

Annual Report 2023–2024

Department of Premier and Cabinet



Acknowledgement of Country

The Victorian Government acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of Country.

We respectfully acknowledge all First Peoples of Victoria and celebrate their enduring connection to land, skies and waters. We thank First Peoples for their care of Country and contributions to Victorian communities. We honour and pay our respects to First Peoples' Elders past and present.

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Image credit

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Responsible body's declaration

Hon Jacinta Allan MP

Premier

The Hon Ben Carroll MP

Deputy Premier

The Hon Natalie Hutchins MP

Minister for Treaty and First Peoples

Ingrid Stitt MP

Minister for Multicultural Affairs

Dear Ministers,

In accordance with the *Financial Management Act 1994*, I am pleased to present the Department of Premier and Cabinet's annual report for the year ending 30 June 2024.



Jeremi Moule

Secretary

2 October 2024

Contents

Secretary's foreword.....	2
Section 1: Strategic framework and governance	3
Vision and strategic objectives.....	4
Governance and organisational structure	6
Organisational chart.....	9
Inclusive and safe workplace policies.....	16
Section 2: Key initiatives and performance measures	19
Progress towards achieving departmental objectives	20
Performance against output performance measures	42
Section 3: Financial overview and expenditure	52
Financial overview	53
Financial management compliance.....	56
Other expenditure and costs.....	57
Section 4: Financial statements	61
Accountable Officer's and Chief Financial Officer's declaration	62
Independent audit report for the year ended 30 June 2024	63
Comprehensive operating statement for the financial year ended 30 June 2024	66
Balance sheet as at 30 June 2024	67
Cash flow statement for the financial year ended 30 June 2024.....	68
Statement of changes in equity for the financial year ended 30 June 2024	69
Notes to the financial statements for the financial year ended 30 June 2024	70
Section 5: Other disclosures	115
Section 6: Appendices.....	133
Appendix 1: Budget portfolio outcomes.....	134
Appendix 2: Workforce data	141
Appendix 3: Occupational health and safety data.....	152
Appendix 4: Grants and transfer payments	154
Appendix 5: Disclosure index	182

Secretary's foreword

The Department of Premier and Cabinet (DPC) demonstrated leadership across the Victorian public sector in 2023–24 through our commitment to policy and service delivery.



We welcomed back the Multicultural Affairs portfolio from the Department of Families, Fairness and Housing (DFFH), and have helped champion our state's rich cultural diversity with support for festivals, events and grants programs. DPC is also contributing to Victoria's Anti-Racism Strategy, with work on this important strategy continuing in 2024–25.

We bid farewell to Industrial Relations Victoria, which joined the Department of Treasury and Finance (DTF) in February.

Significant progress has been made toward negotiating a Treaty with Victoria's First Peoples, with formal negotiations set to commence in late 2024. The State and First Peoples' Assembly of Victoria have agreed and established all the elements required under the *Treaty Authority and Other Treaty Elements Act 2022* and the *Advancing the Treaty Process with Aboriginal Victorians Act 2018*, including a Treaty Authority, Self-determination Fund, Treaty Negotiations Framework and a dispute resolution process.

DPC has coordinated the whole-of-government response to the Yoorrook Justice Commission, the first ever truth-telling inquiry into the historic and ongoing systemic injustices committed against Aboriginal Victorians since colonisation. The Commission's final report is scheduled to be published in 2025.

We also led the implementation of the *Victorian Mentally Healthy Workplaces Framework*, in response to one of the recommendations from the Royal Commission into Victoria's Mental Health System. The Framework was published on the Victorian Government website in December 2023.

We have provided impartial policy and legal advice to the Victorian Premier and DPC's Ministers, as well as administrative support to the Cabinet and — where required on Executive Council matters — the Governor of Victoria. DPC had a key role in supporting the inauguration ceremony for the 30th Governor in August 2023. We also helped facilitate the commencement of the Hon Jacinta Allan MP as the 49th Premier of Victoria, following the resignation of former Premier Daniel Andrews on 26 September 2023.

DPC delivered a number of events of state significance in 2023–24 on behalf of the Victorian Government, while providing whole-of-government advice on communications, protocol matters, research and advertising governance. One of the key events we organised, in conjunction with DFFH, was the Parliamentary Apology to Victorians who experienced historical abuse and neglect as children in institutional care. We also coordinated official visits from a range of international dignitaries, providing policy and protocol support, and assisted the Commonwealth-led ASEAN-Australia Special Summit in February 2024.

We are leading the implementation of Victoria's Housing Statement, working with other departments and agencies to boost housing supply across the State.

Finally, DPC has worked alongside DTF to provide advice on the State Budget process and Victoria's fiscal strategy, as part of the public service's efforts to reduce administrative burdens while still providing key services to the Victorian community.

I am proud of our achievements and our adherence to the core public sector values of integrity, accountability, human rights, respect, impartiality, leadership and responsiveness. I welcome the release of our 2023–24 Annual Report.



Jeremi Moule
Secretary



Section 1: Strategic framework and governance

Vision and strategic objectives

Our vision

DPC's vision is to be recognised and respected leaders in whole of government policy and performance.

Our mission

DPC's mission is to support the people of Victoria by:

- helping government achieve its strategic objectives
- providing leadership to the public sector to improve its effectiveness
- promoting collaboration across government to drive performance and improve outcomes.

Our values

DPC upholds the public sector values as enshrined in the *Public Administration Act 2004* by demonstrating:

Responsiveness

Our employees demonstrate responsiveness by:

- providing frank, impartial and timely advice to the government
- providing high-quality services to the Victorian community
- identifying and promoting best practice.

Integrity

Our employees demonstrate integrity by:

- being honest, open and transparent in our dealings
- using powers responsibly
- reporting improper conduct
- avoiding any real or apparent conflicts of interest
- striving to earn and sustain public trust of a high level.

Impartiality

Our employees demonstrate impartiality by:

- making decisions and providing advice on merit without bias, caprice, favouritism or self-interest
- acting fairly by objectively considering all relevant facts and applying fair criteria
- implementing government policies and programs equitably.

Accountability

Our employees demonstrate accountability by:

- working to clear objectives in a transparent manner
- accepting responsibility for our decisions and actions
- seeking to achieve best use of resources
- submitting ourselves to appropriate scrutiny.

Respect

Our employees demonstrate respect to their colleagues, other public officials and members of the Victorian community by:

- treating them fairly and objectively
- ensuring freedom from discrimination, harassment and bullying
- using their views to improve outcomes on an ongoing basis.

Leadership

Our employees demonstrate leadership by actively implementing, promoting and supporting these values.

Human rights

Our employees respect and promote the human rights set out in the *Charter of Human Rights and Responsibilities* by:

- making decisions and providing advice consistent with the human rights
- actively implementing, promoting and supporting human rights

Additionally, our employees adhere to the behaviours in the *Code of Conduct for Victorian Public Sector Employees* demonstrating our commitment to these values.

Departmental objectives

The objectives that DPC seeks to achieve over the medium term are.

Stronger policy outcomes for Victoria

- Lead whole-of-government economic and social policy delivery and reform.
- Lead the public sector response to significant state and Commonwealth issues, policy challenges and projects.
- Deliver policies and programs that promote fairness, inclusion and participation of Victoria's culturally diverse communities.

First Peoples in Victoria are strong and self-determining

- Improve outcomes and services for First Peoples through prioritising actions to enable self-determination, including advancing Treaty, protecting and promoting cultural rights, recognising land and native title rights, and responding to and engaging with the Yoorrook Justice Commission.
- Address trauma, support healing and stop systemic injustice.
- Provide culturally safe systems and services and transfer power and resources to communities.

Improved public administration and support for the Victorian public service

- Foster and promote a high-performing public service.
- Ensure effective whole-of-government performance and outcomes and support the effective administration of government.
- Protect and promote the values of good governance, integrity and accountability across the public service to foster and maintain public trust in government.
- Maintain compliance with government advertising and communication guidelines to support effective financial management, probity, and accountability of government advertising.

Governance and organisational structure

Portfolio ministers



Premier

Hon Jacinta Allan MP

The Hon Jacinta Allan MP became the Premier of Victoria on 27 September 2023 and is Victoria's head of government. DPC advises and supports the Premier and her portfolio to lead whole of government policy delivery and reform and to improve public administration.

The Premier is the main channel of communication between the Governor, as Head of State, and Cabinet, and between the Victorian Government and other state and territory governments, as well as the Commonwealth Government.

The DPC administrative offices, the Office of the Governor and the Office of the Chief Parliamentary Counsel, are also part of the Premier's portfolio.

The Hon Daniel Andrews served as the Premier of Victoria for the first part of the 2023–24 financial year.

Contact details

Level 1, 1 Treasury Place
East Melbourne VIC 3002

Phone: (03) 9651 5000

Email: jacinta.allan@parliament.vic.gov.au



Deputy Premier

The Hon Ben Carroll MP

Mr Carroll became the Deputy Premier of Victoria on 27 September 2023.

In addition to his DPC responsibilities, Mr Carroll is also the Minister for Education and the Minister for Medical Research.

The Hon Jacinta Allan MP served as the Deputy Premier for the first part of the 2023–24 financial year.

Contact details

Level 3, 1 Treasury Place
East Melbourne VIC 3002

Phone: (03) 9651 1233

Email: reception.carroll@minstaff.vic.gov.au



Minister for Treaty and First Peoples

The Hon Natalie Hutchins MP

Ms Hutchins was reappointed as the Minister for Treaty and First Peoples on 2 October 2023, having previously served as the Minister for Aboriginal Affairs from December 2014 to December 2018.

DPC's First Peoples – State Relations group supports the Minister for Treaty and First Peoples to advance self-determination, progress Treaty and truth, and ensure the protection and recognition of cultural heritage and land rights for First Nations communities across Victoria.

In addition to her DPC responsibilities, Ms Hutchins is also the Minister for Jobs and Industry and the Minister for Women.

Gabrielle Williams MP served as the Minister for Treaty and First Peoples for the first part of the 2023–24 financial year.

Contact details

121 Exhibition Street
Melbourne VIC 3000

Phone: (03) 9095 4301

Email: minofficehutchins@ecodev.vic.gov.au

Other members of parliament

Steve McGhie MP, Cabinet Secretary

Mr McGhie has been the Cabinet Secretary since July 2022. DPC's Cabinet Office provides support to the Cabinet Secretary for the operations of the Cabinet process and coordinating the work of the Cabinet.

Contact details

Email: Stephen.McGhie@parliament.vic.gov.au



Minister for Multicultural Affairs

Ingrid Stitt MP

Ms Stitt was appointed as the Minister for Multicultural Affairs on 2 October 2023.

DPC advises and supports the Minister for Multicultural Affairs in promoting fairness, inclusion and participation of Victoria's culturally diverse communities, ensuring Victorians of all cultural and religious backgrounds can enjoy the benefits of a multicultural society.

In addition to her DPC responsibilities, Ms Stitt is also the Minister for Mental Health and the Minister for Ageing.

The Hon Colin Brooks MP served as the Minister for Multicultural Affairs for the first part of the 2023–24 financial year.

Contact details

50 Lonsdale Street
Melbourne VIC 3000

Phone: (03) 9096 8587

Email: minister.multicultural@dpc.vic.gov.au

Nick Staikos MP, Parliamentary Secretary to the Premier

Mr Staikos supports the Premier with her portfolio responsibilities.

Contact details

Email: nick.staikos@parliament.vic.gov.au

Chris Couzens MP, Parliamentary Secretary for First Peoples

Ms Couzens has been the Parliamentary Secretary for First Peoples since June 2022.

Contact details

Email: christine.couzens@parliament.vic.gov.au

Changes to the department during 2023–24

In 2023–24, the government announced several machinery of government changes. Most of the machinery of government changes occurred with the change to ministerial portfolios and responsibilities in October 2023. This included the following changes for DPC effective 1 February 2024:

- Industrial Relations Victoria and the Victorian Independent Remuneration Tribunal functions and staff transferred from DPC to the Department of Treasury and Finance (DTF).
- Labour Hire Authority, Portable Long Service Authority and Wage Inspectorate Victoria functions transferred from DPC to DTF.
- Multicultural Affairs portfolio functions and staff (including the Victorian Multicultural Commission and VITS LanguageLoop) transferred from the Department of Families, Fairness and Housing (DFFH) to DPC.

Additionally, to support the delivery of *Victoria's Housing Statement — The decade ahead 2024–34*, the Land and Precincts branch functions and staff transferred from DPC to the Department of Transport and Planning (DTP), effective 1 November 2023.

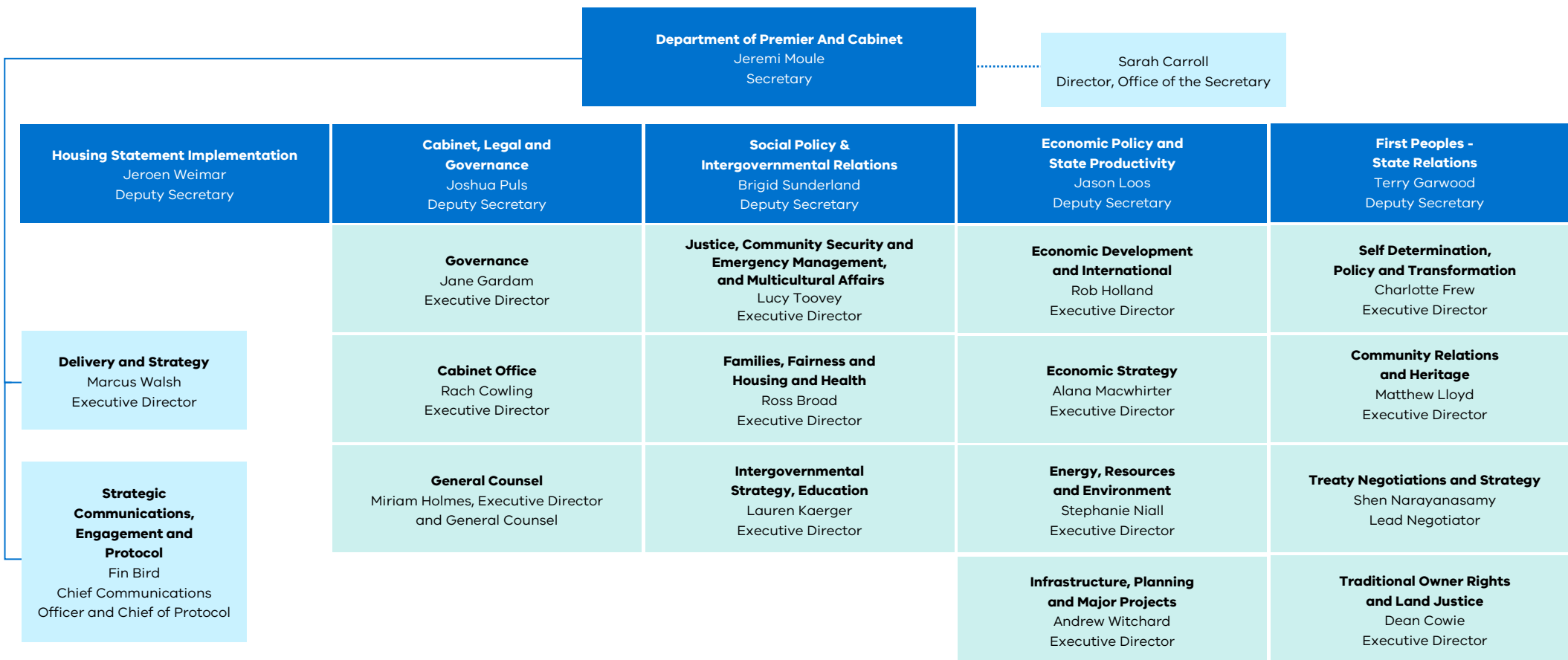
Following the machinery of government changes, DPC went from having six groups to five groups:

- Office of the Secretary
- Cabinet, Legal and Governance
- Economic Policy and State Productivity
- First Peoples – State Relations
- Social Policy and Intergovernmental Relations.

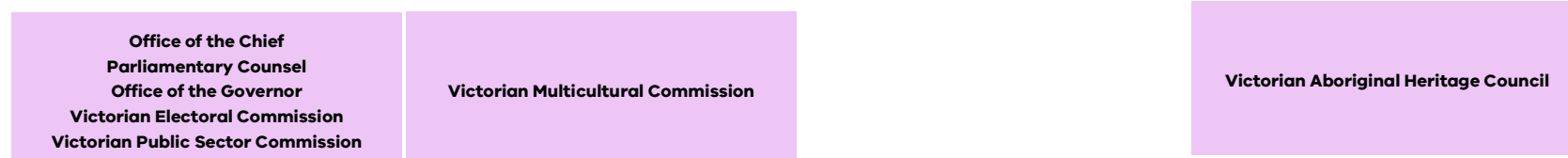
DPC's organisational structure, designed to support the delivery of its programs and services in alignment with this group structure, is shown overleaf.

Organisational chart

DPC as at June 2024



Portfolio entities



Group functions

In 2023–24, DPC delivered its core programs and services through the following five groups:

- Cabinet, Legal and Governance
- Economic Policy and State Productivity
- First Peoples – State Relations
- Industrial Relations Victoria
- Social Policy and Intergovernmental Relations.

The Office of the Secretary includes other key functions:

- Delivery and Strategy
- Housing Statement Implementation
- Strategic Communications, Engagement and Protocol.

Cabinet, Legal and Governance

The Cabinet, Legal, and Governance group delivers public sector legal, legislation and governance expertise and combines the Cabinet Office, the Office of the General Counsel (OGC) and the Governance Branch.

Through the Cabinet Office, this group provides timely and practical guidance on the operation of Cabinet, Cabinet Committees and the Executive Council. This work supports government decision making and considers the issues that are most relevant to the State and the Victorian community.

OGC provides legal and policy advice, including in the areas of administrative, constitutional and corporate law. OGC's policy focus is on issues in the Premier portfolio, principally in relation to Victoria's public sector, electoral system and subordinate legislation. OGC advises on the government's legislative agenda and supports DPC in developing legislative and regulatory proposals. It also manages the department's freedom of Information and privacy functions.

Governance Branch unifies DPC's efforts to promote good governance and public administration, high-quality decision and policymaking, government integrity and accountability, and trust in public institutions.

Economic Policy and State Productivity

The Economic Policy and State Productivity group leads the provision of economic policy advice to the Premier. The group collaborates with relevant departments and agencies to ensure a coordinated, whole-of-government approach to policy and projects in the areas of economic development, including in fiscal policy; regional and suburban development; local government; regulatory reform; consumer affairs; gambling and racing; WorkSafe and TAC; insurance; government services; creative industries; community sport, tourism, sport and major events; outdoor recreation, jobs and industry; industrial relations; small business; employment; skills and TAFE; international engagement; medical research; economic growth; infrastructure; planning; public transport; roads; agriculture; resources; energy, climate action; and water and the environment.

First Peoples – State Relations

The First Peoples – State Relations group is responsible for an extensive program of nation-leading work in the areas of cultural rights, land justice, self-determination, Treaty and truth with First Peoples. The group recognises Victoria's First Peoples as the self-determining drivers of Aboriginal affairs in Victoria and is committed to building ongoing, just and respectful relationships between self-determining First Peoples and the State. The group is also committed to promoting Aboriginal leadership.

Social Policy and Intergovernmental Relations

The Social Policy and Intergovernmental Relations group is responsible for providing the Premier with advice on social policy matters, including health; mental health; alcohol and other drugs; education; and families, fairness and housing. The group also leads and manages the Multicultural Affairs ministerial portfolio and oversees and coordinates whole-of-government intergovernmental relations.

Office of the Secretary

Delivery and Strategy

The Delivery and Strategy branch tracks and supports delivery of priority government initiatives and works with policy branches to support strategic policy development of cross-portfolio issues. The branch comprises Delivery Tracking, which monitors implementation of government priority initiatives and commitments, and supports identification and resolution of risks and blockages; Strategy, a project-based team that works closely with DPC's policy branches and delivery agencies, employing consulting and strategy approaches to resolve priority policy and delivery issues; and the Behavioural Insights Unit, which collaborates across the public sector to deliver behaviourally-informed policy, communications and services.

Strategic Communications, Engagement and Protocol

The Strategic Communications, Engagement and Protocol branch provides specialist communication and protocol advice and support for the department, the Premier and ministers for the Multicultural Affairs and Treaty and First Peoples portfolios. The branch's work includes leading a coordinated approach to communication policy and practice across government; advising on communication, digital and engagement strategies, media and issues management; coordinating government advertising; advising on protocol matters and delivering major events of state significance; providing photography and video production services; and providing research, media monitoring services, media strategy and insights.

Housing Statement Implementation

The Housing Statement Implementation function has been established to oversee and coordinate the delivery of the Housing Statement—a bold and ambitious plan to deliver the housing that a growing Victoria needs. This function works with departments and agencies to implement initiatives that support industry to increase the supply of homes for Victorians.

Portfolio entities

DPC has obligations to its portfolio entities, which are listed in this section, under the Financial Management Act, associated Standing Directions 2018, and the Public Administration Act.

DPC is classified as a public service body under the Public Administration Act, along with administrative offices and the DPC portfolio entity—the Victorian Public Sector Commission (VPSC).

Administrative offices

Administrative offices are established in relation to a department. DPC is responsible for the general conduct and the effective, efficient and economical management of the functions and activities of these administrative offices:

Office of the Chief Parliamentary Counsel — The Office of the Chief Parliamentary Counsel transforms policy into legislation, advises the government on its legislative program and drafts legislation for the government and the Parliament of Victoria. The office is responsible for ensuring up-to-date public access to authorised Victorian legislation and is also the Government Printer for Victoria, responsible for publishing Victorian legislation.

Office of the Governor — The Office of the Governor provides support to the Governor of Victoria in carrying out all aspects of their community and maintains Government House and grounds as a unique heritage community asset. The Governor's role as the constitutional Head of State of Victoria includes constitutional and ceremonial duties, community and international engagement, as well as official municipal and regional visits.

Public entities and special bodies

DPC also supports its ministers in their responsibilities for the following public entities and special bodies:

Public entities — includes statutory authorities, state-owned enterprises, state-owned corporations and formally constituted advisory boards that perform functions outside of the VPS. DPC supports the Premier, the Minister for Treaty and First Peoples, and the Minister for Multicultural Affairs in their responsibilities for the following public entities:

- Victorian Aboriginal Heritage Council
- Victorian Multicultural Commission
- VITS LanguageLoop.

Special bodies — operate with a high degree of independence from government departments and are created under separate legislation. DPC supports the Premier in her responsibilities for the special body, the Victorian Electoral Commission, which includes the Electoral Boundaries Commission.

Senior executives

DPC is led by the Secretary who reports to the Premier and acts as the head of the VPS. The department is managed by a senior executive group comprising the head of each of DPC's groups. The administrative office heads are also key senior executives of the DPC portfolio.

Secretary

Jeremi Moule was appointed as the Secretary of DPC in October 2020. Before this role, Jeremi was Deputy Secretary of Governance Policy and Coordination at DPC, a position he held from August 2018.

Jeremi has held various executive positions in the Victorian and South Australian public services over a 20-year period. He started his career as a journalist and was the CEO of a registered training organisation. Jeremi lives in Bendigo and has worked extensively in regional Victoria.

He holds a journalism degree from the University of South Australia and is a graduate of the Australian Institute of Company Directors.

Deputy Secretary, Cabinet, Legal and Governance

Joshua Puls MVO commenced as Deputy Secretary, Cabinet, Legal and Governance in August 2023.

Josh's previous role in the Victorian Government was Official Secretary to the Governor of Victoria between 2016 and 2022. Prior to this appointment, Josh was Executive Director of the Cabinet Office in DPC, after having overseen the Anzac Centenary when he was Director of DPC's Veterans Branch.

Josh holds qualifications in law, arts, education and theology as well as the degree of Executive Master of Public Administration from the Australia and New Zealand School of Government and the University of Melbourne. He has a Certificate IV in Teaching English to Speakers of Other Languages and is a Graduate of the Australian Institute of Company Directors.

Miriam Holmes was Acting Deputy Secretary, Cabinet, Legal and Governance from 1 July to 8 August 2023. Miriam's substantive position is Executive Director and General Counsel, Office of the General Counsel, DPC.

Deputy Secretary, Economic Policy and State Productivity

Jason Loos PSM commenced as Deputy Secretary, Economic Policy and State Productivity in June 2023.

Previously, Jason was Deputy Secretary at the Department of Treasury and Finance, where he was responsible for providing strategic commercial, financial and risk management advice to the Victorian Government.

Jason has over 20 years' experience in the commercial structuring and delivery of infrastructure projects, including extensive experience in delivering Public Private Partnerships and the corporate governance oversight of significant Victorian Government business enterprises.

Jason has a Master of Business Administration from RMIT and an honours degree in economics from Monash University.

Deputy Secretary, First Peoples – State Relations

Terry Garwood PSM commenced as Deputy Secretary, First Peoples – State Relations in July 2023.

Terry has been an officer of the Victorian and Australian public services for over 40 years. Previously, Terry was the Deputy Secretary, Land Services in Victoria's Department of Transport and Planning.

Terry has been responsible for health, aged care, disability services, child protection, public housing programs, Freight and logistics, and Aboriginal Affairs.

Terry has served on the board of the Museum of Victoria for 9 years and the Centenary of Federation Committee for 5 years and is a Fellow of the Institute of Public Administration Australia. He was appointed as a Director of the Ports Victoria Board on 1 October 2022.

Terry was awarded the Public Service Medal in 2018 for distinguished public service. He was also inducted into the Victorian Aboriginal Honour Roll in 2018. Terry was recognised for his leadership, passion and commitment to community.

Elly Patira was Deputy Secretary, First Peoples – State Relations until July 2023, when she was appointed as Chief Executive Officer of the Northern Territory Aboriginal Investment Corporation.

Deputy Secretary, Housing Statement Implementation

Jeroen Weimar commenced as Deputy Secretary, Housing Statement Implementation in February 2024. He is responsible for driving forward the Victorian Government's ambitious Housing Statement, working closely with the housing construction industry to deliver the homes that Victorians can enjoy for generations to come.

Jeroen has held various senior positions across the Victorian Public Service, including as Commander of Victoria's COVID Response and CEO for Public Transport Victoria and VicRoads. With a post graduate degree in Urban and Regional Planning from the London School of Economics, Jeroen began his career in management consulting, working with clients in the United Kingdom, Europe and the United States.

He then held several high-profile roles over ten years with Transport for London including as Chief of Staff and Chief Operating Officer (Surface Transport). Following his time with Transport for London, Jeroen served as Managing Director, UK Transport for Serco Group plc, and then Chief Operating Officer – UK Bus at FirstGroup plc.

Deputy Secretary, Social Policy and Interdepartmental Relations

Brigid Sunderland commenced as Deputy Secretary, Social Policy and Intergovernmental Relations in April 2024. Brigid has had an extensive public sector career with a strong emphasis on social policy and service delivery reform and outcomes.

Prior to joining DPC, Brigid was Secretary of the Department of Families, Fairness and Housing (DFFH) and before that served in executive positions in the Youth Justice division of the Department of Justice and Community Safety (DJCS).

Brigid has previously held senior positions in both the public and private sectors including the Commonwealth Attorney-General's Department. Prior to joining the public sector, Brigid practised as a lawyer in several international and Australian law firms.

Brigid's notable achievements include leading the statewide roll out of the Family Violence Support and Safety Hubs, overseeing the design and implementation of Victoria's best practice multi-agency risk assessment framework and leading significant reforms to Victoria's youth justice system.

Brigid holds degrees in Law and Political Science and a Masters of Public Policy and Management. In 2017 she was named as part of the Top 50 Public Sector Women by the Institute of Public Administration Australia (Victoria) and in 2022, a Victorian Fellow of the Institute of Public Administration Australia.

Emma Cassar PSM was Deputy Secretary, Social Policy and Intergovernmental Relations during the reporting period until 22 March 2024.

Lucy Toovey was Acting Deputy Secretary, Social Policy and Intergovernmental Relations during the reporting period from 1 to 21 July 2023. Lucy substantively serves as an Executive Director with Social Policy and Intergovernmental Relations.

Chief Parliamentary Counsel, Office of the Chief Parliamentary Counsel

Jayne Atkins commenced as the Chief Parliamentary Counsel of the Office of the Chief Parliamentary Counsel on 19 January 2022. From 2013 she was Deputy Chief Parliamentary Counsel and Subordinate Legislation Manager, having joined OCPC in March 1991 after 4 years at the State Trustees as a solicitor. Jayne has over 30 years' experience drafting bills and drafting, settling and advising on subordinate legislation, where she has a particular interest.

Official Secretary of the Office of the Governor

Jonathan Burke commenced as the Official Secretary of the Office of the Governor in August 2022. Jonathan's experience spans the government, not-for-profit and tertiary education sectors. His government experience includes several appointments in DPC and DJCS.

Jonathan has served four Governors of Victoria, including as Deputy Official Secretary and now, Official Secretary.

Jonathan holds degrees in Arts and Law from Monash University and has an Executive Master of Public Administration from the Australia and New Zealand School of Government (ANZSOG) and the University of Melbourne.

Governance committees

Board of Management

The Board of Management comprises DPC's senior-level executive officers who:

- provide organisation oversight
- provide strategic direction
- ensure DPC is operating in a fiscally and environmentally sustainable manner
- ensure DPC is meeting changing community needs and government priorities.

As of 30 June 2024, DPC's Board of Management members were:

- Jeremi Moule, Secretary
- Joshua Puls, Deputy Secretary, Cabinet, Legal and Governance
- Jason Loos, Deputy Secretary, Economic Policy and State Productivity
- Terry Garwood, Deputy Secretary, First Peoples – State Relations

- Brigid Sunderland, Deputy Secretary, Social Policy and Intergovernmental Relations.

In 2023–24 the Board of Management fulfilled its mandate to provide organisational oversight and strategic direction, meeting 10 times.

The Board of Management has the following subcommittees:

- **Budget and Finance** — acts as an advisory body for DPC's Board of Management and provides strategic oversight of DPC's budget and finances, and identifies priorities and challenges. The subcommittee promotes DPC's drive for improved financial sustainability through the effective oversight and allocation of financial resources.
- **Self-determination and Reform** — supports DPC to progress the significant reform underway in the Treaty and First Peoples portfolio. The subcommittee also performs a key role in improving internal systems, policies and processes to enable self-determination, including facilitating action across their areas of the department in line with whole-of-government commitments.

Audit and Risk Management Committee

The Audit and Risk Management Committee provides independent assurance and advice on the effectiveness of DPC's financial management systems and controls, performance, stability, compliance with laws and regulations and risk management. It also oversees the department's internal audit program.

The committee reports to DPC's Secretary and is established in line with the Standing Directions under the Financial Management Act.

During 2023–24, the committee met 5 times to acquit its legislative charter obligations to the Secretary by:

- monitoring the quality of reporting on financial performance
- reviewing the quality of DPC's annual financial report and report of operations and providing attestations to the Secretary
- monitoring the outcomes of the external audit process of the annual financial report
- monitoring DPC's responses to the outcomes of VAGO performance audits
- appraising the effectiveness and efficiency of DPC's systems and controls for financial management, performance and sustainability

- reviewing processes designed to ensure that DPC complies with the requirements of the Financial Management Act, Standing Directions and instructions, including updates on the resolution of any reported non-compliances
- endorsing the internal audit plan, monitoring delivery of the internal audit programme and reviewing reports on completed internal audit reviews
- monitoring progress on completion of recommendations arising from internal and external audit activity
- monitoring the effectiveness of DPC's risk management program.

As of 30 June 2024, the committee comprised the following independent members:

- Geoff Harry (chair)
- Andrew Whittaker
- Rachel Thomson
- Katie Williams.

Executive Remuneration Committee

DPC's Executive Remuneration Committee's role is to ensure that a consistent and rigorous approach is taken to setting and adjusting executive remuneration across DPC. The committee reviews all appointments to executive roles within DPC, manages the executive officer cap for DPC and ensures fairness and budget considerations are considered in determining the remuneration of DPC executives.

The specific responsibilities of the committee are to:

- manage DPC's Senior Executive Service (SES) remuneration
- ensure the remuneration of all DPC executives is appropriate to DPC business needs and are in line with DPC's executive gender pay principles and recommends adjustments to assure transparency and fairness
- ensure that DPC has sustainable executive staffing levels that are appropriate to DPC business needs and meet labour sustainability cap targets within its funding envelope

- ensure all processes and information related to recruitment and executive remuneration adhere to the public sector values, particularly concerning merit, equity and transparency
- report to the VPSC annually (and on request) details of executive employment in DPC and its portfolio entities in the form and format advised at the time.

Health, Safety and Wellbeing Committee

The Health, Safety and Wellbeing Committee is a consultative committee made up of DPC's health and safety representatives and may also include first aid officers.

The committee has been established in line with the *Occupational Health and Safety Act 2004* to:

- facilitate cooperation between the employer and employees in instigating, developing and carrying out measures designed to ensure the health and safety of employees in the workplace
- assist formulation, review and dissemination to employees of policies and procedures relating to health and safety that are to be implemented and complied with at DPC
- investigate any matter that may be a risk to the health and safety of people at DPC
- review reported accidents and incidents and maintain DPC's Occupational Health and Safety Risk Register, including risk ratings and controls
- attempt to resolve any matter or request for DPC to conduct a review of the matter where no resolution can be determined
- establish designated working groups to reflect the DPC working environment
- ensure elections are conducted to fulfil the health and safety representative requirement across the department.

Inclusive and safe workplace policies

Occupational health and safety management

DPC is committed to operating in a safe and responsible manner that respects the health, safety and wellbeing of staff.

The commitment includes complying with applicable laws, regulations, standards and codes as well as fostering an environment that enables staff to contribute to the continuous improvement of health and safety in their workplace.

A culture committed to high safety standards, incorporating the Victorian public sector Leading the Way framework encourages DPC to take a holistic and inclusive approach to supporting physical health and mental wellbeing at work.

Vision: A workforce that demonstrates both physical and psychosocially safe practices in all aspects of our work.

Mission: To develop a holistic, values-aligned, integrated approach to health, safety and wellbeing.

DPC has moved into having a supportive and robust safety culture that strives to promote optimal physical and psychosocial safety within the workplace for all employees. In supporting its safety culture, DPC is focused on psychological workplace safety and reducing psychosocial hazards and risks in the workplace.

During 2023–24, DPC reviewed and implemented health, safety and wellbeing measures and initiatives that have contributed to maintaining the health, safety and wellbeing of all staff. Measures focused on supporting staff wellbeing through the machinery of government changes, and promoting physical health and wellbeing. A review of all health, safety and wellbeing policies and procedures was launched to ensure they align with the Corporate Shared Services operating model and identify any gaps that need to be addressed. In addition, new policies, procedures and supporting documentation were created to assist in the management of fatigue, workload and workplace emergency management requirements.

During 2023–24 DPC supported mental wellbeing through initiatives and training in managing mental wellbeing in the workplace, with strong support from DPC’s employee assistance program provider, Converge International.

Incident management

There were no notifiable incidents across DPC in 2023–24. Notifiable incidents are those that require the occupational health and safety (OHS) authority (WorkSafe Victoria) to be notified if they occur.

Reported incidents across DPC increased by 50.3 per cent per 100 FTE staff in 2023–24, with 30 incidents reported. This is demonstrated in the chart below. The increase in incidents equates to 12 more incidents reported compared with the previous year. Incidents include injuries, ‘near misses’ and detected workplace hazards.

The most common incidents reported were exposures to the COVID-19 virus, with 13 incidents (43 per cent of the total). The remaining incidents can be broken down to physical injuries, chemical exposure, two acts of violence incidents and one psychological injury. The increase in the number of incidents reported this year is attributed to improved employee awareness of reporting incidents, as well as an increase in staff transitioning back into the office environment.



Figure 1. Number of incidents in and rate per 100 FTE

DPC’s performance against OHS management measures is outlined in Section 6, Appendix 3: Occupational health and safety data.

Commitment to public sector values and workforce integrity

The *Public Administration Act 2004* established the VPSC to enhance public sector efficiency, effectiveness, and capability, while advocating for professionalism and integrity within the sector.

In alignment with the VPSC's employment standards, DPC has implemented policies and practices that ensure fair treatment, provide career opportunities, and facilitate the early resolution of workplace issues. DPC actively educates its employees on avoiding conflicts of interest, handling offers of gifts, and addressing misconduct.

DPC is dedicated to upholding principles of merit and equity in staff appointments. Our selection processes are designed to ensure that all applicants are assessed and evaluated fairly and equitably, based on key selection criteria and other relevant accountabilities, without discrimination. Additionally, employees are accurately classified in workforce data collections.

For a detailed breakdown of DPC's workforce data, please refer to Section 6, Appendix 2: Workforce data.

Workforce inclusion policy

DPC is committed to creating a workforce that is genuinely inclusive and better reflects the diversity of the communities served and reports on progress of these initiatives below. The Department of Government Services' (DGS) Corporate Shared Services supports DPC in developing, implementing, monitoring and reporting on aspects of DPC's commitments under workforce inclusion.

Gender equality

DPC recognises the importance of gender diversity within its workforce and remains committed to developing strategies that promote opportunities for all employees, including those who identify as gender diverse.

Aligned with the principles of *Safe and Strong: A Victorian Gender Equality Strategy*, DPC has a target to ensure a minimum representation of 50 per cent of women in executive-level officer roles. As at 30 June 2024, the representation of women in executive-level roles was 52.5 per cent.

In compliance with the *Gender Equality Act 2020*, DPC has a Gender Equality Action Plan. The plan outlines strategic initiatives and measures aimed at advancing gender equality throughout DPC, and underscores DPC's commitment to addressing intersectional gender inequalities and promoting a workplace culture that values diversity and inclusion.

DGS Corporate Shared Services supports DPC in developing, implementing, monitoring and reporting on aspects of DPC's commitments under gender equality, and in 2023–24 has continued to support DPC's membership of the Champions of Change Coalition, applied gender principles in executive remuneration decisions, and embedded gender and other diversity considerations in manager tools, learning and supports.

Disability inclusion and employment

In line with the *Getting to Work: Victorian Public Sector Disability Employment Action Plan 2018–2025*, DPC has set a target of 12 per cent employment of people with disabilities by 2025. This goal is supported by DPC's *Disability Access and Inclusion Plan 2021–2025*, which contains initiatives focused on attracting, supporting, and promoting people with disabilities through inclusive recruitment, retention, and promotion practices.

DPC has continued to develop, implement, monitor and report on aspects of its commitments under disability inclusion and employment. In 2023–24, DPC has continued to support the growth of the Enablers Network for staff with disability, carers and allies; reviewed recruitment policies with an inclusive lens; and embedded disability and other diversity considerations in manager tools, learnings, and supports.

Despite these efforts, the Workforce Inclusion Policy progress table indicates that DPC fell short of this target in 2023–24, with 2.5 per cent of employees disclosing a disability in the workforce data, an increase from no employees disclosing a disability in the workforce data in 2022–23. However, the 2024 People Matter Survey reported that 11 per cent of DPC staff identified as having a disability, up from 9 per cent in the previous year. This discrepancy likely resulted from the survey's anonymity.

DPC remains committed to fostering a culture where staff feel comfortable sharing diversity information to inform future workplace inclusion strategies.

Aboriginal and Torres Strait Islander staff inclusion and employment

DPC is committed to improving the recruitment and retention of Aboriginal and Torres Strait Islander staff by creating a culturally safe workplace, strengthening cultural capability and providing flexible and progressive career opportunities.

Barring Djinang is the Victorian public sector's five-year Aboriginal employment strategy. The strategy adopts an Aboriginal employment target of 2 per cent for the Victorian public sector. DPC met this target in 2023–24, with 2.8 per cent of staff identifying as Aboriginal and/or Torres Strait Islander.

Workforce inclusion policy progress

The table below outlines the progress DPC has made against key workforce inclusion targets relating to gender profiles at the executive level, people with disability, and employees who identify as Aboriginal and/or Torres Strait Islander.

Workforce Inclusion Policy initiative ¹	Target	2023–24 actual % (headcount)	2022–23 actual % (headcount)
Gender profile at executive levels	Representation of at least 50 per cent women in executive officer roles	52.5	63.0
People with disability	People with disability at DPC increases to 12 per cent by 2025	2.5 ²	0.0
Aboriginal and/or Torres Strait Islander staff	<i>Barring Djinang</i> has adopted an Aboriginal employment target of 2 per cent for the Victorian public sector	2.8 ³	3.3

Compliance with the Carers Recognition Act

DPC has taken all practical measures to comply with its obligations under the *Carers Recognition Act 2012*. These include considering the care relationship principles set out in the Act when setting policies and providing services such as:

- ensuring flexible work arrangements are embedded as part of the DPC working culture (in line with requirements under the Gender Equality Act) and are available to all staff for any reason, including supporting employees with family and caring responsibilities
- embedding a hybrid working model to support diversity, inclusion and a more equitable workplace
- providing the Parental Leave Transition Support Coaching Program.

Compliance with the Act is also undertaken by ensuring DPC staff have an awareness and understanding of the care relationship principles set out in the Act. This is achieved through:

- championing the DPC Enablers Network, a network run by people with disability for people with disability, with an executive sponsor, open to all staff including carers
- providing support to all staff through the Peer Support Program and the Employee Assistance Program.

DGS Corporate Shared Services has continued to support DPC during 2023–24 in developing, implementing, monitoring and reporting on aspects of DPC's commitments under the Act.

¹ This table excludes Yoorrook Justice Commission staff.

² While 'headcount' is based on payroll system data, DPC's 2024 People Matter Survey results indicate that 11 per cent of DPC's survey respondents identify as a person with disability.

³ While 'headcount' is based on payroll system data, DPC's 2024 People Matter Survey results indicate that 4 per cent of DPC's survey respondents identify as Aboriginal and/or Torres Strait Islander.

Section 2: Key initiatives and performance measures

Progress towards achieving departmental objectives

This section highlights DPC’s achievements over the past year, in alignment with our overarching departmental objectives. The key initiatives are primarily derived from the DPC Corporate Plan 2023–27. They are grouped by output to demonstrate the contribution of that output in meeting the departmental objective.

Achievements against departmental objective indicators are also provided in this section, offering insight into DPC’s overall effectiveness in delivering services.

