 2023-2024						
	Total unspent 30 June 2023	Current year appropriation	Section 74 Receipts ¹	Total Appropriation ²	Appropriation applied in 2024 (current and prior years) ²	Total unspent 30 June 2024 ²
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Departmental - Ordinary Annual Services	1,000	-	-	-	-	1,000
<i>Appropriation Act (No. 1) 2022-2023</i>	779	-	-	-	-	779
<i>Supply Act (No. 1) 2022-2023</i>	-	5,588	32	5,620	(2,914)	2,706
<i>Appropriation Act (No. 1) 2023-2024</i>	-	-	-	-	50	50
Cash and cash equivalents						
Total ordinary annual services	1,779	5,588	32	5,620	(2,864)	4,535

¹ Section 74 receipts include GST.

² The variance in the current financial year of \$2,756 million between the total amount appropriated of \$5,620 million less the amount applied of \$2,864 million relates to unspent appropriation balance.

4. People and relationships

4.1 Employee provisions

	2025	2024
	\$'000	\$'000
4.1A: Employee Provisions		
Employee Provisions		
Leave and other entitlements ¹	505	27
Total employee provisions	505	27
Employee provisions expected to be settled		
No more than 12 months	150	9
More than 12 months	355	18
Total Employee Provisions	505	27

¹ In 2024-25, 17 employees were transferred from Department of Social Services to the Commission.

Accounting policy

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

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

Leave

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

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

As at 30 June 2025, the liability for long service leave has been determined by using the shorthand model. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Superannuation

The Commission's staff are members of the PSS accumulation plan (PSSap) and other superannuation schemes. The PSSap is a defined contribution scheme for the Australian Government.

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

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

The liability for superannuation recognised as at 30 June 2025 represents outstanding employer contributions for the financial year.



4. People and relationships (cont.)

4.2 Key management personnel remuneration

Key management personnel (KMP) are those individuals having authority and responsibility for planning, directing and controlling the activities of the Commission, directly or indirectly. The Commission has determined the KMP to be the Commissioner and the Assistant Commissioner. The note comprises of the remuneration for those two positions.

KMP remuneration is:

	2025	2024
	\$'000	\$'000
Short-term employee benefits	641	419
Post-employment benefits	74	46
Other long-term employee benefits	10	7
Total KMP expenses	725	472

The total number of KMP included in the above table is 2, who held the positions for the full year (2024: 3, being one substantive officer who held the position for the full year and 2 officers who held the position for part of the year).

The above KMP remuneration excludes the remuneration of the Acting Branch Manager, Finance and Information Services Group, Department of Social Services. That role reviews and signs the financial statements, but does not have authority and responsibility for planning, directing and controlling the activities of the Commission, directly or indirectly.

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

4.3 Related party disclosures

Related party relationships

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

Transactions with related parties

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

Giving consideration to relationships with related entities, and transactions entered into during the reporting period, it has been determined there are no related party transactions that require separate disclosure.

5. Managing uncertainties

5.1 Financial instruments

	2025 \$'000	2024 \$'000
5.1A: Categories of financial instruments		
Financial Assets		
Financial assets at amortised cost		
Cash and cash equivalents	62	50
Total financial assets at amortised cost	62	50
Total financial assets	62	50
Financial liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	179	189
Total financial liabilities measured at amortised cost	179	189
Total financial liabilities	179	189

Accounting policy

Financial assets

In accordance with AASB 9 *Financial Instruments*, the entity classifies its financial assets at amortised cost.

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

Financial assets at amortised cost

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

- The financial asset is held in order to collect the contractual cash flows
- The cash flows are solely payments of principal and interest on the principal outstanding amount.

