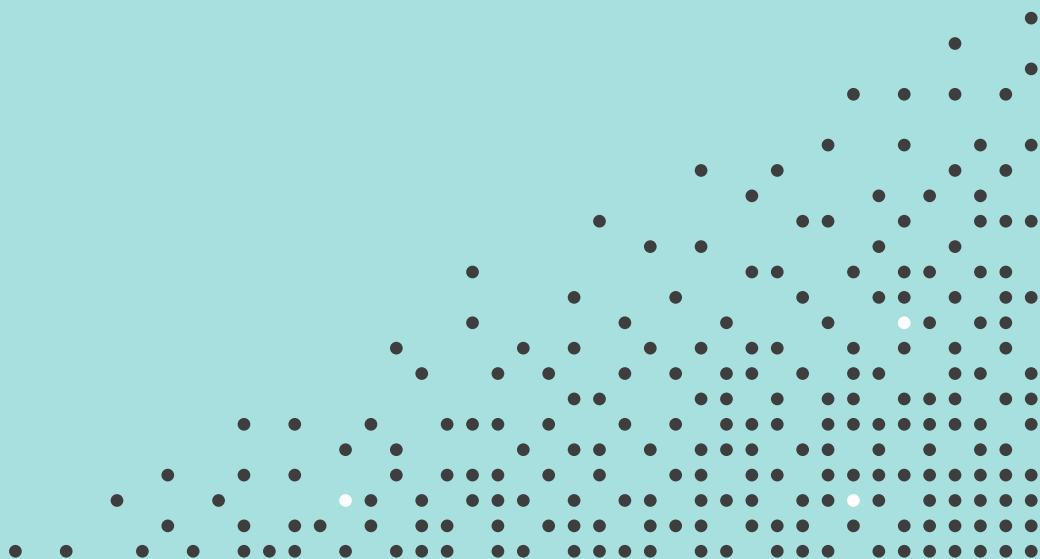


Appendices

- A: Relationship between our purposes and our outcomes
- B: Workforce statistics
- C: Work health and safety
- D: Advertising and market research
- E: Entity resources and expenses by outcomes
- F: Correction of material errors in the 2014–15 annual report



A: Relationship between our purposes and our outcomes

Table 10: Mapping of Finance’s Portfolio Budget Statements 2015–16 to Corporate Plan 2015–16

		Outcome statements		
		Outcome 1: Support sustainable Australian Government finances	Outcome 2: Support an efficient and high-performing public sector	Outcome 3: Support for Parliamentarians and others as required by the Australian Government
Purposes	Budget and financial advice, management and reporting	Program 1.1: Budget and financial management		
	Governance		Program 2.1: Public sector governance Program 2.3: Property and construction Program 2.4: Insurance and risk management Program 2.7: Australian Government investment funds	
	Transformation		Program 2.2: Transforming government	
	Services		Program 2.1: Public sector governance Program 2.3: Property and construction Program 2.4: Insurance and risk management Program 2.5: Procurement services Program 2.6: Public sector superannuation	Program 3.1: Ministerial and parliamentary services

B: Workforce statistics

Staff profile (by headcount)

Table 11: Ongoing, non-ongoing and casual staff numbers, by substantive classification and gender, at 30 June 2015 and 30 June 2016

Employment type	Gender	APS classification									
		SES 1-3		EL 2		APS 6 – EL 1		APS 1-5		Total	
		2015	2016	2015	2016	2015	2016	2015	2016	2015	2016
Ongoing	Female	27	29	93	100	358	373	313	303	791	805
	Male	47	45	114	107	314	332	181	166	656	650
	<i>Subtotal</i>	74	74	207	207	672	705	494	469	1,447	1,455
Non-ongoing	Female	–	–	–	–	2	4	3	5	5	9
	Male	–	–	3	–	2	–	3	5	8	5
	<i>Subtotal</i>	–	–	3	–	4	4	6	10	13	14
Casual	Female	–	–	–	–	–	–	61	62	61	62
	Male	–	–	–	1	–	–	283	280	283	281
	<i>Subtotal</i>	–	–	–	1	–	–	344	342	344	343
Total		74	74	210	208	676	709	844	821	1,804	1,812

Table 12: Ongoing and non-ongoing Aboriginal and Torres Strait Islander staff numbers, at 30 June 2015 and 30 June 2016

Staff numbers		
Employment type	2015	2016
Ongoing	20	24
Non-ongoing	–	–
Total	20	24

Table 13: Ongoing, non-ongoing and casual staff numbers by attendance type, at 30 June 2015 and 30 June 2016

Employment type	Attendance type							
	Full-time		Part-time		Casual		Total	
	2015	2016	2015	2016	2015	2016	2015	2016
Ongoing	1,278	1,290	169	165	–	–	1,447	1,455
Non-ongoing	9	11	4	3	–	–	13	14
Casual	–	–	–	–	344	343	344	343
Total	1,287	1,301	173	168	344	343	1,804	1,812

Table 14: Ongoing, non-ongoing and casual staff numbers by location, at 30 June 2015 and 30 June 2016

Location	Employment type							
	Ongoing		Non-ongoing		Casual		Total	
	2015	2016	2015	2016	2015	2016	2015	2016
ACT ^a	1,402	1,413	13	13	198	191	1,613	1,617
NSW	12	12	–	–	50	54	62	66
NT	1	2	–	–	2	2	3	4
QLD	8	8	–	–	28	27	36	35
SA	5	3	–	–	16	15	21	18
TAS	2	1	–	1	3	3	5	5
VIC	12	11	–	–	34	36	46	47
WA	5	5	–	–	13	15	18	20
Total	1,447	1,455	13	14	344	343	1,804	1,812

a These figures include two employees deployed to Indonesia and Solomon Islands as at 30 June 2016 and six employees deployed to Indonesia, Papua New Guinea and Solomon Islands as at 30 June 2015.

Remuneration

Table 15: Available salary ranges (excluding casuals), at 30 June 2016

APS classification	Minimum (\$)	Maximum (\$)
SES 1–3	160,502	N/A ^a
EL 2 (non-SES)	123,831	154,259
APS 6 – EL 1 (non-SES)	78,357	130,853
APS 1–5 (non-SES)	44,361	79,917

a The Secretary, in consultation with Finance's Executive Board, determines the salaries of all SES staff.

Note: These figures reflect base salary only and exclude superannuation and other benefits.

Table 16: Actual salary ranges (excluding casuals), at 30 June 2016

APS classification	Minimum (\$)	Maximum (\$)
SES 1–3	160,502	330,263
EL 2 (non-SES)	123,831	154,259
APS 6 – EL 1 (non-SES)	78,357	136,354
APS 1–5 (non-SES)	44,361	84,754

Note: These figures reflect base salary only and exclude superannuation and other benefits.

C: Work health and safety

This appendix outlines Finance's work health and safety performance in accordance with Part 4 of the *Work Health and Safety Act 2011* (WHS Act).