Departmental objectives, indicators and outputs

DPC’s medium-term objectives, objective indicators and linked outputs as of 30 June 2024 are:

Objectives	Indicators	Outputs
Stronger policy outcomes for Victoria	<ul style="list-style-type: none"> Advice contributes to the achievement of government policies and priorities relating to economic and social outcomes, intergovernmental relations, and emergency management. Decrease experiences of discrimination. 	Economic policy advice and support
		Social policy advice and intergovernmental relations Multicultural affairs policy and programs
First Peoples in Victoria are strong and self-determining	<ul style="list-style-type: none"> First Peoples in Victoria have increased control over decisions that impact their lives. 	Self-determination policy and reform advice and programs
		Traditional Owner engagement and cultural heritage management programs
Improved public administration and support for the Victorian public service	<ul style="list-style-type: none"> Support for Cabinet, committee members and Executive Council is valued and informs decision making. Agency compliance with government advertising and communication guidelines. Victoria’s electoral system is supported by an accurate and secure electoral roll, electoral services, and conduct of fair and impartial elections. Provision of high-quality legislative drafting and publication services. Advice contributes to the achievement of government policies and priorities relating to public sector governance. 	Executive Government advice and services
		Public sector administration advice and support
		Chief Parliamentary Counsel services
		State electoral roll and electoral events

Stronger policy outcomes for Victoria — progress

This objective leads whole-of-government economic and social policy delivery and reform. It leads the public sector response to significant state and Commonwealth issues, policy challenges and projects. It delivers policies and programs that promote fairness, inclusion and participation of Victoria's culturally diverse communities.

Key initiatives

DPC has delivered the following key initiatives in 2023–24, making a significant contribution to the achievement of the 'Stronger policy outcomes for Victoria' departmental objective.

Output: Economic policy advice and support

Provided advice on current and future economic challenges and opportunities

In 2023–24, DPC continued to work closely with DTF and other departments to support the delivery of the government's fiscal strategy and policy priorities in a challenging economic climate. This included advising on budget and fiscal strategy, industry and economic growth opportunities, employment, training and skills, higher education, consumer affairs, local government, industrial relations, building reform, and transport policy and infrastructure delivery.

Alongside DTF, DPC actively supported the delivery of the government's Commercial and Industrial Property Tax Reform to progressively abolish stamp duty and replace it with a more efficient commercial and industrial property tax. Additionally, in response to the failure of liquidated builders to take out domestic building insurance on behalf of their customers, DPC worked alongside departments to introduce penalties for builders who fail to take out insurance for customers before accepting money under a Major Domestic Building Contract and to deliver the Liquidated Builders Customer Support Payment Scheme.

DPC remains committed to supporting the government to navigate both current and future economic and social challenges and is focused on supporting the government's priorities of improving financial sustainability, managing economic pressures, and ensuring Victorians have the opportunity to prosper.

Provided advice to support the efficient operation of markets, while maintaining appropriate protections for consumers

DPC has worked with other government departments to improve the design of government regulations to protect consumers, while minimising the costs to businesses and the community. In 2023–24 DPC supported:

- the development of reforms to protect renters' rights and to reduce gambling-related harms, while supporting affected venues and stakeholders
- strengthening the regulatory framework for the casino following the regulator decision that Crown Melbourne is suitable to hold the Melbourne Casino Licence.

Provided advice to deliver a renewable energy transition and emissions reduction, the government's environmental and agricultural priorities, and the sustainable use of Victoria's natural resources

With the Victorian Government bringing forward the end to commercial native timber harvesting in Victoria's state forests to 1 January 2024, in 2023–24 DPC worked with the Department of Energy, Environment and Climate Action (DEECA) to support workers and the industry to transition to new opportunities. DPC has been monitoring the implementation of the Future Forests program which will guide the future use and management of Victoria's over 1.8 million hectares of forest to ensure shared benefits across the community.

In 2023–24 DPC supported the development and release of the new Victoria's Biosecurity Strategy, with biosecurity and animal disease preparedness key priorities of the government. The strategy, released in November 2023, outlines clear priorities for strengthening Victoria's biosecurity systems, supported by greater community collaboration to prepare for and respond to future biosecurity threats.

Other achievements in 2023–24 against this initiative include:

- supported legislating Victoria’s interim emissions reduction targets, to cut emissions by 45–50 per cent below 2005 levels by 2030 and 75–80 per cent by 2035, as well as targeting net-zero emissions by 2045
- supported legislating Victorian energy storage targets for at least 2.6 gigawatts (GW) of energy storage capacity by 2030 and at least 6.3 GW by 2035, and offshore wind targets of at least 2 GW of offshore generation capacity by 2032, 4 GW by 2035 and 9 GW by 2040
- supported the introduction of new legislation to establish the Victorian Transmission Investment Framework, enabling a new approach to planning and developing major electricity transmission infrastructure and Renewable Energy Zones in Victoria
- worked with DEECA and the State Electricity Commission (SEC) to make the SEC’s first investment. On 30 November 2023, the Premier and the Minister for the SEC announced the \$245 million investment into the Melbourne Renewable Energy Hub near Melton. The hub will store enough energy to power up to 200,000 homes during peak periods.
- collaborated with DEECA to release the updated Gas Substitution Roadmap. The roadmap is guiding Victoria towards achieving net-zero emissions while offering more choices and lower energy bills.

[Supported delivery of the government’s infrastructure program and coordinated a range of reforms to improve the safety, liveability and sustainability of Victoria’s built environment](#)

DPC continued to monitor the implementation of the government’s infrastructure agenda in 2023–24, including for the Metro Tunnel, West Gate Tunnel, Suburban Rail Loop and North East Link projects. DPC has provided advice to the government on delivery challenges that have impacted infrastructure delivery, including material cost increases and labour supply shortages. DPC has also worked with DTP in the transition of major transport service contracts, including the new Public Transport Ticketing contract commencement, and the re-contracting of operations and maintenance for Melbourne’s tram franchise.

In 2023–24, DPC coordinated the delivery of Victoria’s Housing Statement in response to challenges in delivering new homes and rental stock. The Housing Statement coordination brought together work from DTF, DTP, DGS and DFFH. Following the announcement of the Housing Statement, DPC has monitored and coordinated the implementation of the statement, which is being delivered by relevant ministers and their portfolio departments.

During 2023–24 DPC undertook precinct prioritisation to help achieve the government’s jobs, housing and infrastructure agenda through sequencing development of precincts and as priority locations for growth close to existing infrastructure and services. In 2023–24, DPC coordinated and helped to facilitate land acquisition across government to support infrastructure delivery. In response to the Housing Statement, the Precincts and Land Coordinator General function transferred to DTP.

[Supported delivery of the government’s industry and innovation agenda](#)

DPC, alongside DTF, has worked closely with the Department of Jobs, Skills, Industry and Regions (DJSIR) to refresh priorities and approaches for industry and innovation. Some key works have included strategies for approaching trade and investment; and for industry, the progression of election commitments to strengthen the Fair Jobs Code and Local Jobs First Act.

DPC has also continued to support the monitoring, oversight and governance of broader investment attraction and business supports through the Victorian Jobs and Investment Fund. DPC has worked with DJSIR on delivering and monitoring significant projects, particularly in the Defence and Health and Life Sciences sectors. Major projects have included the BioNTech mRNA Facility at La Trobe University, Hanwha Defence in Avalon East, Moderna mRNA Facility at Monash University and work related to AUKUS, space, quantum, artificial intelligence and other defence efforts.

In 2023–24 DPC has also worked closely with DTF and DJSIR to respond to local skills and workforce needs, and progress reforms to improve Victoria’s Skills and TAFE system. This has included providing strategic support to finalise a new National Skills Agreement, maintain an effective Free TAFE for priority courses initiative and enable effective cross-jurisdictional collaboration in response to critical skills and workforce needs. DPC has provided strategic guidance on how Victoria’s Skills and TAFE system can better support workforces in government priorities, such as clean energy and housing.

And finally, in 2023–24 DPC has supported the government’s industry and innovation agenda by facilitating strategic engagement in significant potential reforms to higher education, in response to the Commonwealth Government’s Australian Universities Accord process.

Facilitated engagement with international stakeholders in Victoria and overseas, particularly by the Premier and the Governor

DPC supported whole-of-government cooperation with key international partners to promote trade, investment and cultural and education ties that benefit Victorians, including by facilitating engagement between international dignitaries and the Premier, Governor(s) and other Victorian leaders.

The department also collaborated with civil society partners, particularly Asia Society Australia and the Australia-India Institute, to enhance Victoria’s connections to, engagement with and knowledge of Asia.

Output: Social policy and intergovernmental relations

Ensured strategic-decision makers are supported in their efforts to undertake key reforms to the justice system and strengthen disaster resilience and security

In 2023–24, DPC continued to support implementation of reforms across the Victorian justice system, including changes to bail laws, a ban on the intentional display or performance of Nazi salutes or gestures in public, and strengthening unexplained wealth laws to disrupt organised crime.

DPC has also supported key reforms in the justice system to better protect victim-survivors, including new standalone non-fatal strangulation offences, the removal of barriers faced by victim-survivors when reporting crimes, and strengthened parole restrictions for prisoners convicted of murder, killing children and serious sexual offences.

DPC also continues to support reforms to the youth justice system with the development of a new legislative framework to reduce re-offending and improve community safety, as well as reforms and initiatives to modernise the adult prison system and open the Western Plains Correctional Centre in 2025 to better support staff and people in custody.

Responding to, and delivering on, the ESTA Capability and Service Review, DPC supported reforms resulting in new legislation. The *Triple Zero Victoria Act 2023* improves governance, accountability and oversight of Victoria’s triple zero services and ensures Victorians calling triple zero receive the highest quality service.

DPC has developed a whole-of-government framework to guide decision makers when activating relief and recovery supports following major emergencies. The framework leverages lessons from recent statewide natural disasters (such as the 2019–20 bushfires, the June 2021 storm and flood event and the October 2022 floods) to improve the timeliness, consistency and sustainability of relief and recovery funding decisions, ensuring Victorian communities are well supported to recover from future major natural disasters.

DPC facilitated ‘Exercise Malevolent’ for the State Crisis and Resilience Council in 2023–24. The exercise simulated a critical, statewide cyber security incident with respect to critical infrastructure. As part of the exercise, the council was tasked with discussing possible consequences and consider advice for the State Emergency Management Committee on the management of the incident.

In ensuring the safety of Victorians, DPC facilitates the Foreign Interference Community of Practice which builds capacity across the Victorian Government regarding foreign interference, mis and disinformation and cyber threats. During the reporting period community members have received presentations from the Commonwealth Department of Home Affairs, the Commonwealth’s Strengthening Democracy Taskforce, and DGS.

DPC continues to provide protective security measures for government personnel through coordinating VPS personnel vetting and the Member of Parliament Residential Security Program.

DPC also provided support to the government (with Industrial Relations Victoria) to undertake negotiations for a new Victoria Police Enterprise Agreement.

Supported the delivery of critical social policy reforms to improve outcomes for Victorians experiencing disadvantage

In 2023–24, DPC continued to advance the safety and wellbeing of Victorian children and families, supporting their life trajectories through stable housing and across strong communities.

In February 2024, the Premier made a formal apology in Parliament House to Victorians who experienced historical abuse and neglect as children in institutional care on behalf of the Victorian Government.

DPC played a lead role in supporting the Premier's delivery of this apology to an estimated 90,000 children who were placed in care in Victoria prior to 1990, where many experienced various forms of abuse. This was followed by a reception at Parliament House. The apology was live streamed in Geelong, Ballarat and Sale.

DPC also supported key preparations across 2023–24 for the launch of the Social Services Regulator on 1 July 2024. As an independent statutory authority, the Social Services Regulator will strengthen protections for social services users to safeguard people from harm, abuse and neglect as established under the *Social Services Regulation Act 2021*.

In 2023–24, DPC led whole-of-government work to support the design of Foundational Supports for people with a disability, to enable an expanded service system outside of the National Disability Insurance Scheme.

DPC also continued to support the delivery of significant reforms to increase social and affordable housing supply. DPC engaged in key governance forums to ensure appropriate monitoring and oversight of the Big Housing Build, which is increasing social housing supply by 10 per cent. In 2023–24, DPC also supported advice on Victoria's Housing Statement high-rise public housing towers redevelopment project, which will also boost social housing across the sites by 10 per cent.

In 2023–24, DPC supported the development of reforms under the Strengthening Women's Safety Package to address high rates of violence against women. This package builds on work undertaken to respond to all 227 recommendations of the Royal Commission into Family Violence.

Supported the Victorian Government to deliver key commitments to improve the health and wellbeing of Victorians

DPC has continued to support delivery of the government's key commitments to improve the health and wellbeing of all Victorians. Highlights in 2023–24 included:

- delivery of record investment in hospitals, including planning for projects under the Hospital Infrastructure Delivery Fund
- investment into women's health, including establishing the Inquiry into Women's Pain, the rollout of additional women's health clinics, and an expansion to public fertility care for Victorian families
- rolling out a pilot for community pharmacists to provide treatment for straight forward urinary tract infections, common skin conditions, and to reissue contraceptive prescriptions
- supporting the next generation of paramedics and system wide improvements to support timely emergency care, including through the expansion of the Victorian Virtual Emergency Department
- investments in Victoria's health workforce, including scholarships for nursing and midwifery students.

In 2023–24, DPC continued to support constructive discussions with the Commonwealth on reforms to Australia's health system, including funding for Priority Primary Care Centres.

DPC has also continued to support the Department of Health in negotiating with the Commonwealth on the *National Health Reform Agreement* ahead of the agreement expiring in June 2025.

Supported the Victorian Government to deliver critical education policy reform

In 2023–24, DPC continued to support the delivery of critical education policy reforms, strengthening the education system for children and young people. These reforms include delivering:

- the \$400 School Saving Bonus for every student enrolled at a government school and eligible families at non-government schools
- the Victorian Government's school capital investment, including delivering 100 new schools by 2026

- scholarships to support secondary teaching degree students and more flexible working options for school leaders and principals
- options to help more young people finish their education, including if they want to complete their secondary education at TAFE.

DPC also supported the Minister for Education to negotiate and sign the National School Reform Agreement Variation Agreement, which extended Victoria’s agreement with the Commonwealth for 12 months to 31 December 2024.

During 2023–24 DPC continued to inform the design and ongoing implementation of the Best Start, Best Life early childhood education agenda. This includes rolling out universal Three-Year-Old Kinder across Victoria, as well as delivering Free Kinder for families with 3- and 4-year-olds.

As part of this reform, DPC continued to support the establishment of 50 government-owned and operated Early Learning and Childcare Centres in areas of unmet demand. The first 4 childcare centres are on track to open in 2025.

Supported the ongoing implementation of recommendations from the Royal Commission into Victoria’s Mental Health System

In 2023–24, DPC continued to advance mental health reform in supporting delivery of key recommendations of the Royal Commission into Victoria’s Mental Health System to create a mental health system that delivers timely, community-based care for all Victorians.

Key achievements for DPC in 2023–24 included leading implementation of the Victorian Mentally Healthy Workplaces initiative (Recommendation 16 of the Royal Commission).

This culminated in the successful launch of the *Victorian Mentally Healthy Workplaces Framework*, and associated tools and resources, including translated fact sheets. All materials were published in December 2023 and can be accessed at: www.vic.gov.au/victorian-mentally-healthy-workplaces-framework.

The framework reflects best practice and serves as a guide for Victorian workplaces to be mentally healthy. This is supported by four tools:

- a guide to create a strategy and action plan
- supporting recovery and return to work
- supporting workers in short-term, casual, insecure and irregular roles
- a small business self-assessment tool.

DPC also fostered the commitment of employers to create mentally healthy workplaces by supporting the:

- Mentally Healthy Workplaces Advisory Group, co-chaired by the Premier; Victorian Chamber of Commerce and Industry CEO; and Victorian Trades Hall Council Secretary; and comprising senior membership from key sector partners, industry and unions among others.
- Mentally Healthy Workplaces Consultative Committee, which provided the diverse perspective of employees and employers on mentally healthy workplaces — particularly those in high-risk industries.

In addition, DPC also supported mental health and alcohol and other drugs services and reform including:

- implementing the landmark Public Intoxication Reform agenda
- supporting people living with eating disorders through a \$31 million package that includes early engagement intervention and treatment
- supporting announcement of the government’s \$95.1 million Statewide Action Plan to reduce drug harm
- continuing to support key mental health workforce initiatives to address workforce shortages through the government’s \$15.8 million mental health graduate program.

Advocated for Victorian interests in intergovernmental relations including on health reform and productivity enhancing proposals

In 2023–24, DPC led advice to the Premier and senior departmental officials to support their participation at National Cabinet, the Council for the Australian Federation and other senior officials’ forums. In the 12-month period, DPC supported Victoria’s engagement with the Commonwealth and other jurisdictions at more than 70 intergovernmental meetings.

DPC also provided strategic policy advice and collaborated across government on national reform matters and priority agreements including on disability reform and the development of a Foundational Supports system, housing, education, gender-based violence, Closing the Gap and energy, advocating for Victorian priorities and maximising benefits to the Victorian community.

During the year DPC co-led work on behalf of the Council for the Australian Federation for energy transition and explored opportunities to address gender-based violence through strengthening national approaches and drive best practice across jurisdictions, including relating to risk assessment and responses to sexual assault.

And finally, DPC supported departments and ministers in the negotiation of many significant intergovernmental agreements to secure appropriate Commonwealth investment in areas such as the *National Health Reform Agreement*, the *Better and Fairer Schools Agreement* and the *National Agreement on Social Housing and Homelessness*.

Output: Multicultural affairs policy and programs

Worked with communities to prevent and address racism

In 2023–24 DPC supported the Victorian Anti-Racism Taskforce, which met to continue guiding the department in its development of a statewide anti-racism strategy.

Co-Chaired by Sheena Watt MP and Nick Staikos MP, the Taskforce includes representation from 9 community members, the Victorian Equal Opportunity and Human Rights Commission, the Victorian Multicultural Commission, and the Ethnic Communities Council of Victoria.

DPC's work to finalise Victoria's Anti-Racism Strategy will continue in 2024–25. The strategy will be a statewide roadmap for addressing and preventing racism and faith-based discrimination, with a range of supporting actions.

Celebrated Victoria's rich cultural diversity through multicultural festivals and events

DPC recognises the importance of celebrating cultural diversity and inclusion. The Multicultural Festivals and Events program supports Victorians to celebrate, preserve and share traditions, and for the broader community to further understand and participate in shared cultures and traditions.

In 2023–24, DPC distributed \$5.6 million in government grant funding to multicultural community organisations to help them deliver 678 festivals and events. This includes 73 regional events supported through the 2023–24 Regional Multicultural Festivals and Events Fund and \$1.9 million in grant funding supporting 30 state significant festivals and events across Victoria.

Developed multicultural community infrastructure

DPC supports Victoria's multicultural communities to upgrade, renovate and build their facilities and places to celebrate and share their histories and traditions, build connections and thrive.

In 2023–24, the government invested more than \$18.0 million in grants funding through the Multicultural Community Infrastructure Fund program benefiting 83 multicultural community organisations. DPC administered this funding, helping communities to maintain, upgrade, and build their community infrastructure.

Supported multicultural media organisations

DPC recognises the importance of media outlets in showcasing the diverse voices and experiences of Victoria's multicultural and faith communities.

In 2023–24, the government invested \$0.6 million to deliver the Multicultural Media Grants program to support multicultural media organisations to improve their reach and better serve their communities through print, radio, broadcasting and digital media platforms.

DPC distributed the funding to support 40 organisations to help foster a greater sense of belonging and connection, and enhance media service quality, coverage and organisational capacity to better reach Victoria's diverse audiences.

Continued to deliver the Victorian African Communities Action Plan

Established in 2018, the 10-year Victorian African Communities Action Plan aims to improve social, economic and wellbeing outcomes for Victoria's African communities. Initiatives DPC delivered under the action plan are guided by the voices of Victoria's diverse African communities through the Victorian African Communities Committee, chaired by Pauline Richards MP.

In 2023–24, DPC delivered the Employment Brokers program which has assisted over 1,784 jobseekers of African heritage since 2020–21, with 700 people placed into employment or training opportunities.

The alcohol and other drugs initiative in the action plan was also continued in 2023–24, providing culturally tailored case management, education and outreach services to young people of African heritage and their families. Since 2020–21, the initiative has provided case management to 139 young people, and education sessions to over 2,283 members of Victoria’s African communities.

Supported culturally and linguistically diverse (CALD) Victorians through VITS LanguageLoop

DPC is supporting the state-owned language services provider, VITS LanguageLoop, to implement its transition from a contractor-based model of workforce engagement to a primarily employment-based model.

In 2023–24, DPC supported VITS LanguageLoop to plan for and carry out the operational and financial changes needed to implement the new employment model. The transition will support a high-quality, professional and sustainable interpreting and translating sector in Victoria, and ensure CALD Victorians can access essential language services.

Supported newly arrived migrant communities

DPC has continued to support Victoria’s humanitarian arrival communities with programs to improve overall outcomes for newly arrived families and individuals. In 2023–24, key funding enabled DPC to continue delivering:

- Strategic Partnerships Program which funded 12 partnerships in Victoria to provide tailored and place-based settlement supports for new, emerging and established multicultural communities
- Strategic Engagement Coordinators initiative which funded 12 coordinators to work with multicultural communities to identify supports, programs and opportunities, facilitate collaboration and provide place-based solutions to address service gaps
- targeted legal assistance for asylum seekers and temporary visa holders through Refugee Legal
- Community Hubs Australia to continue connecting refugees and asylum seekers with key services

- support with accessing early education pathways and nurturing of children’s bilingual skills through the Supported Playgroups for new arrivals initiative with support from VICSEG New Futures.

Reduced isolation and fostered social connections for multicultural seniors through multicultural seniors’ organisations

In 2023–24, the government provided DPC with \$2.0 million to support 1,000 multicultural seniors’ organisations in 45 Local Government Areas to foster social connections and reduce social isolation. Funding supported more than 137,000 senior members to:

- celebrate and honour multicultural seniors’ and seniors’ groups’ unique contribution to Victoria
- preserve and pass on cultural heritage for future generations.

Progress towards the ‘Stronger policy outcomes for Victoria’ objective

The objective indicator, associated data sets and descriptions outlined below provide information to reflect the contribution of the following outputs to DPC’s ‘Stronger policy outcomes for Victoria’ departmental objective:

- Economic policy advice and support
- Social policy and intergovernmental relations
- Multicultural affairs policy and programs.

Objective indicator: Advice contributes to the achievement of government policies and priorities relating to economic and social outcomes, intergovernmental relations, and emergency management

Throughout 2023–24, DPC’s policy advice to the Premier, Cabinet, portfolio ministers, and key governing boards and committees has continued to impact the government’s agenda in the medium to long term:

- The Disability and Social Services Regulation Amendment Bill 2024 proposes a streamlined and efficient regulation system for disability services in Victoria, abolishing and merging the functions of Disability Services Commissioner with the new Social Services Regulator. This consolidation will create efficiencies for social service users to navigate previously complex regulator and complaint bodies.

- Advice supported the development of Victoria's Housing Statement, increasing access to housing for those who need it most.
- DPC also continued efforts to support victim survivors of family violence, and to strengthen prevention of family violence through delivering the Strengthening Women's Safety Package.
- DPC played a key role supporting Victoria's negotiation of, and agreement to, several high value intergovernmental agreements with the Commonwealth. Of particular note were:
 - the endorsement of the *National Agreement on Social Housing and Homelessness* and the Housing Support Payment, which ensures Victoria's access to the Commonwealth's \$1.0 billion incentive payment on a population share basis
 - the signing of the *National Skills Agreement* in October 2023, which will see the Commonwealth invest up to \$3.15 billion in Victoria to expand access to Victoria's VET sector, which will support quality training, and address critical skills needs.
- Further, in 2023–24 DPC's policy advice has achieved stronger policy outcomes for Victoria in the planning, preparation, response and recovery of emergencies and natural disasters. Recovery and support after Victorian fires and floods during the summer months of 2023–24 has been informed and enhanced by the policy work done in response to reviews and inquiries, as well as the development of a relief and recovery framework.
- The Victorian response to the avian influenza outbreaks in 2024 and coordination with other states, territories and the Commonwealth, have been efficient and effective due to the planning, preparation and policy work of DPC and stakeholders across government. The successful reforms implemented to transform the Emergency Services Telecommunication Authority to Triple Zero Victoria have ensured a sustainable and high-quality triple zero service to all Victorians.

DPC's progress towards this objective indicator is also demonstrated through the following economic data.

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Gross state product (real) growth ¹	per cent	-0.2	6.3	2.6	2.0 (est.) ²
Employment growth — Victoria — seasonally adjusted ³	per cent	-1.9	3.9	4.3	3.6

Objective indicator: Decrease experiences of discrimination

Throughout 2023–24, DPC's policy advice to the Premier, Cabinet, portfolio ministers, and key governing boards and committees has continued to impact the government's agenda in the medium to long term by:

- Enabling targeted consultations between DJCS and Victoria's multicultural and multifaith communities on strengthening Victoria's laws against hate speech and hate conduct.
- Supporting Victoria's engagement with the Commonwealth and other jurisdictions on key matters impacting Victoria's refugee, asylum seeker and migrant communities, including through whole-of-government submissions to the Commonwealth's 2024-25 Humanitarian Settlement Program, and National Multicultural Framework Review.
- Delivering a whole-of-government settlement network to ensure immediate and tailored supports for individuals and families fleeing humanitarian crises and arriving to Victoria.
- Providing portfolio advice on a range of interdepartmental programs, policies and strategies, including through the LGBTIQ+ Strategy Interdepartmental Steering Group; Public Health and Wellbeing Interdepartmental Committee; and the Inquiry into Extremism Interdepartmental Committee.

DPC's progress towards this objective indicator is also demonstrated through the following data:

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Consultations with communities on issues relevant to CALD communities	number	110	85	77	79

¹ Australian Bureau of Statistics (2022–23 financial year) *Australian National Accounts: State Accounts* (Catalogue number 5220.0; Table 1: Gross State Product, Chain volume measures and current prices; Series ID: A2336347R), ABS website, accessed 30 July 2024

² 2024–25 Victorian Budget Paper No. 2 — Strategy and Outlook (Table 2.1: Victorian economic forecasts)

³ Australian Bureau of Statistics *Labour Force, Australia* (Catalogue 6202.0; Table 5: Labour force status by Sex, Victoria; Series ID: A84423349V), ABS website, accessed 30 July 2024

First Peoples in Victoria are strong and self-determining — progress

This objective focuses on improving outcomes and services for First Peoples through prioritising actions to enable self-determination, including advancing Treaty, protecting and promoting cultural rights, recognising land and native title rights, and responding to and engaging with the Yoorrook Justice Commission. It addresses trauma, supports healing, and addresses systemic injustice. It provides culturally safe systems and services and transfers power and resources to communities.

Key initiatives

DPC has delivered the following key initiatives in 2023–24, making a significant contribution to the achievement of the objective that First Peoples in Victoria are strong and self-determining.

Output: Self-determination policy and reform advice and programs

Supported strong policy outcomes for First Peoples that promote self-determination and address injustice

In 2023–24, DPC continued to provide strategic policy advice to the Premier and Minister for Treaty and First Peoples in the Treaty and First Peoples portfolio. This includes promoting and facilitating policy which embeds self-determination and supports equitable outcomes aligned with the *Victorian Aboriginal Affairs Framework 2018–2025* commitments, Treaty processes, engaging with and responding to the Yoorrook Justice Commission, and commitments under the *National Agreement on Closing the Gap*.

Coordinated implementation across government of the National Agreement on Closing the Gap

DPC has continued to support the Closing the Gap Partnership Forum as the Victorian Government's formal shared decision-making forum for delivering commitments under the *National Agreement on Closing the Gap*. This included supporting 4 meetings of the Partnership Forum.

In 2023–24 DPC worked closely with Ngaweeyan Maar-oo, the Koorie Caucus of the Partnership Forum, to action key commitments under the National Agreement including completing Victoria's Expenditure Review, establishing a combined Place-Based Partnership and Community Data project, establishment work for the new Victorian Closing the Gap Implementation Plan, making a public submission to the Productivity Commission *Review of the National Agreement on Closing the Gap*, and alongside other government parties and the Coalition of Peak Aboriginal and Torres Strait Islander Organisations, developed a Joint Council on Closing the Gap response to the Productivity Commission review.

Advanced Aboriginal self-determination and improved outcomes in line with commitments made by the Victorian Government

In 2023–24 DPC delivered the *Victorian Government Aboriginal Affairs Report 2023*, which considers how the government is tracking against commitments to improving outcomes for Aboriginal Victorians against the Victorian Aboriginal Affairs Framework, the *Victorian Government Self-Determination Reform Framework* and the *Victorian Closing the Gap Implementation Plan 2021–2025*.

Overall, performance against the Victorian Aboriginal Affairs Framework remains mixed with outcomes improving significantly against some measures but remaining stable or worsening against others. Over the shorter term, 27 measures improved, 27 worsened and 18 were stable. 28 measures did not have updated data available, and 11 were unable to be categorised. Over the longer term, 39 measures improved, 26 worsened and 7 were stable. 28 measures did not have updated or comparative data available, and 11 were unable to be categorised.

Preparing to commence formal negotiations with Victoria's Traditional Owners and First Peoples

DPC has continued to work closely with the First Peoples' Assembly of Victoria to operationalise the Treaty elements in readiness for negotiations commencing in late 2024.

In December 2023, 5 inaugural members were appointed to the Treaty Authority to serve during upcoming Treaty negotiations in Victoria. The historic appointments were recommended by an independent panel following a rigorous and competitive selection process. In its first year of operation, the main role of the Treaty Authority has been to

operationalise the Treaty Authority and establish the Negotiations Database that will contain details of negotiating parties and the Treaties being negotiated.

The Self-Determination Fund is now fully operational, with grants to Traditional Owner groups to support Treaty preparations and negotiations. The Self-Determination Fund is administered by the First Peoples' Assembly through an independent trustee.

DPC has led work across the Victorian Government to establish the governance and authorisation processes that will enable the State of Victoria to respond to Treaty matters in an efficient and coordinated way.

DPC has progressed meetings of the Minimum Standards and Additional Preparations, as specified in the *Treaty Negotiation Framework*, to meet the legal requirements to enter into Treaty negotiations. Once invited to enter into negotiations, the State will need to demonstrate to the Treaty Authority that it has complied with the Minimum Standards and is ready to begin negotiations.

DPC has prepared the *Advancing the Victorian Treaty Process Annual Report 2022–23* as required under the *Advancing the Treaty Process with Aboriginal Victorians Act 2018*. The report outlines the work of the State in advancing the Treaty process, ensuring the government is transparent in its work to advance Treaty in Victoria.

Both the State and the First Peoples' Assembly of Victoria are set to embark on the next phase of the landmark Treaty process and begin formal Treaty negotiations in late 2024.

[Led the whole-of-government response to the Yoorrook Justice Commission, the nation's first truth-telling inquiry](#)

In 2023–24 DPC continued to play a central role in coordinating the whole-of-government response to the Yoorrook Justice Commission (the Commission). DPC progressed key activities to fulfil its role in meeting the State's commitment to genuine, transparent and proactive engagement with the Commission including:

- led the State response to the Commission's second interim report, *Yoorrook for Justice*, which contained 46 recommendations to address systemic injustice in the criminal justice and child protection systems.
- coordinated the State's response to the Commission's Land Injustice and Social Injustice lines of inquiry between October 2023 and June 2024, including:
 - produced more than 5,000 documents in response to over 80 Notices to Produce issued by the Commission
 - provided detailed responses to more than 500 Requests for Information issued by the Commission
 - prepared 24 state witnesses for public hearings which took place between March and June 2024, with witnesses including the Premier, Treasurer, Minister for Treaty and First Peoples, Minister for Environment, Minister for Climate Action, Energy and Resources, Minister for Water, Minister for Health and Health Infrastructure, Minister for Mental Health, Minister for Housing, Minister for the Prevention of Family Violence, Minister for Education, the Victorian Public Sector Commissioner, the Commissioner for Residential Tenancies, the Surveyor-General of Victoria, and numerous other senior departmental staff
 - coordinated legal representation for the State's response to the Commission
 - provided secretariat support to coordinate the State's response to the Commission through a whole-of-government working group and interdepartmental committee, which include members of all departments and Victoria Police
 - supported the appointment of a new Commissioner, former Federal Court Judge the Hon Anthony North KC who was appointed on 31 January 2024.

DPC will continue to engage with and respond to the Yoorrook Justice Commission as it continues to develop its further reform report and final report, for official public record by 30 June 2025.

Delivered the Munarra Centre for Regional Excellence in accordance with self-determined decision-making processes

In 2023–24 DPC continued its focus on delivering the Munarra Centre for Regional Excellence (the Centre), which is nearing completion and will be officially opened on 7 August 2024.

The Centre will drive economic growth in the Goulbourn–Murray region for both First Peoples and non-First Nations people. It will provide a fit-for-purpose, safe space from which Aboriginal community-controlled and led organisations and their partners can deliver culturally responsive education, employment, health and wellbeing initiatives. At the same time, the Centre will showcase and celebrate First Peoples knowledge, culture and entrepreneurship as a regional, state and national asset. The project has been delivered in line with best practice First Peoples engagement and principles of self-determination.

DPC has also continued to provide advice to other government agencies in relation to infrastructure projects, including best practice design and construction engagement and procurement processes with First Nations communities.

Recognised the achievements of Aboriginal Victorians through Aboriginal cultural events and awards

In 2023–24, the Victorian Government committed \$0.25 million to support significant First Nations cultural events and awards. Key initiatives included the Victorian Aboriginal Honour Roll, recognising 11 First Nations leaders for their contributions to the State; the Victorian Aboriginal Remembrance Service, honouring First Nations servicemen and women; and the NAIDOC State Reception, which brought together over 250 guests to celebrate First Peoples' achievements, cultures, and to connect the Victorian Government with notable community members.

The Victorian NAIDOC Committee was also funded to deliver a range of events for NAIDOC Week, including the Victorian NAIDOC Awards, NAIDOC Flag Raising Ceremony, NAIDOC Pride Gala, NAIDOC March and the Vic NAIDOC Ball. These events celebrated First Nations' culture and history, and recognised the resilience of First Nations' Elders, youth, sportspeople and LGBTQIA+ community members.

This program of First Nations' cultural events and awards underscores the Victorian Government's commitment to honouring First Peoples' cultures, excellence, leadership and histories.

Output: Traditional owner engagement and cultural heritage management programs

Drove strong cultural heritage management and protection under Victoria's Aboriginal cultural heritage system

In 2023–24 DPC continued to support the protection of Victoria's Aboriginal cultural heritage management system under the *Aboriginal Heritage Act 2006*. DPC administers the regulatory, enforcement and approval processes under this system to protect Victoria's significant Aboriginal cultural heritage.

The following statutory activities were delivered in 2023–24:

- recorded 747 Aboriginal places on the Victorian Aboriginal Heritage Register, bringing the number of Aboriginal places recorded to more than 41,000
- made decisions on 62 cultural heritage management plans and two amendments to plans prepared in parts of Victoria where Traditional Owners have not been formally recognised
- issued 16 cultural heritage permits
- made decisions on 64 preliminary Aboriginal heritage tests, providing developers and land users certainty about whether a cultural heritage management plan is required for a proposed activity.

In 2023–24 DPC also supported cultural heritage management by:

- Supporting Registered Aboriginal Parties (RAPs) to carry out their functions under the Aboriginal Heritage Act, delivering 16 capacity development projects to Traditional Owner organisations to support their protection and management of cultural heritage. This included training in identifying and recording archaeological sites and Aboriginal cultural places, and the delivery of a stone tool identification workshop, providing Aboriginal participants the skills to identify and record Aboriginal stone tools and artefacts.

- Delivering the Certificate IV in Cultural Heritage Management to Aboriginal students, through its partnership with La Trobe University, and administering 2 cultural heritage management workshops to Aboriginal people interested in pursuing a career in Aboriginal cultural heritage management.
- Supporting 2 RAP forums, providing RAPs with opportunities to share knowledge and improve protection outcomes for Aboriginal heritage across the State. DPC also continued to provide advice and support to RAPs carrying out their duties under the Aboriginal Heritage Act.

DPC has undertaken its enforcement and compliance responsibilities during the reporting period. This included:

- completing 109 investigations into reports of non-compliance with the Aboriginal Heritage Act across Victoria
- two prosecutions for harming Aboriginal cultural heritage.

Other activities in 2023–24 under this initiative included:

- driving a proactive enforcement and compliance strategy, preventing the occurrence of offences under the Act and supporting improved ongoing compliance and protection of Aboriginal heritage
- supporting Traditional Owners to better protect Victoria’s most significant Aboriginal cultural heritage places, such as progressing the development of Ongoing Protection Declarations at significant Victorian cultural landscapes, as well as the ongoing management of places with existing Ongoing Protection Declarations.

And finally, in 2023–24 DPC has been working with Traditional Owners, partner agencies and the Commonwealth Government to consider how Aboriginal heritage values can be managed by proposed offshore development projects in the waters south of Victoria.

Supported non-formally recognised Traditional Owner groups to access independent legal and research services

In 2023–24, DPC entered into a second, 4-year \$3.9 million funding agreement with First Nations Legal & Research Services (FNLRS) to continue their work with Traditional Owners to achieve legal recognition and prepare for Treaty negotiations. The agreement gives effect to the commitment of the 2023–24 State Budget initiative — Traditional Owner formal recognition support services — and enables forward planning by FNLRS in this important work. The agreement focuses FNLRS’ support for Traditional Owners in 4 areas of Victoria without any legal recognition — mid north-west, central north, northeast and far east Gippsland.

In 2023–24, FNLRS undertook a range of activities across four domains, including ‘knowledge’, ‘identity’, ‘rights’ and ‘Treaty’.

Knowledge: FNLRS convened in-person meetings and workshops with Traditional Owners (including engaging Elders and youth) and developed accessible communication materials and educational resources. This is to ensure that Traditional Owner groups have a strong knowledge base to inform and empower decision-making.

Identity: FNLRS engaged with Traditional Owners in genealogical and historical research processes.

Rights: FNLRS engaged with Traditional Owners across the four regions of Victoria where Traditional Owners had no formal recognition to enable Traditional Owner groups to exercise their inherent rights, including self-determination, and to ensure that these rights are upheld and respected.

Treaty: FNLRS engaged with Victoria’s key Treaty Bodies including the First Peoples’ Assembly, the Self-Determination Fund and the Treaty Authority to explore options for FNLRS’ role in the Treaty process.

The government previously provided funding of \$2.4 million to FNLRS through the Traditional Owner Nation-building Support Package, comprising \$1.0 million from the 2019–20 State Budget and \$1.4 million from the 2021–22 State Budget.

Responded to native title claims made in the Federal Court of Australia

In 2023–24, the State of Victoria was the first respondent to the following native title determination applications in the Federal Court:

- Boonwurrung
- Eastern Maar
- Gunditjmara
- First Peoples' Millewa-Mallee
- Wamba Wemba
- Wadawurrung
- Dhudhuroa, Waywurru and Ngurai Iillum.

In 2023–24, the second consent determination of native title for Eastern Maar People was made by the Federal Court. The first section 47C agreement under the *Native Title Act 1993* (Cth) was executed with the Eastern Maar People to enable native title rights to exist on public land set aside for conservation purposes.

Negotiated and implemented agreements between the State and Traditional Owner groups

In 2023–24, DPC continued work to implement 4 existing Recognition and Settlement Agreements (RSAs) under the *Traditional Owner Settlement Act 2010* (Vic) with Dja Dja Wurrung, Taungurung, Gunaikurnai and the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Peoples of the Wotjobaluk Nations.

RSAs seek to formally acknowledge the rights of Traditional Owners and establish a framework for the settlement of land and natural resource claims outside the court system.

In 2023–24, DPC:

- continued negotiations to enhance the RSAs with the Gunaikurnai People
- continued negotiations to enhance the RSAs with Dja Dja Wurrung
- commenced preparatory work to commence the second stage of negotiations with the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Peoples of the Wotjobaluk Nations to finalise the existing RSAs
- commenced negotiations for an RSA with the Eastern Maar People.

Supported Aboriginal organisations to build, repair, refurbish or expand community infrastructure

In 2023–24, the Aboriginal Community Infrastructure Program (ACIP) successfully supported the completion of the construction of 15 projects under the 'Repairs and minor works' and 'Capital works and upgrades' categories. The government provided funding of \$8.6 million (excl. GST) in 2023–24 for the 16 projects, with the total value of these projects being \$17.1 million (excl. GST). Examples of completed capital works, upgrades, repairs and minor works projects in 2023–24 include:

• **Koori Heritage Trust (KHT) — \$1.6 million**

The 'Making the Invisible, Visible' project by KHT involved collaborating with First Nations designers and builders to refurbish and expand the Birrarung building at Federation Square. The design, which uses locally sourced and customised materials, is culturally sensitive and reflects Wurundjeri Woi-wurrung country and KHT's proximity to the Birrarung River. The project created additional space for exhibitions and displays, allowing for the careful curation of artefacts and artworks that promote First Peoples' culture. As a result, there has been an increase in visitor numbers and improved service delivery. In 2024, the project received several honours from the Victorian Architecture Awards, including the Award for Interior Architecture, Commendation for Public Architecture, and the Dimity Reed Melbourne Prize.

• **Connecting Home Limited (Connecting Home) — \$0.083 million**

Connecting Home refurbished their Epping property to enhance accessibility and safety for their clients, community visitors and staff. The upgrades were designed to comply with Australian standards for access and mobility, and included a new accessible entryway and door, as well as refurbished amenities such as toilets, new lighting and light switches.

- **Rumbalara Aboriginal Cooperative (Rumbalara) — \$0.297 million**

Rumbalara transformed a newly purchased property in Mooroopna to serve as its corporate services hub, accommodating up to 50 staff who were previously in a leased building. The redesign focused on improved functionality and accessibility and incorporated culturally safe features. The space also includes a communal area for community to gather and connect. This project also received funding of \$484,000 from the Regional Health Infrastructure Fund.

- **Gunaikurnai Land and Waters Aboriginal Corporation (GLAWAC) — \$0.638 million**

GLAWAC designed and built the Wangun amphitheatre at their Kalimna West property, a unique and accessible space that can seat up to 100 people on Country. The amphitheatre features cultural design features that support the practice and celebration of Gunaikurnai cultural heritage and stories. It is a multi-functional space used for traditional dance performances, ceremonies, and community and educational programs throughout the year. This project also received funding of \$995,000 from Regional Development Victoria.

In 2023–24, Aboriginal organisations also commenced construction on 11 more projects and submitted key documentation to demonstrate their readiness.

Before the opening of ACIP Round 7 applications, DGS, which administers ACIP grants on behalf of DPC, held 52 meetings with prospective applicants. ACIP Round 7 received 39 applications, and DGS conducted 39 due diligence checks and business unit assessments. DGS also held 4 meetings with special advisors and subject matter experts to review the applications, and 2 meetings with the moderation panel to finalise the Round 7 recommendations. Out of the 39 applications, 22 projects were approved for funding, totalling \$11.2 million (excl. GST).