Impairment of financial assets

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

Financial liabilities

Financial liabilities are classified as other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at amortised cost

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

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



6. Other information

6.1 Current/non-current distinction for assets and liabilities

	2025 \$'000	2024 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	62	50
Trade and other receivables	6,067	4,498
Total no more than 12 months	6,129	4,548
Total assets	6,129	4,548
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	179	189
Other payables	162	543
Employee provisions	150	9
Total no more than 12 months	491	741
More than 12 months		
Employee provisions	355	18
Total more than 12 months	355	18
Total liabilities	846	759

6.2 Budget variances commentary

The financial statements provide a comparison of the Original Budget as presented in the 2024-25 Portfolio Budget Statements to the 2025 financial year final outcome as presented in accordance with the Australian Accounting Standards for the Commission.

Comments on significant variances are provided in the table below.

Explanations of major variances	Affected line items
Total net cost of services was \$1.494 million lower than Budget as a result of:	
- lower workforce costs	Employee benefits
- lower supplier expenses	Suppliers
- higher revenue from contracts for services	Revenue from contacts with customers
Total assets were \$4.280 million higher than Budget due to higher annual appropriation receivables mainly attributable to the cumulative net cash surplus.	Trade and other receivables
Total liabilities were \$0.601 million higher than the Budget mainly due to higher employee provisions reflecting an increase in the average staffing level.	Employee provisions

Part 5

Appendices

Appendix A: Other mandatory information

Resource statements

Table A-1: Entity resource statement

	Current available appropriation (a)	Payments made (b)	Balance remaining (a)-(b)
	\$'000	\$'000	\$'000
Departmental			
Annual appropriations – ordinary annual services			
Prior year appropriations available – ordinary annual services	4,535	2,410	2,125
Departmental appropriation	6,401	2,496	3,905
Total departmental annual appropriations*	10,886	4,906	5,968
Total resourcing and payments for the Domestic, Family and Sexual Violence Commission	10,936	4,906	6,030

* Includes s. 74 receipts.



Expenses for outcome 1

Outcome 1: Amplifying the voices of people with lived experience of domestic, family and sexual violence, providing evidence-informed policy advice, and promoting coordination and accountability towards ending gender-based violence.

	Budget* 2024-25 \$'000	Actual expenses 2024-25 \$'000	Variation 2024-25 \$'000
	(a)	(b)	(a) - (b)
Program 1.1: Domestic, Family and Sexual Violence Commission			
Departmental expenses			
Departmental appropriation	5,723	4,631	1,092
Expenses not requiring appropriation in the Budget year ¹	-	38	(38)
Departmental total	5,723	4,669	1,054
Total expenses for Program 1.1	5,723	4,669	1,054

	2024-25	2023-24
Staffing resources (number)	17	1

* Full-year budget, including any subsequent adjustment made to the 2024-25 budget.

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

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

Table A-2: Organisations receiving a share of reportable consultancy contract expenditure

Current Reporting Period (2024-25)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)

Table A-3 Organisations receiving a share of reportable non-consultancy contract expenditure

Current Reporting Period (2024-25)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
Bull & Bear Special Assignments Pty Ltd	23 095 856 554	54
Studio Tweed Pty Ltd	64 632 587 896	31
Being Group International Pty Ltd	38 631 801 940	27
Talkforce Media and Communications	79 151 576 662	22
Safe and Equal Inc.	77 965 665 912	11
Dr Lucy Mercer-Mapstone	20 253 215 705	11



Procurement initiatives to support small business

The Commission supports small business participation in the Commonwealth Government procurement market. Procurement is a shared service with the department under the MoU, so all Commission procurement is subject to the same Small and Medium Enterprise (SME) policies as those of the department. These include:

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

The Commission recognises the importance of ensuring that small businesses are paid on time. SME and Small Enterprise participation statistics are available on the Department of Finance's website.

Payments to media advertising organisations in 2024–25

The Commission did not make any payments to media advertising organisations in 2024–25.

Ecologically sustainable development and environmental performance

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

The Commission's property-related emissions sources (gas, other energy, electricity, refrigerants, waste) are included in the department's emissions reporting and emissions reduction plan.