Finance recognises that as part of its aspiration to be a leader in the public sector, it must exemplify good work health and safety (WHS) practices. This includes having responsive and flexible safety management systems. To support the new ways of working under its new operating model, Finance initiated a major review of its WHS arrangements in 2015–16.

The first step in the review involved consulting with the department's health and safety representatives on the current WHS arrangements. They were also asked for their views on the work groups and the health and safety representatives within those groups, as well as on the functions of the Work Health and Safety Committee. The goal of the review is to identify any gaps in Finance's management of WHS risks and recommend any changes required to ensure Finance continues to meet its obligations under the WHS Act. The review is expected to be completed in 2016–17.

Initiatives

Finance employees

In 2015–16, Finance undertook the following activities to meet its obligations under the WHS Act:

- consulting with staff on WHS issues, particularly in response to changes in accommodation with the relocation to One Canberra Avenue
- providing WHS training and information to all staff, including training focused on dealing with change in the workplace
- conducting hazard inspections and workstation assessments
- providing a confidential counselling service through the employee assistance program
- promoting a healthy lifestyle by offering access to on-site gymnasium facilities and influenza vaccinations.

MOP(S) Act employees

Finance shares the duty of care for the health and safety of people employed under the *Members of Parliament (Staff) Act 1984* (MOP(S) Act) with the employing Senator or Member (or former prime minister). Other Commonwealth agencies may also have duties under the WHS Act with respect to MOP(S) Act employees.

In 2015–16, Finance's key WHS activities for MOP(S) Act employees included:

- consulting with health and safety representatives through the Work Health and Safety Committee
- providing WHS information and training through the Ministerial and Parliamentary Services website and face-to-face training sessions delivered by Comcare

- providing a confidential counselling service through the employee assistance program
- conducting workstation and worksite assessments
- administering a work health and safety site officer program to support hazard and incident notification and access to first aid in Senators' and Members' workplaces.

Comcare premium

Finance's 2015–16 workers' compensation premium was 1.05 per cent of its payroll (for both Finance and MOP(S) Act employees). This premium rate is unchanged from the previous year.

Notifiable incidents

Finance employees

Between 1 July 2015 and 30 June 2016, Finance reported three incidents involving Finance employees to Comcare under section 38 of WHS Act. Two of these reported incidents were classified as serious injuries under the WHS Act and the third was classified as a dangerous incident.

MOP(S) Act employees

Between 1 July 2015 and 30 June 2016, Finance reported seven incidents involving MOP(S) Act employees to Comcare under section 38 of the WHS Act. Each of the reported incidents was classified as a dangerous incident under the WHS Act.

Investigations and notices

Finance-managed workplaces

Under the WHS Act, the department is required to provide statistics of any investigations or notices given at the workplaces it manages. No investigations were conducted and no notices were given during 2015–16.

MOP(S) Act employees

Between 1 July 2015 and 30 June 2016 there were no investigations commenced, and Finance did not receive any notices issued by Comcare under section 155 of the WHS Act requesting information in connection with MOP(S) Act employees.

D: Advertising and market research

Under section 311A of the *Commonwealth Electoral Act 1918*, Finance is required to disclose payments of advertising and market research.

During 2015–16, Finance's total expenditure for advertising and market research over the reporting threshold of \$12,700 (GST inclusive) was \$229,309.93 (see Table 17).

Finance manages whole-of-government campaign and non-campaign advertising contracts. Finance does not report expenditures under these contracts because the agency responsible for the campaign reports them.

Finance did not undertake any advertising campaigns during 2015–16.

Table 17: Advertising and market research expenditure, 2015–16

Organisation	Purpose	Expenditure (\$, GST inclusive)
Market research organisations		
Hall and Partners Open Mind Pty Ltd	Graduate market testing research	76,472.00
Portland Group	To provide market analysis/benchmarking advice to assist with determining the approach for the whole of Australian Government major office machines panel arrangements	62,505.00
Media advertising organisations		
Dentsu Mitchell Media Australia Pty Ltd	Information notices, bulk recruitment advertising and office relocation advertising (\$28,558.14 for Outcome 3)	90,332.93
Total payments over the reporting threshold		229,309.93

E: Entity resources and expenses by outcomes

Table 18: Entity resource statement, 2015–16

	Actual available appropriations for 2015–16 \$'000 (A)	Payments made 2015–16 \$'000 (B)	Balance remaining 2015–16 \$'000 (A) – (B)
Ordinary annual services^a			
Departmental appropriation	444,850	319,077	125,773
Section 75 transfer	(837)		(837)
Total	444,013	319,077	124,936
Administered expenses			
Outcome 2	14,052	11,995	
Outcome 3 ^b	278,240	284,825	
Total	292,292	296,820	
Total ordinary annual services [1]	736,305	615,897	
Other services^c			
Departmental non-operating			
Equity injections	189,533	59,374	130,159
Total	189,533	59,374	130,159
Administered non-operating			
Administered assets and liabilities	17,315	1,149	
Total	17,315	1,149	
Total other services [2]	206,848	60,523	
Special appropriations			
Special appropriations limited by criteria/entitlement			
<i>Medibank Private Sale Act 2006</i>		152	
<i>Superannuation Act 1922</i>		90,133	
<i>Superannuation Act 1976</i>		4,210,930	
<i>Superannuation Act 1990</i>		1,697,599	
<i>Governance of Australian Government Superannuation Schemes Act 2011</i>		634	
<i>Parliamentary Contributory Superannuation Act 1948</i>		44,038	

Table 18: Entity resource statement, 2015–16 *continued*

	Actual available appropriations for 2015–16 \$'000 (A)	Payments made 2015–16 \$'000 (B)	Balance remaining 2015–16 \$'000 (A) – (B)
<i>Parliamentary Superannuation Act 2004</i>		6,039	
<i>Members of Parliament (Life Gold Pass) Act 2002</i>		788	
<i>Parliamentary Entitlements Act 1990</i>		170,960	
<i>Governor-General Act 1974</i>		1,503	
<i>Judges' Pensions Act 1968</i>		43,602	
<i>Federal Circuit Court of Australia Act 1999</i>		527	
<i>Public Governance, Performance and Accountability Act 2013</i>		894	
<i>Same-Sex Relationships (Equal Treatment in Commonwealth Laws—Superannuation) Act 2008</i>		59	
Special appropriations limited by amount			
<i>Commonwealth of Australia Constitution Act (section 66)</i>		4,900	
Total special appropriations [3]		6,272,758	
Special accounts			
Opening balance	716,212		
Appropriation receipts ^d	152,615		
Non-appropriation receipts to special accounts	23,730,339		
Payments made		23,870,746	
Closing balance			728,420
Total special accounts [4]	24,599,166	23,870,746	
Total resourcing and payments [1+2+3+4]	25,542,319	30,819,924	
Less appropriations drawn from annual or special appropriations above and credited to special accounts	152,615		
Total net resourcing and payments	25,389,704	30,819,924	

Notes to Table 18

- a *Appropriation Act (No. 1) 2015–16* and *Appropriation Act (No. 3) 2015–16*. The amount includes prior year departmental appropriations and section 74 retained revenue receipts.
- b Includes an amount of \$4.832 million in 2015–16 for the administered capital budget. For accounting purposes, this amount has been designated as 'contributions by owners'.
- c *Appropriation Act (No. 2) 2015–16* and *Appropriation Act (No. 4) 2015–16*.
- d Appropriation receipts from *Appropriation Act (No. 1)* and *Appropriation Act (No. 2)* included above.