Supported self-governance and self-determination activities at the Lake Tyers and Framlingham Aboriginal Trusts

The *Aboriginal Lands Act 1970* grants freehold title over two former reserves — Framlingham and Lake Tyers Aboriginal Trusts. The Minister for Treaty and First Peoples has administration and responsibility for the Act.

In 2023–24, the government invested \$2.2 million (ex GST) for DPC towards strengthening self-governance and supporting self-determined activities at the trusts. This investment supported the delivery of municipal and essential services to satisfy the basic human rights of the trusts' residents, including access to clean drinking water, maintenance of roads, bushfire management, and routine waste management. The funds also support effective governance and operational supports for Lake Tyers Aboriginal Trust and strengthen the independence of the Framlingham Aboriginal Trust, to transition from administration to self-governance.

Further, DPC worked alongside each trust to progress legislative reform. Funding was provided to the trusts to prepare formal responses to the Aboriginal Land Legislation Amendment Bill 2024, which implements recommendations from the independent review of the Act.

Progress towards achieving the objective

The objective indicator, associated data sets and descriptions outlined below provide information to reflect the contribution of the following outputs to DPC's First Peoples are strong and self-determining departmental objective:

- Self-determination policy and reform advice and programs
- Traditional owner engagement and cultural heritage management programs.

Throughout 2023–24, DPC's policy advice to the Premier, Cabinet, portfolio Ministers, and key governing boards and committees has continued to impact the government's agenda in the medium to long term by:

- Continuing to embed self-determination and support equitable outcomes, in alignment with the Victorian Aboriginal Affairs Framework 2018–2025 commitments, Treaty processes, engaging with and responding to the Yoorrook Justice Commission, and commitments under the National Agreement on Closing the Gap.
- Continuing to track and report on Government's progress against the Victorian Aboriginal Affairs Framework through the Victorian Government Aboriginal Affairs Report
- Continuing to maintain Victoria's Aboriginal cultural heritage management system, which is established under the Aboriginal Heritage Act 2006 through the administration of regulatory, enforcement and approval processes under this system to protect Victoria's significant Aboriginal cultural heritage.
- Operationalising the Treaty elements, and ensuring that the State meets the legal requirements to enter into Treaty negotiations will enable negotiations to begin in 2024. Treaties will progress self-determination through the negotiated transfer of power and resources to First Peoples.
- DPC's progress towards this objective indicator is also demonstrated through the following data:

Objective indicator: First Peoples in Victoria have increased control over decisions that impact their lives

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Capacity-building activities provided for Traditional Owners to support the management and protection of Aboriginal cultural and intangible heritage	number	10	16	16	16

For further details on DPC's performance in 2023–24, refer to the Performance against output performance measures section of this annual report.

Improved public administration and support for the Victorian public service — progress

This objective fosters and promotes a high-performing public service. It ensures effective whole-of-government performance and outcomes and supports the effective administration of government. It protects and promotes the values of good governance, integrity and accountability across the public service to foster and maintain public trust in government. It maintains compliance with government advertising and communication guidelines to support effective financial management, probity, and accountability of government advertising.

Key initiatives¹

DPC has delivered the following key initiatives in 2023–24, making a significant contribution to the achievement of the 'Improved public administration and support for the Victorian public service' departmental objective.

Output: Executive government advice and services

Provided legal and policy advice to support the Premier, DPC's ministers and the department

DPC's Office of the General Counsel (OGC) provides legal and legal policy advice in the areas of administrative law, constitutional law, corporate matters, First Peoples – State Relations legal matters, parliamentary committees, conventions and practices, subordinate legislation, electoral matters for state parliamentary elections, legislative and regulatory proposals, and legal policy matters pertaining to DPC more broadly, including on issues arising out of DPC's policy areas.

Key achievements in 2023–24 included:

- assisted in the establishment of the Board of Inquiry into historical child sexual abuse in Beaumaris Primary School and certain other government schools
- advised on the drafting and passage of the *Service Victoria Amendment Act 2023* and *Statute Law Revision Act 2024*, and supported DPC policy areas on the Parliamentary Workplace Standards and Integrity Bill 2024 and Aboriginal Land Legislation Amendment Bill 2024
- advised on corporate and employment law matters, including through the establishment of the Event Management Suppliers Panel to ensure the timely and efficient delivery of state events and functions
- advised DPC's Land Justice Unit on several native title claims, including a decision by the Federal Court to recognise Easter Maar's native title over parts of south-western Victoria
- advised DPC and the Premier in relation to the Yoorrook Justice Commission, the first formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria.

[Provided clear, timely and practical guidance, expertise and support to our stakeholders in relation to Cabinet, Parliament, legislation, Executive Council and ministerial matters](#)

In 2023–24 DPC provided expert guidance to support Cabinet, Parliament, Executive Council and ministerial correspondence matters. This included providing administrative support to the Cabinet, the Premier and DPC ministers, as well as other departments and the ministry where needed. DPC also provided high-quality administrative support for the Governor in relation to Executive Council matters.

[Led and advised Victorian Government departments and agencies on best practice in advertising, research governance, strategic communications and media](#)

As part of its strategic governance and central advisory role for all government advertising campaigns, in 2023–24 DPC ensured adherence to the Victorian Government Communication

¹ Key initiatives of the VPSC ('Public sector administration advice and support' output) and the Victorian Electoral Commission are included in their respective annual reports.

Guidelines and relevant legislation, supported the consistent development of campaign creative and media buying across government, and provided strategic advice on communicating with diverse and regional audiences.

Communications support was provided across the department and to DPC ministers on a number of priorities.

Key communications support was provided for:

- the Board of Inquiry into the historical child sexual abuse in Beaumaris Primary School and certain other government schools
- Victoria's Housing Statement and its implementation
- the Victorian Mentally Healthy Workplaces Framework and toolkit
- the introduction of the Parliamentary Workplace Standards and Integrity Bill into the Victorian Parliament
- business continuity for communications—whole-of-government principles and protocols.

Provided advice on protocol matters to the public service and delivered events of major state significance

DPC provided strategic advice and oversight of the protocol policies and functions of the Victorian Government and operational delivery of state-significant protocol events.

Key events and significant state services delivered in 2023–24 included:

- Victoria's Australia Day public events as part of the National Australia Day Council program.
- the Parliamentary Apology to Victorians who experienced historical abuse and neglect as children in institutional care
- significant state services for:
 - The Honourable Tom Roper
 - Ron Barassi AM
 - Les Twentyman OAM
 - Harold Mitchell AC
 - Aunty Fay Carter OAM.
- supporting guests of government programs including visits by:
 - His Majesty Sultan Haji Hassanal Bolkiah Sultan and Yang Di-Pertuan of Brunei Darussalam

- His Excellency the Honourable Anwar Ibrahim, Prime Minister of Malaysia and Her Excellency Dr Wan Azizah Wan Ismail
- His Excellency Mr Sonexay Siphandone, Prime Minister of The Lao People's Democratic Republic and Her Excellency Mrs Vandara Siphandone.

Developed a whole-of-government communications strategy

DPC is building accessible communications capability and capacity across the VPS through an accessible communication project. A strategy focusing on leadership, education and governance has been developed and is being implemented in collaboration with other Victorian government departments.

Key initiatives in 2023–24 included:

- providing plain language training which was attended by 1,790 VPS staff
- an event series as part of Accessible Communications Month with 3,959 total registrations representing a 179 per cent increase in registrations from the 2023 series.

Supported the Governor to carry out the role for the benefit of Victoria

Her Excellency Professor the Honourable Margaret Gardner AC was sworn-in as the 30th Governor of Victoria at an inauguration ceremony at Parliament House on 9 August 2023. Since then, the Office of the Governor has supported the Governor across her constitutional, ceremonial, community and international duties.

Activities have included an expanded public tours program facilitating community access to Government House, and the introduction of the Understanding Victoria discussion series, examining key periods and themes in Victoria's history. Two open days were held, including Australia Day, which saw more than 20,000 people visit Government House.

As part of her ceremonial duties, the Governor invested more than 580 Victorians across seven ceremonies with honours and awards in the Order of Australia.

Engagement with regional Victoria included official visits to the shires of Central Goldfields, Ararat, Moyne, Warrnambool, Murruminidi, Mildura and Swan Hill along with visits to flood-affected communities in Mitchell and Campaspe shires.

The Governor's international duties included official visits to India, the United States and the United Kingdom, where the Governor was received by HM The King at Buckingham Palace. In March, as part of the 2024 ASEAN-Australia Special Summit, the Governor welcomed the heads of government or state and foreign ministers from 11 countries to Government House.

Other official visitors received at Government House included the Minister of Education from the People's Republic of China, the Governor of the Aichi Prefecture in Japan, the Presidents of Lithuania, Hungary and Malta, the Governors of the US States of Washington, Minnesota and Indiana, and HRH Princess Astrid of the Kingdom of Belgium.

Output: Public sector administration advice and support

Enhanced public sector integrity and governance capability

DPC's Governance Branch unifies the department's efforts to promote good governance and public administration. The branch fosters high-quality decision-making and policy-making, government integrity and accountability, and trust in public institutions.

Key achievements in 2023–24 included:

- supported the government to table a response to the Ombudsman's December 2023 report, Alleged politicisation of the public sector: Investigation of a matter referred from the Legislative Council on 9 February 2022 — Part 2. This included working closely with the VPSC to include responses to recommendations directed to the Commission.
- supported the government to introduce the Parliamentary Workplace Standards and Integrity Bill 2024 to Parliament. The Bill will establish a Parliamentary Workplace Standards and Integrity Commission, a Parliamentary Ethics Committee and establish the existing Parliamentary Integrity Adviser in legislation. A broad range of stakeholders informed the reforms, including members of parliament, parliamentary committees, integrity bodies and other experts and public offices across law, workplace standards, human rights, equal opportunity and gender equality.
- supported the government to implement the updated *Ministerial Code of Conduct* released on 1 December 2023. The code strengthens the focus on conduct, integrity

and probity for ministers and parliamentary secretaries and makes training on their obligations and regular transparent reporting mandatory. This includes reporting on private interests and conflicts of interest, accepted gifts, benefits and hospitality and the publication of ministerial diaries. Diary summaries for the period of 1 to 31 December 2023 were published on 2 February 2024, and the period of 1 January to 31 March 2024 were published on 16 May 2024.

- provided secretariat support to the independent Electoral Review Expert Panel established under the *Electoral Act 2002*. The panel reviewed the operation of the 2018 political donations regime amendments to the Electoral Act, other electoral process matters under the Electoral Act, and considered donations-related recommendations made in IBAC's *Special report on corruption risks associated with donations and lobbying* and *Operation Sandon special report*. The Premier tabled the *Report on Victoria's laws on political finance and electronic assisted voting* on 5 March 2024 and the panel provided its supplementary report to the Premier on 23 February 2024.

Provided guidance and advice on public sector executive workforce policies

DPC's Governance Branch provides guidance and advice to ensure consistent and transparent executive employment and remuneration practices across government.

Key achievements in 2023–24 include:

- leading whole-of-government consultation on, and development of, an updated Public Entity Executive Remuneration Policy
- supporting the Victorian Secretaries' Board to make a submission to the Victorian Independent Remuneration Tribunal's 2024 Determination of Remuneration Bands for Executives Employed in Public Service Bodies
- re-establishing the whole-of-government Executive Employment Community of Practice to share information across departments and work through common and emerging issues relating to executive employment
- substantively reviewed and refreshed public-facing guidance materials on public sector executive employment policy and remuneration matters.

Output: Chief Parliamentary Counsel Services

Continued implementing a new work management system

The Office of the Chief Parliamentary Counsel (OCPC) has continued to engage in developing and implementing a new replacement work management and legislative database system. The new system will deliver efficiencies within the office and provide enhanced services to government, Parliament and industry and is expected to be fully operational in 2025.

Drafted legislation to implement policy initiatives

In 2023–24, the OCPC drafted a variety of legislation to implement major government policy initiatives and reforms across a wide range of law. OCPC drafted 50 government bills in the reporting period. These included the Youth Justice Bill 2024 and the Parliamentary Workplace Standards and Integrity Bill 2024. In addition, 132 statutory rules were made in the same period, including a suite of 4 statutory rules supporting the commencement of the *Mental Health and Wellbeing Act 2022*.

Throughout 2023–24, OCPC provided drafting services to parliament to facilitate the passage of Victorian Government legislation, the preparation of House amendments and the drafting and introduction of Private Members' Bills. The demand for drafting services for House Amendments and Private Members' Bills from opposition and independent members of parliament continued to grow during 2023–24.

OCPC has taken steps to build the office's drafting capacity to ensure that it can continue to meet expectations and demands into the future.

Progress towards the 'Improved public administration and support for the Victorian public service' objective

The objective indicator, associated data sets and descriptions outlined below provide information to reflect the contribution of the following outputs to DPC's 'Improved public administration and support for the Victorian public service' departmental objective:

- Executive government advice and services
- Public sector administration advice and support
- Chief Parliamentary Counsel services
- State electoral roll and electoral events.

Objective indicator: Support for Cabinet, committee members and Executive Council is valued and informs decision making

Throughout 2023–24, DPC’s policy advice to the Premier, Cabinet and its committees, and Executive Council has supported decision making through augmenting departmental submissions, identifying risks and their management, and linking related work.

DPC’s progress towards this objective indicator is also demonstrated through the following data:

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Number of briefs supporting Cabinet and Cabinet committee decision making	number	1,806	1,430	913	1,149

Objective indicator: Agency compliance with government advertising and communication guidelines

Throughout 2023–24, DPC’s policy advice to the Premier, Cabinet, portfolio ministers, and key governing boards and committees has continued to impact the government’s agenda in the medium to long term by supporting the efficient development of campaign creative and media buying across government and providing strategic advice on communicating with all Victorians, including diverse and regional audiences.

DPC’s progress towards this objective indicator is also demonstrated through the following data:

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Relevant communication activity compliant with government advertising and communication guidelines	per cent	100	100	100	100

Objective indicator: Victoria’s electoral system is supported by an accurate and secure electoral roll, electoral services and conduct of fair and impartial elections

DPC’s progress towards this objective indicator is also demonstrated through the following data:

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Election events conducted by the Victorian Electoral Commission, including state elections and by-elections, local government elections, by-elections and countbacks, and statutory elections or polls	number	10	21	26	24

Objective indicator: Provision of high-quality legislative drafting and publication services

DPC’s progress towards this objective indicator is also demonstrated through the following data:

Data set	Unit	2020–21	2021–22	2022–23	2023–24
Bills and statutory rules drafted or settled that meet the required standard	Per cent	97	97	99	100

Objective indicator: Advice contributes to the achievement of government policies and priorities relating to public sector governance

Throughout 2023–24, DPC’s policy advice to the Premier, Cabinet, portfolio Ministers, and key governing boards and committees has continued to impact the government’s agenda in the medium to long term.

For further details on DPC’s performance in 2023–24, refer overleaf for the ‘Performance against output performance measures’ section of this annual report.

Performance against output performance measures

This section details the outputs provided by DPC, with the performance measures and associated costs for each output. It presents the actual performance results against output targets over the year ending 30 June 2024. Explanations about DPC's performance against output performance measures are provided where there are variances of more than 5 per cent between targets and performance measure results.

Output changes

DPC made the following changes to its output structure in the 2023–24 State Budget:

2022–23 outputs	Reason	2023–24 outputs
Economic policy advice and support	Renamed to reflect the broader Land Coordinator General functions established in the department on 1 January 2023	Economic policy advice and land coordination

Source: Victorian Budget 2023/24 — *Budget Paper No.3: Service Delivery*

Subsequent to the above output structure change, on 1 November 2023 the Precincts and Land Coordinator General functions transferred to the Department of Transport and Planning. The output has therefore reverted back to 'Economic policy advice and support' in the 2024–25 State Budget.

Other machinery of government changes during 2023–24 resulted in the movement of outputs between DPC and other departments:

Outputs	Old department	New department
Multicultural affairs policy and programs	Department of Families, Fairness and Housing	Department of Premier and Cabinet
Industrial relations	Department of Premier and Cabinet	Department of Treasury and Finance

Source: Victorian Budget 2024/25 — *Budget Paper No.3: Service Delivery*

The full year performance of the outputs for which DPC was responsible at the end of the financial year are included in the performance results below. Correspondingly, the full year performance of the 'Multicultural affairs policy and programs' output is included, while the full year performance for the 'Industrial relations' output is reported in DTF's 2023–24 annual report.

Economic policy advice and support

This output contributes to the delivery of strategic, timely and comprehensive analysis and advice on economic policy to support government decision making.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quality					
Key stakeholder satisfaction with advice and support relating to economic policy and land coordination	per cent	85	85	0%	✓
Timeliness					
Provision of economic policy briefings within agreed timeframes	per cent	85	85	0%	✓
Cost					
Total output cost	\$ million	24.0	22.2	-7.4%	■
<p>The 2023–24 actual was lower than the target due to the machinery of government transfer of the Precincts and Land Coordinator General functions to DTP on 1 November 2023, along with applied savings.</p> <p>The variation from target was also influenced by the rephasing of some grant payments under the Driving Victoria's International Agenda initiative. The rephase was made to better align payment milestones with the planned completion of activities in 2024–25, enhancing contract management. Additionally, some activities under the Delivering Victoria's International Interests initiative were delayed, to meet offset requirements.</p>					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Social policy advice and intergovernmental relations

This output contributes to delivering strategic, timely and comprehensive analysis and advice on social policy to support government decision making. It also contributes to the strategic coordination of emergency management strategies and planning across the Victorian public sector.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Whole of government emergency management forums, meetings and exercises facilitated	number	20	33	65%	✓
<p>The 2023–24 actual was higher than the target due to a greater number of State Emergency Management Committee meetings held than initially expected in response to emergencies during 2023–24.</p>					
Quality					
Key stakeholder satisfaction with advice and support relating to social policy	per cent	85	85	0%	✓
Timeliness					
Provision of social policy briefings within agreed timeframes	per cent	85	85	0%	✓
Cost					
Total output cost	\$ million	20.8	23.1	11.1%	■
<p>The 2023–24 actual was higher than the target due to additional costs incurred since the 2023–24 Budget including for a Donation for the My Room Children's Cancer Charity and additional security for Members of Parliament.</p>					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Multicultural affairs policy and programs

This output provides policy advice on multicultural affairs and social cohesion in Victoria, including settlement coordination for newly arrived migrants and refugees and delivers a range of programs to directly support Victoria's multicultural communities. It also supports Victoria's whole-of-government approach to multiculturalism. The output includes monitoring of government departments' responsiveness to Victorians from culturally, linguistically and religiously diverse backgrounds.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Community participation in multicultural events (attendance at multicultural affairs events)	number (millions)	1.3	1.5	15.4%	✓
The 2023–24 actual was higher than the target due to higher-than-expected attendance at two multicultural events in April 2024.					
Consultations with communities on issues relevant to culturally and linguistically diverse (CALD) communities	number	75	79	5.3%	✓
The 2023–24 actual was higher than the target due to additional meetings held with stakeholders between May and June 2024.					
Number of people engaged through Cultural Diversity Week events and engagement	number	25,000	36,110	44.4%	✓
The 2023–24 actual was higher than the target due to an increase in social media posts for Cultural Diversity Week. A total of 57 online posts were made, resulting in increased engagement across all social platforms.					
Number of projects delivered in partnerships with CALD communities	number	30	30	0%	✓
Quality					
Proportion of approved grant funding provided to organisations in regional/ rural areas	per cent	20	23	15%	✓
The 2023–24 actual was higher than the target due to a higher-than-expected number of successful grant applicants from regional and rural areas.					
Cost					
Total output cost	\$ million	61.6	58.4	-5.1%	■
The 2023–24 actual was lower than the target primarily due to:					
<ul style="list-style-type: none"> The deferral of the disbursement of some of the grants for the Multicultural Community Infrastructure Fund (MCIF) program, with the associated budget rephased from 2023–24 to 2024–25 due to minor delays in grants administration. Rephasing enabled robust and successful contracting and payments to the 2023–24 MCIF open round successful applicants, aligned with the objectives of the program. Funds transferred to DGS for shared services following the transfer of the multicultural affairs function from DFFH to DPC on 1 February 2024. 					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Self-determination policy and reform advice and programs

This output supports the Victorian Government's commitment to self-determination for First Peoples and to improving long-term social and economic outcomes. This includes progress towards Treaty; engaging with the Yoorrook Justice Commission; and work to reform government to enable self-determination, as well as undertaking outcomes-focused reporting across the portfolio.

Performance measure	Unit	2023-24 target	2023-24 actual	Variance	Result
Quantity					
Number of Assembly and/or State Assembly meetings held	number	40	50	25%	✓
The 2023-24 actual was higher than the target due to a greater number of meetings than initially expected. These additional meetings were necessary to support the operationalisation of the Treaty elements agreed under Victoria's Treaty Authority and Other Treaty Elements Act.					
Meetings held to coordinate shared decision making with Aboriginal communities and WOVG implementation of the National Agreement on Closing the Gap priorities to improve outcomes for First Peoples	number	4	4	0%	✓
Meetings with departments to support Minimum Standards and Additional Preparations, and engaging in Treaty negotiations	number	40	156	290%	✓
The 2023-24 actual was higher than the target due to the stronger than expected whole-of-government engagement. This increased participation supports preparations and planning to establish the governance and mechanisms necessary for the State's Treaty negotiations.					
Minimum Standards and Additional Preparations the State can notify compliance with to the Treaty Authority	number	4	4	0%	✓
Quality					
Government stakeholder satisfaction with coordination of Victorian Government's response to the Yoorrook Justice Commission	per cent	80	88	10%	✓
The 2023-24 actual was higher than the target due to the greater increase in satisfaction than initially expected as DPC embedded and improved processes for coordinating the whole-of-government response to the Yoorrook Justice Commission.					
Timeliness					
Delivery of a public report on outcomes for Aboriginal Victorians to be tabled in Parliament by 30 June each financial year	number	1	1	0%	✓
Cost					
Total output cost	\$ million	116.6	95.5	-18.1%	■
The 2023-24 actual was lower than the target primarily due to delays implementing the following initiatives, with the unapplied appropriations to be rephased/carried over from 2023-24 to 2024-25, subject to the Treasurer's approval:					
<ul style="list-style-type: none"> Self-determination and delivery of Victoria's commitment to Closing the Gap — the underspend was due to ensuring we are working with our stakeholders in a self-determining way which has impacted the delivery to ensure the most appropriate delivery of programs. Delivering a Victorian truth and justice process — the underspend was due to delays in the Yoorrook Justice Commission program/hearings delivery which has impacted DPC's support provided to the Yoorrook Justice Commission. 					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Traditional Owner engagement and cultural heritage management programs

This output supports the government's commitment to protecting Aboriginal cultural rights, including supporting Traditional Owners and First Peoples organisations to deliver self-determined initiatives for their communities. This includes the protection and management of Aboriginal cultural heritage and strengthening Aboriginal community organisations.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Average weekly hours of case management provided to members of the Stolen Generations	number	100	85.8	-14.2%	■
The 2023–24 actual was lower than the target primarily due to staffing shortages during the period, which affected the delivery of case management services.					
Capacity-building activities provided for Traditional Owners to support the management and protection of Aboriginal cultural and intangible heritage	number	16	16	0%	✓
Number of family history investigations conducted by the Victorian Koorie Family History Service on behalf of members of the Stolen Generations	number	300	497	65.7%	✓
The 2023–24 actual was higher than the target due to the significant increase in demand for the service, driven by more referrals from other services and requests directly from community members.					
Removal of first mortgages on titles of property owned by Aboriginal Community Controlled Organisations	number	3	4	33.3%	✓
The 2023–24 actual was higher than the target because one Aboriginal organisation applied to remove first mortgages from two properties, while the other applicants applied to remove mortgages from only one property each.					
Number of Recognition and Settlement Agreements that commence	number	2	0	-100%	■
The 2023–24 actual was lower than the target due to delays in commencing negotiations for recognition and settlement agreements with Traditional Owners. However, four new or amended agreements are expected to commence in 2024–25.					
Quality					
Funding recipients report that the achievement of program objectives is supported by DPC's role in the funding relationship	per cent	80	81	1.3%	✓
The service provision of the Office of the Victorian Aboriginal Heritage Council enables the Victorian Aboriginal Heritage Council to undertake its statutory responsibilities	per cent	80	79	-1.3%	○
Timeliness					
Average days to process applications, to register an Aboriginal Cultural Heritage Place (Cultural Heritage Management Plan related) on the Victorian Aboriginal Cultural Heritage Register, meets or reduces days taken	days	60	44	26.5%	✓
The 2023–24 actual was better than the target due to increased staffing levels for processing applications.					
Proportion of native title negotiations progressed in accordance with the department's annual work plan and timeframes monitored by the Federal Court	per cent	100	50	-50%	■
The 2023–24 actual was lower than the target due to delays in commencing negotiations under the <i>Traditional Owner Settlement Act 2010</i> . Negotiations have since resumed. Note that all Federal Court orders were complied with on time.					

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Cost					
Total output cost	\$ million	59.9	49.2	-17.9%	■
The 2023–24 actual was lower than the target primarily due to timing delays for the following programs, with the unapplied appropriations rephased from 2023–24 to 2024–25:					
<ul style="list-style-type: none"> • Gunaikurnai Interim Package — the underspend was due to continued engagement with Traditional Owners, with timelines for delivery consistent with expectations of Traditional Owners. • First Mortgage Infrastructure Program — the underspend was due to the finalisation of the process and approvals to allocate the next round of allocation of funds; this program has progressed with support from Traditional Owners. 					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — within 5 per cent or \$50 million (cost measures only) variance
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Executive government advice and support

This output contributes to the provision of strategic, timely and comprehensive support to Cabinet and Cabinet committees. This output also contributes to the provision of support to the Governor and maintenance of Government House and its collections as a heritage asset of national importance; the delivery of analysis and advice to support evidence based decision making across the public sector; and the provision of whole of government communications strategy and compliance with government advertising and communication guidelines.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Number of briefs supporting Cabinet and Cabinet committee decision making	number	1,200	1,149	-4.3%	○
Number of projects and advisory support provided to departments facilitated by the Behavioural Insights Unit	number	30	66	120%	✓
The 2023–24 actual was higher than the target due to DPC delivering more behavioural insights projects and advisory services to government departments and agencies than initially expected.					
Office of the Governor: Increase in the annual number of guests and visitors to Government House	per cent	5	0.5	-90%	■
The 2023–24 actual was lower than the target because essential capital works projects at the Government House complex restricted guest access for several months, particularly around the transition between Governors. On a pro-rata basis, the target was exceeded.					
Whole of government forums, meetings and advisory groups chaired	number	85	72	-15.3%	■
The 2023–24 actual was lower than the target primarily due to a reduction in the frequency of some meetings, the discontinuation of an interdepartmental committee and the transfer of chair to a different department.					
Quality					
Office of the Governor: Government House accessibility and useability meets standards in asset management strategy	per cent	79	79	0%	✓
Office of the Governor: Government House gardens and grounds meet standards in asset management strategy	per cent	85	85	0%	✓
Relevant communication activity compliant with government advertising and communication guidelines	per cent	100	100	0%	✓
Satisfaction with services provided by the Behavioural Insights Unit to government agencies	per cent	70	100	42.9%	✓
The 2023–24 actual was higher than the target due to more of DPC's behavioural insights clients expressing satisfaction with the service than initially expected.					
Timeliness					
Office of the Governor: Support the Governor's community engagement activities by arranging all internal and external events in a timely manner	per cent	100	100	0%	✓
Timely delivery of state events and functions	per cent	100	100	0%	✓
Cost					
Total output cost	\$ million	78.2	137.1	75.3%	■
The 2023–24 actual was higher than the target primarily due to:					
<ul style="list-style-type: none"> • supplementation funding provided to DPC since the publication of the 2023–24 Budget to fund workforce separation packages, payroll tax surcharges, and for the government's Donation for the Good Friday Appeal 2024 • a funds transfer from DGS to DPC following the 1 January 2023 machinery of government change. 					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — within 5 per cent or \$50 million (cost measures only) variance
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Public sector administration advice and support

This output provides advice and support to relevant stakeholders, including the public service, on issues relevant to public sector administration, Parliament, executive officer remuneration, governance, service delivery and workforce matters, as well as to public sector professionalism and integrity. It includes related research, determinations, data collection, reporting and dissemination of information.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
VPSC: Number of engagement and promotion activities undertaken by the Jobs and Skills Exchange	number	20	28	40%	✓
The 2023–24 actual was higher than the target due to the greater than expected use of the Jobs and Skills Exchange, by Victorian Public Service staff, during the Rapid Response Pilot.					
VPSC: Percentage of new-to-VPS executives participating in the induction program	per cent	85	93	9.4%	✓
The 2023–24 actual was higher than the target due to an increased uptake of participants in the program with fewer program withdrawals or deferrals than expected.					
Quality					
VPSC: Overall satisfaction with engagement, consultation and responsiveness in relation to VPS graduate program	per cent	85	83	-2.4%	○
VPSC: Percentage of VPS jobs advertised through the Jobs and Skills Exchange	per cent	90	93	3.3%	✓
VPSC: Satisfaction with responses to user queries on the Jobs and Skills Exchange platform	per cent	80	94	17.5%	✓
The 2023–24 actual was higher than the target due to staff training and process improvements.					
Victorian Government agency stakeholder satisfaction with the quality of advice and support relating to public administration and whole of government governance	per cent	90	91	1.1%	✓
Timeliness					
VPSC: Percentage of process completion of Victorian public sector annual workforce data by the end of February each year	per cent	95	95	0%	✓
Cost					
Total output cost	\$ million	19.5	23.1	18.5%	■
The 2023–24 actual was higher than the target primarily due to:					
<ul style="list-style-type: none"> the release of funding from contingency for the Electoral Review Expert Panel supplementation funding provided to DPC since the publication of the 2023–24 Budget to fund workforce separation packages for the VPSC unapplied appropriations from 2022–23, carried forward to 2023–24, for the Suburban Workplace Hubs which closed in June 2023 at the end of the trial period. 					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — within 5 per cent or \$50 million (cost measures only) variance
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Chief Parliamentary Counsel services

This output provides bills for introduction in Parliament, including providing quality and timely legislative drafting services; hard copy and electronic publication of Acts and statutory rules; and maintaining a database of Victorian legislation and legislative information at www.legislation.vic.gov.au.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Acts and statutory rules published electronically and in hard copy without error	per cent	96	100	4.2%	✓
Formal advice provided on legislation	number	500	571	14.2%	✓
The 2023–24 actual was higher than the target due to significantly more formal advices needed than initially expected, for several large and complex bills and a number of omnibus bills.					
Number of sets of House Amendments drafted for Members of Parliament	number	75	68	-9.4%	■
The 2023–24 actual was lower than the target because there were fewer House Amendments drafted than initially expected, which corresponds to fewer bills being introduced.					
Statutory rules made and bills prepared and introduced into Parliament	number	220	204	-7.3%	■
The 2023–24 actual was lower than the target due to fewer bills being introduced than initially expected, some bills being combined into larger omnibus bills, and fewer statutory rules made than was initially expected.					
Quality					
Bills and statutory rules drafted or settled that meet the required standard	per cent	97	100	3%	✓
Timeliness					
Bills and statutory rules drafted or settled within the required timeframe	per cent	97	98	1%	✓
Electronically published versions of principal Acts and statutory rules published within three business days of coming into operation and new Acts and statutory rules published within 24 hours of making	per cent	96	100	4.2%	✓
Cost					
Total output cost	\$ million	8.4	7.9	-6.2%	■
The 2023–24 actual was lower than the target due to the reallocation of funding for the Office of the Chief Parliamentary Counsel's database system from output to capital appropriation.					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

State electoral roll and electoral events

This output provides a high-quality electoral system that supports democracy in Victoria through administering an accurate and secure electoral roll, electoral services to ensure fair and equitable representation, the conduct of fair and impartial elections and encouraging greater participation in civic life through education and awareness activities and improving ease of access.

Performance measure	Unit	2023–24 target	2023–24 actual	Variance	Result
Quantity					
Election events conducted by the Victorian Electoral Commission, including state elections and by-elections, local government elections, by-elections and countbacks, and statutory elections or polls	number	25	24	-4%	○
Quality					
Election events invalidated by a court of disputed returns as a result of a proven claim against the Victorian Electoral Commission's conduct of that event	number	0	0	0%	✓
Timeliness					
Meets timeframes for application of elector-initiated enrolment, direct enrolment and close of roll enrolment activity in the maintenance and accuracy of the register of electors	per cent	95	99.8	5.1%	✓
The 2023–24 actual was higher than the target due to the VEC's strong and ongoing commitment to ensuring that the Victorian register of electors is accurate.					
Cost					
Total output cost	\$ million	42.6	66.4	55.9%	■
The 2023–24 actual was higher than the target primarily due to additional special appropriation funding provided to the VEC and a component of the 2024–25 budget brought forward to 2023–24 to meet operational requirements; to undertake preparatory activities for the October 2024 local government elections; and for local government legislative activities and several unforeseen by-elections.					

Results legend

- ✓ Performance target achieved or exceeded in a desirable way
- Performance target not achieved — within 5 per cent or \$50 million (cost measures only) variance
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance

Section 3: Financial overview and expenditure

Financial overview

DPC's five-year financial summary

The following table summarises DPC's financial results for 2023–24, with comparative results for the preceding four reporting periods. The results are prepared on the same basis as DPC's financial statements in Section 4. A summary of the significant changes in DPC's financial position are noted in the table below.

Department-controlled activities	2023–24 ¹	2022–23 ²	2021–22 ³	2020–21 ⁴	2019–20 ⁵
	\$'000	\$'000	\$'000	\$'000	\$'000
Income from government	453,975	704,136	650,501	607,413	726,920
Total income from transactions	482,262	732,602	694,868	642,804	818,062
Total expenses from transactions	(482,734)	(730,538)	(675,126)	(632,174)	(825,276)
Net result from transactions	(472)	2,064	19,742	10,630	(7,214)
Net result for the period	(359)	2,428	21,986	13,048	(7,666)
Net cash flow from operating activities	3,995	17,062	29,706	35,597	17,883
Total assets	412,004	351,436	1,118,658	881,214	866,022
Total liabilities	112,860	52,688	106,858	95,703	116,514

¹ The decrease in 2023–24 income and expenditure is due to a decrease in the overall level of operations. 2022–23 included the first six months of activities from major functions that transferred to DGS as a result of machinery of government changes effective 1 January 2023 along with increased election activities. The assets and liabilities increased due to the timing of payables associated with Multicultural Affairs functions that transferred from DFFH.

² The increase in 2022–23 income and expenditure is due to expenses associated with the State Election incurred by the Victorian Electoral Commission. The assets and liabilities decreased as a result of the transfer of functions from DPC due to machinery of government changes effective from 1 January 2023.

³ The increase in 2021–22 income and expenditure is mainly due to new government initiatives delivered during the year, including digital vaccination certification, the business licensing initiative and the development of the Digital Victoria Marketplace. In addition, there is an increase associated with 2022 State Election readiness. Assets increased as a result of revaluation from formal valuation of property, plant and equipment. Departmental liabilities increased as a result of higher employee leave liabilities and provision for the early retirement packages announced during the year.

⁴ The decrease in 2020–21 income and expenditure is mainly due to machinery of government changes where Fairer Victoria transferred from DPC to DFFH on 1 February 2021, and Bushfire Recovery Victoria transferred to the Department of Justice and Community Safety from 1 July 2020. An increase in assets is driven by asset revaluations. Transfer of employee and supplier liabilities to the DFFH contributed to a decrease in liabilities.

⁵ The increase in 2019–20 income and expenditure is mainly due to bushfire recovery activities and responses to the COVID-19 pandemic. DPC's assets decreased due to reductions in financial assets from using funding received in prior financial years and due to machinery of government decisions where functions were transferred from DPC.

Financial performance

Overview and administrative arrangements

This section presents an overview of DPC's financial results, detailing its operational and budgetary objectives. It includes an analysis of DPC's operating results and financial position, highlighting significant factors that affect DPC's financial information.

The results and information have been prepared on the same basis as DPC's financial statements, which are available in Section 4 of this report.

As part of the Administrative Arrangements Order No. S 540 of Tuesday 10 October 2023, on 1 February 2024 the following outputs were transferred to other departments. These changes are also reflected in Note 4.2: Changes in departmental outputs, in the financial statements:

- The 'Multicultural affairs policy and programs' output is included for the period 1 February 2024 until 30 June 2024. From 1 July 2023 to 31 January 2024 this output is reported by DFFH.
- The 'Industrial relations' output is included from 1 July 2023 to 31 January 2024. From 1 February to 30 June 2024, this output is reported by DTF.

In addition, the Precincts and Land Coordinator General functions transferred to DTP.

Further details of the transfer of functions impacting DPC can be found in Note 8.6: Restructuring of administrative arrangements, in the financial statements.

Financial performance — operating statement

DPC recorded a net loss result from operations of \$0.5 million in 2023–24. The result is primarily due to the timing of trust funds operations, where higher expenditure was incurred during 2023–24 compared to the revenue recognised.

The sources of income available to DPC during 2023–24 are demonstrated in the chart below. DPC's main source of income in 2023–24 was from government appropriations, which accounted for 94 per cent of income. The balance was derived from resources received free of charge, government grants, and services

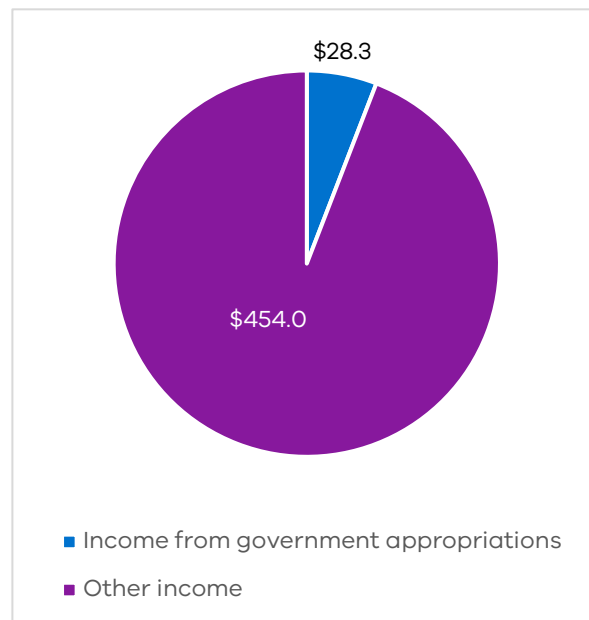


Figure 2. Sources of income (\$ million)

Compared with 2022–23, the decrease in DPC's income in 2023–24 is primarily due to the transfer of major functions, including digital transformation and corporate services, to DGS following machinery of government changes effective 1 January 2023. In 2022–23, DPC's income was higher because these functions were still with DPC for the period from 1 July to 31 December 2022.

The chart below shows the distribution of DPC's expenses in delivering the department's services.

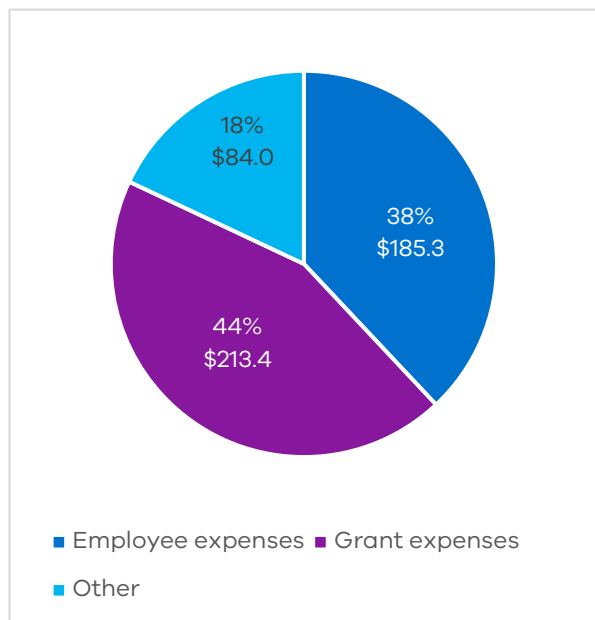


Figure 3. Expenses (\$ million)

DPC's total expenses decreased in 2023–24 by \$247.8 million compared with 2022–23. This was mainly due to six months of operating costs included in 2022–23 financials for the functions that transferred to DGS on 1 January 2023, along with higher election costs for the 2022 State Election.

Financial position — balance sheet

DPC's assets and liabilities have increased in 2023–24 due to the recognition and timing of payments associated with the transfer in of the Multicultural Affairs functions from DFFH.

Cash flows

DPC had a net cash inflow from operating activities of \$4.0 million in 2023–24. This is a \$13.1 million decrease compared with 2022–23. This decrease is mainly due to an overall decrease in level of operational activity due to the transfer of major functions following the machinery of government changes, including the impact on working capital movements.

Subsequent events

Refer to the section on subsequent events at Note 8.10 in DPC's financial statements.

Capital projects / asset investment programs

During 2023–24, DPC did not have any capital projects, reaching practical or financial completion, that met the disclosure threshold of \$10 million or greater.

Asset Management Accountability Framework maturity assessment

This section provides a summary of DPC's assessment of its maturity level against the Asset Management Accountability Framework (AMAF) requirements.

The AMAF is a non-prescriptive, devolved accountability model of asset management that includes 41 mandatory requirements. These requirements can be found on the [DTF website](#).

The key requirements that DPC must follow to implement effective asset management systems are Leadership and Accountability, Planning, Acquisition, Operation, and Disposal. DPC has met the target maturity rating of 'Competence', indicating that our systems and processes are fully in place, consistently applied and systematically meet the 41 mandatory AMAF requirements. This includes having a continuous improvement process to expand system performance above the AMAF minimum requirements.

Financial management compliance

Attestation for compliance with Ministerial Standing Direction 5.1.4

Department of Premier and Cabinet

I, Jeremi Moule, the Secretary of the Department of Premier and Cabinet, certify that the Department of Premier and Cabinet has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Jeremi Moule

Secretary
Department of Premier and Cabinet
Melbourne

23 September 2024

Victorian Multicultural Commission

I, Vivienne Nguyen, the Chairperson of the Victorian Multicultural Commission, certify that the Victorian Multicultural Commission has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



Vivienne Nguyen AM

Chairperson
Victorian Multicultural Commission
Melbourne

24 July 2024

Other expenditure and costs

Consultancy expenditure

In 2023–24 there were 8 consultancies engaged with a total approved value at \$10,000 or greater. The total expenditure incurred during 2023–24 in relation to these consultancies was \$0.76 million (excluding GST).