Quantitative information on measures taken by the department to minimise the effect of activities on the environment and environmental performance data on energy and waste production is available in the department's 2024–25 Annual Report.

APS Net Zero 2030 emissions reporting

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

The Commission’s emissions outputs for the 2024–25 reporting period are as follows:

Table A–4 2024–25 greenhouse gas emissions inventory – location-based method

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location-Based Approach)	N/A	–	–	–
Natural Gas	–	N/A	–	–
Solid Waste	–	N/A	–	–
Refrigerants	–	N/A	N/A	–
Fleet and Other Vehicles	–	N/A	–	–
Domestic Commercial Flights	N/A	N/A	37.89	37.89
Domestic Hire Car	N/A	N/A	–	–
Domestic Travel Accommodation	N/A	N/A	8.97	8.97
Other Energy	–	N/A	–	–
Total t CO₂-e	–	–	46.86	46.86

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

n/a = not applicable



Table A-5 2024-25 Electricity Greenhouse Gas Emissions

Emission Source	Scope 2 t CO₂-e	Scope 3 t CO₂-e	Total t CO₂-e	Electricity kWh
Electricity (Location Based Approach)	-	-	-	-
Market-based electricity emissions	-	-	-	-
Total renewable electricity consumed	n/a	n/a	n/a	-
Renewable Power Percentage ¹	n/a	n/a	n/a	-
Jurisdictional Renewable Power Percentage ^{2, 3}	n/a	n/a	n/a	-
GreenPower ²	n/a	n/a	n/a	-
Large-scale generation certificates ²	n/a	n/a	n/a	-
Behind the meter solar ⁴	n/a	n/a	n/a	-
Total renewable electricity produced	n/a	n/a	n/a	-
Large-scale generation certificates ²	n/a	n/a	n/a	-
Behind the meter solar ⁴	n/a	n/a	n/a	-

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh).

¹ Listed as Mandatory renewables in 2023-24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

² Listed as Voluntary renewables in 2023-24 Annual Reports.

³ The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

⁴ Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

The Commission has low staffing numbers, resulting in a negligible impact on total property-related emissions for the department. As such, the Commission has been granted an exemption by the Department of Finance from reporting on specific emission outputs.

The Commission's electricity, natural gas, solid waste, refrigerants and other energy data was unable to be separated from the department's data and has been included in the department's 2024-25 Annual Report. The Commission continues to report on fleet and other vehicles, domestic commercial flights, domestic hire car and domestic travel accommodation in its 2024-25 Annual Report.



Appendix B: Glossary of abbreviations and acronyms

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

Appendix C: Resource statements

PGPA Rule Section 17AD(da) – Executive Remuneration

Management of human resources

Information about remuneration for Key Management Personnel

Current Reporting Period (2024–25)

Table C-1: Remuneration – Key Management Personnel

		Short-term benefits		
Name	Position title	Base salary ¹ \$	Bonuses \$	Other benefits and allowances \$
Micaela Cronin	Commissioner	388,082	–	–
Jenna Roberts	Assistant Commissioner	252,591	–	–
		640,673	–	–



Post-employment benefits	Other long-term benefits	Termination benefits	Total remuneration
Superannuation contributions ²	Long service leave ³	Other long-term benefits	
\$	\$	\$	\$
40,079	7,259	-	435,420
33,885	2,951	-	289,427
73,964	10,210	-	724,847

Information about remuneration for senior executives

Current Reporting Period (2024-25)

Table C-2: Remuneration – Key Executives

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



	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0

Information about remuneration for other highly paid staff

Current Reporting Period (2024-25)