Table 19: Expenses for Outcome 1, 2015–16

Outcome 1: Support sustainable Australian Government finances through providing high quality policy advice and operational support to the government and Commonwealth entities to maintain effective and efficient use of public resources	Budget^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
Program 1.1: Budget and financial management			
Departmental expenses			
Departmental appropriation ^b			
Budget advice	54,527	54,643	(116)
Financial reporting	27,204	25,220	1,984
Expenses not requiring appropriation in the budget year	3,771	5,083	(1,312)
Total for Program 1.1	85,502	84,946	556
Outcome 1 totals by appropriation type			
Departmental expenses			
Departmental appropriation ^b	81,731	79,863	1,868
Expenses not requiring appropriation in the budget year	3,771	5,083	(1,312)
Total expenses for Outcome 1	85,502	84,946	556
	2014–15	2015–16	
Average staffing level (number) ^c	409	423	

- a Full-year budget, including any subsequent adjustment made to the 2015–16 Budget at Additional Estimates.
- b Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.
- c Represents actual average staffing levels for 2014–15 and 2015–16. Figures for both years are presented under the outcome structure that applied in 2015–16.

Table 20: Expenses for Outcome 2, 2015–16

Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery	Budget ^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
Program 2.1: Public Sector Governance			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1 and 3)			
Grant in aid—Australian Institute of Policy and Science	35	35	–
Grant in aid—Chifley Research Centre	223	223	–
Grant in aid—Green Institute	84	84	–
Grant in aid—Menzies Research Centre	223	223	–
Grant in aid—Page Research Centre	84	84	–
Grant in aid—Royal Humane Society of Australasia	26	26	–
Grant in aid—RSPCA Australia Inc	35	35	–
Departmental expenses			
Departmental appropriation ^b			
Financial framework	19,898	18,149	1,749
Procurement framework	11,652	11,662	(10)
Government shareholder oversight	6,917	5,946	971
Special financial claims	2,391	2,171	220
Special accounts			
Business Services Special Account	–	271	(271)
Expenses not requiring appropriation in the budget year	1,796	1,973	(177)
Total for Program 2.1	43,364	40,882	2,482
Program 2.2: Transforming government			
Departmental expenses			
Departmental appropriation ^b			
Transforming the public sector	35,746	30,093	5,653
Digital transformation agenda	25,976	30,874	(4,898)
Expenses not requiring appropriation in the budget year	4,017	1,945	2,072
Total for Program 2.2	65,739	62,912	2,827

Table 20: Expenses for Outcome 2, 2015–16 *continued*

Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery	Budget ^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
Program 2.3: Property and construction			
Departmental expenses			
Special accounts			
Property Special Account 2014 ^c	126,983	87,949	39,034
Total for Program 2.3	126,983	87,949	39,034
Program 2.4: Insurance and risk management			
Departmental expenses			
Special accounts			
Comcover Special Account ^d	144,035	106,210	37,825
Total for Program 2.4	144,035	106,210	37,825
Program 2.5: Procurement services			
Departmental expenses			
Special accounts			
Coordinated Procurement Contracting Special Account	123,296	201,780	(78,484)
Total for Program 2.5	123,296	201,780	(78,484)
Program 2.6: Public sector superannuation			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1 and 3)			
Act of grace nominal interests	2,393	1,896	497
Compensation and legal expenses	500	56	444
Superannuation administration costs	10,448	10,451	(3)
Special appropriations			
<i>Federal Circuit Court of Australia Act 1999</i>	709	704	5
<i>Governance of Australian Government Superannuation Schemes Act 2011</i>	1,400	634	766
<i>Governor-General Act 1974</i>	774	773	1
<i>Judges' Pensions Act 1968</i>	85,200	86,562	(1,362)
<i>Parliamentary Contributory Superannuation Act 1948</i>	48,432	48,356	76
<i>Parliamentary Superannuation Act 2004</i>	5,887	6,039	(152)
<i>Same-Sex Relationships (Equal Treatment in Commonwealth Laws—Superannuation) Act 2008</i>	53	264	(211)

Table 20: Expenses for Outcome 2, 2015–16 *continued*

Outcome 2: Support an efficient and high-performing public sector through providing leadership to Commonwealth entities in ongoing improvements to public sector governance, including through systems, frameworks, policy, advice and service delivery	Budget ^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
<i>Superannuation Act 1922</i>	26,848	27,006	(158)
<i>Superannuation Act 1976</i>	3,038,167	2,943,640	94,527
<i>Superannuation Act 1990</i>	5,582,787	5,608,162	(25,375)
Departmental expenses			
Departmental appropriation ^b			
Public sector superannuation	5,275	4,743	532
Expenses not requiring appropriation in the budget year	262	254	8
Total for Program 2.6	8,809,135	8,739,540	69,595
Program 2.7: Australian Government investment funds			
Administered expenses			
Special accounts			
DisabilityCare Australia Fund Special Account	–	24,668	(24,668)
Asset Recycling Fund Special Account	1,786	–	1,786
Medical Research Future Fund Special Account	16,750	17,946	(1,196)
Building Australia Fund Special Account	9,542	18,632	(9,090)
Education Investment Fund Special Account	54,575	90,063	(35,488)
Health and Hospitals Fund Special Account	55,304	87,728	(32,424)
Total for Program 2.7	137,957	239,037	(101,080)
Outcome 2 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1 and 3)	14,051	13,113	938
Special appropriations	8,790,257	8,722,140	68,117
Special accounts	137,957	239,037	(101,080)
Departmental expenses			
Departmental appropriation ^b	107,855	103,638	4,217
Special accounts	394,314	396,210	(1,896)
Expenses not requiring appropriation in the budget year	6,075	4,172	1,903
Total expenses for Outcome 2	9,450,509	9,478,310	(27,801)
	2014–15	2015–16	
Average staffing level (number) ^e	651	643	

Notes to Table 20

- a Full-year budget, including any subsequent adjustment made to the 2015–16 Budget at Additional Estimates.
- b Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.
- c Figure includes an elimination adjustment for rent charged to Finance and excludes income tax expense.
- d Figure includes an elimination adjustment for insurance charged to Finance.
- e Represents actual average staffing levels for 2014–15 and 2015–16. Figures for both years are presented under the outcome structure that applied in 2015–16.