Details of consultancies (valued at \$10,000 or greater)

Consultant	Purpose of consultancy	Total approved project fee \$ (excl. GST)	Expenditure 2023–24 \$ (excl. GST)	Future expenditure \$ (excl. GST)
Arup Pty Ltd	Municipal and Essential Services Infrastructure reviews for Framlingham and Lake Tyers Aboriginal Trusts	\$138,773	\$55,509	\$0
Asialink Business	Evaluation and review of the Victorian Government's approach to international engagement	\$125,000	\$124,461	\$0
Bree Gorman Consulting	Development of a LGBTIQ+ Plan for DPC	\$29,091	\$23,273	\$0
Cathy Whelan	Change management consulting services for the First Peoples – State Relations Group	\$56,000	\$20,961	\$0
Inside Policy	Victorian Aboriginal Expenditure Review	\$312,895	\$236,097	\$0
PricewaterhouseCoopers Consulting (Australia) Pty Ltd / Scyne Advisory Pty Ltd	Mentally Healthy Workplaces Framework and Tools	\$597,372	\$209,449	\$0
PricewaterhouseCoopers Indigenous Consulting Pty Ltd	Evaluation of the Aboriginal Cultural Heritage Management Training Program 2014–2022	\$114,220	\$68,532	\$0
Whereto Research Based Consulting Pty Ltd	Strategic Partnerships Program — evaluation report and recommendations	\$189,660	\$21,330	\$0
Total		\$1,563,011	\$759,612	\$0

Details of consultancies under \$10,000

In 2023–24 there were no consultancies engaged with a total approved value of less than \$10,000.

Government advertising expenditure

During 2023–24, DPC did not deliver any advertising campaigns with a media spend of \$100,000 or greater.

Grants and transfer payments

DPC has provided assistance through grants and transfer payments during the reporting period. The financial assistance provided in 2023–24 is listed in Section 6, Appendix 4: Grants and transfer payments.

Information and communications technology expenditure

For the 2023–24 reporting period, DPC had total information and communications technology (ICT) expenditure of \$10.2 million, with details shown below.

	Expenditure (\$'000)
All operational ICT expenditure	
Business as usual (BAU) ICT expenditure (total)	8,818
ICT expenditure related to projects to create or enhance ICT capabilities	
Operational expenditure	891
Capital expenditure	488
Non-BAU ICT expenditure (total)	1,379

ICT expenditure refers to DPC's costs in providing business-enabling ICT services. It comprises BAU ICT expenditure and non-BAU ICT expenditure:

- Non-BAU ICT expenditure relates to extending or enhancing DPC's current ICT capabilities.
- BAU ICT expenditure is all remaining ICT expenditure, which primarily relates to ongoing activities to operate and maintain the current ICT capability.

Major contracts

DPC is required to disclose, in accordance with the requirements of government policy and accompanying guidelines, all contracts greater than \$10 million entered into during the financial year.

DPC did not enter into any new contracts greater than \$10 million during 2023–24.

Reviews and studies expenditure

During 2023–24, there were 7 reviews and studies undertaken with a total cost of \$610,154. Details of individual reviews and studies are outlined below.

Name of the review (portfolio/output)	Reasons for review/study	Terms of reference/scope	Anticipated outcomes	Estimated cost for the year (excl. GST)	Final cost if completed (excl. GST)	Publicly available (Y/N) and URL
Evaluation and review of the Victorian Government's approach to international engagement (Portfolio: Premier)	The Victorian Government released country strategies for China and India in 2016 and 2018 respectively. Reviews of both strategies help to ensure that Victoria's international approach with key partners remains fit for purpose in light of significant changes in the international landscape and the bilateral context since that time.	An evaluation of the effectiveness of the current strategies and a forward-looking assessment of the strategic context, including relevant trends and forecasts.	Evaluation of previous efforts, and recommendations regarding future prioritisation	\$124,461	\$124,461	N
Patient attendance at planned surgery (Portfolio: Premier)	Online quantitative research to understand the barriers to attending planned surgery and support accountable departments to identify opportunities to increase attendance rates.	Online quantitative research and report	Findings to inform potential activities to increase attendance at planned surgery	–	\$24,850	N
Evaluation of the Strategic Partnerships Program (Portfolio: Multicultural Affairs)	To assess the efficiency and effectiveness of the program and provide evidence to inform future decision-making.	Evaluate the Strategic Partnerships Program and present findings and recommendations in an evaluation report.	Findings and recommendations to inform future program design to advance settlement outcomes for new, emerging and established migrant communities in Victoria.	\$21,330	\$189,660	N

Name of the review (portfolio/output)	Reasons for review/study	Terms of reference/scope	Anticipated outcomes	Estimated cost for the year (excl. GST)	Final cost if completed (excl. GST)	Publicly available (Y/N) and URL
Change Management consulting services for First Peoples – State Relations Group (Portfolio: Treaty and First Peoples)	To provide advice and support for the First Peoples State Relations staff.	The provision of advice and support on the change/transformation process ahead of the First Peoples – State Relations Group staff, in their role supporting the State to negotiate Treaty.	Facilitate an all-staff forum for FPSR to support staff in their roles through facilitating change and transformation in Treaty and supporting staff wellbeing.	\$20,961	\$61,600	N
Evaluation of the Aboriginal Cultural Heritage Management Training Program (Portfolio: Treaty and First Peoples)	The purpose of this evaluation is to provide findings and recommendations which support future policy and decision making in relation to the program.	Reviewing the structure, process, effectiveness, and outcomes delivered by the Aboriginal Cultural Heritage Management Training Program in the period 2014 to 2022.	Evaluation report provides recommendations informed and supported for future budgeting, growth, and sustainability and impact both social and financial. A cost benefit analysis of quantitative data including financial data, activity and performance information is central to these recommendations.	\$68,532	\$113,077	N
Municipal and essential services (MES) infrastructure review and outcome evaluation of MES program funding for Framlingham and Lake Tyers Aboriginal Trusts (Portfolio: Treaty and First Peoples)	To provide an updated independent assessment of the condition of the Trusts MES assets and conduct an outcome evaluation of the Trusts' lapsing MES program.	Assess the Trusts' MES assets against relevant standards and evaluate the effectiveness and outcome of the MES program.	The MES infrastructure review identifies assets requiring critical upgrade to support the Trusts' communities. The MES evaluation found that the program was successful in delivering efficient and effective outcomes for the Trust communities.	\$138,773	\$152,650	N
Victorian Aboriginal Expenditure Review (Portfolio: Treaty and First Peoples)	To provide policymakers, Ngaweeyan Maar-oo and other stakeholders such as Aboriginal Community Controlled Organisations (ACCOs), with financial and non-financial data to inform future resource allocation.	Review and identify current spending on Aboriginal and Torres Strait Islander programs and services.	The 2 reports were provided to the Partnership Forum, Joint Council on Closing the Gap and the First Peoples' Assembly of Victoria (First Peoples' Assembly) to inform future decision making.	\$236,097	\$291,000	N

Section 4: Financial statements

Accountable Officer's and Chief Financial Officer's declaration

The attached financial statements for the Department of Premier and Cabinet have been prepared in accordance with Direction 5.2 of the Standing Directions of the Assistant Treasurer under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, cash flow statement, statement of changes in equity and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2024 and financial position of the department at 30 June 2024.

At the time of signing, we are not aware of any circumstance that would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 23 September 2024.



Anthony Bale
Chief Financial Officer
Department of Premier and Cabinet
Melbourne
23 September 2024



Jeremi Moule
Secretary
Department of Premier and Cabinet
Melbourne
23 September 2024



Independent audit report for the year ended 30 June 2024

Independent Auditor's Report

To the Secretary of the Department of Premier and Cabinet

<p>Opinion</p>	<p>I have audited the financial report of the Department of Premier and Cabinet (the department) which comprises the:</p> <ul style="list-style-type: none"> • balance sheet as at 30 June 2024 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • accountable officer's and chief financial officer's declaration. <p>In my opinion the financial report presents fairly, in all material respects, the financial position of the the department as at 30 June 2024 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and applicable Australian Accounting Standards.</p>
<p>Basis for opinion</p>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's Responsibilities for the Audit of the Financial Report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the the department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<p>The Secretary's responsibilities for the financial report</p>	<p>The Secretary of the the department is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the <i>Financial Management Act 1994</i>, and for such internal control as the Secretary determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Secretary is responsible for assessing the the department's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>

Auditor's responsibilities for the audit of the financial report


As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is 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 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 this financial report.

As part of an audit in accordance with the Australian 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 report, 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 the department's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Secretary.
- conclude on the appropriateness of the Secretary'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 the department'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 report 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 the department to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Secretary 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.

MELBOURNE
30 September 2024



Andrew Greaves
Auditor-General

Comprehensive operating statement

for the financial year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
Continuing operations			
Income from transactions			
Output appropriations	2.1	374,692	562,989
Special appropriations	2.1	79,282	141,147
Grants	2.1	14,937	18,949
Resources received free of charge	2.1	11,673	7,460
Other income	2.1	1,678	2,057
Total income from transactions		482,262	732,602
Expenses from transactions			
Grant expenses	3.1	213,402	353,419
Employee expenses	3.1	185,332	234,876
Depreciation and amortisation	5.3	4,458	14,055
Interest expense		77	112
Other operating expenses	3.1	79,465	128,076
Total expenses from transactions		482,734	730,538
Net result from transactions (net operating balance)		(472)	2,064
Other economic flows included in net result			
Net gain/(loss) on non-financial assets	8.1	112	316
Other gains on other economic flows	8.1	1	48
Total other economic flows included in net result		113	364
Net result		(359)	2,428
Comprehensive result		(359)	2,428

The accompanying notes form part of these financial statements.

Balance sheet

as at 30 June 2024

	Notes	2024 \$'000	2023 \$'000
Assets			
Financial assets			
Cash and deposits	7.2.1	31,323	29,874
Receivables	6.1	117,688	56,686
Total financial assets		149,011	86,560
Non-financial assets			
Property, plant and equipment	5.1	260,299	262,169
Intangible assets	5.2	2,552	2,229
Other non-financial assets	6.3	142	478
Total non-financial assets		262,993	264,876
Total assets		412,004	351,436
Liabilities			
Payables	6.2	74,753	11,324
Borrowings	7.1	2,857	3,662
Employee benefits	6.4	32,830	35,233
Other provisions	6.5	2,420	2,469
Total liabilities		112,860	52,688
Net assets		299,144	298,748
Equity			
Accumulated surplus		85,715	86,074
Physical asset revaluation surplus		211,755	211,755
Contributed capital		1,674	919
Total equity		299,144	298,748
Net worth		299,144	298,748

The accompanying notes form part of these financial statements.

Cash flow statement

for the financial year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
Cash flows from/(used in) operating activities			
Receipts from government		402,805	720,456
Receipts from other entities		1,246	1,827
Goods and services tax recovered from the Australian Taxation Office		15,093	23,315
Interest received		70	21
Total receipts		419,215	745,619
Payments to suppliers and employees		(212,068)	(385,355)
Payments of grants expenses		(203,074)	(343,090)
Interest and other costs of finance paid	7.1(b)	(77)	(112)
Total payments		(415,220)	(728,557)
Net cash flows from operating activities	7.2.2	3,995	17,062
Cash flows used in investing activities			
Purchase of non-financial assets		(1,819)	(14,152)
Proceeds from disposal of motor vehicles		338	1,144
Total payments		(1,481)	(13,008)
Net cash flows used in investing activities		(1,481)	(13,008)
Cash flows from/(used in) financing activities			
Appropriation for capital expenditure purposes		-	225,919
Special appropriations for capital expenditure purposes	2.2.2	8,579	6,707
Cash transferred in — machinery of government changes	8.6	861	2
Total receipts		9,440	232,628
Cash transferred out — machinery of government changes	8.6	(104)	(27,572)
Capital grants to portfolio agencies		(8,579)	(231,707)
Repayment of leases		(1,822)	(2,885)
Total payments		(10,505)	(262,164)
Net cash flows used in financing activities		(1,065)	(29,536)
Net increase/(decrease) in cash and cash equivalents		1,449	(25,482)
Cash and cash equivalents at the beginning of the financial year		29,874	55,356
Cash and equivalents at the end of the financial year	7.2.1	31,323	29,874

The accompanying notes form part of these financial statements.

Statement of changes in equity

for the financial year ended 30 June 2024

	Notes	Physical asset revaluation surplus \$'000	Contributed capital \$'000	Accumulated surplus \$'000	Total \$'000
Balance at 30 June 2022		599,330	241,469	171,001	1,011,800
Net result for the year		-	-	2,428	2,428
Annual appropriations — capital	2.2.1	-	225,919	-	225,919
Special appropriations — capital	2.2.2	-	6,707	-	6,707
Transfer to accumulated surplus		(387,575)	-	387,575	-
Transfer to contributed capital		-	474,930	(474,930)	-
Administrative restructure — net assets transferred		-	(716,399)	-	(716,398)
Capital distributions to portfolio agencies ¹		-	(231,707)	-	(231,707)
Balance at 30 June 2023		211,755	919	86,074	298,748
Net result for the year		-	-	(359)	(359)
Annual appropriations — capital	2.2.1	-	-	-	-
Special appropriations — capital	2.2.2	-	8,579	-	8,579
Transfer to accumulated surplus		-	-	-	-
Transfer to contributed capital		-	-	-	-
Administrative restructure — net assets transferred in	8.6	-	860	-	860
Administrative restructure — net assets transferred out	8.6	-	(105)	-	(105)
Capital distributions to portfolio agencies ¹		-	(8,579)	-	(8,579)
Balance at 30 June 2024		211,755	1,674	85,715	299,144

The accompanying notes form part of these financial statements.

¹ This comprises of capital funding on-passed to the portfolio agencies: Breakthrough Victoria — 2024: \$nil (2023: \$225.0 million); and the Victorian Electoral Commission — 2024: \$8.6 million (2023: \$6.7 million)

Notes to the financial statements

for the financial year ended 30 June 2024

1. About this report

The Department of Premier and Cabinet

(the 'department') is a government department of the State of Victoria ('the State') established pursuant to an order made by the Premier under the *Administrative Arrangements Act 1983*. It is an administrative agency acting on behalf of the Crown.

The principal address of the department is:

Department of Premier and Cabinet
1 Treasury Place
Melbourne VIC 3002

A description of the department's operations and its principal activities are included in the Report of Operations, which does not form part of these financial statements.

Basis of preparation

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured on a different basis.

The accrual basis of accounting has been applied in preparing these financial statements whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Consistent with the requirements of Australian Accounting Standards Board (AASB) 1004 *Contributions*, contributions by owners (that is, contributed capital and its repayment) are treated as equity transactions and, therefore, do not form part of the income and expenses of the department.

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions to or distributions by owners have also been designated as contributions by owners.

Judgements, estimates, and assumptions are required to be made about financial information being presented. The significant judgements made in preparing these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. The significant judgement applied to value property, plant and equipment is disclosed in Note 5.4.1 of the financial statements. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which those estimates are revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying Australian Accounting Standards that have significant effects on the financial statements and estimates are disclosed in the notes to which they relate.

These financial statements cover the department as an individual reporting entity and include all the activities of the department. The results of the portfolio entities are not consolidated in the department's financial statements because they prepare their own financial reports. The department's portfolio results (including the portfolio entities) are included in Appendix 1: Budget portfolio outcomes of the Annual Report which does not form part of the financial statements and is not subject to audit by the Victorian Auditor-General's Office.

Pursuant to section 53(1)(b) of the *Financial Management Act*, the results of the following entities are reported in aggregate as part of the department's financial statements:

- Victorian Independent Remuneration Tribunal was established on 20 March 2019 under the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019*. It is included in this report until 1 February 2024 when it was transferred to the Department of Treasury and Finance as part of machinery of government changes.
- Wage Inspectorate Victoria was established on 1 July 2021 under the *Wage Theft Act 2020*. It is included in this report until 1 February 2024, when it was transferred to the Department of Treasury and Finance as part of machinery of government changes.
- The Victorian Multicultural Commission was established under the *Multicultural Victoria Act 2011*. It is included in this report from 1 February 2024, when it was transferred from the Department of Families, Fairness and Housing as part of machinery of government changes.

The administered activities of the department and for the above entities are separately disclosed in Note 8.8 Administered items. The department remains accountable for administered items but does not recognise these in its financial statements.

Compliance information

These general-purpose financial statements have been prepared on a going concern basis in accordance with the *Financial Management Act* and applicable Australian Accounting Standards including interpretations issued by the AASB. They are presented in a manner consistent with the requirements of AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Where appropriate, those Australian Accounting Standards paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring the substance of the underlying transactions or other events is reported.

Machinery of government changes

Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners. Transfers of net liabilities arising from administrative restructurings are treated as distributions to owners. In October 2023, the government issued an administrative order under section 3 of the *Administrative Arrangements Act* restructuring some of its activities via machinery of government changes which had an impact on the department. Subsequently, section 28(1) and section 30 of the *Public Administration Act 2004* effected specific employees and function transfers. The financial impact of the transfer on categories of assets and liabilities is detailed in Note 8.6. The statement of changes in equity, cash flow statement, summary of annual appropriations (Note 2.1.1), reconciliation of movements in the carrying amount of property, plant and equipment (Note 5.1.1), and trust account balances (Note 7.5) show these impacts as line items.

Rounding of amounts

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated. Figures in the financial statements may not equate due to rounding.

Other accounting policies

Significant accounting policies that summarise recognition and measurement basis used and relevant to an understanding of these financial statements, are provided throughout the notes to the financial statements.

2. Funding of our services

Introduction

The role of the department is to work for the people of Victoria by leading the public service and supporting the government of the day to achieve its strategic objectives.

To deliver on these strategic objectives, the department receives income predominantly in the form of parliamentary appropriations.

Structure of this section

2.1 Income that funds the delivery of services

2.2 Summary of compliance with annual parliamentary appropriations

Key accounting recognition and measurement criteria

The revenue items that have specific recognition criteria are further described in Note 2.1. Where applicable, amounts disclosed as income are net of returns, allowances, duties and taxes.

Amounts of income where the department does not have control are separately disclosed as administered income (see Note 8.8 Administered items).

2.1 Income that funds the delivery of services

	Notes	2024 \$'000	2023 \$'000
Output appropriations	2.2.1	374,692	562,989
Special appropriations	2.2.2	79,282	141,147
Total appropriations		453,974	704,136
General purpose grants		-	6,621
Specific purpose grants for on-passing		14,937	12,328
Total grants		14,937	18,949
Resources received free of charge		11,673	7,460
Other income		1,678	2,057
Total other income		13,351	9,517
Total income from transactions		482,262	732,602

Appropriations

Once annual parliamentary appropriations are approved by the Treasurer, they become controlled by the department and are recognised as income when applied for the purposes defined under the relevant legislation governing the use of the appropriation.

The department receives the following forms of appropriation:

- **Output appropriations** — Income for the outputs (i.e. services) the department provides to the government is recognised when those outputs have been delivered and the relevant minister has certified delivery of those outputs in accordance with specified performance criteria.
- **Special appropriations** — Income related to special appropriations are recognised when the expenditure relating to the amounts appropriated are paid by the department.

Grants

The department has determined that the operating grant income included in the table above is earned as per AASB 1058 *Income of Not-for-Profit Entities* under arrangements that are either not enforceable or without any sufficiently specific performance obligations. This is recognised when the department has an unconditional right to receive cash, which usually coincides with receipt of cash.

Income from capital grants received from other government entities for developing and constructing an asset are recognised progressively as and when those assets are constructed. This aligns with the department's obligation to construct the asset. The progressive percentage costs incurred is used to recognise income because this closely reflects the income earned by the department in constructing the asset.

Income received from the Commonwealth Government as specific purpose grants for on-passing to other entities is recognised simultaneously as income and expenditure because the funds are immediately on passed to the relevant recipient entities on receipt.

Resources received free of charge

Resources received free of charge or for nominal consideration are recognised at fair value when control is obtained over them, irrespective of whether these contributions are subject to restrictions or conditions over their use.

The department's resources received free of charge relates to corporate support services received from the Department of Government Services.

Other income

Other income arises from the following transactions and other miscellaneous income and recovery of administration costs.

- **Trust fund income** — Trust fund income mostly includes fees collected from the Aboriginal Cultural Heritage Register and income from other external parties.
- **Sponsorship income** — Sponsorship income includes receipts from external parties for the Australia Day Fund.

2.2 Summary of compliance with annual parliamentary and special appropriations

2.2.1 Summary of annual appropriations

The following table discloses the details of the various annual parliamentary appropriations the department received for the financial year.

In accordance with accrual output-based management procedures, 'provision of outputs' and 'additions to net assets' are disclosed as 'controlled' activities of the department. Administered transactions are those undertaken on behalf of the State over which the department has no control or discretion.

	Appropriations Act			Financial Management Act			Total parliamentary authority \$'000	Total appropriations applied \$'000	Variance ⁵ \$'000
	Annual appropriation \$'000	Net transfers between departments — administrative restructure \$'000	Advance from Treasurer ¹ \$'000	Section 29 ² \$'000	Section 30 ³ \$'000	Section 32 ⁴ \$'000			
2024 controlled									
Output appropriations	344,537	3,433	45,405	-	(1,174)	9,468	401,669	374,692	26,977
Additions to net assets	1,000	-	-	-	1,174	-	2,174	-	2,174
2024 total	345,537	3,433	45,405	-	-	9,468	403,843	374,692	29,151
2023 controlled									
Output appropriations	489,424	(92,321)	229,240	423	(919)	9,404	635,251	562,989	72,262
Additions to net assets	13,254	(13,254)	225,000	-	919	-	225,919	225,919	-
2023 total	502,678	(105,575)	454,240	423	-	9,404	861,170	788,908	72,262

¹ The specific purpose of this supplementary funding has been disclosed in the State's annual Financial Report. This funding has been fully applied in the current financial year.

² The department is permitted under section 29 of the Financial Management Act to have certain income annotated to the annual appropriation. The department's section 29 in the prior year related to Public Record Office of Victoria generating revenue from its reading room seminars, publications, and tenancy agreements until 31 December 2022.

³ Under section 30, the department may transfer an amount from one appropriation item to another in the current year. All expenses and obligations to which any section 30 transfer is applied must be reported in the financial year in which the transfer was made.

⁴ Section 32 constitutes the approved carryover of unapplied appropriations from the prior year to be applied against outputs in the current year.

⁵ Variances in output appropriations relate to unapplied appropriations for the outputs — Self-determination Policy and Reform Advice and Programs and Traditional Owner Engagement and Cultural Heritage Management Programs — that have been rephased and carried over from 2023–24 to 2024–25 for delivery next year.

2.2.2 Summary of special appropriations

The following table discloses the details of compliance with special appropriations.

Authority	Purpose	Appropriations applied	
		2024 \$'000	2023 \$'000
Controlled			
Constitution Act, No. 8750 of 1975 — Executive Council	Salary for Clerk of the Executive Council	50	46
Constitution Act, No. 8750 of 1975 — Governor's salary	Salary payments to the Governor of Victoria	472	500
Electoral Act, No. 23 of 2002	Operating costs incurred by the Victorian Electoral Commission	62,560	140,601
<i>Treaty Authority and Other Treaty Elements Act 2022</i> , section 16	Operating costs incurred by the Treaty Authority	16,200	-
Total controlled		79,282	141,147
Administered			
Inquiries Act, No. 67 of 2014, section 58	Expenses and financial obligations of Board of Inquiry	4,813	-
Electoral Act, No. 23 of 2002	Electoral entitlements	15,636	18,330
Total administered		20,449	18,330
Capital — controlled			
Electoral Act, No. 23 of 2002	Capital costs incurred by the Victorian Electoral Commission	8,579	6,707
Total capital — controlled		8,579	6,707

3. Cost of delivering our services

Introduction

This section provides details of the expenses the department incurred in delivering its services.

The funds that enable the provision of services are disclosed in Note 2. In this section the costs associated with the provision of services are recorded.

Structure of this section

3.1 Expenses incurred in the delivery of services

Key accounting recognition and measurement criteria

- Expenses are ordinarily recognised in the comprehensive operating statement in the reporting period in which they are incurred, and the expense is paid or is payable.
- Certain items such as employee expenses and grant expenses that have specific recognition criteria are further described in Note 3.1.

3.1 Expenses incurred in the delivery of services

	2024 \$'000	2023 \$'000
Specific purpose grants for on-passing ¹	84,031	207,755
Grant payments for other specific purposes ²	129,371	145,664
Grant expenses	213,402	353,419
Salaries and wages, annual leave and long service leave	160,611	205,171
Termination benefits	9,490	10,089
Defined contribution superannuation expenses	15,124	19,450
Defined benefit superannuation expense	107	166
Employee expenses	185,332	234,876
Purchases of services and supplies	69,364	94,976
Information technology expenses	2,540	20,497
Marketing and promotion	5,266	8,932
Short-term lease expenses and low-value assets	-	47
Office accommodation expenses	2,295	3,624
Other operating expenses	79,465	128,076

¹ Payments to Victorian Government entities and other non-Victorian Government entities.

² Payments to Victorian public non-financial corporations and other private businesses and individuals.

Grant expenses

Grant expenses are contributions of the department's resources to other parties for specific or general purposes where there is no expectation that the amount will be repaid in equal value (either by goods or services). Grant expenses also include grants paid to entities within the department's portfolio. These grants are reported in specific purpose grants for on passing.

Grants can either be operating or capital in nature. Grants can be paid as general-purpose grants, which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants, which are paid for a particular purpose and have conditions attached regarding their use.

Grant expenses are recognised in the reporting period in which they are paid or payable. Grants can take the form of money, assets, goods, or services.

This grant payments information is not subject to audit by the Victorian Auditor-General's Office.

Employee expenses

Employee expenses comprise all costs related to employment including wages and salaries, superannuation, fringe benefits tax, leave entitlements, redundancy payments, WorkCover premiums and other on-costs.

The amount recognised in the comprehensive operating statement in relation to superannuation includes employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period.

Other operating expenses

Other operating expenses generally represent the day-to-day running costs incurred in normal operations and are recognised as expenses in the reporting period in which they are incurred.

4. Output information

Introduction

The department is predominantly funded by accrual-based parliamentary appropriations for providing outputs. This section provides a description of the departmental outputs delivered during the financial year and the costs incurred in delivering those outputs.

Structure of this section

- 4.1 Departmental outputs
- 4.2 Changes in departmental outputs
- 4.3 Departmental outputs — controlled income and controlled expenses

4.1 Departmental outputs

A description of the departmental outputs during the financial year ended 30 June 2024 and their objectives are summarised below.

Stronger policy outcomes for Victoria

The 'Stronger policy outcomes for Victoria' objective leads whole of government economic and social policy delivery and reform. It leads the public sector response to significant state and Commonwealth issues, policy challenges and projects. It delivers policies and programs that promote fairness, inclusion and participation of Victoria's culturally diverse communities. It includes the outputs of Economic Policy Advice and Support; Social Policy Advice and Intergovernmental Relations; and Multicultural Affairs Policy and Programs.

First Peoples in Victoria are strong and self-determining

The 'First Peoples in Victoria are strong and self-determining' objective focuses on improving outcomes and services for First Peoples through prioritising actions to enable self-determination, including advancing Treaty, protecting and promoting cultural rights, recognising land and native title rights and responding to and engaging with the Yoorrook Justice Commission. It addresses trauma and supports healing; and stops systemic injustice. It provides culturally safe systems and services and transfers power and resources to communities. It includes outputs of Self-determination Policy and Reform Advice and Programs; and Traditional Owner Engagement and Cultural Heritage Management Programs.

Improved public administration and support for the Victorian public service

The 'Improved public administration and support for the Victorian public service' objective fosters and promotes a high-performing public service. It ensures effective whole-of-government performance and outcomes and supports the effective administration of government. It protects and promotes the values of good governance, integrity and accountability across the public service to foster and maintain public trust in government. It maintains compliance with government advertising and communication guidelines to support effective financial management probity, and accountability of government advertising. It includes the outputs of Executive Government Advice and Services; Public Sector Administration Advice and Support; Chief Parliamentary Counsel Services; and State Electoral Roll and Electoral Events.

4.2 Changes in departmental outputs

The machinery of government changes effective 1 February 2024 resulted in the transfer of the Industrial Relations output to the Department of Treasury and Finance and the transfer of the Multicultural Affairs Policy and Programs output from the Department of Families, Fairness and Housing to the department.

4.3 Departmental outputs — controlled income and controlled expenses

	Stronger policy outcomes for Victoria ¹		First Peoples in Victoria are strong and self-determining		Improved public administration and support for the Victorian public service		Total	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Income from transactions								
Output appropriations	84,420	194,840	128,498	90,837	161,774	277,312	374,692	562,989
Special appropriations	-	-	-	-	79,282	141,147	79,282	141,147
Grants income	13,282	16,582	-	-	1,655	2,366	14,937	18,949
Resources received free of charge	-	-	303	303	11,370	7,157	11,673	7,460
Other income	2	142	1,497	1,322	179	594	1,678	2,057
Total income from transactions	97,704	211,564	130,298	92,462	254,260	428,576	482,262	732,602
Expenses from transactions								
Grants expenses	22,309	18,203	67,649	42,574	123,444	292,643	213,402	353,419
Employee expenses	52,231	106,651	37,717	28,782	95,384	99,443	185,332	234,876
Depreciation and amortisation	58	7,641	1,094	1,139	3,306	5,274	4,458	14,055
Interest expense	4	9	70	88	3	15	77	112
Other operating expenses	24,355	76,063	22,277	18,670	32,833	33,344	79,465	128,076
Total expenses from transactions	98,957	208,566	128,807	91,253	254,970	430,719	482,734	730,539
Net result from transactions (net operating balance)	(1,253)	2,998	1,491	1,209	(710)	(2,143)	(472)	2,064
Other economic flows included in net result								
Net gain/(loss) on non-financial assets	8	327	-	159	104	(170)	112	316
Other gains on other economic flows	(21)	94	6	(17)	16	(29)	1	48
Total other economic flows included in net result	(13)	421	6	143	120	(200)	113	364
Net result	(1,266)	3,419	1,497	1,351	(590)	(2,343)	(359)	2,428
Comprehensive result	(1,266)	3,419	1,497	1,351	(590)	(2,343)	(359)	2,428

¹ 'Stronger policy outcomes for Victoria' includes the impact of the transfer out of the Industrial Relations output and the transfer in of the Multicultural Affairs Policy and Programs output due to machinery of government changes effective from 1 February 2024.

5. Key assets to support output delivery

Introduction

The department uses property, plant and equipment in fulfilling its objectives and conducting its output activities. These assets represent the key resources that the department uses for delivering output activities discussed in section 4 of these financial statements.

Structure of this section

- 5.1 Property, plant and equipment
- 5.2 Intangible assets
- 5.3 Depreciation and amortisation
- 5.4 Fair value determination

5.1 Property, plant and equipment

Key accounting recognition and measurement criteria

Items of property, plant and equipment are measured initially at cost. Where an asset is acquired for nominal cost, the cost is its fair value at the date of acquisition. Assets transferred from/to other departments as part of machinery of government changes are transferred at their carrying amount.

The cost of leasehold improvements is capitalised and depreciated over the shorter of the remaining lease term or estimated useful life.

The initial cost of leased motor vehicles is measured at amounts equal to the fair value of the leased asset or, if lower, the present value of the minimum lease payments determined at the inception of the lease.

Leases recognised as right-of-use assets are initially measured at cost. This represents the present value of expected future payments resulting from the lease contracts.

In reporting periods subsequent to initial recognition, property, plant and equipment are measured at fair value less accumulated depreciation and impairment. Fair value is determined based on the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised by asset category.

Total property, plant and equipment

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Land ¹	170,851	170,851	-	-	170,851	170,851
Buildings (including heritage buildings) ²	82,007	82,310	(8,681)	(4,920)	73,326	77,390
Building construction in progress	6,106	3,988	-	-	6,106	3,988
Office equipment and computer equipment	5,670	5,924	(5,489)	(5,647)	181	277
Plant and equipment works in progress	80	80	-	-	80	80
Leased motor vehicles	2,312	2,089	(665)	(701)	1,647	1,388
Other heritage assets ³	8,282	8,282	(174)	(87)	8,108	8,195
Net carrying amount	275,478	273,694	(15,179)	(11,525)	260,299	262,169

Land and buildings (including heritage buildings)

Land and buildings are classified as specialised land and specialised buildings due to restrictions on the use of these assets. They are valued at fair value. For land valuation purposes, the market approach is used, although this is adjusted for any community service obligations to reflect the specialised nature of the land being valued. Buildings are valued using the current replacement cost method and some components of Government House are valued using reproduction cost method.

For more details on valuation techniques, inputs and processes, refer to Note 5.4.

Leasehold improvements

Leasehold improvements are valued using the historical cost method. Historical cost is used as a close proxy to the current replacement cost due to the short useful lives of these assets.

Office equipment and computer equipment

Office equipment and computer equipment are valued using the historical cost method. Historical cost is used as a close proxy to the current replacement cost due to the short useful lives of these assets.

Motor vehicles

Vehicles are valued using the current replacement cost method. The department acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by departmental fleet managers, who set relevant depreciation rates during the life of the asset to reflect the use of the vehicles.

Other heritage assets

These assets are reported at fair value using the market approach. The market approach compares the value of the assets with comparable assets that have sold in the marketplace.

For more details on valuation techniques, inputs, and processes, refer to Note 5.4.

¹ Land at Government House was valued by the Valuer-General of Victoria as of 30 June 2022. The department does not hold any other land.

² Buildings at Government House were valued by the Valuer-General of Victoria as of 30 June 2022. The department does not hold any other buildings.

³ Other heritage assets at Government House were valued by the Valuer-General of Victoria as of 30 June 2022. The department does not hold any other heritage assets.

Right-of-use assets acquired by lessees

The department recognises a right-of-use asset and a lease liability at the lease start date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the start date less any lease incentive received
- any initial direct costs incurred
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

The department depreciates the right-of-use assets on a straight-line basis from the lease start date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The right-of-use assets are also subject to revaluation.

In addition, right-of-use assets are periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liabilities.

Refer to the table at 5.11 (a) for reconciliation of movements in carrying amounts of the department's right-of-use assets.

5.1.1 Reconciliation of movements in carrying amount of property, plant and equipment

	Land at fair value \$'000	Buildings (including heritage buildings) ¹ \$'000	Leasehold improvements \$'000	Construction in progress \$'000	Office equipment and computer equipment \$'000	Plant and equipment works in progress \$'000	Leased motor vehicles \$'000	Public records \$'000	Other heritage assets \$'000	Total \$'000
2024										
Carrying amount at the start of the year	170,851	77,389	-	3,988	277	80	1,388	-	8,195	262,168
Additions	-	-	-	2,129	11	-	1,077	-	-	3,218
Disposals	-	-	-	-	-	-	(499)	-	-	(499)
Transfers between classes	-	-	-	(11)	11	-	-	-	-	-
Fair value of assets provided free of charge or for nominal considerations	-	(303)	-	-	-	-	-	-	-	(303)
Other administrative arrangements	-	-	-	-	-	-	7	-	-	7
Depreciation/amortisation expense	-	(3,760)	-	-	(118)	-	(327)	-	(87)	(4,292)
Carrying amount at the end of 2024	170,851	73,326	-	6,106	181	80	1,647	-	8,108	260,300

¹ This includes right-of-use assets relating to accommodation leases of the department (refer Note 5.1.1 (a) for further details).

	Land at fair value \$'000	Buildings (including heritage buildings) ² \$'000	Leasehold improvements ³ \$'000	Construction in progress \$'000	Office equipment and computer equipment \$'000	Plant and equipment works in progress \$'000	Leased motor vehicles \$'000	Public records ³ \$'000	Other heritage assets \$'000	Total \$'000
2023										
Carrying amount at the start of the year	246,370	104,748	22,207	4,281	2,060	59	3,450	503,466	8,579	895,220
Additions	-	89	-	2,544	66	143	552	-	-	3,394
Disposals	-	-	(3)	(208)	-	-	(154)	-	(18)	(383)
Transfers between classes	-	-	-	(8)	8	-	-	-	-	-
Fair value of assets provided free of charge or for nominal considerations	-	(303)	-	-	-	-	-	-	-	(303)
Other administrative arrangements	(75,519)	(22,155)	(20,194)	(2,621)	(1,442)	(122)	(1,895)	(503,466)	(277)	(627,691)
Depreciation/amortisation expense	-	(4,990)	(2,010)	-	(415)	-	(565)	-	(89)	(8,069)
Carrying amount at the end of 2023	170,851	77,389	-	3,988	277	80	1,388	-	8,195	262,168

² This includes right-of-use assets relating to accommodation leases of the department (refer Note 5.1.1 (a) for further details).

³ Carrying amount at the start of the 2022–23 financial year included public records and leasehold improvements which were transferred out of the department effective from 1 January 2023.

5.1.1 (a) Reconciliation of movement in carrying amount of right-of-use assets: buildings and vehicles

The following table is a subset of buildings and leased motor vehicles included in Note 5.1.1 for right-of-use assets.

	Buildings \$'000	Leased motor vehicles \$'000
Opening balance — 1 July 2023	2,167	1,388
Additions	-	1,077
Disposals	-	(499)
Fair value of assets provided free of charge or for nominal considerations	(303)	-
Other administrative arrangements	-	7
Depreciation	(809)	(327)
Closing balance — 30 June 2024	1,055	1,646
Opening balance — 1 July 2022	3,574	3,450
Additions	-	552
Disposals	-	(154)
Fair value of assets provided free of charge or for nominal considerations	(303)	-
Other administrative arrangements	(75)	(1,895)
Depreciation	(1,029)	(565)
Closing balance — 30 June 2023	2,167	1,388

5.2 Intangible assets

Key accounting recognition and measurement criteria

Purchased intangible assets are initially recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. Depreciation and amortisation begin when the assets are available for use — that is, when they are in the location and condition necessary for them to be capable of operating in the manner intended by management.

Internally generated intangible assets arising from development (or from the development phase of an internal project) are recognised if, and only if, all the following are demonstrated:

- there is an intention to complete the intangible asset for use or sale
- there is an ability to use or sell the intangible asset
- the intangible asset will generate probable future economic benefits
- there is availability of adequate technical, financial, and other resources to complete the development and to use or sell the intangible asset
- there is an ability to measure reliably the expenditure attributable to the intangible asset during its development.

Internally generated intangible assets with finite useful lives, are amortised on a straight-line basis over their useful lives.

Intangible assets with indefinite useful lives (and intangible assets not yet available for use) are tested for impairment annually or whenever there is an indication that the asset may be impaired.

	Capitalised software		Intangibles under development		Total	
	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000	2024 \$'000	2023 \$'000
Opening balance of gross carrying amount	6,737	83,064	1,756	20,092	8,493	103,156
Additions	-	-	488	9,800	488	9,800
Other administrative arrangements	-	(76,327)	-	(28,136)	-	(104,463)
Closing balance of gross carrying amount	6,737	6,737	2,244	1,756	8,981	8,493
Opening balance of accumulated amortisation	(6,264)	(58,915)	-	-	(6,264)	(58,915)
Amortisation of intangible assets charged	(165)	(5,986)	-	-	(165)	(5,986)
Other administrative arrangements	-	58,637	-	-	-	58,637
Closing balance of accumulated amortisation	(6,429)	(6,264)	-	-	(6,429)	(6,264)
Net book value at end of financial year	308	473	2,244	1,756	2,552	2,229

5.3 Depreciation and amortisation

	2024	2023
	\$'000	\$'000
Buildings (including heritage buildings)	3,760	4,990
Leasehold improvements	-	2,010
Office equipment and computer equipment	118	415
Leased motor vehicles	328	565
Other heritage assets	87	89
Intangible assets	165	5,986
Total depreciation and amortisation	4,458	14,055

All buildings, office and computer equipment and other non-financial physical assets that have finite useful lives are depreciated and intangible assets are amortised over their useful lives.

Depreciation and amortisation are generally calculated on a straight-line basis, at rates that allocate the asset's value less any estimated residual value, to its useful life. Depreciation and amortisation begin when the asset is first available for use in the location and condition necessary for it to be capable of operating in the manner intended by the department.

Useful life of assets

Typical current and prior year estimated useful lives for the different asset classes are included in the table below.

	Useful life (years)
Buildings	5–200
Leasehold improvements	5–20
Office equipment and computer equipment	3–20
Motor vehicles	5
Leased motor vehicles	2–3
Other heritage assets	99–100
Intangible assets	3–10

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term. Where the department obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the entity will exercise a purchase option, the entity depreciates the right-of-use asset over its useful life.

Impairment

Non-financial assets — including items of property, plant and equipment or intangible assets — are tested for impairment whenever there is an indication that the asset may be impaired.

The assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is considered to be an impairment and is written off as an 'other economic flow' in the comprehensive operating statement, except to the extent that it can be offset against an asset revaluation surplus applicable to that class of asset.

The recoverable amount for most assets is measured at the higher of current replacement cost and fair value less costs to sell.

Assets subject to restriction on use

Heritage assets held by the department generally cannot be modified or disposed of unless ministerial approval is obtained.

5.4 Fair value determination

The department determines the policies and procedures for fair value measurements such as property, plant and equipment in accordance with the requirements of AASB 13 *Fair Value Measurement* and the relevant Financial Reporting Directions (FRD) issued by the Department of Treasury and Finance.

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy:

- Level 1 — quoted (unadjusted) market prices in active markets for identical assets or liabilities.
- Level 2 — valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- Level 3 — valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

Fair value measurement hierarchy

	Fair value measurement at end of reporting period using:			
	Carrying amount	Level 1	Level 2	Level 3
	\$'000	\$'000	\$'000	\$'000
2024				
Land at fair value	170,851	-	-	170,851
Buildings at fair value	73,326	-	-	73,326
Other heritage assets at fair value	8,108	-	8,108	-
Office equipment and computer equipment	181	-	-	181
Leased motor vehicles	1,647	-	-	1,647
Total	254,113	-	8,108	246,005
2023				
Land at fair value	170,851	-	-	170,851
Buildings at fair value	77,390	-	-	77,390
Other heritage assets at fair value	8,195	-	8,195	-
Office equipment and computer equipment	277	-	-	277
Leased motor vehicles	1,388	-	-	1,388
Total	258,101	-	8,195	249,906

There have been no transfers between levels during the period.

The department determines whether transfers have occurred between levels in the hierarchy by reassessing the categorisation at the end of each reporting period (based on the lowest level input that is significant to the fair value measurement as a whole).