Table C-3: Remuneration – Other highly paid staff

Total remuneration bands	Number of other highly paid staff	Short-term benefits		
		Average base salary	Average bonuses	Average other benefits and allowances
\$260,000– \$270,000	0	0	0	0
\$270,001– \$295,000	0	0	0	0
\$295,001– \$320,000	0	0	0	0
\$320,001– \$345,000	0	0	0	0
\$345,001– \$370,000	0	0	0	0
\$370,001– \$395,000	0	0	0	0
\$345,001– \$370,000	0	0	0	0
\$370,001– \$395,000	0	0	0	0
\$395,001– \$420,000	0	0	0	0
\$420,001– \$445,000	0	0	0	0
\$445,001– \$470,000	0	0	0	0
\$470,001– \$495,000	0	0	0	0
\$495,001–	0	0	0	0



	Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0

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

Details of Accountable Authority during the reporting period

Current Reporting Period (2024-25)

Table C-4: Accountable Authority – details of accountable authority during the reporting period

		Period as the accountable authority or member within the reporting period	
Name	Position Title/ Position held	Start Date (1 July 2024 or after)	End Date (30 June 2025 or before)
Ms Micaela Cronin	Commissioner	1/7/2024	15/12/2024
Ms Jenna Roberts	Commissioner	16/12/2024	16/01/2025
Ms Micaela Cronin	Commissioner	17/01/2025	30/06/2025

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

All ongoing employees:

Current Reporting Period (2024-25)

Table C-5: Ongoing employees 2024-25

	Man/Male			Woman/Female		
	Full time	Part time	Total	Full time	Part time	Total
NSW	1	0	1	1	0	1
Qld	0	0	0	0	0	0
SA	0	0	0	0	0	0
Tas	0	0	0	0	0	0
Vic	0	0	0	4	0	4
WA	0	0	0	0	0	0
ACT	1	0	1	10	1	11
NT	0	0	0	0	0	0
External Territories	0	0	0	0	0	0
Overseas	0	0	0	0	0	0
Total	2	0	2	15	1	16



	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	0	0	0	0	0	0	0	0	0	2
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	4
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	12
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	18

All non-ongoing employees

Current Reporting Period (2024-25)

Table C-6: Non-ongoing employees 2024-25

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



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

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

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

Australian Public Service Act ongoing employees

Current Reporting Period (2024–25)

Table C-7: Australian Public Service Act Ongoing Employees 2024–25

	Man/Male			Woman/Female		
	Full time	Part time	Total	Full time	Part time	Total
SES 3	0	0	0	0	0	0
SES 2	0	0	0	0	0	0
SES 1	0	0	0	1	0	1
EL 2	1	0	1	3	0	3
EL 1	1	0	1	6	1	7
APS 6	0	0	0	5	0	5
APS 5	0	0	0	0	0	0
APS 4	0	0	0	0	0	0
APS 3	0	0	0	0	0	0
APS 2	0	0	0	0	0	0
APS 1	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	2	0	2	15	1	16



	Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	1
	-	-	-	-	-	-	-	-	-	4
	-	-	-	-	-	-	-	-	-	8
	-	-	-	-	-	-	-	-	-	5
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	0
	-	-	-	-	-	-	-	-	-	18

Australian Public Service Act Non-Ongoing employees

Current Reporting Period (2024-25)

Table C-8: Australian Public Service Act Non-Ongoing Employees 2024-25

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



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

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

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

Current Reporting Period (2024–25)

Table C–9: Employees by Full time and Part time Status

	Ongoing			Non-Ongoing			Total
	Full time	Part time	Total Ongoing	Full time	Part time	Total Non-Ongoing	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	1
EL 2	4	0	4	1	0	1	5
EL 1	7	1	8	0	0	0	8
APS 6	5	0	5	0	0	0	5
APS 5	0	0	0	0	0	0	0
APS 4	0	0	0	0	1	1	1
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	17	1	18	1	1	2	20



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

Australian Public Service Act Employment type by location

Current Reporting Period (2024–25)

Table C-10: Employment type by location

	Ongoing	Non-Ongoing	Total
NSW	2	0	2
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	4	1	5
WA	0	0	0
ACT	12	1	13
NT	0	0	0
<i>External Territories</i>	0	0	0
<i>Overseas</i>	0	0	0
Total	18	2	20