Table 21: Expenses for Outcome 3, 2015–16

Outcome 3: Support for Parliamentarians and others as required by the Australian Government through the delivery of, and advice on, entitlements and targeted assistance	Budget ^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
Program 3.1: Ministerial and Parliamentary Services			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1 and 3)			
Electorate and ministerial support costs	272,205	351,471	(79,266)
Australian Political Exchange Program	889	356	533
Special appropriations			
<i>Commonwealth of Australia Constitution Act</i> (section 66)	4,936	4,900	36
<i>Members of Parliament (Life Gold Pass) Act 2002</i>	1,120	(6,914)	8,034
<i>Parliamentary Entitlements Act 1990</i>	175,064	169,237	5,827
Expenses not requiring appropriation in the budget year	9,755	16,199	(6,444)
Departmental expenses			
Departmental appropriation ^b			
Services to Senators, Members and their staff	42,719	42,477	242
Car-with-driver and associated transport services	1,326	1,835	(509)
Expenses not requiring appropriation in the budget year	2,649	4,756	(2,107)
Total for Program 3.1	510,663	584,317	(73,654)

Table 21: Expenses for Outcome 3, 2015–16 *continued*

Outcome 3: Support for Parliamentarians and others as required by the Australian Government through the delivery of, and advice on, entitlements and targeted assistance	Budget ^a 2015–16 \$'000 (A)	Actual expenses 2015–16 \$'000 (B)	Variation 2015–16 \$'000 (A) – (B)
Outcome 3 totals by appropriation type			
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1 and 3)	273,094	351,827	(78,733)
Special appropriations	181,120	167,223	13,897
Expenses not requiring appropriation in the budget year	9,755	16,199	(6,444)
Departmental expenses			
Departmental appropriation ^b	44,045	44,312	(267)
Expenses not requiring appropriation in the budget year	2,649	4,756	(2,107)
Total expenses for Outcome 3	510,663	584,317	(73,654)
	2014–15	2015–16	
Average staffing level (number) ^c	218	229	

a Full-year budget, including any subsequent adjustment made to the 2015–16 Budget at Additional Estimates.

b Departmental appropriation combines ordinary annual services (Appropriation Act Nos. 1 and 3) and retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

c Represents actual average staffing levels for 2014–15 and 2015–16. Figures for both years are presented under the outcome structure that applied in 2015–16.

F: Correction of material errors in the 2014–15 annual report

On page 80 in Table 15, 'Environmental performance summary, 2013–14 to 2014–15', under:

- air travel, the total number of flights for 2014–15 was reported as 3,410; it should have been 7,006
- total distance of flights (kilometres), the distance for 2014–15 was reported as 6,362,303; it should have been 6,565,470.

Abbreviations and acronyms

APS	Australian Public Service
CSC	Commonwealth Superannuation Corporation
EL	executive level
FBO	Final Budget Outcome
Finance	Department of Finance
FTE	full-time equivalent
HHF	Health and Hospitals Fund
ICT	information and communications technology
LGBTI	lesbian, gay, bisexual, transgender and intersex
LPG	liquefied petroleum gas
MOP(S) Act	<i>Members of Parliament (Staff) Act 1984</i>
MRFF	Medical Research Future Fund
MYEFO	Mid-Year Economic and Fiscal Outlook
NAIDOC	National Aborigines and Islanders Day Observance Committee
OECD	Organisation for Economic Co-operation and Development
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
SES	senior executive service
WHS Act	<i>Work Health and Safety Act 2011</i>

Glossary

Term	Meaning
accountable authority instructions	Instructions issued to manage the affairs of an entity to promote the efficient, effective, economical and ethical use of Commonwealth resources.
act of grace payment	A voluntary payment made by the Commonwealth to an individual or other body in special circumstances when a government entity's conduct or Commonwealth legislation or policy has resulted in an unintended, inequitable, anomalous or otherwise unacceptable result. Act of grace payments must be authorised by the Finance Minister or a delegate under section 65 of the <i>Public Governance, Performance and Accountability Act 2013</i> (PGPA Act). An act of grace payment is used when the obligation to the applicant is moral, rather than legal.
administered items	Items that are usually managed by an entity on behalf of the government. Entities do not have control over these items, which are normally related to activities governed by eligibility rules and conditions established by legislation (for example, grants, subsidies and benefit payments).
appropriation	Public monies the parliament authorises the Australian Government to withdraw from the Consolidated Revenue Fund for a specified purpose.
AusTender	The central web-based facility for the publication of Australian Government procurement information, including business opportunities, annual procurement plans and procurement contracts awarded.
budget	Sets out the fiscal and economic outlook for Australia, and includes expenditure and revenue estimates for the current financial year, the budget year, and three forward financial years. It identifies the government's social and political priorities and how they will be achieved. The budget is usually announced in May each year.
carbon dioxide equivalent (CO ₂ -e)	One tonne of carbon dioxide equivalent would fill the average-sized three-bedroom house.
central agencies	The Department of the Prime Minister and Cabinet, the Department of the Treasury and the Department of Finance.
Central Budget Management System	The ICT system used to manage the flow of financial information between Finance and Commonwealth entities to facilitate cash and appropriations management, the preparation of budget documentation and financial reporting.
<i>Charter of Budget Honesty Act 1998</i>	Provides a legislative framework for the conduct and reporting of fiscal policy, government decisions and Commonwealth financial statements. It aims to improve discipline, transparency and accountability in the conduct of fiscal policy.
Comcover	The Australian Government's self-managed general insurance fund.

Term	Meaning
co-mingled recycling	A process that allows for mixed recyclables to be disposed of in a single container. Recyclable materials include glass, plastic, metal and aluminium cans and containers.
Commonwealth Procurement Rules	Rules representing the government policy framework under which Commonwealth entities undertake their own procurement in line with both Australia's international obligations and good practice. They enable agencies to design processes that are robust and transparent and instill confidence in the Australian Government's procurement.
Commonwealth Property Management Framework	Establishes the principles for the efficient, effective, economical and ethical use of property resources and applies to property leased and owned by non-corporate Commonwealth entities.
consolidated financial statements	Statements that present the whole-of-government financial results inclusive of all Australian Government-controlled bodies, including bodies outside the general government sector, such as Australia Post and the Reserve Bank of Australia.
Consolidated Revenue Fund	Consists of all revenues and moneys raised or received by the executive government of the Commonwealth. The fund is self-executing in nature, which means that all money received by the Commonwealth automatically forms part of the fund.
consultancy services	Services delivered under a contract for services, distinguished by the nature of the work performed. A consultant is a person or organisation providing professional, independent and expert advice or services. Typically the term is used to describe the application of expert skills to investigate or diagnose a defined issue or problem; carry out defined research, reviews or evaluations; or provide independent advice, information or creative solutions to assist an entity in management decision-making.
contestability	Competition in public sector functions to improve both efficiency and effectiveness in the delivery of government objectives.
costings or cost estimates	An assessment of the financial impact of a proposed policy change. Commonwealth entities are required to provide costings for any new policy proposals and seek Cabinet endorsement. Finance must agree to these costings before they can be incorporated into a submission for Cabinet.
enterprise agreement	An employment agreement made directly between an employer and employees.
Expenditure Review Committee of Cabinet	The ministerial committee responsible for examining all proposals against the government's overall fiscal strategy, advising Cabinet on budget spending priorities and initiating reviews of individual ongoing programs.
fiscal policy	The government's approach to taxation and spending, both of which can affect the economy.