The Valuer-General Victoria (VGV) is the department's independent valuation agency. The department engages VGV to carry out professional valuations on a five-year cycle. In the interim years the department, in conjunction with VGV, monitors changes in the fair value of each class of asset through relevant data sources to determine whether a revaluation is required. If a valuation is required, then the department will either carry out a managerial valuation or engage with VGV to value those asset classes.

In the current reporting period, a full revaluation is not required. The department conducted a fair value assessment using the regular indices for land and buildings from the VGV. Following the assessment and as per FRD 103, no managerial valuation adjustment was done due to the movement in fair value being less than 10 per cent.

The reconciliation of all movements of fair value assets is shown in the table at 5.1.1.

5.4.1 Valuation techniques, inputs and processes

Land and buildings (including heritage buildings)

The market approach is used to value land, although this is adjusted for any community service obligations to reflect the use of the land being valued.

The community service obligations adjustment reflects the valuer's assessment of the impact of restrictions associated with an asset to the extent that it is equally applicable to market participants. This approach is in light of the highest and best use consideration required for fair value measurement. Relevant valuation factors include what is physically possible, legally permissible and financially feasible. Such adjustments of community service obligations are considered significant unobservable inputs; valuation of specialised land is classified at level 3 in the fair value measurement hierarchy.

For the department's buildings, the current replacement cost method is used, adjusting for useful life and associated depreciation. Such adjustments are considered significant unobservable inputs; buildings are classified at level 3 in the fair value measurement hierarchy.

VGV performed an independent valuation of land and buildings. The effective date of the valuation was 30 June 2022.

Other heritage assets

Other heritage assets include artwork. For artwork, valuation of the assets is determined by a comparison to similar examples of the artist's work in existence throughout Australia and research on recent prices paid for similar examples offered at auction or through art galleries.

These assets have been assessed with reference to similar assets and do not contain significant unobservable inputs. They are classified at level 2 in the fair value measurement hierarchy.

5.4.2 Description of significant unobservable inputs to level 3 valuations

2023 and 2024	Valuation technique	Significant unobservable inputs	Range	Sensitivity of fair value measurement to changes in significant unobservable inputs
Land	Market approach	Direct cost per square metre	\$3,500/m ²	A significant increase or decrease in direct cost per square metre adjustment would result in a significantly higher or lower fair value.
		Community service obligation (CSO) adjustment	Government House — 60% reduction	A significant increase or decrease in the CSO adjustment would result in a significantly higher or lower fair value.
Buildings	Current replacement cost	Useful life of specialised buildings	5 to 200 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Office equipment and computer equipment	Current replacement cost	Cost per unit	\$4,000–\$6,000,000 per unit	A significant increase or decrease in the cost per unit would result in a significantly higher or lower fair value.
		Useful life of office equipment and computer equipment	3 to 20 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.
Leased motor vehicles	Current replacement cost	Cost per unit	\$25,000–\$107,000 per unit	A significant increase or decrease in the cost per unit would result in a significantly higher or lower fair value.
		Useful life of leased motor vehicles	2 to 3 years	A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.

6. Other assets and liabilities

Introduction

This section sets out the other assets and liabilities that arose from the department's operations and help to contribute to the successful delivery of output operations.

Structure of this section

6.1 Receivables

6.2 Payables

6.3 Other non-financial assets

6.4 Employee benefits

6.5 Other provisions

Key accounting recognition and measurement criteria

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised cost'. They are initially recognised at fair value plus any directly attributable transaction costs. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment.

The department currently holds financial instruments where the carrying amounts approximate to fair value due to their short-term nature or due to an expectation that they will be paid in full by the end of the 2024–25 reporting period.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments. Amounts recognised as receivable from the Victorian Government represent funding for all commitments incurred and are drawn from the Consolidated Fund when the commitments fall due.

Contractual payables are classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the department in the reporting period that are unpaid at the end of the reporting period.

Statutory payables are recognised and measured similarly to contractual payables but are not classified as financial instruments nor included in the category of financial liabilities at amortised cost because they do not arise from contracts.

6.1 Receivables

	2024 \$'000	2023 \$'000
Contractual		
Receivables	24,660	4,632
Statutory		
Amounts owing from the Victorian Government ¹	91,969	47,226
GST recoverable	1,059	4,828
Total receivables	117,688	56,686
<i>Represented by:</i>		
Current receivables	113,833	52,927
Non-current receivables	3,855	3,759

6.1.1 Ageing analysis of contractual receivables

The average credit period for sales of goods/services and for other receivables is 30 days. There are no material financial assets that are individually determined to be impaired. Currently the department does not hold any collateral as security nor credit enhancements relating to any of its financial assets.

6.2 Payables

	2024 \$'000	2023 \$'000
Contractual		
Supplies and services	71,102	5,319
Statutory		
Amounts payable to other government agencies	3,651	6,005
Total payables	74,753	11,324
<i>Represented by:</i>		
Current payables	74,753	11,324

6.3 Other non-financial assets

	2024 \$'000	2023 \$'000
Prepayments	62	359
Other	80	119
Total other non-financial assets	142	478

¹ Represents the balance of available appropriations relating to providing outputs as well as funds available for capital purchases for which payments had not been disbursed at the balance date and accordingly had not been drawn from the Consolidated Fund.

Prepayments represent payments in advance of receiving goods or services made in one accounting period covering a term extending beyond that period. Prepayments at the end of the financial year include accommodation, software and information technology payments made in advance.

8.10 Employee benefits

Key accounting recognition and measurement criteria

Provision is made for benefits payable to employees in respect of annual leave and long service leave for services rendered up to the reporting date.

The **annual leave liability** is classified as a current liability and measured at the undiscounted amount expected to be paid, because the department does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for **sick leave** because all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in future periods. Because sick leave is non-vesting, an expense is recognised in the comprehensive operating statement when sick leave is taken.

Unconditional long service leave is disclosed as a current liability, even where the department does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of the current long service leave liability are measured at either:

- undiscounted value — if the department expects to wholly settle within 12 months
- present value — if the department does not expect to wholly settle within 12 months.

Conditional long service leave is disclosed as a non-current liability. There is a conditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current long service leave is measured at present value.

Any gain or loss following revaluation of the present value of the non-current long service leave liability is recognised in the comprehensive operating statement as a gain or loss from continuing operations, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as an 'other economic flow' in the net result.

Employment on-costs such as payroll tax, workers compensation and superannuation are disclosed separately as a component of the provision for employee benefits.

	2024 \$'000	2023 \$'000
Current provisions		
Annual leave		
Unconditional and expected to settle within 12 months	8,817	8,500
Unconditional and expected to settle after 12 months	4,058	5,101
Long service leave		
Unconditional and expected to settle within 12 months	1,782	1,450
Unconditional and expected to settle after 12 months	9,737	9,730
Provision for on-costs		
Unconditional and expected to settle within 12 months	2,034	2,934
Unconditional and expected to settle after 12 months	2,523	3,758
Total current provisions for employee benefits	28,951	31,473
Non-current provisions		
Long service leave	3,279	3,176
Provision for on-costs	600	584
Total non-current provisions for employee benefits	3,879	3,760
Total provisions for employee benefits	32,830	35,233

The department does not recognise any superannuation fund defined benefit liabilities because it has no legal or constructive obligation to pay such future benefits to its employees. Instead, the Department of Treasury and Finance discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

6.5 Other provisions

	2024 \$'000	2023 \$'000
Performance incentive	2,420	2,469
Total other provisions	2,420	2,469

Other provisions are recognised when the department has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, considering the risks and uncertainties surrounding the obligation.

7. Our financing activities

Introduction

This section provides information on the sources of financing activities of the department during the financial year.

This section also includes disclosures of balances that are classified as financial instruments (including cash balances) and additional information on managing exposures to financial risks.

Structure of this section

- 7.1 Borrowings
- 7.2 Cash balances and cash flow information
- 7.3 Financial instruments and financial risk management
- 7.4 Commitments for expenditure
- 7.5 Trust account balances

7.1 Borrowings

Key accounting recognition and measurement criteria

Borrowings are classified as financial instruments.

All interest-bearing borrowings are initially recognised at the fair value of the consideration received less directly attributable transaction costs. The measurement basis subsequent to initial recognition is at amortised cost. The classification depends on the nature and purpose of the interest-bearing liabilities. The department determines the classification of its interest-bearing liabilities at initial recognition.

Leases recognised under the AASB 16 *Leases* accounting standard are initially measured at the present value of the lease payments unpaid at the start date, discounted using an interest rate implicit in the lease if that rate is readily determinable or at the department's incremental borrowing rate.

Interest expenses include costs incurred in connection with borrowing funds or the notional interest cost in leases recognised under the AASB 16 *Leases* accounting standard. Interest expenses are recognised in the period in which they are incurred.

	2024	2023
	\$'000	\$'000
Current borrowings		
Lease liabilities	1,123	1,259
Total current borrowings	1,123	1,259
Non-current borrowings		
Lease liabilities	1,734	2,403
Total non-current borrowings	1,734	2,403
Total borrowings	2,857	3,662

The department leases various properties and motor vehicles. The lease contracts are typically made for fixed periods of 2–20 years with an option to renew the lease after that date.

7.1.1 Right-of-use assets resulting from leases

Right-of-use assets are presented in Note 5.1.1 (a).

7.1.2 Amounts recognised in the comprehensive operating statement relating to leases

The following amounts are recognised in the comprehensive operating statement relating to leases.

	2024	2023
	\$'000	\$'000
Interest expense on lease liabilities	77	112
Expenses relating to short term leases and leases of low-value assets	-	47
Total amount recognised in the comprehensive operating statement	77	159

7.1.3 Amounts recognised in the cash flow statement relating to leases

The following amounts are recognised in the cash flow statement relating to leases.

	2024	2023
	\$'000	\$'000
Total cash outflow for leases	(1,899)	(3,044)

Leases

For any new contracts entered into, the department considers whether contracts contain leases. A lease is defined as a contract that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration. To apply this definition the department assesses whether the contract meets the following three key evaluations:

- whether the contract contains an identified asset that is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the department and for which the supplier does not have substantive substitution rights
- whether the department has the right to benefit from substantially all the economic benefits from using the asset throughout the contract period and has the right to direct the use of the asset throughout the contract period
- whether the department has the right to make decisions in respect of 'how and for what purpose' the asset is used throughout the contract period.

This policy is applied to contracts entered into, or changed, on or after 1 July 2019.

Separation of lease and non-lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to account separately for non-lease components within the contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

Recognition and measurement of leases as lessee

Lease payments included in the measurement of the lease liability comprise:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable

- variable payments based on an index or rate, initially measured using the index or rate on the commencement date
- amounts expected to be payable under a residual value guarantee; and
- payments arising from purchase and termination options reasonably certain to be exercised.

Subsequent to initial measurement, the liability is reduced for payments made and increased for interest changes. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or in the comprehensive operating statement if the right-of-use asset is already reduced to zero.

Short-term leases and leases of low-value assets

The department has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in Comprehensive Operating Statement when the expenditure is incurred.

Presentation of right-of-use assets and lease liabilities

The department discloses right-of-use assets as 'Property plant and equipment'. Lease liabilities are presented as 'Borrowings' in the balance sheet.

7.2 Cash balances and cash flow information

7.2.1 Cash balances

	2024 \$'000	2023 \$'000
Cash at bank	31,323	29,874
Balance as per cash flow statement	31,323	29,874

Cash at bank includes deposits at call held at the bank and trust account balances held in the State's bank account ('public account'). Cash received by the department is paid into the public account. Similarly, expenditure for payments to suppliers and creditors are made via the public account. The public account remits to the department the cash required based on payments to suppliers or creditors.

7.2.2 Reconciliation of the net result for the period to the cash flow from operating activities

	2024 \$'000	2023 \$'000
Net result for the period	(359)	2,428
Non-cash movements		
Depreciation and amortisation	4,458	14,055
(Gain) on disposal of non-financial assets	(112)	(316)
Net transfers free of charge	(303)	(303)
Total non-cash movements	4,043	13,436
Movements in assets and liabilities (net of restructuring)		
Increase in receivables	(63,492)	(3,409)
Decrease in other non-financial assets	259	1,348
Increase in payables	63,476	7,124
Increase/(decrease) in employee benefits	117	(3,324)
(Decrease) in other provisions	(49)	(541)
Total movements in assets and liabilities	311	1,198
Net cash flows from operating activities	3,995	17,062

7.3 Financial instruments and financial risk management

Key accounting recognition and measurement criteria

Introduction

Financial instruments arise out of contractual agreements between entities that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the department's activities, certain assets and liabilities arise under statute rather than a contract. Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

The department applies AASB 9 *Financial Instruments* and classifies all financial assets based on the business model for managing the assets and the assets' contractual terms.

Financial assets at amortised cost

Financial assets are measured at amortised cost. These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

Financial assets at amortised cost include the department's cash and deposits and trade receivables, but not statutory receivables.

Financial liabilities at amortised cost

Financial liabilities are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. After initial measurement, these financial instruments are measured at amortised cost using the effective interest method.

Financial liabilities measured at amortised cost include all the department's contractual payables and lease liabilities (borrowings).

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when the rights to receive cash flows from the asset have expired.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged or cancelled, or when it expires.

Offsetting financial instruments

Financial instrument assets and liabilities are offset and the net amount disclosed in the balance sheet when, and only when, there is a legal right to offset the amounts and the department intends to settle on a net basis or to realise the asset and settle the liability simultaneously.

Categories of financial assets and liabilities

The following table shows the department's categorisation of financial assets and financial liabilities:

	Financial assets at amortised cost \$'000	Financial liabilities at amortised cost \$'000	Total \$'000
2024			
Contractual financial assets			
Cash and deposits	31,323	-	31,323
Receivables	24,660	-	24,660
Total contractual financial assets in 2024	55,983	-	55,983
Financial liabilities			
Payables	-	71,102	71,102
Lease liabilities	-	2,857	2,857
Total contractual financial liabilities in 2024	-	73,959	73,959
2023			
Contractual financial assets			
Cash and deposits	29,874	-	29,874
Receivables	4,632	-	4,632
Total contractual financial assets in 2023	34,506	-	34,506
Financial liabilities			
Payables	-	5,319	5,319
Lease liabilities	-	3,662	3,662
Total contractual financial liabilities in 2023	-	8,981	8,981

The department's main financial risks include credit risk, liquidity risk and market risk:

Credit risk — Credit risk refers to the possibility that a debtor will default on its financial obligations as and when they fall due. Credit risk associated with the department's contractual financial assets is minimal because the main debtors are other Victorian Government entities. Credit risk is measured at fair value and is monitored on a regular basis.

Considering the minimal credit risk, there is no expected credit loss for contractual receivables as per AASB 9 *Financial Instruments* expected credit loss approach.

Liquidity risk — Liquidity risk arises when the department cannot meet its financial obligations as they fall due. The department's exposure to liquidity risk is deemed insignificant based on a current assessment of risk.

The department is exposed to liquidity risk mainly through the financial liabilities as disclosed in the balance sheet. The department manages its liquidity risk by:

- maintaining an adequate level of uncommitted funds that can be drawn at short notice to meet its short-term obligations
- careful maturity planning of its financial obligations based on forecasts of future cash flows.

Market risk — The department's exposure to market risk is primarily through interest rate risk. The department has no material exposure to foreign currency and other price risks.

Interest rate risk — The department's exposure to interest rate risk is insignificant and arises primarily through the department's lease liabilities. The department manages the risk by undertaking interest-bearing liabilities, which are motor vehicles and accommodation leases under fixed-rate contracts.

8.10 Commitments for expenditure

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are recorded at their nominal value and include GST. Where it is considered appropriate and provides relevant information to users, the net present values of significant individual projects are stated.

These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

Nominal amounts	Less than 1 year \$'000	1–5 years \$'000	Total \$'000
2024			
Capital commitments	1,377	-	1,377
Other commitments	5,586	1,714	7,300
Total commitments (inclusive of GST)	6,963	1,714	8,677
Less GST recoverable	(633)	(156)	(789)
Total commitments (exclusive of GST) in 2024	6,330	1,558	7,888
2023			
Capital commitments	1,250	-	1,250
Other commitments	5,110	44	5,154
Total commitments (inclusive of GST)	6,360	44	6,404
Less GST recoverable	(578)	(4)	(582)
Total commitments (exclusive of GST) in 2023	5,782	40	5,822

The department also has grant payment commitments. These commitments are unquantifiable since final grant payments to recipients are based on the achievement of performance milestones that may or may not be met and will affect the payment of those grants.

7.5 Trust account balances

Cash and cash equivalents and investments	2024				2023						
	Opening balance as at 1 July 2023 \$'000	Total receipts \$'000	Total payments \$'000	MoG transfers ¹ \$'000	Closing balance as at 30 June 2024 \$'000	Opening balance as at 1 July 2022 \$'000	Total receipts \$'000	Total payments \$'000	Increase/(Decrease) in Funds \$'000	MoG transfer \$'000	Closing balance as at 30 June 2023 \$'000
Controlled trusts											
Australia Day Committee Victoria Trust	511	417	(686)	-	242	237	1,154	(880)	274	-	511
Departmental Trust Account	384	-	-	-	384	1,826	2,288	(3,233)	(946)	(496)	384
Treasury Trust ²	8,325	535	(622)	368	8,606	24,533	11,844	(8,559)	3,285	(19,493)	8,325
Vehicle Lease Trust	1,987	134	(23)	-	2,098	1,907	177	-	177	(96)	1,987
Information Victoria Working Account	17	-	-	-	17	567	38	(177)	(139)	(411)	17
Aboriginal Cultural Heritage Fund	4,240	1,438	(6)	-	5,672	3,070	1,322	(152)	1,170	-	4,240
Intergovernmental Trust ³	14,409	8,766	(9,259)	387	14,303	23,216	12,692	(14,425)	(1,733)	(7,074)	14,409
Total controlled trusts	29,874	11,290	(10,596)	756	31,323	55,356	29,514	(27,427)	2,088	(27,570)	29,874

The department has trust account balances relating to trust accounts that are controlled and/or administered. Trust accounts controlled by the department are shown above. These trust balances are reported as cash at bank in Note 7.2.1. Administered trusts are disclosed in Note 8.8.

¹ This relates to trusts transferred in and out of the department due to administrative restructures. Refer to Note 8.6 for details.

² The Treasury trust was established under the Financial Management Act to record the receipt and disbursement of unclaimed monies and other funds held in trust.

³ The Intergovernmental Trust was established under section 19 of the Financial Management Act to record projects managed through interdepartmental fund transfers when no other trust arrangement exists.

8. Other disclosures

Introduction

This section includes additional disclosures required by accounting standards or otherwise for the understanding of this financial report. It also provides information on administered items.

Structure of this section

- 8.1 Other economic flows
- 8.2 Responsible persons
- 8.3 Executive remuneration
- 8.4 Related parties
- 8.5 Remuneration of auditors
- 8.6 Restructuring of administrative arrangements
- 8.7 Contingent assets and contingent liabilities
- 8.8 Administered items
- 8.9 Other accounting policies and Australian Accounting Standards issued but not yet effective
- 8.10 Subsequent events

8.1 Other economic flows

Other economic flows are changes in the value of an asset or liability that do not result from transactions. Gains/(losses) from other economic flows include the gains or losses from:

- the disposal of leased motor vehicles
- impairments of non-current physical and intangible assets
- the revaluation of the present value of the long service and recreational leave liability due to changes in the bond interest rate.

	2024	2023
Other economic flows	\$'000	\$'000
Net gain on non-financial assets		
Gain on disposal of leased motor vehicles	112	316
Total net gain/(loss) on non-financial assets	112	316
Other gains on other economic flows		
Gain on revaluation of recreational leave liability	11	5
Gain on revaluation of long service leave liability	(10)	43
Total other gains on other economic flows	1	48

8.2 Responsible persons

In keeping with the Ministerial Directions issued by the Assistant Treasurer under the Financial Management Act, the following disclosures are made regarding responsible persons for the reporting period.

Names

The people who held the position of Minister and Accountable Officer in the department (from 1 July 2023 to 30 June 2024 unless otherwise stated) were:

Name of Minister or Accountable Officer	Relevant title
The Hon Daniel Andrews MP	Premier (until 27 September 2023)
Hon Jacinta Allan MP	Deputy Premier (until 27 September 2023)
Hon Jacinta Allan MP	Premier (from 27 September 2023)
The Hon Ben Carroll MP	Deputy Premier (from 27 September 2023)
Gabrielle Williams MP	Minister for Treaty and First Peoples (until 2 October 2023)
The Hon Natalie Hutchins MP	Minister for Treaty and First Peoples (from 2 October 2023)
Tim Pallas MP	Minister for Industrial Relations (until machinery of government change on 1 February 2024)
Ingrid Stitt MP	Minister for Multicultural Affairs (from machinery of government change on 1 February 2024)
Jeremi Moule	Secretary

The people who acted in positions of Minister and Accountable Officer in the department (from 1 July 2023 to 30 June 2024) were:

Name of Minister or Accountable Officer	Relevant office	Persons who acted in the positions
The Hon Daniel Andrews MP	Office of the Premier	Hon Jacinta Allan MP
Hon Jacinta Allan MP	Office of the Premier	The Hon Ben Carroll MP
Gabrielle Williams MP	Office of the Minister for Treaty and First Peoples	The Hon Colin Brooks MP
The Hon Natalie Hutchins MP	Office of the Minister for Treaty and First Peoples	Ingrid Stitt MP The Hon Lizzie Blandthorn MP The Hon Vicki Ward MP The Hon Harriet Shing MP
Tim Pallas MP	Office of the Minister for Industrial Relations	The Hon Danny Pearson MP
Ingrid Stitt MP	Office of the Minister for Multicultural Affairs	The Hon Mary-Anne Thomas MP
Jeremi Moule	Office of the Secretary	Emma Cassar Jason Loos Jenny Atta

Remuneration

Remuneration received or receivable by the Accountable Officer in connection with managing the department during the reporting period was in the range of \$740,000 to \$749,999 (2023: \$670,000 to \$679,999).

8.3 Executive remuneration

The number of executive officers, other than ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provide a measure of full-time-equivalent executive officers over the reporting period.

Remuneration comprises employee benefits in all forms of consideration paid, payable or provided by the department or on behalf of the department, in exchange for services rendered, and is disclosed in the following categories:

- short-term employee benefits include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as non-monetary benefits such as allowances and free or subsidised goods or services
- post-employment benefits include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased
- other long-term benefits include long service leave, other long-service benefits or deferred compensation
- termination benefits include termination of employment payments.

	2024	2023
	\$'000	\$'000
Remuneration of executive officers¹		
Short-term employee benefits	16,268	20,659
Post-employment benefits	1,741	2,137
Other long-term benefits	299	330
Termination benefits	188	142
Total remuneration	18,496	23,268
Total number of executives^{2,3}	99	134
Total annualised employee equivalents⁴	71.1	90.8

¹ The 2023 comparatives have been adjusted to exclude statutory officers and Administrative Office Heads and termination benefits to align with disclosure requirements of FRD 21.

² The total number of executive officers includes people who met the definition of key management personnel of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (Note 8.4).

³ The number of executives has decreased because of machinery of government changes that transferred out material functions in 2022–23 effective from 1 January 2023.

⁴ Annualised employee equivalent is based on the time fraction worked over the reporting period.

8.10 Related parties

The department is a wholly owned and controlled entity of the State.

The following agencies have been consolidated into the department's financial statements pursuant to the determination made by the Assistant Treasurer under section 53(1)(b) of the Financial Management Act:

- Victorian Independent Remuneration Tribunal — until 1 February 2024
- Wage Inspectorate Victoria — until 1 February 2024
- Victorian Multicultural Commission — from 1 February 2024.

Related parties of the department, the Victorian Independent Remuneration Tribunal, the Wage Inspectorate Victoria, and the Victorian Multicultural Commission include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over)
- all Cabinet ministers and their close family members
- all departments and public sector entities that are controlled and included in the whole-of-state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

Significant transactions with government-related entities

The department received funding from the Consolidated Fund totalling \$454.0 million (2023: \$704.1 million). Refer to Note 2.1 for details.

Key management personnel

The department's key management personnel from 1 July 2023 to 30 June 2024 included:

The Premier

- Hon Jacinta Allan MP (from 27 September 2023)
- The Hon Daniel Andrews MP (until 27 September 2023).

Portfolio Ministers

- Hon Jacinta Allan MP (until 26 September 2023)
- The Hon Ben Carroll MP (from 27 September 2023)
- The Hon Natalie Hutchins MP (from 2 October 2023)
- Gabrielle Williams MP (until 2 October 2023)
- Tim Pallas MP (until 1 February 2024)
- Ingrid Stitt MP (from 1 February 2024).

Secretary

- Jeremi Moule.

Deputy Secretaries

- Brigid Sunderland
- Terry Garwood PSM
- Jason Loos PSM
- Joshua Puls MVO
- Jeroen Weimar
- Emma Cassar PSM
- Elly Patira
- Matt O'Connor.

Administrative Offices

Key management personnel of the administrative offices included in the department's financial statements and other statutory appointees that are material in terms of the department's financial results include:

- Jonathan Burke — Official Secretary for Office of the Governor.

The compensation detailed below excludes the salaries and benefits of portfolio ministers. Ministers' remuneration and allowances are set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported in the State's Annual Financial Report.

	Department, administrative offices, and section 53 entities	
Compensation of key management personnel	2024	2023
	\$'000	\$'000
Short-term employee benefits	2,953	3,570
Post-employment benefits	201	268
Other long-term benefits	63	54
Termination benefits	207	59
Total	3,424	3,951

Transactions with key management personnel and other related parties

Given the breadth and depth of the State Government's activities, related parties transact with the Victorian public sector on terms and conditions equivalent to those that prevail in arm's-length transactions under the State's procurement process. Further employment of processes within the Victorian public sector occurs on terms and conditions consistent with the Public Administration Act, codes of conduct and standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with the Victorian Government Procurement Board requirements.

Outside of normal citizen-type transactions with the department, there were no other related party transactions that involved key management personnel or their close family members. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

8.5 Remuneration of auditors

	2024	2023
	\$'000	\$'000
Victorian Auditor-General's Office		
Audit of the annual financial statements	184	176
Total remuneration of auditors	184	176

8.6 Restructuring of administrative arrangements

Transfers out of the department

In October 2023 the government issued an administrative order under section 3 of the Administrative Arrangements Act to restructure some of its activities via machinery of government ('MoG') changes. As part of the restructure the department (the transferor) relinquished the following areas, taking effect on 1 February 2024:

- Industrial Relations Victoria, Victorian Independent Remuneration Tribunal (s53 entity), and Wage Inspectorate Victoria Authority (s53 entity) have transferred to the Department of Treasury and Finance (the transferee).

The following transfers from the department (the transferor) were based on the declaration pursuant to section 28 of the Public Administration Act, designated by the Premier, taking effect on 1 November 2023:

- Land and Precincts to the Department of Transport and Planning (the transferee).
- In addition, the Labour Hire Authority and the Portable Long Service Authority transferred from the department's portfolio to the Department of Treasury and Finance, effective 1 February 2024.

Transfers into the department

The following transfers into the department (the transferee) were based on the administrative order under section 3 of the Administrative Arrangements Act, effective 1 February 2024:

- Multicultural Affairs and Victorian Multicultural Commission (s53 entity) from the Department of Families, Fairness and Housing (the transferor).
- In addition, VITS LanguageLoop was transferred into the department's portfolio from the Department of Families, Fairness and Housing, effective 1 February 2024.

The table overleaf details the impact to net assets due to the administrative restructure, which has been recognised in the balance sheet at the carrying amount of those assets.

Restructuring of administrative arrangements during the year are as follows:

	Transfers out:				Total transfers out \$'000	Transfers in:	
	Land and Precincts \$'000	Industrial Relations Victoria \$'000	Victorian Independent Remuneration Tribunal \$'000	Wage Inspectorate Victoria \$'000		Victorian Multicultural Commission and Multicultural Affairs \$'000	Total transfers in \$'000
Assets							
Cash and deposits	-	(105)	-	-	(105)	860	860
Other non-financial assets	-	-	-	(77)	(77)	-	-
Receivables	(537)	(1,842)	(402)	(2,732)	(5,513)	2,487	2,487
Lease assets	-	(51)	(17)	(8)	(76)	83	83
Total assets	(537)	(1,998)	(419)	(2,817)	(5,771)	3,430	3,430
Liabilities							
Employee benefits	460	1,746	387	2,250	4,843	(1,862)	(1,862)
Payables	77	97	15	559	748	(626)	(626)
Lease liabilities	-	50	17	8	75	(83)	(83)
Total liabilities	537	1,893	419	2,817	5,666	(2,570)	(2,570)
Net assets transferred¹	-	(105)	-	-	(105)	860	860

¹ The net assets (liabilities) transferred were treated as a transfer of contributed capital provided by the State.

8.7 Contingent assets and contingent liabilities

Key accounting recognition and measurement criteria

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, measured at nominal value.

Contingent assets and liabilities are presented inclusive of GST.

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the department.

These are classified as either quantifiable, where the potential economic benefit is known, or non-quantifiable.

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the department; or
- present obligations that arise from past events but are not recognised because:
 - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations; or
 - the amount of the obligations cannot be measured with sufficient reliability.

Contingent liabilities are also classified as either quantifiable or non-quantifiable.

Contingent liabilities

Quantifiable contingent liabilities

Contingent liabilities	2024	2023
	\$'000	\$'000
Legal proceedings and disputes	-	110
Total	-	110

Non-quantifiable contingent liabilities — 2024 and 2023

First Peoples' Assembly of Victoria

The State and the First Peoples' Assembly of Victoria ('the Assembly') have established, by agreement, a novel entity called the Treaty Authority to oversee Treaty negotiations in Victoria. The State and the Assembly have jointly appointed a panel to select the members to be appointed to the Treaty Authority. The department has a potential contingent liability arising from the panel members.

The Treaty Authority panel members are not employed by the State or the Assembly, and nor is the panel a separate legal entity, meaning the panel members are not covered by the insurance policies of any existing entity. To mitigate any risks of panel members being personally liable for claims arising from their functions on the panel, the Minister for Treaty and First Peoples has agreed to provide ministerial indemnity to panel members as part of the Instrument of Appointment to appoint panellists.

It includes not feasible at this time to quantify any future liability.

Native Title

A number of claims have been filed with the Federal Court under the Commonwealth Native Title Act 1993 that affect Victoria. It is not feasible at this time to quantify any future liability.

Contingent assets

There were no contingent assets as at the reporting date. (2023: nil).

8.8 Administered items

Key accounting recognition and measurement criteria

Administered transactions relating to income, assets and liabilities are determined on an accrual basis.

The transactions and balances below relate to administered items and are not included elsewhere in these financial statements because the department does not control these activities. However, the department remains accountable to the State for the transactions involving these administered resources even though it does not have the discretion to deploy these resources for its own benefit or to achieve its objectives.

The most significant transactions in this category include appropriations received and on-passed to the Victorian Electoral Commission for electoral entitlements, disposal of vehicles under leases, the Public Service Commuter Club and other Treasury and departmental trusts.

	2024	2023
	\$'000	\$'000
Administered (non-controlled) items		
Administered Income from transactions		
Special appropriations	20,449	18,330
Provision of services	-	55
Other income	254	542
Total administered income from transactions	20,703	18,927
Administered expenses from transactions		
Grants and other transfers	15,636	18,330
Supplies and services	3,277	7
Employee expenses	1,541	-
Payments into the Consolidated Fund	249	595
Total administered expenses from transactions	20,703	18,932
Total administered comprehensive result	-	(5)
Administered financial assets¹		
Cash ²	9,770	45,776
Other receivables	146	125
Total administered financial assets	9,916	45,901
Total assets	9,916	45,901
Administered liabilities		
Amounts payable to other government agencies ²	10,023	46,008
Total liabilities	10,023	46,008
Administered net assets	(107)	(107)

¹ The State's investment in its controlled entities is disclosed in the administered note of the Department of Treasury and Finance's financial statements. This includes the investment in the department's portfolio entities.

² This includes funds in trust for the portfolio agencies held in the State's public account.

Administered trust account balances

The table below provides additional information on individual administered trust account balances.

	2024					2023				
	Opening balance as at 1 July 2023	Total receipts	Total payments	MoG transfers ¹	Closing balance as at 30 June 2024	Opening balance as at 1 July 2022	Total receipts	Total payments	MoG transfers	Closing balance as at 30 June 2023
Cash and cash equivalents and investments	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Administered trusts										
Vehicle Lease Trust	18	-	-	-	18	18	-	-	-	18
Public Service Commuter Club ²	(208)	91	(112)	-	(229)	(193)	145	(160)	-	(208)
Departmental and Treasury trust accounts	10,964	16,899	(17,882)	-	9,981	6,441	46,084	(41,561)	-	10,964
Labour Hire Authority Trust	35,001	4,063	(3,444)	(35,620)	-	25,175	10,228	(402)	-	35,001
Total administered trusts	45,776	21,053	(21,438)	(35,620)	9,770	31,441	56,456	(42,122)	-	45,776

¹ This relates to Labour Hire Authority trusts transferred to the Department of Treasury and Finance due to administrative restructures taking effect on 1 February 2024.

² This relates to timing of an upfront payment to Public Transport Victoria and receipt of amounts associated with the scheme by deductions from club members' salaries

8.9 Other accounting policies and Australian Accounting Standards issued but not yet effective

Other accounting policies — contributions by owners

In relation to machinery of government changes and consistent with the requirements of AASB 1004 *Contributions*, contributions by owners, contributed capital and its repayments are treated as equity transactions and do not form part of the department's income and expenses.

Additions to net assets that have been designated as contributions by owners are recognised as contributed capital. Other transfers that are contributions to, or distributions by, owners are designated as contributions by owners.

Transfers of net assets or liabilities arising from administrative restructurings are treated as distributions to, or contributions by, owners.

Australian Accounting Standards issued but not yet effective

Certain new and revised accounting standards have been issued but are not effective for the 2023–24 reporting period. The following accounting standard has not been applied to the department's financial statements.

AASB 2022-10 Amendments to Australian Accounting Standards — Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities — AASB 2022-10 amends AASB 13 *Fair Value Measurement* by adding authoritative implementation for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows.

Among other things, the standard:

- specifies that an entity needs to consider whether an asset's highest and best use differs from its current use only when it is held for sale or held for distributions to owners under AASB 5 *Non-current Assets Held for Sale and Discontinued Operations* or if it is highly probable that it will be used for an alternative purpose
- clarifies that an asset's use is 'financially feasible' if market participants would be willing to invest in the asset's service capacity, considering both the capacity to provide needed goods or services and the resulting costs of those goods and services
- specifies that if both market selling price and some market participant data required to fair value the asset are not observable, an entity needs to start with its own assumptions and adjust them to the extent that reasonably available information indicates that other market participants would use different data
- provides guidance on the application of the cost approach to fair value, including the nature of costs to be included in a reference asset and identification of economic obsolescence.

This standard applies prospectively to annual periods beginning on or after 1 January 2024, with earlier application permitted. The department is currently in the process of assessing the potential impact of this standard and amendments.

A number of other standards and amendments have also been issued that apply to future reporting periods, however they are not expected to have any significant impact on the financial statements in the period of initial application.

8.10 Subsequent events

No significant events have occurred since 30 June 2024 that will have a material impact on the information disclosed in the financial statements (2023: Nil).

Section 5: Other disclosures

Compliance with the Aboriginal Heritage Act

Under section 192 of the *Aboriginal Heritage Act 2006*, the Secretary must report on the operation of the Act including:

- the exercise and performance by authorised officers of their powers, functions and duties under the Act
- any complaints received in relation to authorised officers
- actions taken to address those complaints.

The Act establishes the role of authorised officers and makes provision for appointing authorised officers. The key functions to be carried out by an authorised officer include:

- monitoring compliance with the Act
- investigating suspected offences against the Act
- directing the conduct of a cultural heritage audit to assess the impact of an activity on Aboriginal cultural heritage
- issuing and delivering stop orders without formal approval if there are reasonable grounds for believing that Aboriginal cultural heritage is under threat from an activity.

On 30 June 2024:

- 22 authorised officers, all DPC employees, are appointed under the Act
- 13 Aboriginal heritage officers, all employees of a Registered Aboriginal Party, are also appointed under the Act.

All appointees have successfully completed a Certificate IV in Government Investigations within the past five years and receive ongoing training about the operation of the Act. There were no complaints made about authorised officers during this period.

In 2023–24 authorised officers exercised their powers, functions and duties as set out on the following page.

Information on the exercise and performance by authorised officers of their powers, functions and duties under the Aboriginal Heritage Act

Section	Function/power	Exercised
83	Cultural heritage audit must be conducted under the direction of an authorised officer	No cultural heritage audits were conducted
84	Give a written report of the findings of a cultural heritage audit to the minister	No written reports were provided to the minister
159(a)	Monitor compliance with the Act	75 inspections were carried out by authorised officers to monitor compliance with the Act
159(b)	Investigate suspected offences against the Act	109 investigations were carried out or are ongoing
159(c)	Direct the conduct of cultural heritage audits	No cultural heritage audits were ordered
159(d)	Issue and deliver stop orders	No stop orders were issued or delivered
159(e)	Report to the Secretary	No reports were required
165	Present identification card for inspection	Identification cards were presented for inspection on 46 occasions
166	Enter land or premises with the consent of the occupier	General powers to enter land or premises were used 75 times
167	Obtain consent to enter land or premises	General powers to enter land or premises were used 46 times
168	Enter land or premises open to the public	Land or premises open to the public were entered 29 times
169	Enter land or premises for a cultural heritage audit	No land was entered for the purposes of a cultural heritage audit
170	Search upon entry	Search powers on entering land were executed 75 times
171	Seizure powers on entry without search warrant	Seizure powers by consent were not exercised
172	Seizure powers without consent	Seizure powers without consent were not required
173	Search warrants	No search warrants were obtained
176	Receipts for seized things	No receipts were issued
177	Security of seized things	No seized things (records) were required to be secured
178(4)	Return of seized objects	No seized things were required to be returned
180	Require the giving of name and address	No one was required to give their name and address
181	Require the giving of assistance and information	No one was required to provide assistance or information
182	Take affidavits	No affidavits were taken
184	Report to be given about entry	No reports about entry were required

Full details of all powers and functions exercised by authorised officers in previous years can be requested via email to the Director, Heritage Services, First Peoples – State Relations at aboriginal.heritage@dpc.vic.gov.au.

Competitive Neutrality Policy

Competitive neutrality requires government businesses to ensure that where services compete, or potentially compete, with the private sector, any net advantage arising from government ownership is accounted for if it is not in the public interest.

Government businesses are required to set a competitively neutral price, which accounts for any net advantage that comes from public ownership. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focuses on efficiency in the provision of service.

DPC continues to ensure Victoria fulfils its requirements on competitive neutrality reporting as required under the Competition Principles Agreement and Competition and Infrastructure Reform Agreement.

Compliance with the Building Act

During 2023–24 DPC complied with the building and maintenance provisions of the *Building Act 1993*. An occupancy permit or certificate of final inspection endorsed by a registered building surveyor is obtained for all upgrades to existing facilities requiring a permit. Design consultants and building contractors engaged are registered practitioners, and registrations are maintained during the course of the work.

DPC manages the Office of the Governor and its outbuildings. There are several mechanisms for inspection, reporting and carrying out of maintenance works at this site including:

- regular property inspections conducted by staff, tenants and external contractors
- independent, formal condition audits undertaken every five years
- site risk surveys undertaken at least biennially by the Victorian Managed Insurance Authority
- onsite facilities managers responding to and prioritising identified issues and managing breakdown, preventative and cyclical maintenance contracts.

In 2023–24, DPC completed the following major work projects:

Major works projects (greater than \$50,000)

Office of the Governor	Ongoing conservation, restoration and security building works at Government House
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For the 2023–24 reporting period, no buildings were required to be brought into conformity with building standards. Across the period, for buildings DPC owns or manages, none of the following were issued:

- building permits
- occupancy or certificates of final inspection
- emergency orders and building orders.

Compliance with the DataVic Access Policy

Consistent with the DataVic Access Policy issued by the Victorian Government in 2012, DPC made 33 data sets available on the DataVic website in 2023–24. Information included in this annual report will also be available at www.data.vic.gov.au in electronic readable format.

Compliance with the Freedom of Information Act

The *Freedom of Information Act 1982* gives the public a right to access documents held by DPC and DPC portfolio ministers. The purpose of the Act is to extend as far as possible the right of the community to access information held by government departments, local councils, ministers and other bodies subject to the Act.

An applicant has a right to apply for access to documents held by a department, which comprises documents both created and received by DPC. Other than regular electronic and paper records, applicants may also request access to documents such as maps, films, computer discs and tape recordings. Applicants may also request access to the official documents of a DPC portfolio minister.

The Act allows a department to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include Cabinet documents, certain internal working documents, law enforcement documents, documents covered by legal professional privilege, documents containing personal information, documents containing certain commercial and financial information, and information provided to DPC in confidence.

Under the Act, the Freedom of Information (FOI) processing time for requests received is 30 calendar days. However, when external consultation is required under ss29, 29A, 31, 31A, 33, 34 or 35, a 15-day automatic extension applies. Processing time may also be extended by periods of up to 30 days, in consultation with the applicant. With the applicant's agreement this may occur any number of times. However, obtaining an applicant's agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

If an applicant is not satisfied with a freedom of information decision made by DPC, under section 49A of the Act they have the right to seek a review from the Office of the Victorian Information Commissioner within 28 days of receiving a decision letter.

FOI statistics

Requests received in 2023–24 included 91 requests for DPC documents and 11 requests for documents from the Office of the Premier.

No requests were received during this period for any other DPC portfolio ministers.

Of these requests to DPC and the Office of the Premier, 29 were from members of parliament, 35 from the media, and the remainder from the general public.

DPC made 90 access decisions on FOI requests made to DPC in 2023–24. Seventy-one per cent of access decisions were made within the statutory period, 12 per cent were between one and 45 days overdue and 17 per cent were overdue by more than 45 days. DPC also made 17 access decisions on requests for the Office of the Premier.

Fifteen DPC matters went to the Information Commissioner for review and 6 complaints about DPC matters were made to the Information Commissioner. One Office of the Premier matter went to the Information Commissioner for review and 5 complaints about the Office of the Premier matters were made to the Information Commissioner.

Making a request

Requests to access documents should be made in writing to DPC's Freedom of Information Officer. The requirements of a request are set out in section 17 of the Act.

In summary, a request must:

- be in writing
- identify as clearly as possible the documents requested
- be accompanied by the appropriate application fee (which may be waived if it would cause hardship to the applicant).