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

Australian Public Service Act Indigenous Employment

Current Reporting Period (2024–25)

Table C-11: Australian Public Service Act – Indigenous Employment

	Total
Ongoing	2
Non-Ongoing	0
Total	2

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

Australian Public Service Act Employment Arrangements of SES and Non-SES employees

Current Reporting Period (2024-25)

Table C-12: Employment Arrangements of SES and Non-SES employees

	SES	Non-SES	Total
Department of Social Services Enterprise Agreement 2024 to 2027	0	19	19
Individual Flexibility Agreement (IFA)	0	0	0
Section 24(1) determinations	1	0	1
Total	1	19	20

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

Australian Public Service Act Salary Ranges by Classification level:

Current Reporting Period (2024-25)

Table C-13: Salary Ranges by Classification level

	Minimum Salary	Maximum Salary
SES 3	-	-
SES 2	-	-
SES 1	219,082	219,082
EL 2	156,942	170,360
EL 1	122,594	139,157
APS 6	98,393	102,903
APS 5	-	-
APS 4	84,044	84,044
APS 3	-	-
APS 2	-	-
APS 1	-	-
Other	-	-
Minimum/Maximum range	84,044	219,082



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

Australian Public Service Act Employment Performance Pay by Classification level

Current Reporting Period (2024–25)

Table C-14: Employment performance pay by classification level

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

The Commission does not pay any performance pay.

Appendix D: List of requirements

Table 27: List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	6	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	9	Table of contents (print only).	Mandatory
17AJ(b)	100	Alphabetical index (print only).	Mandatory
17AJ(c)	71	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	90	List of requirements.	Mandatory
17AJ(e)	i	Details of contact officer.	Mandatory
17AJ(f)	i	Entity's website address.	Mandatory
17AJ(g)	i	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	10	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	14	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	18	A description of the organisational structure of the entity.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(a)(iii)	14	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	14	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	78	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	78	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	78	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	12	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c) Report on the Performance of the entity			
<i>Annual Performance Statements</i>			
17AD(c)(i); 16F	20	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii) Report on Financial Performance			
17AF(1)(a)	42–63	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	64	A table summarising the total resources and total payments of the entity.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.
17AD(d) Management and Accountability			
Corporate Governance			
17AG(2)(a)	35–36	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	6	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	6	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	6	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	32–42	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2)(d) – (e)	N/A	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non compliance with Finance law and action taken to remedy non compliance.	If applicable, Mandatory
<i>Audit Committee</i>			
17AG(2A)(a)	32	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	33	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	33	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	33	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	33	The remuneration of each member of the entity's audit committee.	Mandatory
<i>External Scrutiny</i>			
17AG(3)	38	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	38	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	38	Information on any reports on operations of the entity by the Auditor General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	39	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	78–83	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	
17AG(4)(b)	82–87	Statistics on the entity's APS employees on an ongoing and non ongoing basis; including the following: <ul style="list-style-type: none"> • Statistics on staffing classification level; • Statistics on full time employees; • Statistics on part time employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous. 	
17AG(4)(c)	88	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(l) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	88	Information on the number of SES and non SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)(ii)	88	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	41	A description of non salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	40	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
<i>Assets Management</i>			
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
<i>Purchasing</i>			
17AG(6)	45	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
<i>Reportable consultancy contracts</i>			
17AG(7)(a)	43	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(b)	43	A statement that <i>'During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].'</i>	Mandatory
17AG(7)(c)	43	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	43	A statement that <i>'Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.'</i>	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	43–44	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7A)(b)	43–44	A statement that <i>'Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.'</i>	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	66	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	N/A	If an entity entered into a contract with a value of more than \$100,000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	N/A	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Small business			
17AG(10)(a)	67	A statement that ' <i>[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website.</i> '	Mandatory
17AG(10)(b)	67	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	67	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that ' <i>[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.</i> '	If applicable, Mandatory
Financial Statements			
17AD(e)	47–63	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	72–73	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2 3 of the Rule.	Mandatory