Term	Meaning
fraud	Dishonestly obtaining a benefit, or causing a loss, by deception or other means. Accountable authorities of Commonwealth entities must take all reasonable measures to prevent, detect and deal with fraud in accordance with section 10 of the Public Governance, Performance and Accountability Rule 2014.
full-time equivalent (FTE)	The average number of effective FTE employees in an entity. Part-time employees are converted to full-time equivalents.
Future Fund	A government fund established for accumulating assets to offset future Australian Government superannuation liabilities.
government business enterprise	A Commonwealth entity or Commonwealth company that is prescribed as a government business enterprise by the rules of the PGPA Act, and so may operate as a profit-making business.
headcount	The actual number of employees employed by the department.
measure	A policy or decision of the government that affects revenues, expenses or capital.
Mid-Year Economic and Fiscal Outlook	Provides an update of the government's budget estimates by examining expenses and revenues in the year to date, as well as provisions for new decisions that have been taken since the budget to allow assessment of the government's fiscal performance against the fiscal strategy statement. The Treasurer is required to publicly release and table in parliament a mid-year economic and fiscal outlook report by the end of January each year, or within six months after the budget, whichever is later.
non-ongoing staff member	A person engaged as an employee under subsection 22(2)(b) or (c) of the <i>Public Service Act 1999</i> .
ongoing staff member	A person engaged as an ongoing employee under subsection 22(2)(a) of the <i>Public Service Act 1999</i> .
outcome	The government's objectives in each portfolio area. Outcomes are desired results, impacts or consequences for the Australian community influenced by the actions of the Australian Government. Actual outcomes are the results or impacts actually achieved.
performance information	Evidence about performance that is collected and used systematically. It relates to appropriateness, effectiveness and efficiency and the extent to which an outcome can be attributed to an intervention.
Portfolio Budget Statements	Statements that inform parliamentarians and the public of the proposed allocation of resources to government outcomes. They also assist the Senate standing committees with their examination of the government's budget. Portfolio Budget Statements are tabled in parliament on budget night and published as budget-related papers.
potable water	Water that is suitable for human consumption.
programs	Actions taken by the government to deliver stated outcomes.

Term	Meaning
purposes	In the context of the PGPA Act, purposes include the objectives, functions or role of the entity. Finance's purposes are established in the Corporate Plan 2015–16.
red tape	A colloquial term for unnecessary regulation.
resource management framework	Governs how the Commonwealth public sector uses and manages public resources. The PGPA Act is the cornerstone of the framework.
risk management	The systematic application of management through policies, procedures and practices to clearly identify, analyse, evaluate, treat and monitor risks associated with those opportunities. Risk is broadly defined as the effect of uncertainty on objectives or the impacts of unforeseen events or undesirable outcomes.
rules	<p>In the context of the PGPA Act, legislative instruments made by the Finance Minister under sections 101 to 105 of the PGPA Act prescribing matters:</p> <ul style="list-style-type: none"> • required or permitted by the PGPA Act or • necessary or convenient to be prescribed for carrying out or giving effect to the PGPA Act.

List of requirements

The requirements for non-corporate Commonwealth entities' annual reports are prescribed by Subdivision A of Division 3A of the Public Governance, Performance and Accountability Rule 2014. The subdivision is made for section 46(3) of the *Public Governance, Performance and Accountability Act 2013*. The requirements for content to be included in entities' annual reports were approved on behalf of the parliament by the Joint Committee of Public Accounts and Audit in May 2016.

The following table shows where the information specified by the requirements can be found in this report.

Part of report	Description	Page
Letter of transmittal		
	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	v
Aids to access		
	Table of contents	vii
	Alphabetical index	183–7
	Glossary of abbreviations and acronyms	173
	List of requirements	178–82
	Details of contact officer	iv
	Electronic address of report	iv
Review by accountable authority		
	A review by the accountable authority of the entity	2–4
Overview of the entity		
	A description of the role and functions of the entity	7
	A description of the organisational structure of the entity	9–12
	A description of the outcomes and programs administered by the entity	7–8
	A description of the purposes of the entity as included in the corporate plan	7
	An outline of the structure of the portfolio of the entity	6
	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	N/A

Part of report	Description	Page
Report on the performance of the entity		
Annual performance statements		
	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule	29–44
Report on financial performance		
	A discussion and analysis of the entity's financial performance	4, 66–70
	A table summarising the total resources and total payments of the entity	164–6
	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	N/A
Management and accountability		
Corporate governance		
	Information on compliance with section 10 (fraud systems)	v, 52
	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared	v
	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	v
	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity	v
	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance	47–52
	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	70
External scrutiny		
	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny	53–6
	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	53, 55–6

Part of report	Description	Page
	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	53, 54–5
	Information on any capability reviews on the entity that were released during the period	N/A
Management of human resources		
	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives	57–61
	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 	159–60
	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i>	59–60
	Information on the number of SES and non-SES employees covered by agreements etc. identified in paragraph 17AG(4)(c) of the Rule	60
	The salary ranges available for APS employees by classification level	160
	A description of non-salary benefits provided to employees	60
	Information on the number of employees at each classification level who received performance pay	60
	Information on aggregate amounts of performance pay at each classification level	60
	Information on the average amount of performance payment, and range of such payments, at each classification level	60
	Information on aggregate amount of performance payments	60
Asset management		
	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	70
Purchasing		
	An assessment of entity performance against the Commonwealth Procurement Rules	70–1

Part of report	Description	Page
Consultants		
	A summary statement detailing the number of new contracts engaging consultants entered into during the period; the total actual expenditure on all new consultancy contracts entered into during the period (inclusive of GST); the number of ongoing consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting year on the ongoing consultancy contracts (inclusive of GST)	71
	A statement that 'During [reporting period], [specified number] new consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].'	71
	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	71
	A statement that 'Annual reports contain information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website.'	71
Australian National Audit Office access clauses		
	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, the purpose and value of the contract, and the reason why a clause allowing access was not included in the contract	71
Exempt contracts		
	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 Freedom of Information 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	71
Small business		
	A statement that '[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and medium enterprises and small enterprise participation statistics are available on the Department of Finance's website.'	71

Part of report	Description	Page
	An outline of the ways in which the procurement practices of the entity support small and medium enterprises	71
	If the entity is considered by the department administered by the Finance Minister as material in nature, a statement that '[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the survey of Australian Government payments to small business are available on the Treasury's website.'	71
Financial statements		
	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act	75–155
Other mandatory information		
	If the entity conducted advertising campaigns, a statement that '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.'	N/A
	If the entity did not conduct advertising campaigns, a statement to that effect	163
	A statement that 'Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website].'	70
	Outline of mechanisms of disability reporting, including reference to website for further information	58
	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of the Freedom of Information Act can be found	56
	Correction of material errors in previous annual report	172
	Information required by other legislation	62–5, 161–2, 163