Requests for documents in DPC's possession must be addressed to:

Freedom of Information Officer Department
of Premier and Cabinet
GPO Box 4912
Melbourne VIC 3001

Requests can also be lodged via online.foi.vic.gov.au. Access charges may apply once documents have been processed and an access decision has been made.

For example, charges may be applied for costs associated with photocopying and for search and retrieval of documents.

More information about DPC's FOI arrangements can be found at www.vic.gov.au/foi-part-ii-statements.

Compliance with the Local Jobs First Act

The *Local Jobs First Act 2003* introduced in August 2018 brings together the Victorian Industry Participation Policy (VIPPP) and Major Project Skills Guarantee (MPSG) policy which were previously administered separately.

Departments and public sector bodies are required to apply the Local Jobs First policy in all projects valued at \$3 million or more in metropolitan Melbourne or for statewide projects, or \$1 million or more for projects in regional Victoria.

The MPSG applies to all construction projects valued at \$20 million or more

In 2023–24, DPC did not commence/complete any Local Jobs First Standard or Local Jobs First Strategic projects.

Compliance with the Public Interest Disclosure Act

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act protects people who make disclosures in keeping with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

DPC does not tolerate improper conduct by employees, nor the taking of reprisals against those who come forward to disclose such conduct. DPC is committed to ensuring transparency and accountability in administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

DPC will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. DPC will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

Reporting procedures

Disclosures of improper conduct or detrimental action by DPC or any employees may be made to any of the following departmental personnel:

- the secretary of the department
- a public interest disclosure coordinator
- a director, indirect manager or supervisor of the discloser
- a person acting in any of the above roles.

Alternatively, disclosures may also be made directly to the Independent Broad-based Anti-corruption Commission (IBAC):

Level 1, North Tower, 459 Collins Street
Melbourne VIC 3000

Phone: 1300 735 135

Internet: www.ibac.vic.gov.au

Refer to this website for the secure email disclosure process, which also provides for anonymous disclosures.

More information

The Guide to Making and Handling Public Interest Disclosures, which outlines the system for reporting disclosures of improper conduct or detrimental action by DPC or any of its employees and/or officers, is available on DPC's website (www.vic.gov.au/dpc-public-interest-disclosures)

Disclosures under the Public Interest Disclosures Act

In 2023–24, one assessable disclosure was made to DPC and notified to IBAC. This is a decrease from 2022–23 in which two assessable disclosures were made.

Email: info@ibac.vic.gov.au

Environmental performance

Introduction

Environmental sustainability remains an important element of DPC's operational strategy, reflecting the department's commitment to reducing its environmental footprint. The Financial Reporting Direction (FRD) 24, which now includes 42 key reporting indicators, guides the department's environmental performance tracking.

DPC's commitment to sustainability in its operations is demonstrated through several key initiatives, including:

- integrating environmental considerations into tender specifications to promote responsible procurement practices
- utilising a tri-stream waste disposal system within offices (landfill, commingled, and organics) to encourage waste reduction and recycling
- prioritising energy efficiency using energy-saving appliances and sensor lighting
- sourcing sustainable and locally produced furniture, with an emphasis on certifications like Global GreenTag
- adopting responsible relocation practices with a focus on sustainable waste management
- recycling usable furniture and equipment during refurbishments or relocations to minimise waste
- adopting digital solutions where possible to reduce paper usage and shift towards more sustainable practices.

DPC's ongoing efforts aim to support the Victorian public sector in adopting technologies and practices that lower emissions and enhance environmental sustainability, contributing to a greener and more environmentally responsible future.

DPC's environmental management system

DPC is committed to developing a comprehensive Environmental Management System (EMS) in line with the AS/NZS ISO 14001:2016 standard. As an interim measure while the EMS is developed, the department has integrated environmental considerations and embedded sustainable practices across its operations. These efforts lay the foundation for a robust EMS that will guide and mature DPC's environmental management into the future.

Reporting boundary for environmental data

This report details DPC's environmental performance for 1 July 2023 to 30 June 2024, with data sourced from consumption reports, audits, and surveys. This data encompasses all sites where DPC conducts its operations, and the relevant activities of departmental staff (e.g. travel).

Where DPC staff are located within another Victorian Government entity's facility, the entity who is the owner or primary lessee is responsible for FRD 24 reporting for all staff in the building.

Where consolidated data from DPC entities is included, it is noted in the footnotes of the corresponding tables below. Conversely, data from DPC sites housing minimal staff from other entities is included where relevant.

Some datasets may reflect inflated figures due to the inclusion of measures for other entities, with migration of reporting systems and data to the relevant entity to be completed in future periods. These instances are noted in the corresponding commentary.

For comparative analysis, certain data indicators have been normalised using full-time equivalents (FTE). This normalisation provides a clearer view of performance and facilitates trend analysis.

Certain environmental metrics, such as water, gas, and waste were not available for all DPC sites due to factors including landlord metering systems and data measurement methods. DPC will continue to improve its data collection practices over the coming year to address gaps in future reports.

DPC will continue to enhance its data collection processes by engaging with both internal and external data sources aligning with FRD24 requirements.

Climate-related risk disclosure statement

The Victorian Government has set ambitious goals to reach net zero emissions by 2045 and to build resilience to climate change.

The DPC Board of Management recognises its climate-related risk management responsibilities and the potential for climate change to impact the delivery of the department's services.

At the operational level, DPC is working with other departments on coordinated actions to address climate-related risks to government operations.

Furthermore, DPC's Economic Policy and State Productivity group provides policy advice on whole-of-government climate policy initiatives. DPC also contributes advice to a number of cross government climate action groups.

Climate-related risk governance

The DPC Board of Management is responsible for the organisation's risk management framework and regularly reviews any changes to the risk environment and the effectiveness of risk mitigation activities.

DPC, along with other Victorian Government departments, established a baseline of its climate-related risk maturity through a self-assessment survey in July 2023. DPC provides six-monthly reports to the Victorian Secretaries' Board on progress to increase this risk maturity. To further uplift DPC's climate risk maturity, DPC will undertake climate risk assessments of physical assets.

DPC's Audit and Risk Management Committee provides independent assurance to the Secretary that the department's risk and control environment is operating effectively and efficiently. The committee monitors the department's compliance with the *Victorian Government Risk Management Framework*. The internal audit program provides further assurance that the department's key risks to the achievement of the department's objectives are appropriately managed.

Climate-related risk strategy

DPC receives accommodation and vehicle services from its shared services provider, DGS.

DGS applies relevant policies for DPC to improve the environmental performance of government buildings and vehicle fleet, in line with Victoria's Climate Change Strategy.

While DPC's physical assets are not greatly exposed to climate risks or hazards, DPC continues to build its understanding of the potential impacts of climate-related risks on its operations, workforce and financial planning. These include:

- reducing greenhouse gas emissions resulting from DPC operations in line with Victorian Government commitments
- improving environmental performance monitoring, evaluation and reporting of DPC operations
- supporting the continued uptake of renewable energy and other low-emissions technologies across Victoria
- monitoring the impact of increased temperatures and extreme heat on DPC operations including the health and safety of staff that attend events outdoors.

DPC will also be completing portfolio emissions reduction plans to identify actions to reduce direct carbon emissions.

Climate-related risk management

DPC's Risk Management Framework requires consideration of the operating context to identify, assess and manage risks and opportunities. The framework is aligned to the *Victorian Government Risk Management Framework* and provides guidance for designing, implementing, monitoring, reviewing and continually improving risk management in DPC.

Climate-related metrics and targets

DPC reports climate-related metrics in line with government reporting requirements set out in FRD 24.

Data is obtained from suppliers, equipment metering, reports and surveys and is used to assess and manage relevant climate-related risks and opportunities.

DPC works with internal and external stakeholders to support achievement of the whole-of-government targets established under Victoria’s Climate Change Strategy including:

- The Victorian Government legislated interim targets to reduce emissions by 28–33 per cent below 2005 levels by 2025, 45–50 per cent by 2030, 75–80 per cent by 2035, and a net zero emissions target by 2045.
- The Victorian Government emission reduction pledge which includes sourcing 100 per cent of electricity used in government operations from renewable sources by 2025.
- From 2021, a requirement for all new Victorian Government buildings having embedded environmentally sustainable design. A minimum five-star energy performance rating applies to new office buildings and tenancy fit-outs. This will be increased to six-star (the highest rating for office buildings) in 2025.
- Participating in planning to consolidate its workforce to a smaller office footprint, in line with whole of Victorian government strategy, which will contribute to emissions reductions.
- Prioritising high NABERS (National Australian Built Environment Rating System) rated leased premises in line with the Victorian Government Green Lease Schedule.

Greenhouse gas emissions

Greenhouse gas emissions are categorised into ‘scopes’ consistent with national and international reporting standards:

- Scope 1 refers to emissions from sources that DPC owns or controls, such as burning fossil fuels in vehicles or machinery.
- Scope 2 refers to indirect emissions from the department’s use of electricity from the grid, which still relies on coal and gas-fired power generation.
- Scope 3 refers to indirect emissions from sources DPC does not control but can influence. DPC’s scope 3 reporting includes corporate air travel and waste disposal.

DPC now includes data on fleet vehicle usage and subsequent vehicle fuel use within Scope 1 greenhouse gas emissions, resulting in a reported increase against previous years.

DPC’s Scope 2 greenhouse gas emissions decreased from 2022–23 to 2023–24. This decrease reflects a reduction in DPC’s workforce and corresponding accommodation requirements.

The department’s Scope 3 greenhouse gas emissions from corporate air travel and waste disposal increased from 2022–23 to 2023–24. This increase can be attributed to two factors:

- an increase in air travel activities
- Victorian Government entities, that once fell under DPC, continuing to be captured by DPC’s reporting systems.

Greenhouse gas emissions from corporate air travel were offset through the CTM Climate+ program, which supports initiatives such as rainforest conservation, sustainable livelihoods, wildlife protection, and renewable energy. DPC is now fully covered by this program and has backdated its involvement to cover the 2022–23 reporting period, thereby offsetting emissions from that period as well as 2023–24.

Indicator	2023–24	2022–23	2021–22
Total scope 1 greenhouse gas emissions (tonnes CO₂-e) [Indicator G1]	236	122	142
Total scope 2 greenhouse gas emissions (tonnes CO₂-e) [Indicator G2]	1,050	1,500	2,325
Total scope 3 greenhouse gas emissions from commercial air travel and waste disposal (tonnes CO₂-e) [Indicator G3]	296	203	NC

Electricity production and consumption

DPC's electricity consumption reporting covers tenancies at the following sites:

- 1 Macarthur Street, East Melbourne
- 1 Treasury Place, East Melbourne
- 3 Treasury Place, East Melbourne
- 35 Collins Street, Melbourne
- 300–304 Mair Street, Ballarat.

The total electricity consumption for DPC over the 2023–24 reporting period was 1,600 megawatt hours (MWh), which is a 17 per cent decrease from the previous reporting period. This decrease can be attributed to a reduction in DPC's FTE and, therefore, accommodation footprint following significant Machinery of Government changes.

DPC exclusively leases offices with electricity, gas and water as the sole energy sources, without ownership or access to any other energy sources.

Indicator	2023–24 ^{1, 2, 3}	2022–23	2021–22
Total electricity consumption (MWh) [Indicator EL1]	1,600	1,930	2,076
Purchased electricity — consolidated	1,600	1,930	2,076
Department offices	1,600	1,930	2,076
On-site electricity generated (MWh) [Indicator EL2]	0	0	0
On-site installed generation capacity (MW) [Indicator EL3]	0	0	0
Total electricity offsets (MWh) [Indicator EL4]	0	0	0

¹ These include the offices of DPC and the Office of the Chief Parliamentary Counsel.

² Electricity and gas usage data was provided by outsourced providers via retailers who operate under the State's energy purchase contracts.

³ The 2023–24 figures in this annual report contain accrued values for electricity consumption.

Stationary fuel use

DPC's stationary fuel consumption reporting covers tenancies at the following sites:

- 1 Macarthur Street, East Melbourne
- 1 Treasury Place, East Melbourne
- 3 Treasury Place, East Melbourne
- 35 Collins Street, Melbourne
- 300-304 Mair Street, Ballarat.

Total fuel use in buildings for 2023–24 was 2,265,563 megajoules (MJ). Unlike total electricity consumption, the reduction in DPC's accommodation requirements has not led to a decrease in reported total fuel use in buildings. There are some limitations in gas data in certain DPC sites, resulting from different metering systems and data measurement methods. Greenhouse gas emissions from stationary fuel consumption totalled 117 tonnes CO₂-e.

Indicator	2023–24 ^{1, 2, 3}	2022–23	2021–22
Total fuels used in buildings and machinery (MJ) [Indicator F1]	2,265,563	2,247,123	2,076,117
Buildings	2,265,563	2,247,123	2,076,117
Natural gas	2,265,563	2,247,123	2,076,117
Machinery	0	0	0
Diesel	0	0	0
Greenhouse gas emissions from stationary fuel consumption (Tonnes CO₂-e) [Indicator F2]	117	116	132

¹ These include the offices of DPC and the Office of the Chief Parliamentary Counsel.

² Electricity and gas usage data was provided by outsourced providers via retailers who operate under the State's energy purchase contracts.

³ The 2023–24 figures in this annual report contain accrued values for stationary fuel consumption.

Transportation

DPC uses vehicles from both VicFleet and from the Accommodation, Carpool and Library Services (ACLS) Carpool Services for operational car travel.

The DPC Travel Policy and Procedure stipulates that government business travel should only be undertaken if it is expected to deliver a return on investment; otherwise, alternatives methods (e.g. conference calls, video calls) should be pursued. Such alternatives support the State's environmental policy objectives by promoting resource-efficient technology.

The reported increase in energy used in transport fuels and greenhouse gas emissions from the vehicle fleet is due to an amended reporting methodology that now includes additional VicFleet data attributed to the department.

In 2023–24, DPC operated a fleet of 81 vehicles from VicFleet, to meet its operational requirements

For the reporting period, commercial air travel increased, driven by two primary factors:

- Business requirements; the distance travelled by air is comparable to 2018–19 levels.
- Victorian Government entities, previously under DPC, continue to be captured by DPC's reporting systems.

Indicator	2023–24	2022–23	2021–22
Total energy used in transportation (MJ) [Indicator T1]	1,749,515¹	97,998	143,418
Road vehicles			
Passenger vehicles	1,749,515	97,998	NC
Petrol	1,313,564	86,859	135,158
Diesel	435,951	11,138	8,260
Electricity (MWh) ²	0	NC	0
Goods vehicles	0	0	0
Greenhouse gas emissions from vehicle fleet (tonnes CO₂ -e) [Indicator T3]	120	7	10
Road vehicles			
Passenger vehicles	120	7	NC
Petrol	89	6	9.42
Diesel	31	1	0.58
Electricity ³	0	0	0
Goods vehicles	0	0	0
Total distance travelled by commercial air travel (passenger km) [Indicator T4]	908,771	733,540	252,870

¹ Reported emissions include those from both long-term VicFleet vehicles and short-term hire vehicles from ACLS Carpool Services

² Electricity used to charge vehicles at DPC sites is not metered separately and is included in the total electricity consumption.

³ Electricity used to charge vehicles at DPC sites is not metered separately and is included in the total electricity consumption.

Indicator	2023-24 ¹	%	2022-23	%	2021-22 ²	%
Number and proportion of vehicles [Indicator T2]	81	100	188	100	NC	NC
Road vehicles	81	100	188	100	NC	NC
Passenger vehicles	63	78	188	100	NC	NC
Internal combustion engines	39	48	106	56	NC	NC
Petrol	12	15	93	49	NC	NC
Diesel/biodiesel	27	33	13	7	NC	NC
Hybrid	22	27	80	43	NC	NC
Plug-in hybrid electric vehicle (PHEV)	0	0	80	43	NC	NC
Range-extended electric vehicle	22	27	0	0	NC	NC
Electric propulsion	2	2	2	1	NC	NC
Battery electric vehicle	2	2	2	1	NC	NC
Fuel cell electric vehicle (FCEV)	0	0	0	0	NC	NC
Buses	0	0	0	0	NC	NC
Goods Vehicles	18	22	0	0	NC	NC
Internal combustion engines	18	22	0	0	NC	NC
Petrol	12	15	0	0	NC	NC
Diesel/biodiesel	6	7	0	0	NC	NC

¹ Under a revised reporting methodology, ACLS Carpool Services vehicles used by DPC for short- and medium-term hire are now reported by DGS, which manages their operations.

² NC denotes 'not collected', in instances where data from previous reporting periods is not available. This is due to the changing key reporting indicators that came into effect in the 2022-23 reporting period

Total energy use

DPC's energy consumption covers tenancies at the following sites:

- 1 Macarthur Street, East Melbourne
- 1 Treasury Place, East Melbourne
- 3 Treasury Place, East Melbourne
- 35 Collins Street, Melbourne
- 300–304 Mair Street, Ballarat.

During the 2023–24 reporting period, DPC's total energy use was 9,774,995 MJ. This total includes energy from both fuels and electricity; details on these contributors are outlined in the relevant sections of the report. The total energy use is further broken down by source, with renewable energy decreasing by 16 per cent and non-renewable energy increasing by 8 per cent.

While data indicates energy use per FTE increased, the result is primarily due to differences in reporting methods, particularly for transportation data between reporting periods, rather than material changes in actual energy consumption.

Including additional VicFleet data has also impacted results for energy used in transport fuels and greenhouse gas emissions. With the new baseline established for future reporting, DPC is in a better position to more accurately monitor and report on energy use to inform development of its Environmental Management System and associated initiatives to improve sustainability outcomes.

Indicator	2023–24 ^{1, 2}	2022–23	2021–22
Total energy usage from fuels (stationary and transportation) (MJ) [Indicator E1]	4,015,078	2,345,121	2,219,535
Total energy used from electricity (MJ) [Indicator E2]	5,759,918	6,949,220	7,474,021
Total energy used segmented into renewable and non-renewable sources (MJ) [Indicator E3]	9,774,995	9,294,341	9,693,556
Renewable	1,092,080	1,295,335	NC
Non-renewable	8,682,915	7,999,006	NC
Units of energy used normalised by full-time equivalent (FTE) employees [Indicator E4]	18,484	9,802	NC

¹ These totals include the offices of DPC and the Office of the Chief Parliamentary Counsel.

² The 2023–24 figures in this annual report contain accrued values for electricity and stationary fuel consumption.

Sustainable buildings and infrastructure

Leases for DPC, negotiated and managed by DGS through outsourced service providers, incorporate a Green Lease Schedule within the Standard Government Lease. This schedule outlines obligations for both landlords and tenants to maintain properties to a minimum NABERS rating for energy, water, waste, and indoor environment.

During site acquisition and lease negotiation, sustainability requirements are prioritised. The Green Lease Schedule is proposed to landlords or managing agents with each new lease negotiation. However, in cases where premises are not subject to Commonwealth mandatory disclosure laws or landlords are unwilling to include these obligations, ACLS and its outsourced provider work with landlords to implement energy efficiency, emission savings, and cost improvements.

The Green Lease Schedule mandates a NABERS Energy rating for all leases, with additional performance requirements for larger tenures. It also requires the installation of efficient lighting systems and data sharing to support energy and emissions reporting.

DPC discloses a summary of NABERS ratings for its occupied premises, based on data downloaded from the NABERS public portal. One main office building has received an environmental performance rating, as detailed in the table below. No new buildings were commissioned by DPC in this reporting period, and no NABERS ratings were conducted on owned buildings or as part of tenancy fit-out works in this reporting period.

There are no newly completed DPC-owned non-office building or infrastructure projects or upgrades valued over \$1 million.

Name of building	Building type	Rating Scheme	Rating
35 Collins Street	Office building	NABERS	4

Sustainable procurement

DPC continued to commit to the sustainable practice of environmental considerations in tender specifications for project-specific tender documents including environmentally sustainable outputs, business practices and implementation of Climate Change Policy objectives.

Water consumption

DPC's water consumption reporting covers tenancies at the following sites:

- 1 Macarthur Street, East Melbourne
- 1 Treasury Place, East Melbourne
- 3 Treasury Place, East Melbourne
- 35 Collins Street, Melbourne
- 300–304 Mair Street, Ballarat.

Total water consumption for DPC during the 2023–24 reporting period was 4,705 kilolitres (kL).

Indicator	2023–24 ^{1, 2}	2022–23	2021–22
Total water consumption by an entity (kL) [Indicator W1]	4,705	2,970	2,222
Potable water consumption	4,705	2,970	2,222
Metered reused water consumption	0	0	0
Units of metered water consumed normalised by FTE [Indicator W2]	9	3	2

¹ These include the offices of DPC and the Office of the Chief Parliamentary Counsel.

² The 2023–24 figures in this annual report contain accrued values for water consumption.

Waste and recycling

DPC's waste reporting covers tenancies at the following sites:

- 1 Macarthur Street, East Melbourne
- 1 Treasury Place, East Melbourne
- 3 Treasury Place, East Melbourne
- 35 Collins Street, Melbourne.

During the 2023–24 reporting period, DPC generated a total of 24,674.22 kilograms of waste, reflecting a decrease from the previous year. Reporting on secure document destruction, which is usually included in co-mingled recycling waste, is lower than expected. This has resulted in an understated decrease in the overall recycling waste figures for this reporting period.

Greenhouse gas emissions related to waste disposal also decreased. DPC continues to maintain dedicated processes for the disposal of e-waste and printer cartridges across all key office sites.

Indicator	2023–24 ¹	%	2022–23 ²	%	2021–22 ²	%
Total units of waste disposed (kg and %) [Indicator WR1]	24,674.2	100	32,901.2	100	NC	NC
Landfill (disposal)	18,580.7	75.3	20,071.7	61.0	NC	NC
Recycling/recovery (disposal)						
Commingle	1,493.9	6.0	2,706.6	8.2	NC	NC
Cardboard	3,382.4	13.7	3,734.6	11.4	NC	NC
Other						
Food and garden organics (FOGO)	1,217.2	4.9	6,388.4	19.4	NC	NC
Percentage of office sites that are covered by dedicated collection services for: [Indicator WR2]			5.0	100.0	NC	NC
Printer cartridges	-	100	NC	NC	NC	NC
Batteries	-	0	NC	NC	NC	NC
E-waste	-	100	NC	NC	NC	NC
Soft plastics	-	0	NC	NC	NC	NC
Total units of waste disposed of normalised by FTE (kg/FTE) [Indicator WR3]	46.6	-	34.7	NC	NC	NC
Recycling rate (%) [Indicator WR4]	19.8%	-	39.0%	NC	NC	NC
Greenhouse gas emissions associated with waste disposal (tonnes CO₂-e) [Indicator WR5]	24.1	-	26.09	NC	NC	NC
Landfill	24.1	NC	26.1	NC	NC	NC
Other	0	NC	0	NC	NC	NC

¹ These include the offices of DPC and the Office of the Chief Parliamentary Counsel.

² 'NC' denotes 'not collected' in instances where data from previous reporting periods is not available. This is due to the changing key reporting indicators that came into effect in the 2022–23 reporting period.

Procurement

Social Procurement Framework

The Victorian Government is committed to social procurement and has established the Social Procurement Framework.

The framework enables buyers and suppliers to use the government's buying power to deliver social, economic and environmental outcomes that benefit the Victorian community, the economy and the environment.

DPC has a social procurement strategy introduced in early 2019 that outlines its approach to implementing the framework.

In 2023–24 DPC continued to prioritise the following social procurement performance objectives:

1. opportunities for Victorian Aboriginal people
2. opportunities for Victorians with disability and disadvantaged Victorians
3. supporting safe and fair workplaces
4. opportunities for Victorian social enterprises.

Education and advice for procuring teams continued during 2023–24, through DGS Corporate Shared Services, supporting key decision makers to understand the important principles and requirements of the framework. This resulted in social procurement priorities being included in supplier selection and contract awarding procedures. In turn, this has contributed to driving supplier commitment to social procurement objectives through indirect procurement as well as in individual business procurement engagements.

Purchases from social suppliers in 2023–24

Social procurement opportunity	Metric	Number of businesses engaged	Actual spend \$ (excl. GST)
Opportunities for Victorian Aboriginal people	Total spend with Victorian Aboriginal businesses		1,128,730
	Number of Victorian Aboriginal businesses engaged	32	
Opportunities for Victorians with disability	Total spend with Victorian social enterprises led by a mission for people with disability and Australian Disability Enterprises		5,056
	Number of Victorian social enterprises led by a mission for people with disability and Australian disability enterprises engaged	4	
Opportunities for disadvantaged Victorians	Total spend with Victorian social enterprises led by a mission for the disadvantaged		63,461
	Number of Victorian social enterprises led by a mission for the disadvantaged engaged	2	
Sustainable Victorian social enterprises and Aboriginal business sectors	Total spend with Victorian social enterprises		136,930
	Number of Victorian social enterprises engaged	15	

Emergency procurement

DPC developed and implemented its Emergency Procurement Plan in December 2022 in line with the requirements of the Victorian Government Purchasing Board Governance (VGPB) policy. The Emergency Procurement Plan applies when procuring goods and services in response to an emergency.

In 2023–24, DPC did not activate its Emergency Procurement Plan.

Procurement complaints

Under the VGPB's governance policy, departments must disclose any formal complaints relating to the procurement of goods and services received through its procurement complaints management system.

DPC did not receive any formal complaints through its procurement complaints management system in 2023–24.

Additional information available on request

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details of items listed below have been retained by DPC and are available on request, subject to the provisions of the *Freedom of Information Act 1982*. These items include:

- a statement that declarations of pecuniary interests have been duly completed by all relevant DPC officers
- details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- details of publications produced by DPC about itself and how these can be obtained

- details of changes in prices, fees, charges, rates and levies charged by DPC
- details of any major external reviews carried out on DPC
- details of major research and development activities undertaken by DPC
- details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit
- details of major promotional, public relations and marketing activities undertaken by DPC to develop community awareness of DPC and its services
- details of assessments and measures undertaken to improve the OHS
- of employees
- a general statement on industrial relations within DPC and details of time lost through industrial accidents and disputes
- a list of major committees sponsored by DPC, the purposes of each committee and the extent to which the purposes have been achieved
- details of all consultancies and contractors including:
 - consultants and contractors engaged
 - services provided
 - expenditure committed for each engagement.

This information is available on request from:

Executive Director, People and Governance
Department of Government Services
35 Collins Street Melbourne VIC 3000
Email: budgetandreporting@dpc.vic.gov.au

Section 6: Appendices

Appendix 1: Budget portfolio outcomes

The budget portfolio outcomes statements provide a comparison between the actual financial information of all general government entities within the portfolio and the forecast financial information published in the State Budget Papers by DTF.

These statements include:

- Comprehensive operating statement
- Balance sheet
- Cash flow statement
- Statement of changes in equity
- Administered items statement.

Prepared on a consolidating basis, the budget portfolio outcomes statements include all general government entities within the portfolio. In alignment with the budget papers, financial transactions and balances are classified as either 'controlled' or 'administered'.

It is important to note that the budget portfolio outcomes statements are not subject to audit by the Victorian Auditor-General's Office. Additionally, they are not prepared on the same basis as the DPC's financial statements, as they also include the consolidated financial information of the following entities:

- Victorian Electoral Commission
- Victorian Public Sector Commission.

Comprehensive operating statement

For the year ended 30 June 2024

DPC portfolio's net operating balance, which reflects the change in DPC's net worth due to transactions, and directly attributed to government policies, is a deficit of \$4.4 million, which is mainly driven by the timing differences between revenue and expenses recognition for the Victorian Electoral Commission, use of prior years' surplus to undertake project activities as well as funding of initiatives utilising existing trust cash balances.

The comprehensive result, which incorporates non transactional movements is a deficit of \$4.3 million.

The footnotes provide an explanation of the major variances between the 2023–24 comprehensive result compared with the budgeted comprehensive result.

Controlled	2023–24 actual \$m	2023–24 budget \$m	Variation \$m
Income from transactions			
Output appropriations ¹	374.7	346.9	27.8
Special appropriations ²	79.3	59.3	20.0
Interest	0.1	-	0.1
Sale of goods and services	8.1	0.6	7.5
Grants	17.3	7.7	9.6
Resources received free of charge ³	11.4	-	11.4
Other income	0.3	0.7	(0.4)
Total income from transactions	491.2	415.2	76.0
Expenses from transactions			
Employee benefits ⁴	242.7	198.4	(44.3)
Depreciation	9.9	5.1	(4.8)
Interest expense	0.1	-	(0.1)
Grants expenses ⁵	139.2	121.8	(17.4)
Other expenses	103.7	94.9	(8.8)
Total expenses from transactions	495.6	420.4	(75.2)
Net result from transactions	(4.4)	(5.2)	(0.8)
Other economic flows included in net result			
Net gain/(loss) on non-financial assets	0.1	-	0.1
Total other economic flows included in net result	0.1	-	0.1
Net result	(4.3)	(5.2)	0.9

¹ Variance is predominantly due to supplementation funding received since the publication of the budget, mainly to cover costs incurred by DPC in relation to administration changes, as well as to implement Munarra Centre for Regional Excellence project milestones.

² Variance is primarily due to additional special appropriations funding provided for the VEC since the publication of the budget, to meet increased operational requirements, undertake upcoming Local Government elections preparatory activities as well as to support implementation of legislative reforms.

³ Variance is predominantly due to the recognition of resources received free of charge by DPC from DGS as per the Corporate Shared Services operating model, which is not reflected in the published budget.

⁴ The key factors contributing to this variance include expenses incurred by DPC in relation to administration changes, VEC's increased operational needs, as well as a newly introduced COVID Debt Levy by the State Revenue Office which are not reflected in the published budget.

⁵ Variance is largely driven by greater grant disbursement activities than originally budgeted, which is largely attributed to the Multicultural Affairs function, which was transferred from DFFH to the DPC portfolio, due to machinery of government changes.

Controlled	2023–24 actual \$m	2023–24 budget \$m	Variation \$m
Other economic flows — other comprehensive income			
Items that will not be reclassified to net result			
Other	-	9.0	(9.0)
Total other economic flows — other comprehensive income	-	9.0	(9.0)
Comprehensive result	(4.3)	3.8	(8.1)

Balance sheet

As at 30 June 2024

Net assets for the DPC portfolio as at 30 June 2024 were \$31.8 million lower compared with the 2023–24 State Budget.

Controlled	2024 actual \$m	2024 budget \$m	Variation \$m
Financial assets			
Cash and deposits ¹	44.4	29.1	15.3
Receivables ²	118.6	105.6	12.9
Total financial assets	163.0	134.7	28.2
Non-financial assets			
Inventories	4.0	6.2	(2.2)
Property, plant and equipment ³	265.8	285.6	(19.8)
Intangible assets ⁴	26.9	1.8	25.1
Other non-financial assets	4.8	3.7	1.1
Total non-financial assets	301.5	297.3	4.2
Total assets	464.5	432.0	32.4
Liabilities			
Payables ⁵	78.8	11.7	(67.1)
Borrowings	3.1	6.2	3.1
Provisions	45.7	45.4	(0.3)
Total liabilities	127.6	63.3	(64.3)
Net assets	336.9	368.7	(31.8)
Equity			
Contributed capital	80.3	75.6	4.7
Reserves	211.8	213.9	(2.1)
Accumulated surplus	44.8	79.1	(34.3)
Total equity	336.9	368.7	(31.8)

¹ Variance is mainly driven by an increase in the trust cash balances, which is predominantly due to funds received, but not yet utilised, by DPC to deliver projects and initiatives.

² Variance is mainly driven by an increase in the trust cash balances, which is predominantly due to funds received, but not yet utilised, by DPC to deliver projects and initiatives.

³ Variance is primarily due to the VEC's actual asset profile for property, plant and equipment and intangibles not appropriately reflected in the published budget.

⁴ Variance is primarily due to the VEC's actual asset profile for property, plant and equipment and intangibles not appropriately reflected in the published budget.

⁵ Variance is predominantly due to substantial grants accruals recognised at the end of June 2024 and cost recoveries by DFFH for the Multicultural Affairs function transferred to DPC. These were not settled at the balance date of 30 June 2024 and were not reflected in the published budget.

Cash flow statement

For the year ended 30 June 2024

The net cash position (primarily the Trust State Administration Unit balances) for the DPC portfolio as at 30 June 2024 is \$44.4 million. This is \$15.3 million higher than the original budgeted balance of \$29.1 million.

Controlled	2023-24 actual \$m	2023-24 budget \$m	Variation \$m
Cash flows from operating activities			
Receipts from government ¹	412.7	392.8	19.9
Receipts from other entities	9.6	9.0	0.6
Total receipts	422.3	401.8	20.5
Payments of grants ²	(139.2)	(121.8)	(17.4)
Payments to suppliers and employees ³	(274.6)	(294.3)	19.7
Total payments	(413.7)	(416.1)	2.4
Net cash flows from operating activities	8.6	(14.3)	22.9
Cash flow from investing activities			
Payments for non-financial assets ⁴	(13.5)	(3.2)	(10.3)
Proceeds from the sale of non-financial assets	0.3	-	0.3
Net cash flows used in investing activities	(13.2)	(3.2)	(10.0)
Cash flows from financing activities			
Owner contributions by the State government	9.3	15.5	(6.2)
Net borrowings	(0.7)	(0.4)	(27.7)
Net cash flows from financing activities	8.6	15.1	(33.9)
Net increase/(decrease) in cash held	3.9	(2.4)	6.3
Cash at the beginning of the financial year	40.5	31.5	9.0
Cash at the end of the financial year	44.4	29.1	15.3

¹ The variance is primarily due to the following factors which eventuated since publication of the original budget: supplementation funding received, which was predominantly to cover costs associated with administration changes, implementation of Munarra Centre for Regional Excellence project milestones as well as increased special appropriations funding for VEC to meet operational requirements; and machinery of government events, which included the transfer of Multicultural Affairs from DFFH to DPC.

² The variance is largely driven by greater grant disbursement activities than originally budgeted, which is largely attributed to the Multicultural Affairs function, which was transferred from DFFH to DPC due to machinery of government changes.

³ Variance is predominantly due to substantial accruals recognised at the end of June 2024 as well as cost recoveries by DFFH for the Multicultural Affairs function, which was transferred to DPC due to machinery of government changes, which is yet to be settled by DPC as of 30 June 2024. These cash disbursement deferrals were not reflected in the published budget.

⁴ Variance primarily relates to additional assets/capital expenditure incurred by the VEC, which was not reflected in the published budget.

Statement of changes in equity

For the year ended 30 June 2024

Total equity for the DPC portfolio was \$31.8 million lower when compared with the published budget, with key drivers contributing to the decrease articulated as part of balance sheet movements.

Controlled	2023–24 actual \$m	2023–24 budget \$m	Variation \$m
Contributed capital			
Opening balance¹	71.0	71.0	-
Contribution from owners	9.3	4.6	4.7
Closing balance	80.3	75.6	4.7
Reserves			
Opening balance¹	211.8	211.8	-
Comprehensive result	-	2.1	(2.1)
Closing balance	211.8	213.9	(2.1)
Accumulated surplus			
Opening balance¹	49.1	49.1	-
Comprehensive result	(4.3)	30.0	34.3
Closing balance	44.8	79.1	(34.3)
Total equity	336.9	368.7	(31.8)

¹ The opening balance for estimates has been restated to mirror actual closing balances as of 30 June 2023, to achieve an effective comparability against actuals.

Administered items statement

For the year ended 30 June 2024

Administered items for the DPC portfolio primarily relate to administering revenue on behalf of the State by the Victorian Electoral Commission (VEC), which mainly relates to the recoupment of costs from local councils for the conduct of elections and associated activities, compulsory voting fines, and electoral entitlements.

Controlled	2023–24 actual \$m	2023–24 budget \$m	Variation \$m
Administered income			
Special appropriations	20.4	12.8	7.6
Sales of goods and services	2.3	-	2.3
Other income	8.2	0.3	7.9
Total administered income	30.9	13.1	17.8
Administered expenses			
Expenses of behalf of the State	14.5	6.4	(8.1)
Payments into the Consolidated Fund	10.1	0.3	(9.8)
Total administered expenses	24.6	6.7	(17.9)
Income less expenses	6.3	6.4	(0.1)
Administered assets			
Cash and deposits	0.4	1.0	(0.6)
Receivables	22.3	20.0	2.3
Total administered assets	22.7	21.0	1.7
Administered liabilities			
Payables	0.6	1.7	1.1
Provisions	0.3	-	(0.3)
Total administered liabilities	0.9	1.7	0.8
Net assets	21.8	19.3	2.5

Appendix 2: Workforce data

The comparative workforce data and executive officer data provided in this appendix are based on the following definitions:

- For DPC, an executive officer and member of the Senior Executive Service (SES) is defined as a person employed as an executive under Part 3 of the Public Administration Act.
- For a portfolio entity, an executive is defined as a person employed as an executive under Part 3 of the Public Administration Act or a person to whom the Victorian Government's Public Entity Executive Remuneration Policy applies.
- The definition of an executive officer does not include a statutory office holder or an accountable officer, unless otherwise stated.
- Accountable officers include the DPC Secretary and administrative office heads.

The following tables disclose the headcount and full-time staff equivalent (FTE) of all active public service employees of DPC, the Office of the Chief Parliamentary Counsel, the Office of the Governor, and DPC staff supporting the Yoorrook Justice Commission.

Staff supporting the Yoorrook Justice Commission are employed by DPC. For reporting purposes Yoorrook Justice Commission staff are disclosed in a separate comparative workforce data table. In all other disclosures Yoorrook Justice Commission staff and executives are included in DPC data tables.

All figures in the tables reflect employment levels in the last full pay period of June 2024 and June 2023. Employees have been correctly classified in workforce data collections by the VPSC, which have been used to prepare this workforce data disclosure.

The following portfolio entities sit within DPC's portfolio. The heads of these entities are public service body heads who employ public service employees independent of DPC's Secretary. These entities are required to produce their own annual reports; therefore employee numbers are published in their annual reports:

- Victorian Electoral Commission
- Victorian Public Sector Commission
- VITS LanguageLoop.

Comparative workforce data

Details of DPC employment levels in 2024 and 2023

	June 2024							June 2023						
	All employees		Ongoing ¹			Fixed-term and casual ²		All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender														
Men	195	190	137	13	147	45	43	182	178	125	14	135	43	42
Women	418	399	250	65	299	103	100	376	357	207	59	250	110	108
Self-described	3	3	1	1	2	1	1	2	2	-	1	1	1	1
Age														
15–24	23	22	18	1	18	4	4	15	14	8	1	8	6	6
25–34	237	232	155	17	168	65	64	218	213	136	11	143	71	70
35–44	207	198	123	35	151	49	47	197	187	107	38	137	52	51
45–54	109	104	73	16	84	20	20	94	88	61	19	74	14	14
55–64	32	29	16	6	20	10	9	34	32	20	5	23	9	9
65+	8	6	3	4	6	1	0	2	2	-	-	-	2	2
VPS Grades 1–6	544	521	333	72	386	139	135	492	471	279	66	326	147	144
VPS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 2	13	13	13	-	13	-	-	6	5	5	1	5	-	-
VPS 3	41	40	33	3	35	5	5	42	40	25	6	29	11	11
VPS 4	171	167	98	14	109	59	58	143	139	85	8	90	50	49
VPS 5	197	187	118	32	141	47	46	170	163	97	24	115	49	48

¹ During 2023–24 DPC's ongoing employment levels increased. Effective from 1 February 2024, the Multicultural Affairs function transferred from DFFH to DPC, which contributed to DPC's increase in ongoing employment levels. DPC also employed additional ongoing staff during the year to support the delivery of Aboriginal Affairs initiatives announced in the 2023–24 State Budget (refer 2023/24 Budget Paper No. 3: Service Delivery, pages 3–5). The Victorian Independent Remuneration Tribunal and Industrial Relations Victoria transferred from DPC to DTF effective 1 February 2024. This FTE decrease was offset by factors contributing to DPC's FTE increase over the reporting period, which are noted above.

² During 2023–24 DPC's fixed-term employment levels decreased, partly due to fixed-term contracts ending. Fixed-term employment levels also decreased due to the transfer of Industrial Relations Victoria and the Victorian Independent Remuneration Tribunal from DPC to DTF. This transfer was made effective from 1 February 2024 as part of machinery of government changes.

	June 2024							June 2023						
	All employees		Ongoing ¹			Fixed-term and casual ²		All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
VPS 6 ³	122	115	71	23	88	28	26	131	123	67	27	87	37	36
Senior employees	72	71	55	7	61	10	9	68	66	53	8	59	7	7
STS	12	12	9	1	10	2	2	11	11	7	1	8	3	3
Executives	59	58	45	6	50	8	7	56	55	45	7	51	4	4
Secretary	1	1	1	-	1	-	-	1	1	1	-	1	-	-
Total employees	616	592	388	79	447	149	144	560	537	332	74	386	154	151

Legend: FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

³ At of 30 June 2024, one VPS Grade 6 employee was acting as an Executive under long-term acting arrangements. There were 8 VPS Grade 6 employees acting as an executive under long-term acting arrangements as at the end of June 2023.

The following table discloses the annualised total salary for senior employees of DPC, categorised by classification. The salary amount is reported as the full-time annualised salary. This table includes Yoorrook Justice Commission staff. A table is also provided separately for DPC's administrative offices.

Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff — DPC

Income band (salary) ¹	Executives	STS	PS	SMA	SRA	Other
< \$160,000						
\$160,000–\$179,999		1				
\$180,000–\$199,999	16	3				
\$200,000–\$219,999	20	4				
\$220,000–\$239,999	5	3				
\$240,000–\$259,999	9	1				
\$260,000–\$279,999	4					
\$280,000–\$299,999	4					
\$300,000–\$319,999	1					
\$320,000–\$339,999						
\$340,000–\$359,999	1					
\$360,000–\$379,999						
\$380,000–\$399,999	1					
\$400,000–\$419,999						
\$420,000–\$439,999	2					
\$440,000–\$459,999	1					
\$460,000–\$479,999	1					
\$480,000–\$499,999						
> \$500,000	1					
Total	66	12				

Legend: STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.

Notes:

- The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
- The Secretary has been reported in the 'Executives' column for this table.
- Six executives supporting the Yoorrook Justice Commission are included in this table.