PGPA Rule Reference	Part of Report	Description	Requirement
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that <i>'During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.'</i>	If applicable, Mandatory
17AH(1)(a)(ii)	67	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	N/A	A statement that <i>'Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website].'</i>	If applicable, Mandatory
17AH(1)(c)	36	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	36	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	N/A	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	N/A	Information required by other legislation	Mandatory

Index

A

abbreviations and acronyms, 71
Ablett, Luke, 19
Aboriginal and Torres Strait Islander people, employment of, 40
access clauses, 45
accountability, 32–37
accountable authority details, 78
achievements, 24–31
acronyms, 71
administrative tribunal decisions, 38
advertising, 67
agreements with third parties, 36
amplifying the voices of people with lived experience of domestic, family and sexual violence, 21
annual performance statements, 20–31
APS Code of Conduct, 36
APS Net Zero 2030, 68
APS Values, 36
Audit and Risk Committee, 32, 34
Auditor-General, 38
audits, internal, 38
Australian Government Agencies Privacy Code, 37

Australian Government Crisis Management Framework, 34
Australian Government Investigations Standards, 36
Australian Law Reform Commission, 28
Australian National Audit Office (ANAO), 38, 45
Australian Privacy Principles (APPs), 37
Australian Public Service Commission, 37, 40

B

Baker, Nick, 33
Banchit, Josephine, 49
Box, Darren, 33
business continuity management and planning, 34

C

cash flow statement, 53
Child Safe Framework, 35
Child Safe training, 35
Child Safety Policy, 35
children and young people, 17
Closing the Gap Target, 12



collaboration, across government, 15, 26–28

Commissioner remuneration, 41

Commissioner's year in review, 10–13

common law contracts, 41

Commonwealth Child Safe Framework, 35

Commonwealth Ombudsman, 38

Commonwealth Procurement Rules, 45

Commonwealth Risk Management Policy, 34

consultancy, 43

consultants, 43

contact details, inside front cover

contracts, common law, 41

contracts, exempt, 45

corporate governance, 32

corporate services, 32, 34, 39

Corporate Plan, 34

Cronin, Micaela (Commissioner), 19, 49

as accountable authority, 20

remuneration, 41, 72

D

definitions see terminology

Department of Social Services, 14

enterprise agreement with, 41

MoU with, 32

Disability and Carers Committee, 40

disability reporting, 36

diversity, in workforce and workplace, 40

Domestic, Family and Sexual Violence Commission

core function of, 7

government expectations of, 15

leadership structure, 19

purpose, 14

strategic priorities of, 16–17

Domestic, Family and Sexual Violence Peaks Alliance, 27

E

ecologically sustainable development, 67

eLearning modules, 39

employee provisions, 60

engagement activities, 28–29

enterprise agreement, 40

environmental performance, 67

ethical standards, 36

executive order, 15

executive remuneration, 72–75

external scrutiny, 38

F

Family Safety Plan see *Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan*, 12