Index

A

Aboriginal and Torres Strait Islander Staff Network, 58

act of grace requests, 40

administered activities, 68

Administrative Arrangements Order, 5

Administrative Decisions (Judicial Review) Act 1977, 40

advertising

- expenditure, 19, 40
- Finance, 163

air travel services, 27, 39

Air Warfare Destroyer Program, 14, 21, 37

Albury–Wodonga Development Corporation, 21, 36

An Independent Parliamentary Entitlements System: Review, 42

annual performance statements, 14, 20, 29–44

annual report

- corrections to 2014–15 report, 172
- list of requirements, 178–82

APS employee census, 4, 58

APS ICT workforce, 26, 39

APS LearnHub, 61

APS Statistical Bulletin, 58

ASC Pty Ltd, 6, 14, 21–2, 37

ASIC Registry, 22

aspiration statement, 7, 43

asset management, 70

asset write-downs, 66

Audit Committee, 49, 51

Auditor-General, 31, 53, 71

audits, 49, 51

AusTender, 33, 71

Australian Accounting Standards, 74

Australian Bureau of Statistics, 24

Australian Electoral Commission, 6

Australian Government investment funds, 7, 18, 33, 36, 68

Australian Government Office Occupancy Report, 34

Australian Human Rights Commission, 55

Australian Human Rights Commission Act 1986, 55

Australian Information Commissioner, 53

Australian National Audit Office, 4, 20, 49, 51, 66, 74, 75–6

reports, 53

Australian Network on Disability, 58

Australian Public Service Commission, 19, 52

Australian Rail Track Corporation, 14, 22, 37

Australian Renewable Energy Agency, 19

Australian River Co. Limited, 5

Australian Submarine Corporation. *see* ASC Pty Ltd

B

budget (federal). *see also* Mid-Year Economic and Fiscal Outlook

2016–17

- advice, 15, 34
- delivery, 3, 15–16, 17
- fiscal and budget strategies, 16
- performance, 30, 31
- structural savings proposals, 16

budget estimates, 30

budget and financial advice, management and reporting (purpose), 7, 43

activities, 15

highlights, 15–17

results, 29–31

summary of performance, 15

Budget and Financial Reporting, 2, 10, 17

business continuity management, 51

Business Enabling Services, 10, 51

business groups, 10, 11

Business Investment Sub-Committee, 48

C

capital works, 36

cash requirements, government, 31

Central Advertising System, 19

Central Budget Management System, 15, 17, 30

champions of diversity, 58

Charter of Budget Honesty Act 1998, 3, 14, 15, 16

Chief Financial Officer, 48, 49, 77

Clean Energy Finance Corporation, 19

Clean Energy Innovation Fund, 19

Coaching in Finance Program, 61

COMCAR

- environmental strategy, 63
- performance, 42

Comcare, 25, 161, 162

Comcover, 40, 41

Commercial and Government Services, 11

Commonwealth companies, 6, 18, 19

Commonwealth Disability Strategy, 58

Commonwealth Electoral Act 1918, 19, 163

Commonwealth Fraud Control Framework, 52

Commonwealth Law Courts, Sydney, 3, 26

Commonwealth of Australia v Davis Samuel Pty Ltd & Ors, 55

Commonwealth Ombudsman, 40, 53

Commonwealth performance framework, 2, 14, 20, 43, 44

- inquiry into development of, 54

Commonwealth Procurement Rules, 70, 71

Commonwealth Property Disposals Policy, 35
 Commonwealth Property Management Framework, 34, 35
 Commonwealth Risk Management Policy, 41, 51
 Commonwealth Superannuation Corporation, 5, 6, 34
 Communities@Work, 4
 ComSuper, 5, 34
 consultancies, 71
 contestability reviews, 23, 37
 corporate governance, 47–52
 Corporate Plan 2015–16, 2, 7, 14, 15, 18, 21, 25, 43
 mapped to Portfolio Budget Statements 2015–16, 158
 corporate services, 47
 corrections (annual report 2014–15), 172
 Cox Peninsula remediation, 26, 36, 66
Cunningham & Ors v Commonwealth of Australia & Anor, 56

D

Defence Housing Australia, 22, 54
 Department of Agriculture and Water Resources, 26
 Department of Defence, 21, 22, 24
 Department of Education and Training, 17
 Department of Employment, 17
 Department of Foreign Affairs and Trade, 18, 32
 Department of Health, 54
 Department of Human Services, 17
 Department of Immigration and Border Protection, 24
 Department of Infrastructure and Regional Development, 19
 Department of Social Services, 17
 Department of the Prime Minister and Cabinet, 5, 16
 Department of the Treasury, 2, 15, 16, 18, 54
 Deputy Secretaries, 8, 10–11, 48
 derived underlying cash balance, 31
 digital records management, 23
 Digital Transformation Office, 5
Disability Discrimination Act 1992, 55
 disability reporting mechanisms, 58
 DisabilityCare Australia Fund, 6
 diversity, workforce, 57, 58
 Diversity Council Australia, 58
 Diversity Network, 58
 Diversity Plan (Finance), 4

E

economic performance summary, 70
 economic updates, 15–16, 30–31
 efficiency reviews, 23, 37
 Efficiency through Contestability Program, 23, 37
 employees. *see* MOP(S) Act employees; staff
 employment conditions, 59
 employment instruments, 60

employment performance, 57
 energy use (office), 62
 enhanced Commonwealth performance framework, 2, 14, 20, 43, 44
 entity resource statement, 2015–16, 164–6
 entry-level programs
 Finance, 59
 whole-of-government, 26, 39, 59
Environment Protection and Biodiversity Conservation Act 1999, 63
 environmental performance
 cross-government activities, 65
 departmental activities, 62–4
 summary, 64–5
 ethical standards, 62
 executive, 8–11
 Executive Board, 48, 51
 sub-committees, 48–9, 50
 Executive Board Diversity Champion, 58
 expediency motions, 35
 Expenditure Review Committee of Cabinet, 15, 16, 29, 30
 external scrutiny, 53–6

F

Facebook, 26
 Final Budget Outcome, 30, 31
 Finance Enterprise Agreement 2015–2018, 59, 60
 Finance Transformation Steering Committee, 49
 Finance Women's Network, 58
 financial management, 66–71
 financial performance
 administered activities, 68
 departmental activities, 66–7
 economic performance summary, 70
 entity resource statement, 164–6
 expenses for outcomes, 166–71
 financial summary, 69
 summary, 4
 financial statements, 73–155
 streamlining, 4, 74
 Financial Statements Audit Sub-Committee, 49
 fraud control plan, 52
Freedom of Information Act 1982, 56, 71
 functional and efficiency reviews, 23, 37
 functions, 7
 Future Fund, 18
 Future Fund Management Agency, 6