¹ There are ten employees employed on a part-time basis, including five at a 0.8 FTE rate and five at a 0.9 FTE rate

Details of the Office of the Chief Parliamentary Counsel employment levels in 2024 and 2023

	June 2024							June 2023						
	All employees		Ongoing			Fixed-term and casual		All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Demographic data														
Gender														
Men	12	12	9	2	11	1	1	11	11	9	2	11	-	-
Women	31	26	16	14	26	1	1	32	27	17	13	26	2	2
Self-described	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Age														
15-24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25-34	10	10	8	1	9	1	1	9	9	8	-	8	1	1
35-44	15	13	7	8	13	-	-	15	13	8	7	13	-	-
45-54	11	10	7	4	10	-	-	11	9	5	6	9	-	-
55-64	5	4	3	2	4	-	-	6	6	5	1	6	-	-
65+	2	1	-	1	1	1	1	2	1	-	1	1	1	1
Classification data														
VPS Grades 1-6	24	21	13	10	20	1	1	22	19	14	7	18	1	1
VPS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 3	6	6	3	2	5	1	1	7	6	3	3	5	1	1
VPS 4	6	4	2	4	4	-	-	7	5	4	3	5	-	-
VPS 5	6	6	6	-	6	-	-	4	4	4	-	4	-	-
VPS 6	6	5	2	4	5	-	-	4	4	3	1	4	-	-
Senior employees	7	6	5	1	6	1	1	7	6	5	1	6	1	1
STS	3	2	1	1	2	1	1	3	2	1	1	2	1	1
Executives	3	3	3	-	3	-	-	3	3	3	-	3	-	-
Administrative office head	1	1	1	-	1	-	-	1	1	1	-	1	-	-
Other	12	11	7	5	11	-	-	14	12	7	7	12	-	-
Legal officers	12	11	7	5	11	-	-	14	12	7	7	12	-	-
Total employees	43	38	25	16	36	2	2	43	38	26	15	36	2	2

Legend: FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff — Office of the Chief Parliamentary Counsel

Income band (salary)	Executives	STS	PS	SMA	SRA	Other
< \$160,000						
\$160,000–\$179,999		1				
\$180,000–\$199,999	1					
\$200,000–\$219,999						
\$220,000–\$239,999						
\$240,000–\$259,999	1	2 ¹				
\$260,000–\$279,999						
\$280,000–\$299,999						
\$300,000–\$319,999	1					
\$320,000–\$339,999						
\$340,000–\$359,999						
\$360,000–\$379,999						
\$380,000–\$399,999						
\$400,000–\$419,999	1					
\$420,000–\$439,999						
\$440,000–\$459,999						
\$460,000–\$479,999						
\$480,000–\$499,999						
> \$500,000						
Total	4	3				

Legend: STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.

Notes:

- The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
- The administrative office head has been reported in the 'Executives' column for this table.

¹ There are 2 employees employed on a part-time basis at a 0.5 FTE and a 0.7 FTE rate, respectively.

Details of the Office of the Governor employment levels in 2024 and 2023

	June 2024							June 2023						
	All employees		Ongoing			Fixed-term and casual		All employees		Ongoing			Fixed-term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender														
Men	30	27	23	1	24	6	3	28	26	21	1	22	6	5
Women	23	20	12	7	16	4	4	27	23	12	8	17	7	6
Self-described	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Age														
15–24	-	-	-	-	-	-	-	-	-	-	-	-	-	-
25–34	11	11	5	-	5	6	6	10	10	4	-	4	6	6
35–44	11	10	7	2	9	2	1	13	12	8	2	9	3	2
45–54	13	12	12	-	12	1	0	17	16	13	2	14	2	1
55–64	15	12	9	5	12	1	0	12	10	7	4	10	1	0
65+	3	2	2	1	2	-	-	3	2	1	1	1	1	1
VPS Grades 1-6	50	44	32	8	37	10	7	52	46	30	9	36	13	11
VPS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 2	16	12	10	3	12	3	1	21	17	9	4	11	8	6
VPS 3	13	12	9	3	11	1	1	12	11	9	3	11	-	-
VPS 4	14	13	8	2	9	4	4	13	12	7	2	8	4	4
VPS 5	7	7	5	-	5	2	2	6	6	5	-	5	1	1
VPS 6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior employees	3	3	3	-	3	-	-	3	3	3	-	3	-	-
STS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Executives	2	2	2	-	2	-	-	2	2	2	-	2	-	-
Administrative office head	1	1	1	-	1	-	-	1	1	1	-	1	-	-
Total employees	53	47	35	8	40	10	7	55	49	33	9	39	13	11

Legend: FTE: full-time equivalent; STS: senior technical specialists.

Some FTE totals may not add due to rounding.

Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff — Office of the Governor

Income band (salary)	Executives	STS	PS	SMA	SRA	Other
< \$160,000						
\$160,000–\$179,999						
\$180,000–\$199,999	1					
\$200,000–\$219,999						
\$220,000–\$239,999	1					
\$240,000–\$259,999						
\$260,000–\$279,999						
\$280,000–\$299,999						
\$300,000–\$319,999						
\$320,000–\$339,999						
\$340,000–\$359,999						
\$360,000–\$379,999	1					
\$380,000–\$399,999						
\$400,000–\$419,999						
\$420,000–\$439,999						
\$440,000–\$459,999						
\$460,000–\$479,999						
\$480,000–\$499,999						
> \$500,000						
Total	3					

Legend: STS: senior technical specialists; PS: principal scientists; SMA: senior medical advisers; SRA: senior regulatory analysts.
Notes:

- The salaries reported above are for the full financial year, at a 1-FTE rate, and exclude superannuation.
- The administrative office head has been reported in the 'Executives' column for this table.
- There were no senior employees employed on a part-time basis.

Details of the Yoorrook Justice Commission employment levels in 2024 and 2023

This table captures DPC employees supporting the Yoorrook Justice Commission, Victoria's formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria.

	June 2024						June 2023 ¹							
	All employees		Ongoing		Fixed-term and casual		All employees		Ongoing		Fixed-term and casual			
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender														
Men	11	11	-	-	-	11	11	13	13	-	-	-	13	13
Women	23	21	-	-	-	23	21	23	22	-	-	-	23	22
Self-described	1	1	-	-	-	1	1	-	-	-	-	-	-	-
Age														
15–24	1	0	-	-	-	1	0	-	-	-	-	-	-	-
25–34	9	8	-	-	-	9	8	7	7	-	-	-	7	7
35–44	16	16	-	-	-	16	16	17	17	-	-	-	17	17
45–54	5	5	-	-	-	5	5	8	7	-	-	-	8	7
55–64	2	2	-	-	-	2	2	3	3	-	-	-	3	3
65+	2	2	-	-	-	2	2	1	1	-	-	-	1	1
VPS Grades 1-6	29	27	-	-	-	29	27	31	30	-	-	-	31	30
VPS 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VPS 3	5	3	-	-	-	5	3	2	2	-	-	-	2	2
VPS 4	10	10	-	-	-	10	10	13	12	-	-	-	13	12
VPS 5	8	8	-	-	-	8	8	6	6	-	-	-	6	6
VPS 6	6	6	-	-	-	6	6	10	10	-	-	-	10	10
Senior employees	6	6	-	-	-	6	6	5	5	-	-	-	5	5
STS	-	-	-	-	-	-	-	1	1	-	-	-	1	1
Executives	6	6	-	-	-	6	6	4	4	-	-	-	4	4
Total employees	35	33	-	-	-	35	33	36	35	-	-	-	36	35

Legend: FTE: full-time equivalent; STS: senior technical specialists.

¹ June 2023 figures have been updated to reflect all Executives in the fixed-term employment category.

Executive officer data

Accountable officers, including the DPC Secretary, and administrative office heads are excluded from the definition of an executive officer in the following tables.

The tables below disclose the variations in SES, broken down by gender, between the current and previous reporting periods for DPC, Yoorrook Justice Commission and public entities in DPC's portfolio.

DPC Senior Executive Service numbers for 2024 and 2023¹

Class	Men			Women			Self-described			Total		
	2024	2023	Var	2024	2023	Var	2024	2023	Var	2024	2023	Var
SES 3	4	2	2	1	2	(1)	-	-	-	5	4	1
SES 2	8	10	(2)	7	10	(3)	-	-	-	15	20	(5)
SES 1	18	12	6	27	24	3	-	-	-	45	36	9
Total	30	24	6	35	36	(1)	-	-	-	65	60	5

DPC portfolio entity Senior Executive Service numbers for 2024 and 2023²

The table below lists the total number of active executive officers for DPC's portfolio entities as at the end of June 2024 and 2023, by gender. Accountable officers are excluded from this table.

Public entity	Men			Women			Self-described			Total		
	2024	2023	Var	2024	2023	Var	2024	2023	Var	2024	2023	Var
Victorian Electoral Commission	4	3	1	2	2	-	-	-	-	6	5	1
Victorian Public Sector Commission	1	1	-	7	8	(1)	-	-	-	8	9	(1)
VITS LanguageLoop	1	1	-	1	1	-	-	-	-	2	2	-
Total	6	5	1	10	11	-1	-	-	-	16	16	-

¹ Table includes 6 DPC executives supporting the Yoorrook Justice Commission.

² Table has been provided by the VPSC.

The table below provides a reconciliation of executive numbers presented between the report of operations and the financial statements. The table excludes SES employed by the Office of the Chief Parliamentary Counsel, the Office of the Governor, and SES supporting the Yoorrook Justice Commission.

Reconciliation of DPC Senior Executive Service numbers

The number of executives shown in the report of operations is based on the number of active executives at the end of the financial year. An active executive is defined as an SES officer who attends work and is paid, or who is on paid leave during the last full pay period in June of the relevant year.

Note 8.3 in the financial statements lists the actual number of SES staff and the total remuneration paid to SES staff over the course of the reporting period. Note 8.3 in the financial statements includes SES staff who have separated from the department and SES staff who are inactive as at the end of June 2024.

To assist readers, Note 8.3 and the executive headcount reported in the report of operations are reconciled below.

	2024	2023
Executives (Financial Note 8.3)	99	133
less Separations ¹	25	60
Portfolio agency executives ²	5	7
Inactive DPC executives	4	6
Total DPC executive numbers including Yoorrook Justice Commission staff³	65	60
less Less Yoorrook Justice Commission executives ⁵	6	4
Total DPC executive numbers	59	56

¹ Separations include executives who transferred to other departments during the financial year as a result of a machinery of government change.

² Portfolio agency executives in 2024 includes DPC's two administrative offices, the Office of the Chief Parliamentary Counsel and the Office of the Governor, as the Wage Inspectorate Victoria transferred to DTF as part of a machinery of government change on 1 February 2024. Portfolio agency executives in 2023 include the 2 administrative offices and the Wage Inspectorate Victoria.

³ Two reconciled totals are provided, one including DPC executives supporting the Yoorrook Justice Commission and one excluding these executives. These separate totals are provided so readers can distinguish between the DPC executive headcounts provided in the 'Executive office data' section of the annual report in the DPC Senior Executive Service numbers for 2024 and 2023 table above and the 'Comparative workforce data' section of the annual report where a separate table is provided for DPC and the Yoorrook Justice Commission.

Appendix 3: Occupational health and safety data

DPC's performance against occupational health and safety management measures is provided in the table below:

Measure	Key performance indicator	2021-22	2022-23	2023-24
Incidents	Number of incidents ¹	5	18	30
	Rate per 100 FTE	0.65	3.40	5.11
	Number of incidents requiring first aid or further medical treatment	2	5	6
Claims	Number of standard claims	2 ²	5	6
	Rate per 100 FTE	0.22	0.93	0.10
	Number of lost time claims	1	3	5
	Rate per 100 FTE	0.11	0.56	0.85
	Number of claims exceeding 13 weeks	1	2	3
	Rate per 100 FTE	0.11	0.37	0.05
Fatalities	Fatality claims	0	0	0
Claim costs	Average cost per standard claim	\$12,692	n/a	\$240,820
Return to work	Percentage of claims with return-to-work plan <30 days	0%	25%	50%
Management commitment	Evidence of OHS policy statement, OHS objectives, regular reporting to senior management of OHS, and OHS plans	Completed	Completed	Completed
	Evidence of OHS criteria in purchasing guidelines (including goods, services and personnel)	Completed	Completed	Completed
Consultation and participation	Evidence of agreed structure of designated work groups, health and safety representatives (HSRs) and issue resolution procedures	Completed	Completed	Completed
	Compliance with agreed structure on designated workgroups, HSRs and issue resolution procedures	Completed	Completed	Completed
	Number of quarterly OHS Committee meetings	4	2	0
Risk management	Percentage of internal audits and inspections conducted as planned ⁽³⁾	67%	32%	0%

¹ Incidents exclude hazards and data from DPC's portfolio entities.

² Workplace inspections were on hold from July–October 2021 due to COVID-19 restrictions.

Measure	Key performance indicator	2021-22	2022-23	2023-24
	Percentage of reported incidents investigated	100%	100%	100%
	Number of Improvement Notices issued across DPC by a WorkSafe inspector	0	0	1
	Percentage of issues identified and actioned arising from:			
	Internal audits	n/a	n/a	n/a
	HSR provisional improvement notices	n/a	n/a	n/a
	WorkSafe notices	n/a	n/a	1
Training	Percentage of managers and staff who have received OHS training:			
	Induction	93%	94%	90%
	Management training	93%	96%	90%
	Contractors and temps	n/a	n/a	n/a
	Percentage of HSRs trained			
	Upon acceptance of the role (initial training)	33%	33%	0%
	Retraining (annual refresher)	7%	0%	0%

Appendix 4: Grants and transfer payments

Output: Economic Policy Advice and Support

Driving Victoria's International Agenda

Australia-India Institute Funding Agreement

Grant to build knowledge, understanding and connections between Victoria and India and supports Victoria to achieve the objectives of Victoria's India Strategy.

Organisation	Payment \$
University of Melbourne	148,500
Global Victoria (Department of Jobs Skills Industry and Regions)	23,127

Asia Society Funding Agreement

Grant to position Victoria as Australia's business and cultural gateway to Asia and further Victoria's ambitions of enhanced engagement with Asia.

Organisation	Payment \$
Asia Society Australasia Centre	858,000

Output: Social Policy and Intergovernmental Relations

2022 Election Commitments Multicultural Affairs Anti- Vilification Campaigns

Grants to deliver initiatives to address and prevent antisemitism and Islamophobia under the 2022 election commitment to deliver anti vilification campaigns.

Organisation	Payment \$
Australian Muslim Women's Centre for Human Rights	110,000
Board of Imams Victoria	138,886
Islamic Council of Victoria Inc	275,000
Islamic Museum of Australia	385,000
Jewish Community Council of Victoria	357,086
Melbourne Holocaust Museum	275,766
Werribee Islamic Centre Inc	138,886
Zionism Victoria	247,500

2022 Election Commitments Multicultural Affairs Bachar Houli Foundation

Funding to deliver programs including the Bachar Houli Girls Leadership Program, sports activities and Cultural Awareness training.

Organisation	Payment \$
Bachar Houli Foundation	275,000

2022 Election Commitments Multicultural Affairs Ethnic Communities' Council of Victoria

Core funding to support engagement with multicultural communities, to build the capacity of the multicultural sector, to strengthen multicultural communities' participation and to embed intersectional approaches to service delivery.

Organisation	Payment \$
Ethnic Communities' Council of Victoria	962,500

Emergency support to Palestinian communities in Victoria

Funding provided for emergency support to Palestinians fleeing the Israel - Gaza conflict.

Organisation	Payment \$
Palestine Australia Relief and Action	125,000

Multicultural Access Program

2021-22 to 2023-24 Interpreter Scholarship Program

Funding provided for scholarships and bursaries to support students to undertake the Diploma of Interpreting, the Advanced Diploma of Interpreting and the Interpreters Skills Set Program.

Organisation	Payment \$
RMIT University	351,945

South Sudanese Community Development Initiative

2023–24 Mental health, sports and employment

Funding is provided to support the South Sudanese community through the delivery of a range of mental health, sports and employment programs.

Organisation	Payment \$
Sudd Foundation Ltd	314,848

VACAP Community Employment Brokers Program

Funding to support African Australian job seekers to gain and retain employment, contributing to increased social and economic inclusion and assisting Victorian businesses to meet their skills and labour need.

Organisation	Payment \$
Afri-Aus Care Inc.	143,413
Africause	143,413
Himilo Community Connect, Banyule Community Health	143,413
Kowanj Australia Inc	143,413
Somali Women Development Association Inc.	143,413
Spectrum Migrant Resource Centre Ltd	143,413
Ubuntu Project	143,413
Wyndham Community and Education Centre Inc.	143,413

Victorian African Communities Action Plan Grants

VACAP Alcohol and Other Drug (AOD) Initiative

Funding is provided to support Victorian African community organisations deliver targeted case management, community engagement and training on AOD harm to young people of African heritage and their families.

Organisation	Payment \$
Odyssey House Victoria	710,600

2022 Election Commitments Multicultural Affairs Festivals and Events

Funding is provided to support the delivery of state significant festivals and events which celebrate the culture and traditions of Victoria's multicultural communities with the broader Victorian community.

Organisation	Payment \$
African Music and Cultural Festival	110,000
Alevi Community Council of Australia	30,000
Anatolian Cultural Centre	30,000
Asian Business Association of Whitehorse Inc.	110,000
Auburn Road Centre Inc.	110,000
Australian Turkish Assistance Foundation Inc.	100,000
Bachar Houli Foundation	110,000
Casey Tamil Manram Inc.	100,000
CO.AS.IT. Italian Assistance Association	165,000
Cultura (Multicultural Community Services Geelong Inc.)	220,000
Debre Genet Saint Michael Ethiopian Orthodox Tewahedo Church in Melbourne Australia Inc.	5,500
Football Federation Victoria	220,000
Greek Community of Melbourne	198,000
Greek Orthodox Community of Oakleigh and District	220,000
Hispanic Latin American Festival	100,000
Islamic Council of Victoria Inc.	110,000
Itiki Sporting Club of Glenroy Inc.	5,000
Kurdish Democratic Community Centre of Victoria	50,000
Maco-Macedonian Australian Community Organisation	10,000
Melbourne Bangladeshi Community Foundation	5,000
Melbourne Chinatown Association	110,000
Moreland Turkish Association Inc.	55,000
Pakistan Welfare Organisation in Australia	5,500
Polish Festival Inc.	110,000
Springvale Asian Business Association Inc.	110,000

Organisation	Payment \$
The Australian Chaldean Federation of Victoria/Australia	10,000
Tigrian Community Association in Victoria	5,500
Turkish Veterans Association of Victoria	50,000
Victoria Street Business Association	110,000
Vietnamese Community in Australia — Victoria Chapter	110,000

2022 Election Commitments Multicultural Affairs Infrastructure

Multicultural Affairs Infrastructure Fund (MCIF)

The MCIF provides support to multicultural communities to build, upgrade, and renovate their community facilities to provide safe spaces to celebrate and share their history and traditions, build connections, and thrive.

Organisation	Payment \$
Abruzzo Club	48,370
Albanian Moslem Society Shepparton Inc.	153,340
Alevi Community Council of Australia	40,000
Antiochian Community Support Association	275,000
Asian Business Association of Wyndham	66,000
Association Of Eratyra Inc.	84,800
Australian Bosnian Islamic Centre	55,000
Australian Islamic Mission Incorporated	297,000
Australian Islamic Social Association Meadow Heights Inc.	55,000
Australian Multicultural Foundation	165,000
Avalokitesvara Yuan Tong Monastery	242,000
Ballarat Hebrew Congregation Inc.	8,946
Bhaddeka Vihari Padanama Ltd	191,700
Board of Imams Victoria	55,000
Chabad on Carlisle (FREE) — Jewish Russian Centre	229,900
Chinese Association of Victoria Incorporated	104,720
Club Italia (Geelong) Inc	71,830

Organisation	Payment \$
Community Security Group — Victoria	495,000
Cultura (Multicultural Community Services Geelong Inc.)	76,780
Darusalam Society Inc.	137,500
Da Vinci Social Club	45,020
Digamber Jain Sansthan Melbourne Inc.	24,530
Druze Community Charity of Victoria	225,830
East African Women's Foundation	55,000
Ethnic Council of Shepparton and District Inc.	147,070
Etz Chayim Progressive Synagogue	33,000
Fawkner Islamic Welfare Trust	55,000
Fiji Islamic Cultural Society of Victoria Inc.	63,360
Golden Dragon Museum	53,020
Hellenic Community of the City of Moorabbin Ltd	70,000
Hindu Council of Australia (Vic)	110,000
Hindu Satsang Mandal of Vic	40,000
Indonesian Muslim Community of Victoria Inc.	40,500
International Buddhist College of Victoria Inc.	231,000
Islamic Community Milli Gorus Dandenong Inc.	125,620
Islamic Council of Victoria Inc	242,000
Islamic Education and Welfare Association of Dandenong	174,350
Islamic Museum of Australia	72,930
Islamic Society of Victoria	577,500
Italian Social Club (Swan Hill) Inc.	213,500
Jewish Museum of Australia	550,000
Kouchkovski Social Club	6,400
Macedonian Orthodox Community of Geelong Victoria Incorporated	139,370
Mata Chintapurni Arts/Education and Cultural Centre	220,000
Multicultural Youth Centre Ltd	237,710
Museum of Chinese Australian History	275,000

Organisation	Payment \$
Nafsika Stamoulis Hellenic Museum Limited	220,000
Pammessinian Brotherhood Papaflessas Ltd	140,470
Panpyliaki Brotherhood Navarino of Melbourne and Victoria Ltd	84,700
Quang Minh Temple	192,500
Reggio Calabria Club	84,040
Salamfest	242,000
Selimiye Foundation	242,000
Serbian Cultural Centre Nikola Tesla Republic of Serbian Krajina	70,000
Serbian Sports Centre Inc	110,000
Shree Swaminarayan Agnya Upasna Satsang Mandal Ltd	220,000
Shri Sanatan Dharam Society of Victoria	32,270
Sri Durga Arts Cultural and Education Centre Inc.	242,000
Sri Krishna Brundavana Ltd	222,420
Sunraysia Alevi Turkish Association	10,620
The Croation Community Centre of Geelong Incorporated	51,810
The Greek Orthodox Community of Shepparton and District	9,826
The Holy Saviour Ethiopian Orthodox Tewahedo Church Of Melbourne Australia Inc.	167,200
The Lefcadian Brotherhood Lefcada	23,229
The Sephardi Association of Victoria	97,570
The Trustee for The Australian Indian Community Charitable Trust	84,480
Turkish Islamic Society Mildura	43,800
Victorian Maronite Community	200,000
Victorian Tamil Association Inc	825,000
Williamstown Italian Social Club Inc.	68,000
Yeshivah Shul Kiddush Benevolent Inc	165,000

2022 Election Commitments Multicultural Affairs Partnerships

2023–24 Multicultural Media Grants (MMG) Program and Ethnic Community Broadcasting Association of VIC Ltd

The MMG program funds multicultural media outlets to better reach and serve their communities through print, radio, broadcasting and digital media platforms.

Organisation	Payment \$
3CR Community Radio	17,050
3XY Radio Hellas	27,376
3ZZZ Serbian Broadcasting Group	8,084
94.7 The Pulse	22,000
99.9 Voice FM	8,250
Adpro Media Australia Pty Ltd T/A Viet Times	11,000
Africa Media Australia Ltd	20,750
Australian Multicultural Media Centre	\$16,900
CALD Community Voices Australia	\$7,500
Channel 31 Melbourne	27,390
Creative Every Day trade as Sameway Magazine	10,230
Digital Media & Co Pty Ltd	27,500
DN Media Australia Pty Ltd	27,500
Dunya Turkish Newspaper	8,250
Emerge Magazine	27,500
Ethioli	25,254
Ethnic Community Broadcasting Association of VIC Ltd	71,500
Filcom Publishing Pty Ltd	8,219
G'day India Pty Ltd	27,467
GCTV Inc	20,295
Gippsland Community Radio Society Co-Operative Limited	8,250
Good Vibes Pilipinas Inc.	7,500
Jewish Community Radio VIC Inc.	27,071
Melbourne Chinese Media	19,800
ME TV PTY LTD	22,713
Niche Radio Network Pty Ltd	26,908
Poekoothay Media Group	7,500

Organisation	Payment \$
Qessa Media	16,327
SAARI Collective	6,777
Sanjhi Awaaz Radio	18,551
South Asia Times	8,250
Sunraysia Community Radio Association Inc.	8,250
Tamil Australian Media Group	7,500
The Epoch Times – Melbourne (VIC)	10,990
Tivi Tuan — San	27,427
VCT Multimedia Pty Ltd	27,500
Verve Media Productions Pty Ltd	8,360
Voice of Australia	25,000
Whitehorse Boroondara FM Community Radio Inc.	5,182
WYNFM Community Radio Inc.	13,550

2023–24 Targeted Direct Funding Offers

This funding delivers on the Victorian Government's November 2022 election commitment 'Supporting our multicultural and multifaith communities' to provide multicultural and faith community organisations with capacity-building funds to undertake targeted projects for their communities.

Organisation	Payment \$
A877 Community Support Centre	11,000
All Nations Presbyterian Church of Melbourne Inc	165,000
Community Abundance Inc	110,000
South East Community Links	110,000
South Eastern Melbourne Vietnamese Associations Council Inc	88,000
Springvale Mandarin Network	10,000

Supported Playgroups for New Arrivals

This program funds 21 supported playgroups across metropolitan Melbourne to support newly arrived families with young children with improved settlement and education outcomes.

Organisation	Payment \$
VICSEG New Futures	351,120

Migrant Workers' Centre 2018–25

This funding supported the reduction of the exploitation of migrant workers and international students in Victorian employment settings by improving their access to information and services regarding their workplace rights and safety.

Organisation	Payment \$
Migrant Workers Centre	1,405,800

Legal Assistance for Asylum Seekers

This funding provided assistance to asylum seekers in Victoria with their Commonwealth refugee protection claims. It also provided legal advice and assistance to people impacted by the crisis in Afghanistan including assistance with visa applications for family members and legal assistance for people at imminent risk overseas.

Organisation	Payment \$
Refugee & Immigration Legal Centre Inc. trading as Refugee Legal	1,054,405

2022–23 Multicultural Community Infrastructure Fund

This funding supported the building, upgrading and delivery of new facilities and community infrastructure to help culturally diverse communities feel connected to their traditional culture and identities.

Organisation	Payment \$
Philippine Fiesta of Victoria Inc	16,500

Community Hubs

This funding supported 41 statewide community hubs across Victoria to improve settlement outcomes and build social cohesion within communities. Operated by Community Hubs Australia, the program ran community hubs in priority locations for newly arrived families to help them engage with support services for early childhood development, English language and vocational pathways.

Organisation	Payment \$
Community Hubs Australia Inc.	460,845

Strategic Partnerships Program and Strategic Engagement Coordinators Initiative

This funding is designed to build the knowledge and skills of multicultural communities across Victoria to fully participate and contribute to everyday life in Victoria. The program seeks to strengthen the participation, inclusion and increase access to services for newly arrived and established multicultural communities.

Organisation	Payment \$
Ballarat Regional Multicultural Council	408,936
Brotherhood of St Laurence	364,409
City of Greater Bendigo	371,760
Cultura (Multicultural Community Services Geelong Inc.)	408,936
Ethnic Council of Shepparton and District Inc.	408,936
Latrobe Community Health Service	408,936
MiCare Ltd	364,410
Migrant Information Centre (Eastern Melbourne)	364,409
Rural City of Wangaratta	371,760
South East Community Links	538,209
Sunraysia Mallee Ethnic Communities Council Inc.	408,936

CALD Communities Taskforce - Priority Response for Multicultural Communities (PRMC)

The priority response to multicultural communities during COVID-19: Phase 5 offered grants to multicultural and faith organisations in Victoria. PRMC 5.0 ensured organisations could effectively respond to the COVID-19 pandemic and build organisational capacity to further support their communities.

Organisation	Payment \$
Beth-Nahrain Assyria Association	3,750
Turbans 4 Australia Inc.	5,500

Multicultural Seniors Support 2021–25

Funding was provided to multicultural seniors' organisations to support their members and build stronger community connections. Each of the organisations listed below received \$2,000 from the Multicultural Senior Support 2021–25 grant program.

Afar Community Association of Victoria Inc.	Association of Filipinos in Gippsland Inc.	Australia Ceylon Fellowship Inc.
Afghan Seniors Club	Association of Former Inmates of Nazi Concentration Camps & Ghettos from the Former Soviet Union	Australia Eight-one Comrade Association Incorporated
Africa Community Elderly Association	Association of Greek Elderly Citizen Clubs of Melbourne & Vic Inc.	Australia Greek Elderly Citizen Club of Mentone
Africare Community Services Inc.	Association of New Elderly Inc.	Australia Light Foundation Incorporated
Agia Trias Society Incorporated	Association of Ukrainians in Victoria Noble Park Seniors	Australia Melbourne Sibio Friendship Group Inc.
Albanian Senior Women's Group Association Incorporated	Association of Ukrainians — St Albans	Australian Afghan Philanthropic Association
Al-Emaan Seniors Group	Association of Victorian Trikalanians	Australian Ankawa Club
Alevi Community Council of Australia Senior Group	Associazione Pensionati Laziali Di Monash	Australian Armenian Welfare Society
Alexandrians Friendship (AAHA) Social Club Inc.	Associazione Laziali Pensionati di Geelong	Australian Bosnian Seniors Group
Ambitious Sisterhood Society Incorporated	Associazione Laziali Victoria Australia Inc.	Australian Bosnian Women's Association Zena Zeni
AMVCA	Associazione Nazionale Artiglieri Sezione Melbourne	Australian Chaldean Family Welfare Inc.
Ancrì Sezione Di Melbourne	Associazione Nazionale Bersaglieri D'Italia	Australian Coptic Senior Citizen Club of Manningham
Anglo-Indian Australasian Association of Vic. Inc.	Associazione Nazionale Combattenti Della Guerra Di Liberazione	Australian Croatian Association Stjepan Radic Ballarat
Antiochian Community Support Association	Associazione Nazionale Combattenti Reduci Italiani (Werrabee)	Australian Croatian Senior Citizens Club Nikola Tavelic
Anzano di Puglia Social Club Ltd	Associazione Nazionale Famiglie degli Emigranti Inc.	Australian Croatian Senior Citizens Club of Bocce Gospic
Arabic Senior Citizens Group	Associazione Nazionale Marinai D'Italia "Gruppo" M.O.C. Borsini Australia	Australian Croatian Senior Citizens Club of Clifton Hill
Arabic Welfare Inc.	Associazione Padovani Nel Mondo	Australian Croatian Senior Citizens Club of Gladstone Park
Arabic Women Seniors Group	Associazione Trevisani nel Mondo Myrtleford & District Inc.	Australian Croatian Senior Citizens Club of Vila Velebita
Archangel Michael Senior Social Club of Oakleigh	Associazione Veronesi Nel Mondo	Australian Croatian Senior Citizens Geelong
Armada Senior Indonesia Klub Melbourne Inc.	Associazione Arma Aeronautica	Australian Filipino Nurses Association Inc.
Armenian General Benevolent Union	Associazione Trevisani Nel Mondo Inc.	Australian Forum of Russian Speaking Jewry Inc.
Armenian Relief Society Incorporated	Astry' Polish Senior Citizens Club St Kilda	Australian Greek Ex-Servicemen's Association
Armenoro Senior Citizens Association		
Ashburton Chinese Senior Friendship Association		
Association of Filipino Australian Families of Melbourne Social Club Incorporated		

Australian Greek Ex-Servicemen's Elderly Seniors Club Northcote	Australian Yugoslav Pensioners Group Inc.	Black River Macedonian Australian Fishing Association Moonee Valley and Districts
Australian Greek Isolated Group	Australia Sri Lanka Welfare Guild Inc.	Bonegilla Former Greek Migrant Residents Association Inc.
Australian Greek Orthodox Community of Moreland	Austrian Club Geelong Inc.	Boris Trajkovski Inc.
Australian Han Fu Association	AVA Boroondara Senior Citizens Group	Boroondara Camberwell Greek Senior Citizens Club
Australian Indian Seniors Association	AVA Yarra City Senior Citizens Group	Boroondara Chinese Senior Citizens Association Inc
Australian Integrated Fijian Association of Victoria Inc.	Avellino Circolo Pensioners of Springvale Inc.	Bosnian Choir Sevdalinka
Australian Iranian Senior Citizens Society of Victoria	Avondale Height Greek Pensioners and Elderly Citizens Social Club	Box Hill Chinese Senior Art Group Inc.
Australian Karen Cultural Association's Senior Team	Avondale Heights & East Keilor Residents Association	Box Hill Chinese Senior Citizens Club Inc.
Australian Lebanese Christian Ladies Group Moreland	Banda Musicale Italiana "Vincenzo Bellini" Inc.	Brighton Greek Seniors Citizens Association
Australian Lebanese Christian Ladies Group Reservoir	Bangladesh Cultural Group Inc.	Brimbank Hungarian Seniors Citizens Inc.
Australian Macedonian Disability Pensioner Group 'Vardar' Melbourne Inc.	Bangladeshi Senior Citizens Club Victoria Incorporated	Brimbank Senior Citizens Friendly Group Inc.
Australian Macedonian Seniors Group Nostalgija of Brimbank Inc.	Banyule Chinese Seniors Multicultural Association Inc.	Broadmeadows Turkish Senior Citizens Club Inc.
Australian Multicultural Seniors Support Group Inc.	Basilicata Bocce Club & Pensioners Association Inc.	Brotherhood of Hrysohorafa
Australian Nepalese Senior Citizen Society Inc.	Batman's Greek Elderly Womens Club Inc.	Bruh Tesfa Ethiopian Youth and Parents Association
Australian Romanian Community Welfare, Health & Services Association of Victoria	Bayside Japan Club	Brunswick Greek Elderly and Pensioners Association
Australian Serbian Pensioner Association Inc.	Beijing Association Of Melbourne Incorporated	Burgher Association Australia Inc.
Australian Serbian Pensioners Club of St George Church	Belgium Avenue Neighbourhood House	Calabria Club
Australian Serbian Senior Citizens Group	Bellarine International Womens Senior Citizens Club	CALD Seniors Association of Victoria Inc.
Australian Slovenian Cultural and Sports Association 'Ivan Cankar' Geelong Inc.	Benevolent Brotherhood of Kolindros "Pafsilipos" Inc.	Camberwell Senior Citizens Centre Inc.
Australian Slovenian Social & Sporting Association Melbourne Inc.	Bentleigh Chinese Community Association	Cantonese Art Association Inc.
Australian Thornbury Pensioner's Club	Benvenute Donne Glenroy Inc.	Carlton Eritrean Women's Group
Australian Ukrainian Senior Citizens Fellowship — Golden Age Inc.	Berwick Greek Senior Citizens Club	Carlton Senior Citizen Organisation
Australian Vietnamese Women's Association	Bhakti Tarang Seniors	Caroline Springs Seniors Fishing Club Inc.
	Bhartiya Seniors Melbourne Inc.	Carrum Downs Sri Lankan Seniors Inc.
	Bhutanese Community in Australia Inc.	Casey Chinese Senior Support Group Inc.
	Bhutanese Senior Citizen Group Inc.	Casey Tamil Manram Inc.
	Bitola Macedonian Senior Citizens Group Whittlesea	Ccveg Incorporated

Central Pontian Association of Melbourne and Victoria "Pontiaki Estia"	Christ the Lord Slovak Lutheran Congregation	Circolo Pensionati Italiani Di Moreland
Centre of Greek Ex-Servicemen's Elderly Citizens Club of Darebin and Districts	Chu Chu Club	Circolo Pensionati Italiani Di Newport — Williamstown
Cephalonian Society of Victoria 'O Kefalos'	Circolo Fiumano Melbourne Inc.	Circolo Pensionati Italiani Di North Fitzroy
Ceylonese Welfare Organisation Inc.	Circolo Italiani Pensionati Di Fawkner	Circolo Pensionati Italiani Di Oakleigh Clayton
Chabad on Carlisle (FREE) - Jewish Russian Centre	Circolo Pensionate Italiani di North West Essendon	Circolo Pensionati Italiani Di Pascoe Vale Inc.
Chaldean Senior Citizens' Group Whittlesea	Circolo Pensionati "Don Bosco" Inc	Circolo Pensionati Italiani di San Marco in Lamis
Chamarel Club Inc.	Circolo Pensionati Campani Italiano Di Clayton	Circolo Pensionati Italiani di St. Albans
Chin Elderly Group	Circolo Pensionati Casa D'Abruzzo Di Epping	Circolo Pensionati Italiani di Waverley Inc.
Chinese Arts Association of Melbourne	Circolo Pensionati de Brimbank Inc.	Circolo Pensionati Italiani di Wyndham
Chinese Association of Monash Inc.	Circolo Pensionati Della Comunita' Vizzinese	Circolo Pensionati Italiani East Keilor and Avondale Heights
Chinese Cancer and Chronic Illness Society of Victoria	Circolo Pensionati Di Casa Nostra Di Brunswick	Circolo Pensionati Italiani e Famiglie
Chinese Community Health Advisory of Australia Inc.	Circolo Pensionati di Merlynston	Circolo Pensionati Italiani Kew Hawthorn Camberwell
Chinese Friendship Group	Circolo Pensionati Italiani Allegra Inc.	Circolo Pensionati Italiani Napoli Family Club
Chinese Good Life Senior Club	Circolo Pensionati Italiani di Airport West	Circolo Pensionati Italiani of Coburg Italian Senior Citizens Club Coburg
Chinese Mandarin Community Friendship Association Inc.	Circolo Pensionati Italiani Di Ascot Vale Inc.	Circolo Pensionati Italian Nunawading Box Hill
Chinese Precinct Business Association VIC	Circolo Pensionati Italiani di Ballarat	Circolo Pensionati Pugliesi
Chinese Senior Citizens Club of Frankston and Peninsula	Circolo Pensionati Italiani Di Bentleigh	Circolo Pensionati Italiani Gladstone Park
Chinese Seniors Cultural Association Inc.	Circolo Pensionati Italiani Di Bundoora	Circolo Vicentini of Myrtleford
Chinese Seniors Education & Skill Development Association Inc.	Circolo Pensionati Italiani Di Essendon Inc.	Clarinda Greek Seniors Citizens Club
Chinese Seniors Friendship Group	Circolo Pensionati Italiani Di Footscray	Clarinda Seniors Social Group
Chinese Stroke Support Group Inc.	Circolo Pensionati Italiani Di Geelong	Clayton Chinese Seniors Association Inc.
Chinese Women's Association of Victoria	Circolo Pensionati Italiani Di Greenvale Inc.	Clayton Mandarin Friendship Association Inc.
Chinese Xinjiang Senior Citizens Association of Australia	Circolo Pensionati Italiani di Hadfield Inc.	Clota Cottage Neighbourhood House Inc.
Chios Senior Citizens Club	Circolo Pensionati Italiani di Kyabram	Club 60 Tarneit Inc.
Chrisokellaria Golden Age Society Melbourne	Circolo Pensionati Italiani Di Lilydale	Club 60 Wyndham Vale
Christian Faith Women's Group Inc.	Circolo Pensionati Italiani Di Moonee Ponds	Club Astoria German Australian Society

Club of Chinese Seniors in Monash	Cultural Centre of Florinians Aristotelis	Evergreen Seniors Group Inc.
Cobradah Senior Citizens Centre	Cultural Vietnamese Women's Association	Evolve Church
Coburg Turkish Elderly and Pensioners Club Inc.	Culture Connect Chinese Australia Brighton Beach Inc.	Fairfield Hellenic Senior Women & Partners
Cocoshnick in Australia	Cyprian Community of the Southern Suburbs of Melbourne Senior Citizens Club	Family Care Fellowship Incorporated
Collingwood Greek Elderly Womens Association	Cyprus Community of Melbourne & Victoria	Faros Senior Citizens Inc.
Community Love Share / Viet Love Incorporated	Cyprus Senior Citizens Turkish Club Inc.	Fawkner Senior Citizens Club Inc.
Community of Cypriots of the Northern Suburbs of Melbourne Senior Citizens Club	Damayan Victoria Incorporated	Federation of Chinese Associations Senior Citizen Social Club Inc.
Community of Cypriots of the Northern Suburbs of Melbourne Women's Group	Darebin Greek Women Senior Citizens Group	Federation of Macedonian Senior Citizens Group of the Western Region
Community of Niki	Deer Park Bocce Club	Federation of Macedonian Senior Citizens Groups of the Northern Region of Victoria Inc.
Comunita Montana Dei 7 Comuni Inc.	Deutscher Verein Kg Nerrische Insulaner	Federation of Spanish-Speaking Senior Citizens in Victoria
Coonara Community House	Diamond Valley Greek Senior Citizens Club	Federation of Taivgetos
Corona Italian Seniors Club Casey	Doncaster Chinese Senior Association Inc.	Federazione Pensionati Italiani Del Victoria
Cosenza Senior Citizens of Kingston Inc.	Doncaster Seniors Club Incorporated	Fijian Indian Seniors Association Inc.
Cranbourne Hampton Park Greek Senior Citizen Club Inc.	Dutch Social Club Diamond Valley Inc.	Fiji Islamic Cultural Society of Victoria Inc.
Cranbourne Italian Senior Citizens Club	East African Women's Foundation	Fiji Melbourne Seniors Club Inc.
Creeds Farm Living and Learning Centre	Eastern Region SCATS Seniors	Fiji Senior Citizens Association Inc.
Cretan Brotherhood of Melbourne and Victoria Limited	Eastern Senior Chinese Association	Filcare Vic Inc.
Cretan Elderly Club of Melbourne and Victoria	Edelweiss Casey Choir Inc.	Filipino Australian Association of Ballarat Inc.
Crna Reka Senior Citizen Fishing Association Inc.	El Hokamma Senior Citizens	Filipino Australian Friendship Association of Geelong
Croatian Senior Citizens Association "Cardinal Stepinac" Geelong Inc.	Endeavour Hills Senior Citizens	Filipino-Australian Senior Citizens' Advisory Council in Australia Inc.
Croatian Senior Citizens Club Altona Inc.	Ente Vicentini Nel Mondo Inc.	Filipino Australian Senior Citizens of Victoria Inc.
Croatian Senior Citizens Club - St Albans Inc.	Eolian Senior Citizens	Filipino Australian Seniors Association Inc.
Croatian Senior Citizens Club Sunshine	Epia Petalidi Brotherhood Inc.	Filipino Community Council of Victoria Inc.
Croatian Senior Citizens Group Keysborough	Epping Combined Pensioners Association Inc.	Filipino Elderly & Youth Association Incorporation
Crossway Baptist Church Inc.	Equal Tolerance Respect Support	Filipino Elderly Get Together Association
Croydon Dutch Social Club Inc.	Eritrean Elderly Association in Melbourne	Filipino Seniors Carers Support Group
	Ethnic Chinese Happy Age Association of Victoria	
	Ethnic Discussion Club Inc.	