financial overview, 42–45

financial performance, 42, 56–57

financial position, 58

financial statements, 46–53

First Nations Family Safety Plan Steering Committee, 12, 27

flexible working arrangements, 41

Foulcher, Deborah, 19

fraud and corruption control, 35

Freedom of Information Act 1982 (Cth) (FOI Act), 36

freedom of information, 36

funding, 59

G

Gender Equality Network, 40

glossary of abbreviations and acronyms, 71

Governance and Corporate Coordination team, 34

Greenhouse Gas Emissions Inventory, 68

gender-based violence, 4

government expectations of DFSVC, 15–16

H

House Standing Committee on Social Policy and Legal Affairs, 14

human resource management, 39, 78–79

see also staff

I

inclusive workplace, 37

independent auditor's report, 46–48

Ingram, Cath, 33

Information Publication Scheme (IPS), 36

information technology (IT), 34

internal audit assurance activities, 34–35

Inquiry into Justice Responses to Sexual Violence, 28

J

judicial and administrative tribunal decisions, 38

K

Kearney, Ged, 19

key management personnel remuneration, 61

L

Lee-Ack, Emily, 19

LGBTIQA+SB, 4, 40

list of requirements, 90–99

Lived Experience Advisory Council, 18, 24–25

Lockie, Frances, 19

Lye, Michael, 19

M

mandatory information, other, 64–70

Mathur, Gautam, 19

McPhee, Ian, 33

memorandum of understanding (MoU) with department, 32

men and boys, 18, 26

monitoring and evaluation frameworks, 15

N

National Cabinet, addressing on the national crisis in gender-based violence, 10

national crisis in gender-based violence, 10

National Plan to End Violence against Women and Children 2022–2032, 11

Advisory Group, 27

definition of gender-based violence, 4

promotion of, 30–31



Nation Press Club address, 28,30
non-consultancy contracts, 43
non-salary benefits for staff, 41

O

objectives of DFSVC, 7, 55
office accommodation, 32
Office of the Australian Information Commissioner (OAIC), 37
Office for Women, 18, 26–27
Ombudsman, 38
organisation chart, 19
Our Ways – Strong Ways – Our Voices: National Aboriginal and Torres Strait Islander Family Safety Plan, 12

P

Parliament, reporting to, 18
parliamentary committees, 38
people who use violence, 5
people with disability, 36
people with lived and living experience
 definition of, 5
 amplifying voices of, 8
performance pay, 40
performance statements, 20–31
perpetrators, 5
 see people who use violence
personal information, handling of, 37
Plibersek, Tanya, 19
Portfolio Budget Statement, 21
portfolio, 15
Pride Committee, 40
Privacy Act 1988 (Cth), 37

Privacy Code (Australian Government Agencies), 37
privacy impact assessments, 37
Privacy Policy, 37
privacy, 37
procurement from Aboriginal or Torres Strait Islander businesses, 45
procurement initiatives, 67
Public Governance, Performance and Accountability Act 2013 (Cth) (PGPA Act), 32, 34, 43, 49, 55
Public Governance, Performance and Accountability Rule 2014 (Cth) (Fraud Rule), 35–36
Public Service Act 1999 (Cth), 14
purchasing, 45

R

Rapid Review of Prevention Approaches, 11, 26
related party disclosures, 61
remuneration
 of Audit and Risk Committee members, 33
 of key management personnel, 61
 of other highly paid staff, 76–77
 of senior executives, 41
reportable consultancy contracts, 43
reportable non-consultancy contracts, 44
resource statements, 64
risk management, 34
Roberts, Jenna, 11, 19
Royal Commission into Domestic, Family and Sexual Violence (South Australia), 13
roundtables, 26

S

Safety, Rehabilitation and Compensation Act 1988, 40

salary packaging, 41

Senior Executive Service remuneration, 41

sexual violence, 17

staff, 25

 see also training, for staff,

Statement by the Commissioner and the Chief Finance Officer, 49

statement of cash flow, 53

statement of changes in equity, 52

statement of comprehensive income, 50

statement of financial position, 51

statement of preparation, 20

Strategic Commissioning Framework, 41

Strategic Plan, 34

strategic priorities, 16

Study Assistance Program, 39

superannuation, 60

T

terminology, 4–5

training, for staff, 35, 36, 39

trends in Commission finances, 42

W

waste management, 67

Women and Women's Safety Ministerial Council, 27

women's safety, 15, 16

Work Health and Safety Act 2011, 39

Work Health and Safety Regulations 2011, 39

work health and safety, 40

workforce planning and development, 17, 39

Working with Children and Vulnerable People Checks, 35

workplace

 culture of, 36, 37

 diversity in, 40

workplace arrangements, 40

Y

Yearly Report to Parliament, 11, 16, 18, 24, 28–31

young people, 17







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