G

gateway reviews, 32, 44
 govCMS, 28, 38
 Governance and APS Transformation, 11
 governance arrangements, 47
 review, 49
 governance policy frameworks, 44

governance (purpose), 7, 43
 activities, 18
 highlights, 18–19
 results, 32–6
 summary of performance, 18
 governance structure, 48
 government business enterprises, 3, 7, 33, 37
 Governors-General Pension Scheme, 41
 graduate recruitment, 26, 39
 grants, 70
Guidelines on Information and Advertising Campaigns by non-corporate Commonwealth entities, 40

H

Head of Internal Audit, 49, 51
 Health and Hospitals Fund, 34, 36
 health and wellbeing. *see* work health and safety

I

ICT
 benchmarking framework, 23
 Central Budget Management System, 15, 17, 30
 entry-level programs, 26, 39
 govCMS, 28, 38
 procurement, 40
 whole-of-government, 25, 44
 ICT Hardware and Associated Services Panel, 39
 Independent Communications Committee, 40
 Independent Review of Whole-of-Government Internal Regulation, 3, 23, 43, 44
 Indo-Pacific region, 32
 Information Publication Scheme, 56
 Inquiry into the Medical Research Future Fund Bill 2015, 54
 insurance. *see also* Comcover
 claims, 4, 66
 services, 7
 internal audit, 49, 51
 internal regulation review, 3, 23, 43, 44
 internal transformation program. *see* transformation program (Finance)
 International Day of People with Disability, 58
 Intra-Government Communications Network, 14, 22
 investment funds, 7, 18, 33, 36, 68, 169

J

Joint Committee of Public Accounts and Audit, 20, 54, 178
 Joint Standing Committee on Foreign Affairs, Defence and Trade, 54
 Judges' Pensions Scheme, 41

K

Karen Doane v Peter Slipper v Another, 55
 KPMG, 51

L

Lands Acquisition Act 1989, 35
 learning management system, 61
 legal actions, 55–6
 legislation, 47. *see also* individual acts
 Legislation Committee, 54
 Lesbian, Gay, Bisexual, Transgender and Intersex Plus (LGBTI+) Network, 58

M

machinery of government changes, 19
 market research, 163
 Medibank Private Limited sale, 66
 Medical Research Future Fund, 3, 18, 34, 36
Medical Research Future Fund Act 2015, 18, 34, 36
Members of Parliament (Staff) Act 1984, 55, 161, 162. *see also* MOP(S) Act employees
 Microsoft Volume Sourcing Agreement, 27
 Mid-Year Economic and Fiscal Outlook, 6, 30
 Minister for Finance, 4, 5, 10, 19, 70
 Minister for the Environment, 19
 Ministerial and Parliamentary Services, 2, 161
 MOP(S) Act employees, work health and safety, 161–2
 motor vehicle fleet. *see* COMCAR; vehicle fleet

N

National Disability Insurance Scheme, 44
 National Disability Strategy 2012–2020, 58
 National Land Ordinances, 35
 National Property Efficiency Program, 3, 24
 National Telepresence System, 38
Native Title Act 1993, 35
 non-defence properties
 divestment program, 21, 36
 environmental performance, 63
 portfolio, 21, 25, 36, 38, 63, 70
 Norfolk Island, 19
 notifiable incidents, 162

O

occupational health and safety. *see* work health and safety
 'Offering Choice in Public Sector Superannuation Accumulation Plan', 34
 One Canberra Avenue, 62, 161
 operating model (Finance, new), 2, 46, 49, 61, 161
 operating surplus, 4, 66
 Operation Tetris, 24

organisational structure, 12
 outcomes and programs. *see also* purposes
 expenses, 166–71
 relationship to purposes, 158
 structure, 7–8

P

parliamentarians, support services, 42
 parliamentary committees, 54–5
 Parliamentary Contributory Superannuation Scheme, 41
 parliamentary entitlements system, 42, 43
 parliamentary injury compensation scheme, 25
 Parliamentary Secretary to the Minister for Finance, 5
 People and Culture Sub-Committee, 48
 People and Projects Office, 10, 46
 people with disability, 6, 57, 58
 Performance Framework Sub-Committee, 49
 performance results. *see* purposes
 performance management, 60–1
 performance pay, 60
 performance statements (annual), 14, 20, 29–44
 planning and reporting framework, 50
 Policy Advisory Sub-Committee, 48
 portfolio
 changes, 5
 ministers, 5
 structure, 6
 Portfolio Budget Statements 2015–16, 2, 7, 15, 18, 21, 25, 37, 158
 mapped to Corporate Plan 2015–16, 158
 post-entry quarantine facility, Mickleham (Vic.), 26, 36
 Pre-election Economic and Fiscal Outlook, 2, 16
 Pride in Diversity, 58
 priorities
 2015–16, 14
 2016–17, 3
 procurement, 70–1. *see also* AusTender
 annual procurement plan 2015–16, 71
 Commonwealth procedures, 70, 71
 ICT, 40
 performance, 39, 40
 small business initiatives, 71
 programs, 8, 158. *see also* outcomes and programs, purposes
 property
 Albury–Wodonga Development Corporation, 21, 36
 capital works, 36
 non-defence, 21, 25, 36, 38, 63, 70
 Protected voice, video and chat service, 27
Public Governance, Performance and Accountability Act 2013, 3, 14, 29, 47, 49, 51, 70, 71, 178
 Public Governance, Performance and Accountability Rule 2014, 44, 178
Public Service Act 1999, 47, 59
Public Works Committee Act 1969, 35

public works referrals, 35
 purposes, 7. *see also* outcomes and programs
 budget and financial advice, management and reporting
 activities, 15
 highlights, 15–17
 results, 29–31
 summary of performance, 15
 governance, 32–6
 activities, 18
 highlights, 18–19
 results, 32–6
 summary of performance, 18
 relationship to outcomes, 158
 services, 38–42
 activities, 25
 highlights, 25–7
 results, 38–42
 summary of performance, 25
 transformation, 37–8
 activities, 21
 highlights, 21–3
 results, 37–8
 summary of performance, 21

Q

quarantine facility (post-entry), Mickleham (Vic.), 26, 36

R

Racial Discrimination Act 1975, 55
 recruitment, 26, 36, 59
 Recruitment and Remuneration Sub-Committee, 49
 remediation projects, 36
 remuneration, 59
 reporting framework, 50
 resource efficiency, 62
 revenue, 66
 review of whole-of-government internal regulation, 3, 23, 43, 44
 risk management, 39, 51
 Risk Management Policy (Commonwealth), 41, 51
Risk management—principles and guidelines, 51
 Risk Sub-Committee, 49, 51
 role, 7

S

Safety, Rehabilitation and Compensation Act 1988, 25
 scoping studies, 3, 14, 22, 37, 39, 42, 44
 Secretaries Committee on Transformation, 23, 49
 Secretary, 9
 review, 2–4
 Senate Select Committee on Health, 54
 Senate Select Committee on School Funding, 55
 Senate Standing Committee on Publications, 54

Senate Standing Committees on Community Affairs, Legislation Committee, 54

Senate Standing Committees on Finance and Public Administration, 54

Senate voting practices, 19

services (purpose), 7, 43

- activities, 25
- highlights, 25–7
- results, 38–42
- summary of performance, 25

70:20:10 learning strategy (Finance), 61

Sex Discrimination Act 1984, 55

shared and common services program, 3, 22, 43

shareholder oversight, 33

social media, 26

Special Minister of State, 4, 5, 25

staff

- awards, 28
- diversity, 4, 57
- diversity networks, 58
- employment conditions, 59
- employment instruments, 60
- employment performance, 57
- Finance Enterprise Agreement 2015–2018, 59, 60
- headcount, 57, 159–60
- learning and development, 57, 61
- non-salary benefits, 60
- performance management, 60–1
- profile, 159–60
- recruitment, 59
- remuneration, 59, 160

Standards for Health Services in Australian Immigration Detention Centres, 26

State of the Service Report, 58

streamlining

- financial statements (Finance), 4, 74
- security vetting processes, 23

Streamlining Grants Administration Program, 23

study assistance, 61

superannuation. *see also* ComSuper; Future Fund

- advice to government, 33–4
- merger, Commonwealth Superannuation Corporation and ComSuper, 5, 34
- payments to members, 41
- statements, 41

surge readiness management model, 17

surplus property divestment program, 21

T

training and development, 17, 61, 161

transformation program (Finance), 2, 10, 44, 46, 49

transformation (purpose), 7, 43

- activities, 21
- highlights, 21–3
- results, 37–8
- summary of performance, 21

Trans-Pacific Partnership, 3, 18

V

vehicle fleet, 62. *see also* COMCAR

Victorian Department of Premier and Cabinet, 28

Villawood Immigration Detention Centre

- refurbishment, 26

W

waiver of debt requests, 40

waste management, 62

whole-of-government

- coordinated arrangements, 39
- ICT, 39, 40
- recruitment, 26, 39

Women's Network, 58

work health and safety, 161–2

Work Health and Safety Act 2011, 161, 162

Work Health and Safety Committee, 49, 161

workers' compensation premium, 162

workforce diversity, 58

Y

Young Leaders Network, 58

youth employment package, 3, 16, 17

Youth Employment Taskforce, 17

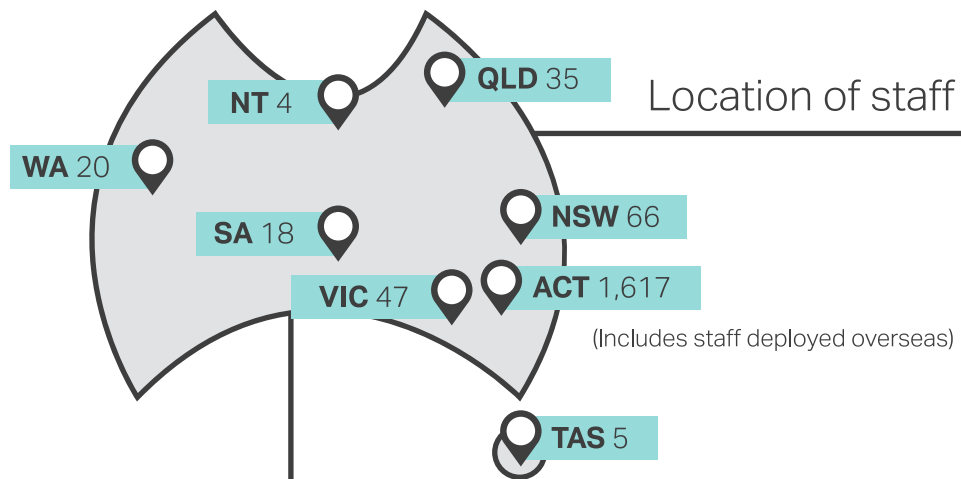
Youth Jobs PaTH (Prepare, Trial, Hire) program, 17

Our people

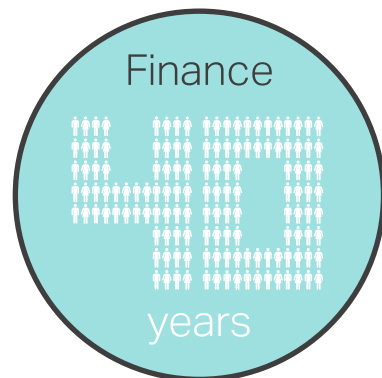


Finance staff

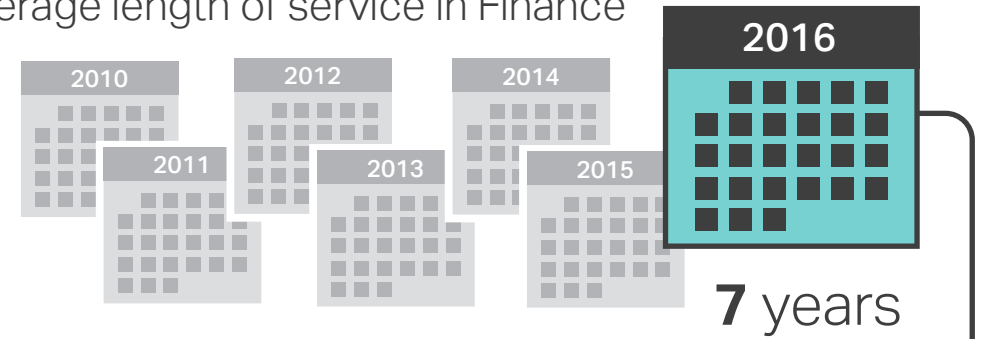
- Female 876 or 48.3%
- Male 936 or 51.7%
- Total 1,812 (including 343 casuals)



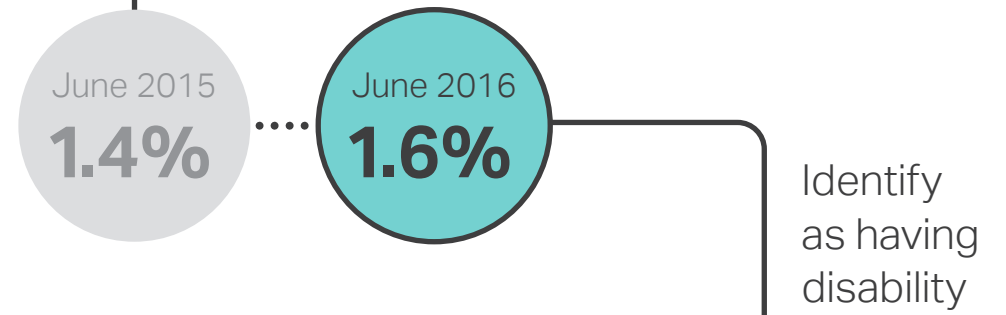
Average age of staff



Average length of service in Finance



Identify as Aboriginal and/or Torres Strait Islander



Women in leadership (Finance SES)