Finnish Society of Melbourne	Glen Waverley Senior Citizen Centre Inc.	Greek Elderly Citizens Club of Newport Inc.
Fitzroy Chinese Association Inc.	Goce Delchev Senior Citizens Association Inc.	Greek Elderly Citizens Club of Northcote
Fitzroy Public Housing Resident's Incorporated	Golden Age Polish Seniors Club Inc.	Greek Elderly Citizens Club of Nunawading
Fitzroy Table Tennis Association Inc.	Golden Age Senior Citizens Centre Inc.	Greek Elderly Citizens Club of Oakleigh
Fitzroy Vietnamese Elderly Group	Golden Flower Chinese Friendship Association Incorporated	Greek Elderly Citizens Club of Werribee Inc.
Flemington Senior Vietnamese Women's Group	Golden Sun Disabled and Senior Citizens Association	Greek Elderly Citizens of Clayton and Districts
Frankston Filipino Seniors Support Group Inc.	Goulburn Valley Seniors Assn Inc.	Greek Elderly Citizens of Thornbury Incorporated
Friendly Senior Citizens Group Inc.	Greek and Cypriot Social/Welfare Centre	Greek Elderly Club North Fitzroy and North Carlton
Friendship and Wellbeing Association Inc.	Greek-Australian Cultural League	Greek Elderly Club of Caulfield
Friendship of Elderly Filipino — Australians of Victoria Incorporated	Greek Australian Ex Servicemen's Reserve Whittlesea and Districts	Greek Elderly Club of Geelong Inc.
G.A.L. Gruppo Anziani Lucani	Greek-Australian Recreational & Instructive League of Victoria Incorporated	Greek Elderly Club of the Bellarine Peninsula
Galada Indian Senior Group	Greek Choir Parikia	Greek Elderly Senior Citizens Club of Heidelberg, Ivanhoe, Rosanna, Macleod and Surrounding Districts Inc.
Galini Greek Elderly Association of Port Melbourne	Greek Citizens Club Hawthorn Kew & Districts	Greek Elderly Women's Club of Frankston and Peninsula
Gan Bo SEMVAC	Greek Community of Springvale and Districts Limited	Greek Ex Servicemen Elderly Citizens Club of Kew
Geelong Dutch Clubs Inc.	Greek Cyprian Senior Citizens of Glen Eira	Greek Orthodox Archdiocese of Australia, Parish of St Dimitrios Moonee Ponds
Geelong Dutch Fifty Plus Club	Greek Cypriot Cultural and Theatrical Centre Paradise Incorporated	Greek-Orthodox Bellarine Peninsula
German/Austrian Association	Greek Cypriot Parent & Youth Club Western Suburbs of Melbourne	Greek Orthodox Community of Box Hill & Districts Ladies Auxiliary
German-Austrian Australian Club Wodonga Inc.	Greek Cypriot Senior Citizens Club of Whitehorse and District	Greek Orthodox Community of Clayton Ltd
German Friendship Society Bendigo Inc.	Greek Democritus Workers League (Seniors Group)	Greek Orthodox Community of Monash and Districts Inc.
German Senior Citizen's Club St. Christopher's Camberwell Inc.	Greek Elderly Citizen Club of Highett Inc.	Greek Orthodox Community of St Albans
Gippsland Croatian Association Inc.	Greek Elderly Citizen Club of Moreland	Greek Orthodox Community of Whittlesea
Glen Eira Adult Learning Centre Inc.	Greek Elderly Citizens Club Mildura	Greek Orthodox Community of Whittlesea Elderly Citizens Group
Glen Eira Chinese Senior Citizen Club Inc.	Greek Elderly Citizens Club of Manningham Incorporated	Greek Orthodox Community of Whittlesea Women's Group
Glen Eira Italian Pensioners and Senior Citizens Club Inc.	Greek Elderly Citizens Club of Maroondah	
Glen Iris/Burwood Greek Seniors Citizen Club		
Glenroy Greek Elderly Group		
Glenroy Italian Senior Citizen's Centre		
Glenroy Maltese Senior Citizens Group Inc.		

Greek Orthodox Elderly Group	Greek Women's Elderly Friendly Club Preston	Independent Italian Senior Citizens Club of Sunshine
Greek Orthodox Parish of "St Athanasios" Springvale, Senior Citizens Group	Greek Women's Senior Citizens Club of McKinnon "Rhea" Inc.	Indian Arts Academy
Greek Orthodox Parish of "St Haralambos" Templestowe, Senior Citizens' Group	Green Island Turkish Women's Group	Indian Senior Citizens Association of Casey
Greek Orthodox Parish of the Presentation of Our Lord — Coburg Senior Citizens Group	Gruppo Primavera Prahran Latina American Association Inc.	Indian Senior Citizens Association of Victoria
Greek Orthodox Senior Citizens Shepparton & District	Gruppo Culturale Italiano Inc.	Indian Seniors Association-West Inc.
Greek Senior Citizen's Club Hobsons Bay Inc.	Hadfield Golden Years Social Club Inc.	Indo Chinese Elderly Association in the Eastern Suburbs
Greek Senior Citizens Association of Moorabbin Inc.	Halkidikeon Elderly Citizens Club Melbourne Inc.	Indochinese Elderly Refugees Association
Greek Senior Citizens Association of the Bass Coast Inc.	Hampton Park Turkish Seniors Group Inc.	Indochinese Elderly Refugees Association — Collingwood Branch
Greek Senior Citizens Club Altona & Region Inc.	Happy Seniors Club Inc.	Indochinese Elderly Refugees Association — Footscray Branch
Greek Senior Citizens Club of Airport West & Districts	Harmony Chinese Opera Group of Melbourne	Indochinese Elderly Refugees Association — Kensington Branch
Greek Senior Citizens Club of Carnegie and Murrumbeena Inc.	Health Centre Italian Group	Indochinese Elderly Refugees Association — Preston Branch
Greek Senior Citizens Club of Flemington and Kensington	Healthy Tourism Senior Citizens Russian club 'Vigor' Inc.	Indochinese Elderly Refugees Association — Richmond Branch
Greek Senior Citizens Club of Frankston & Peninsula	Hellenic Association of Mornington Peninsula	Indochinese Elderly Refugees Association — St Albans Branch
Greek Senior Citizens Club of Gladstone Park & Tullamarine	Hellenic Community of the City of Moorabbin Ltd	Information Group for Russian Speaking Community
Greek Senior Citizens Club of Monash Inc.	Hellenic Stegi Friendly Elderly Citizens Club of Darebin	Instituto Nazionale Per La Guardia D'Onore Alle Reali Tombe Del Pantheon Incorporated
Greek Senior Citizens District of Richmond	Hellenic Women's Federation of Victoria	International Women's Group Inc.
Greek Senior Citizens North Balwyn Districts	Hellenic Women's Network Vic Heliades Inc.	Irish Australian Support & Resource Bureau Inc.
Greek Senior Citizens of Southern Eastern Regions & Districts	Hera Greek Ladies Club	Irymple Bocce Club Inc.
Greek Senior Elderly Citizens Club the Dormition of Our Lady	Hindi Shiksha Sangh Inc. (Australia)	Islamic Community Milli Gorus Brunswick Inc.
Greek Seniors and Pensioners Association of Clayton and District Inc.	Hispano-American Co-operative for Family Support (COHAF) Inc.	Islamic Elderly Group
Greek Senior Women's Club Hobsons Bay	Hope Connection Inc.	Istrian Social Club "UCKA" Inc.
Greek Women's Club of Northern Suburbs "Anemones"	Hume Sri Lankan Seniors' Association Inc.	Italian and Ethnic Seniors Association
	Ikawiria — Ikatan Warga Indonesia Di Victoria Inc.	Italian Australian Seniors Group
	Il Club Del Sorriso (Circolo Del Sorriso Inc.)	Italian Catholic Federation
	Independent Hellenic Seniors Citizens Association of Clayton and Districts	Italian Elderly Citizen Club Noble Park Inc.
		Italian Elderly Citizen Group Morwell

Italian Elderly Citizens Group Holy Spirit Thornbury Inc.	Kadimah Jewish Cultural Centre and National Library	Kuki Airani Pa Metua (Cook Islands Seniors Citizen Inc.)
Italian Pensioners Association of Mill Park Inc.	Kajmakcalan Social Club	Kyabram Italian Social Bocce Club Inc.
Italian Pensioners Club of North Altona	Kali Mata Mandir Craigieburn VIC	Ladies Club 60 Tarneit Inc.
Italian Pensioners Club Wangaratta	Kalinka Inc Russian Citizens Senior Club	Lalor and District Men's Shed
Italian Senior Citizens Club of Lalor and Thomastown Inc.	Kalyra Care	Lalor Thomastown Combined Pensioners Association
Italian Senior Citizens Club of Moorabbin	Kariatides Women's Greek Club of Oakleigh	Lalor United Bocci and Social Club Inc.
Italian Senior Citizens Club of Preston	Karnavals Club The Swallows	LaoAus Care Inc.
Italian Senior Citizens Group of Doncaster	Karuna Seniors Social Support	Latino-American Women's Association Victoria Inc.
Italian Senior Citizens of Kingston La Baracca Inc.	Kastellorizian Senior Citizens Club Inc.	La Voz Feminina
Italian Senior Citizens Recreational Group of Caulfield	Keilor Downs Macedonian Elderly Women's Group	Laziali nel Mondo Australia Inc.
Italian Seniors Social Club Inc Dromana	Keilor Downs Senior Citizens Bocce Club	Lazio Marche Social Club Uniti
Italian Social Club Altona Incorporated	Keilor Macedonian Elderly Group	Le Belle Arti Inc.
Italian Social Club City of Moorabbin Inc.	Keilor Over 50'S Recreation Club Inc.	Lemnian Community of Victoria
Italian Speaking Senior Citizens Association of Epping Inc.	Kensington Chinese Friendship Association	Le Petrel Mauritian Seniors Club
Italian Welfare Association of Whittlesea Senior Citizens Inc.	Kensington Neighbourhood House	Lerian Club of Melbourne
Italian Womens Club of Reservoir Inc.	Keon Park Greek Senior Citizens Club	Let's Connect Inc.
Italian Womens Health Group Fawkner/Campbellfield Inc.	Kew Home of Chinese Inc.	Lianmeng AusChina Senior Choir Inc.
Italian Womens Senior Citizens Association of Whittlesea Inc.	Kingsbury Italian Senior Citizen Club Inc.	Liberty Unity Organisation Life Global Foundation Australia
Italo Spanish Club Inc.	Kingston Billiards Senior Citizen Club Inc.	Literary Creative Association "Lukomorie" Inc.
Japan Club of Victoria	Kingston Chinese Senior Citizens Club Inc.	Lotus Wind Choir Incorporated
Jasmine Senior Dance Group Incorporated	Kingston Indian Senior Citizens Association	Macedonian Australian Senior Citizens Group "Ilinden" Inc.
Jewish Care (Victoria) Inc.	Knox Chinese Elderly Citizens Club	Macedonian Beranci Social Seniors of Whittlesea Inc.
Jewish Library of Australia Limited	Knox Community Chess Club	Macedonian Elderly Citizens Club Melbourne Victoria
Jingsong Chinese Senior Men's Incorporation	Knox Hungarian Senior Citizens Club	Macedonian Men's Seniors Group of Whittlesea
John Pandazopoulos Hall Committee of Management	Knox Italian Senior Citizens Club Inc.	Macedonian Orthodox Community of Melbourne and Victoria Elderly Citizen Group Epping Inc.
	Kondia Limnos Senior Citizens Club	Macedonian Pensioner's Group 'Pitu Guli' Inc.
	Korean Elderly Citizen's Association of Victoria	Macedonian Pensioner Group "Uspenie na Presveta Bogorodica"
	Korumburra Italian Social Club	Macedonian Pensioner Group of the West Incorporated
	Kouchkovski Social Club	

Macedonian Pensioner Group Pelister St Albans	Macedonian Women's Senior Citizen Group 'Markovi Kuli' Inc.	Mei's Art (Mei Lan Fang's Art Chinese Beijing Opera Friendship Association) Inc
Macedonian Pensioners Association of Footscray	Macedonian Women's Senior Citizens Group Lalor	Melbourne 7-Melody Notes Incorporated
Macedonian Pensioners Group Brimbank 'Dimce Mogilceto' Inc.	Macedonian Women's Senior Citizens Group of Altona Meadows, Laverton and Point Cook	Melbourne Chinese Opera Incorporated
Macedonian Senior Citizen Group of Hillside Inc.	Macedonian Womens Group Elpida Karamandi Inc.	Melbourne Chinese Orchestra Inc.
Macedonian Senior Citizen Group of Monash	Macedonian Womens Group of West Sunshine	Melbourne Chinese U3A
Macedonian Senior Citizens Club Geelong	Macedonian Womens Pensioners Association of Footscray	Melbourne Committee of Chinese Literature Incorporated
Macedonian Senior Citizens Club West Sunshine	Macedonian Womens Senior Citizens Group of Avondale Heights Moonee Valley and District Inc.	Melbourne Hebrew Congregation Seniors Club (MHC Seniors)
Macedonian Senior Citizens Group Ardeer	Macedonian Womens Senior Group Tumbe Cafe	Melbourne Hua Yu Home Incorporated
Macedonian Senior Citizens Group of Altona Meadows Laverton and Point Cook	Macedonian Women's Social Club of Whittlesea Inc.	Melbourne Konkani Community Inc.
Macedonian Senior Citizens Group of Av. Heights, East Keilor & Districts Inc.	Macedonia Senior Citizens Group- Kingspark Inc.	Melbourne Korean Senior Citizens Community Incorporated
Macedonian Senior Citizens Group of City Greater Dandenong St Dimitriya Inc.	Maltese Association Hobsons Bay Inc.	Melbourne Line Dancing Group
Macedonian Senior Citizens Group of Doncaster and Templestowe	Maltese Association Northern Suburbs Inc.	Melbourne Murugan Cultural Centre Inc.
Macedonian Senior Citizens Group of the City of Darebin Pelister	Maltese Community Centre Latrobe Valley Inc.	Melbourne Shandong Australian Association Inc.
Macedonian Senior Citizens Group Prespa	Maltese Cultural Association of Victoria	Melbourne South Eastern Region Chinese Friendship Centre of Victoria Inc.
Macedonian Senior Citizens Group Thomastown, Lalor, Epping and Mill Park	Maltese Literature Group Inc.	Melbourne Taiwan Ladies Association Inc.
Macedonian Senior Citizens Group Zlatno Sonce Footscray	Maltese Senior Citizens Club Airport West	Melbourne Tukkers Social Club
Macedonian Senior Citizen Women's Group 'Pelister' of St Albans	Maltese Seniors Reconnection Group	Melbourne Warblers Choir Inc.
Macedonian Senior Citizen Women's Group "Veseli Makedonki"	Malvern Greek Senior Citizens Association	Melbourne Yarra Yue Opera Troupe Inc.
Macedonian Senior Social Club 'Svinista'	Malvern Italian Senior Citizens Club	Melbourne Zhiyin Choir Inc.
Macedonian Veterans and Friends Senior Citizens Group Inc.	Marinai D'Italia Gruppo M.O.U.M. Stefano Pugliese Australia Inc.	Melton Chinese Friendship Association
Macedonian Women's Group of Hillside Inc.	Maroondah Chinese Senior Friendship Association Incorporated	Melton Macedonian Seniors Group
	Maroondah Italian Senior Citizens Club Inc.	Melton Maltese Seniors Inc.
	Mauritian Silver Edge Club Inc.	Merrilands Italian Senior Citizens Club Inc.
	Meadow Heights Turkish Senior Citizens Association Inc.	Mill Park Greek Elderly Citizens Club
		Mill Park Senior Citizens Club Inc.
		Molise Club Melbourne
		Monash Chinese Senior Friendship Association

Monash Greek Macedonian Elderly Citizen Club Inc.	Nasir Community Association Inc.	Northern Region Indian Seniors Association of Victoria
Monash Korean Senior Citizens Club Inc.	NCJW (Victoria) Community Services Inc.	Northern Turkish Family Association
Monash Senior Chinese Volunteer Service Centre Inc.	Neret Senior Citizens Group	Northern Turkish Women's Association
Montenegrin Society 'Njegos' Melbourne Inc.	New Eastern Arts Association Inc.	North Melbourne Chinese Association Inc.
Moreland Arabic Speaking Women Group Inc.	New Friends Senior Citizens Group	North Richmond Elderly Chinese Friendship Association Melbourne Inc.
Moreland Chinese Elderly Citizens Group Inc.	New Life Association	North West Fiji Seniors Club
Moreland Italian Women's Group	Newly Emerging CALD Group in Wyndham	North West Reservoir Italian Pensioner Group
Moreland Maltese Pensioners Group Inc.	Newport Maltese Association Inc.	Nunawading Hungarian Senior Citizen's Club Inc.
Moreland Northern Greek Seniors Citizens Group Inc.	New United Villages of Florina Inc.	Oakgrove Community Centre Inc.
Moreland Turkish Women's Group	Niddrie Senior Italian Citizens Club Inc.	Oakleigh Chinese Senior Club
Morning Exercise Melbourne Incorporated	Nigerian Seniors Citizens Club of Victoria Incorporated	Oakleigh Coptic Senior Social Club (OCSSC) Inc.
Mornington Dutch Australian Seniors Club Inc.	Noble Park North Multicultural Elderly Citizens Club	Old Citizens of Ascot Vale & Districts
Movement Base for Living	Noble Park North Multicultural Senior Club Inc.	Olympos Greek Senior Citizens Club Inc.
Movement For Filipino Solidarity Inc.	North Balwyn Senior Citizens Club Incorporated	Orient Hua Yun Arts Incorporated
Multicultural Association of Russian Speaking Women 'Ogonyok' MARWO	North Carlton Railway Neighbourhood House	Ormond Senior Citizens Club Inc.
Multicultural Chinese Australian Inc.	Northcote Australian Greek Society Care of the Aged Inc.	Oromocare Association
Multicultural Dancing Group Incorporated	Northcote Macedonian Senior Citizen Club Kajmakcalan Inc.	Oromo Seniors Welfare & Benevolent in Victoria
Multicultural Nature Guides Vic Inc.	North Cyprus Turkish Community of Victoria	Pakistan Seniors Association Inc.
Multicultural Senior Citizens Group of Kingston and Surrounding Regions Inc.	North East Bocce Association	Palesviaki Enosis of Melbourne and Victoria
Multicultural Seniors Association of Victoria Inc.	North Eastern Greek Elderly Citizens Club Inc.	Pallaconian Brotherhood
Multicultural Sudanese Centre	North Eastern Melbourne Chinese Association	Panagia Kamariani Greek Senior Citizens Club
Multicultural Women's Sewing Group	North East Multicultural Association Inc.	Panagia Soumela Pontian Association
Multi Ethnic Senior Citizens Group Preston	Northern Egyptian Association Inc.	Pan Korinthian Association of Melbourne and Victoria
Multi Ethnic Slavic Senior Group Fitzroy Inc.	Northern Federation of Ethnic Senior Citizens Clubs	Panlarisian Philanthropic Association of County of Larisa and Districts "O Pinios" Inc.
Myrtleford Italian Pensioners Group	Northern Mauritian Seniors Club	Panpyliaki Brotherhood Navarino of Melbourne and Victoria Ltd
Nadezhda Russian Seniors Citizens Club	Northern Melbourne Sri Lankan Association	Parish of St. Vasilios Brunswick Elderly
	Northern Melbourne Vietnamese Elderly Association Inc.	

Parori Florinis Social Club	Portarlington Senior Citizens Inc.	Russian Senior Citizens Club in Dandenong Inc.
Pensioner Macedonian Womens Group Brimbank	Port Melbourne Greek Community	Rye and Peninsula Greek Senior Citizens Club Inc.
Pensioners Association of Bulleen and Templestowe	Port Melbourne Greek Community Senior Citizens Club	Rye and Peninsula Greek Womens Club Inc.
Philippine Australia Foundation (Vic) Inc.	Portuguese Association of Victoria Ltd	Sahara Victorian Associations
Philippine Cultural Society for families and friends Inc.	Prahran Chinese Elderly Citizen's Association	Saint Albans Senior Citizens Club Inc.
Pilipino Elderly Association of South East Region (PEASER)	Prahran Chinese Women Association of Australia Inc.	Saint Gaetan Society Inc.
Pimpinan Cabang Istimewa Aisyiyah Australia	Prahran Greek Seniors Club Inc.	Salamfest
Point Cook Chinese Friendship Association	Prahran Greek Women's Group "Asklipios"	Samos Island Seniors Friendly Group
Point Cook Dancing Group	Praise Dance for Exercise	Sankat Mochan Senior Group
Point Cook Indian Seniors Group Inc.	Preston Greek Senior Citizens Club	Santa Marija Assunta Association Inc.
Point Cook Royals Inc.	Ptolemei Association of Greek Senior Citizens from Egypt & the Middle East	Savoy Ladies Recreation Group
Polish Association in Melbourne Inc.	Rabat Malta Senior Citizens Association Inc.	SCATS Senior Citizen Organization Western Region
Polish Community Care Services Incorporated	Raduga Senior Citizen Club of Frankston and Peninsula	Senior Chilean Group Incorporated
Polish Cultural & Social Club "PALMA" Inc.	Red Chamber Chinese Opera Group Inc.	Senior Citizen Fishing Club Macedonia
Polish Senior Citizen's Club Yarraville Inc.	Red Gum Day Club	Senior Citizens Club — Nunawading Inc.
Polish Senior Citizens Club Ardeer Inc.	Refocus Club Melbourne Inc.	Senior Citizens Club of Apostolos Andreas Community
Polish Senior Citizens Club of Altona Inc.	Refugee and Immigrant Women's Support Group "Relaxum"	Senior Citizens Club of Hobsons Bay Kimisis Tis Theotokou
Polish Senior Citizens Club of Caulfield	Regioni D'Italia Bocce Association Inc.	Senior Citizens Club of Waverley Inc.
Polish Senior Citizens Club of Doncaster	Reservoir Greek Elderly Citizens Group	Senior Citizens Group Holy Trinity Serbian Orthodox Church
Polish Senior Citizens Club of Reservoir Inc.	Reskeon Maltese Association Seniors Group Inc.	Senior Citizens Group of the Greek Orthodox Parish Thomastown Lalor Transfiguration of Our Lord
Polish Senior Citizens Club — Rowville	Richmond Joy Choir Inc.	Senior Citizens Melbourne Croatia Inc.
Polish Senior Citizens Club Waverley Vic	Ridniy Kray	Senior Citizens of Greek Orthodox Community of Gippsland
Polish Seniors Club of Frankston	Risorgimento Club	Senior Citizens of the Freccia Azzura Club Inc.
Polyplatanos Clabouchischa Social Club Inc.	Rodriguan Social Club of Vic. Inc.	Senior Citizens of the Greek Community of Forest Hill
Pontiaki Gonia Inc.	Roma Social Club	Senior Citizens of the Parish St Constantines & Helens, South Yarra and Prahran
Portarlington Maltese Pensioners Association	Rosanna/Macleod Circolo Pensionati Italiani Inc.	Senior Multicultural Skills Exchange Group for Women Inc.
	Rosebud Italian Club Inc.	
	Russian Senior Citizens Club Box Hill	

Seniors Everlasting Ministry	Somali Somali Council of Australia	St Eleftherios Greek Elderly and Invalid Pensioners Group Inc.
Seniors Happy Life Club Inc.	Somali Women Development Association Inc.	Stella Maris Maltese Association Inc.
Seniors Journey Inc.	South American Senior Citizens Club of Frankston and Peninsula	St Francis of Assisi Filipino Senior Citizens Club of Whittlesea Inc.
Seniors Latin Club Inc.	South Melbourne Greek Women's Club "Olympia"	St George Church Seniors Club
Serbian Pensioner Club "Fitzroy" Inc.	Spanish Association of Geelong Inc.	St George Tellskuf Association/Melbourne
Serbian Pensioner Club "King Peter" Inc.	Spanish Speaking Elderly Group of North Melbourne Inc.	St Helena Maltese Australian Social Club Inc
Serbian Pensioners Church Association Free St. Sava Melbourne	Spanish Speaking Pensioners and Senior Citizens Club of Werribee	St John's Lutheran Parish Springvale
Serbian Senior Social Club Nikola Tesla Inc.	Spanish Speaking Senior Citizens Club of Clayton	St Leonards & District Greek Seniors Club Inc
Serbian Social Services and Support Inc.	Spanish Speaking Seniors of Melton Inc.	St Margaret Senior Social Club Australian Sannat Association Inc.
Serraion Society of Victoria Inc.	Spanish Window Community Services Inc.	St Mary's Antiochian Orthodox Church
Sewa International (Aust) Inc.	Sparklight Incorporated	St Mary Multicultural Social Club Inc.
SHALOM Association	Spinete Social Club Inc.	St Nicholas Antiochian Orthodox Church Senior Citizens Group
Shanghai Chinese Overseas Friendship Association (Australia) Inc.	Spring Arts Multicultural Seniors' Association	Stonnington Ballroom Dancing Association Inc.
Shanghai Overseas Exchange Association Australia	Springvale Indochinese Mutual Assistance Association Inc.	Stonnington Chinese Association
Shepparton Italian Womens Group Inc.	Springvale Italian Senior Citizen Club	Stonnington Greek Senior Citizens Association The Friendship Club
Shepparton Macedonian Seniors Group	Springvale Mandarin Network	Stonnington Indian Seniors Club
Shnei Ohr Chabad Learning Centre Inc.	Springvale Senior Citizens Club	St Paul's Bocce Club Inc
Singing Hearts Russian Choir	Sri Lanka Community Services Association	St Paul's Elderly Support Group
Sinhala Cultural & Community Services Foundation	Sri Lanka Inter Campus Seniors Association	St Paul's South Eastern Suburbs Maltese Seniors Association Inc
Sisters Seniors Group	Sri Lankan Elders' Welfare Association	Strathmore Heights Greek Senior Citizens Club Inc.
Slavic Women's Group "Nase Zene" Inc.	Sri Lanka Victoria Friendship Association	St Sebastian Seniors Association Victoria Australia Inc.
Slovenian Australian Social & Sports Club 'Jadran' Inc.	St. Basil of Ostrog Seniors Club Langwarrin	St Theresa's Aged and Retired Services Inc.
Slovenian Welfare & Information Office Inc.	St. Michaels Seniors Citizens Group	Suez Basketball Senior Social Club Association of Victoria
Social Club 'Stiv Naumov' Village Logovardi Inc.	St. Nikola Pensioners Social Club Inc.	Sunbury and District Greek Senior Club Inc.
Society Kalamata 23 March Brotherhood Inc.	St Anthony Senior Social Club	Sunraysia Alevi Turkish Association
Socio-Cultural Syriac Incorporated	Star of Mesopotamia Inc.	SV Nikola Merlikinski
Soloukhin Russian Literature Society	St Bernadette Seniors & Social Club Inc.	Taiwanese Association of Australia Melbourne Chapter Inc.
Somali Elders Group in Victoria Inc.		

Taiwanese Womens Dancing Club	The Greek Orthodox Community of Broadmeadows and Districts Inc.	Toscana Social Club
Tamil Senior Citizens Fellowship (Vic) Inc.	The Greek Orthodox Community of Shepparton and District	Turkish Cypriot Elderly Womens Association Inc.
Tamil Seniors Social Club	The Greek Seniors Citizen Club 'The Hope' Incorporated	Turkish Women's Recreational Group Inc.
Tamil Women's Group Dandenong	The Gurukul Inc.	Twilight Performing Arts Association Inc.
Tarneit Bharatiy Club	The Italian Pension Club of Kingston	U3A Chinese in Yarra
Tarneit Harmony Club	The Lankan Seniors Club of Melbourne Incorporated	U3A Moreland Inc.
Tarxien Social Club Inc	The Lebanese Elderly Group	Ugarit Senior Club Incorporated
Tatura Italian Women's Group	The Lefcadian Brotherhood Lefcada	Ukrainian Senior Citizens Club in Melbourne Inc.
Temple Society Australia	The Mauritian Golden Age Club Inc.	Unified Filipino Elderly Association
Tempo Doeloe	The Nest of Love Women's Citizen Club	Unione Nazionale Sottufficiali Italiani in Congedo Inc.
The "Good Shepherd" Egyptian Seniors Association	The Olympian Society	Union of Christians from Constantinople in Victoria — Australia Inc.
The Argos and District Australian Greek Senior Citizens Club of Kastoria Inc.	The Palestinian Seniors Club of Victoria	United Filipino Elderly Group Inc.
The Australian Association of Kastorians 'Kastoria' Inc.	The Philanthropic Society of Kaloneri Kozani Inc.	United Seniors Club Incorporated
The Benevolent Association of Nafpaktians	The Pingju Opera Association of Australia Incorporated	United Slavic Pensioner Group of Footscray Inc.
The Broadmeadows Greek Elderly Citizens Club Inc.	The Polish Community Theatre "Miniature" after J. Szaniawski Inc.	USMAA Positive Aging Group (Seniors)
The Casey Hungarian Senior Citizens Club Inc.	The Senior Citizen Russian Club 'Friendship' Bayside	Valguarnera Italian Social Club
The Chinese International Cheongsam Association of Australia Incorporated	The Sephardi Association of Victoria	Victoria Australia Samoa Seniors Association Inc.
The Chinese Senior Citizens Club of Manningham	The Spanish Speaking Friendship Club of Springvale	Victoria Beijing Seniors Association Inc.
The Chinese Seniors Friendship Association of Whittlesea Inc.	The St Albans Combined Pensioners Association	Victoria Chinese Seniors Cooking Club Inc.
The Community of Cypriots of the Eastern Suburbs Inc.	The Stella Clavisque Club (Australia-Mauritius Inc.)	Victoria Chinese Traditional Folk Dance Asso. Inc.
The Federation of Chinese Associations Vic Inc.	The Vedic Society of Victoria, Inc.	Victoria Hua Xin Chinese Women's Association
The Filipino Social Support Group Inc.	The Village of St. Pats Inc.	Victoria Malayalee Seniors Association Inc.
The Finnish Friendly Visiting Service (FFVS) Inc.	The Whitehorse Club	Victorian Arabic Social Services Inc.
The First Hungarian Baptist Church	The Yarra Valley Italian Cultural Group	Victorian Assyrian Community
The Foundation of Salvadorean Communities in Australia	Thomastown East Greek Senior Citizens Club Inc.	Victorian Bangladeshi Community Foundation (VBCF) Inc.
The Golden Years Seniors Group Inc.	Thomastown East Italian Senior Citizens Club Inc.	Victorian Chinese Seniors Inc.
	Tigrian Community Association in Victoria	Victorian Council of African Australian Seniors (VCAAS)

Victorian Elderly Chinese Welfare Society Adult Day Center	Werribee Senior Citizens Club Inc.	Whittlesea Northern Cyprus Turkish Womens Group Inc.
Victorian Greek/Australian Elderly Citizens Group Inc.	Werribee Seniors Table Tennis Group	Whittlesea Senior Citizens Club Inc.
Victorian Harmony Inc.	Western (Vic) Tamil Seniors Club Inc.	Whittlesea Turkish Elderly And Pensioners Association Inc.
Victorian Lebanese Senior Club	Western Chinese Friendship Association	Whittlesea Turkish Women's Association Inc.
Victoria Tamil Senior Citizens Benevolent Society Australia Inc.	Western Karen Elder Group Inc.	Whittlesea U3A Inc.
Vietnamese Arthritis Association Victoria Inc.	Western Melbourne Evangelical Church Inc.	Williamstown and Districts Greek Elderly Club Inc.
Vietnamese Association in Hobsons Bay Inc.	Western Region Maltese Womens Group	Williamstown Italian Social Club Inc.
Vietnamese Australian Senior Association	Western Suburbs Greek Seniors Group Inc.	Wisdom Senior Club
Vietnamese Elderly Group in the City of Moonee Valley	Western Suburbs Maltese Association	Women's Friendship Group Inc.
Vietnamese Knitting Friendships	West Seniors Asso. Incorporated	Wonthaggi Italian Senior Citizens Club Inc.
Vietnamese Senior Citizen Group of Hume Inc.	West Sunshine Greek Citizens Club	Wyndham Taichi Club
Vietnamese Seniors Cultural Association	West Sunshine Multicultural Italian Senior Citizens Club Inc.	Xinjiang Chinese Association of Australia
Viva a Vida Foundation	West Sunshine Multicultural Maltese Senior Citizens Club Inc.	Yachad Senior Citizens Club
Viva La Seniors	West Sunshine Multicultural Senior Citizens Centre Inc.	Ya Hui Performing Arts Association of Melbourne Inc.
Vizzini Social Club	West Sunshine Spanish Senior Citizens Group Inc.	Yarra Chinese Friendship Association
Voluntary Outreach Club	West Sunshine Turkish Senior Citizens	Yarra Chinese Mini-Fiction Writers Association of Australia Inc.
Wandin Seniors Citizens Centre	Whitehorse Chinese Senior "You Yi" Friendship Association Inc.	Yarra Chinese Women's Group Inc.
Warrandyte Senior Citizens Centre Inc.	Whittlesea and District Greek Elderly Citizen Club Inc.	Yarra Ethnic Arts Exchange Association Inc.
Wave Care Incorporated	Whittlesea Chinese Association Inc.	Yarra Healthy Life Association Inc.
Waverley Chinese Senior Citizens Club Inc.	Whittlesea Combined Pensioners Association Inc.	Yee Hong Group
Waverley Community Learning Centre	Whittlesea Malaysian Social and Seniors Club Inc.	Young Generation Filipino Senior Citizens Club of the South East
We Belong Australia	Whittlesea Maltese Seniors Club Inc.	Yugoslav-Australian Workers Centre 'Brotherhood Unity' Inc
Welcome Senior Women's Group		Zhangzhou Senior Club
Welcome to Eltham Incorporated		Zoroastrian Seniors Group

Regional Multicultural Festivals & Events Fund

This fund supports regional multicultural community organisations and metropolitan organisations to deliver events across regional Victoria. The aim of the fund is to attract more visitors to regional Victoria and provide support to regional multicultural organisations so they can celebrate and share their culture. Funding to rural and regional communities is a key priority in recognition that these communities often have less access to resources and networks.

Organisation	Payment \$	Organisation	Payment \$
Africare Community Services Inc.	6,000	International Womens Group Inc.	4,000
Albanian Moslem Society Shepparton Inc.	16,500	Islamic Society of Geelong	12,870
Albury-Wodonga Ethnic Communities Council	21,285	Kardinia Hope Care Incorporated	7,700
Ararat Islamic Welfare Association	7,700	Karen Organisation of Bendigo	5,000
Artists Upgrading Social Norms Inc.	15,000	Kerala Hindu Society Bendigo Inc.	10,000
Association Of Eratyra Inc.	10,000	Khair Relief Association	2,000
Australia Asia Business Association	4,200	Kyabram Community and Learning Centre	4,730
Australian Croatian Association Stjepan Radic Ballarat	5,465	Lianmeng AusChina Senior Choir Inc.	40,365
Ballarat Hindu Temple & Cultural Centre Inc.	5,500	Loddon Campaspe Multicultural Services	22,275
Ballarat Keralites Foundation of Australian Inc.	12,500	Maltese Own Band Philharmonic Society Incorporated	5,500
Ballarat Malayalee Association	6,250	National Celtic Folk Festival Inc.	32,670
Ballarat Regional Multicultural Council	74,403	Neighbourhood Collective Australia	10,673
Ballarat Tamil Sangam Inc.	5,500	NEWGENs Community Education Inc.	10,900
Ballarat Telugu Association	7,000	Nhill Karen Organisation	5,500
Bendigo Chinese Association Inc.	30,556	Nigeria Society of Victoria (NSV)	11,250
Bendigo Malayalee Association Inc.	9,500	North East Sri Lankans Association Inc.	5,000
Chabad of RARA Ltd	5,500	Regional Runways Incorporated	5,001
Chinese Association of Geelong Inc.	5,000	Rural Australians for Refugees — Grampians/Gariwerd	5,500
Chinese Performing Arts Development Inc.	8,500	Shepparton Arts Festival Inc.	48,609
Chinese Professionals Club of Australia	13,200	Sri Lankan Association of Goulburn Valley Inc.	5,000
Club Italia (Geelong) Inc.	5,500	St Paul's Catholic Social Club	54,204
CresFest Incorporated	24,750	Sunraysia Alevi Turkish Association	4,500
Da Vinci Social Club	5,000	Sunraysia Indian Association Inc.	15,000
Eaglehawk Community House Inc	15,000	Sunraysia Mallee Ethnic Communities Council Inc (SMECC)	49,500
Ethnic Council of Shepparton and District Inc.	5,500	Swan Hill Harmony Day Committee	3,850
Filipino Australian Association of Ballarat Inc.	4,500	The Boite (Vic) Inc.	14,851
Filipino–Australian Friends Assoc.	5,000	The Great Stupa of Universal Compassion	39,729
Geelong Nepalese Association Inc.	8,750	United Muslim Sisters of Latrobe Valley	22,500
Gippsland Australian Muslim Community Inc.	5,000	Victoria Arya Samaj Inc.	3,000
Gippsland Multicultural Services Inc.	3,300	Victorian Kiribati Association	9,521
Golden Square Pool Inc.	36,000	Vietnamese People of Geelong Inc.	4,125
Goulburn Valley Afghan Association	5,000	Warrnambool Community Garden Inc.	4,642
Hazara Community of Bendigo	5,445	Wimmera Filipin AU Club	3,630
Hispanos Unidos de Victoria Inc.	5,000	Wimmera Southern Mallee Development	16,088
Indian Association of Bendigo Inc.	5,000	Wodonga Congolese Cultural School	5,001
International Society for Krishna Consciousness	42,075	Yoruba Heritage and Cultural Association	7,500

My Room Children's Cancer Charity

Donation to support My Room Children's Cancer charity on behalf of the Victorian Government.

Organisation	Payment \$
My Room Children's Cancer Charity	500,000

Support for the Melbourne Press Club Multicultural Media forum and report

Grant to Melbourne Press Club to produce an evidence-based report to provide insight to support communities regarding the information flow from government to communities.

Organisation	Payment \$
Melbourne Press Club	5,500

Output: Self-determination policy and reform advice and programs

Aboriginal Community Strengthening Program

Grant to support local reconciliation activities. Promotes dialogue on reconciliation across the Victorian community, supporting local reconciliation groups and a calendar of events during Reconciliation Week.

Organisation	Payment \$
Reconciliation Victorian Inc.	368,500

Aboriginal Community Infrastructure Program

Grant to Local Government Victoria to allocate to grant recipients.

Organisation	Payment \$
Department of Jobs, Skills, Industry and Regions	5,454,750

Closing the Gap Partnership Forum

Grant for the secretariat and sectoral engagement for the Partnership Forum on Closing the Gap, Victoria's formal implementation partner for the National Agreement on Closing the Gap.

Organisation	Payment \$
Bubup Wilam Aboriginal Child and Family Centre Incorporated	77,000
South East Australian Aboriginal Justice Services Limited	77,000
Victorian Aboriginal Community-Controlled Health Organisation Inc	77,000
Victorian Aboriginal Corporation for Languages	77,000

Living Culture Grants Program

Kromelak Culturally Modified Trees Dating Project

The Living Culture Grants Program provides support to Victorians to protect, manage and celebrate Victorian Aboriginal Cultural Heritage.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	5,500

Munarra Centre for Regional Excellence

Grant to support education and employment opportunities for Aboriginal people in the Shepparton area.

Organisation	Payment \$
Munarra Limited	31,204,207

Strengthening the Independence of Framlingham and Lake Tyers Aboriginal Trusts

Formal response to the Aboriginal Land Legislation Amendment Bill 2024

Grants for governance and wellbeing funding at Framlingham and Lake Tyers Aboriginal trusts.

Organisation	Payment \$
Trustee for Framlingham Aboriginal Trust	32,050
Trustee for Lake Tyers Aboriginal Trust	15,754

Governance and wellbeing funding at Framlingham and Lake Tyers Aboriginal Trusts

Grants for governance and wellbeing funding at Framlingham and Lake Tyers Aboriginal trusts.

Organisation	Payment \$
Trustee for Framlingham Aboriginal Trust	171,232
Trustee for Lake Tyers Aboriginal Trust	171,232

Treaty negotiations and strategy, self-determination

Grant to support the First Peoples to achieve political, economic, social and cultural self-determination.

Organisation	Payment \$
Trustee of the Self-determination Fund	15,000,000

Early Years Summit

To build understanding and consensus of an Aboriginal Early Years model, framework and sector in Victoria that is grounded in culture and language.

Organisation	Payment \$
Bubup Wilam Aboriginal Child and Family Centre Incorporated	262,500
Victorian Aboriginal Corporation for Languages	142,500

Empowering Victorian Aboriginal Communities Through Infrastructure, Innovation and Organisational Sustainability

Koorie Heritage Trust

Grant to support programs and services that ensure the cultural heritage, history and knowledge systems of First Peoples are valued and celebrated.

Organisation	Payment \$
Koorie Heritage Trust Inc	704,000

Koorie Youth Council 2020–25

Grants to support the Koorie Youth Council to represent Aboriginal and Torres Strait Islander young people in Victoria and deliver key programs and events such as the Koorie Youth Summit.

Organisation	Payment \$
South-East Australian Aboriginal Justice Services Limited	678,700

First Peoples' Assembly of Victoria Funding

ARB/FPRB Funding 2023–24 to 2026–27

Grants to First Peoples' Assembly of Victoria to perform its functions as the Aboriginal representative body under the *Advancing the Treaty Process with Aboriginal Victorians Act 2018*.

Organisation	Payment \$
First Peoples' Assembly of Victoria Ltd	24,212,816

Healing the Stolen Generations

Grant to support the delivery of case management, counselling, healing and other support programs and services for members of the Stolen Generations and their families.

Organisation	Payment \$
Connecting Home Ltd	2,132,897

Lake Condah Estate Management Program

Grant to support the Gunditj Mirring Traditional Owners Aboriginal Corporation to manage, maintain and operate the former Lake Condah Mission site and surrounding lake area.

Organisation	Payment \$
Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC	55,000

Local Government Liaison Officer Funding

Supporting Barengi Gadjin Land Council, Dja Dja Wurrung Clans Aboriginal Corporation, Taungurung Land and Waters Council Aboriginal Corporation and Eastern Maar Aboriginal Corporation in funding a Local Government Engagement Officer for the development and implementation of Local Government Engagement Strategy under the Recognition and Settlement Agreement.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	165,000
Dja Dja Wurrung Clans Aboriginal Corporation	165,000
Eastern Maar Aboriginal Corporation RNTBC	165,000
Taungurung land and waters council (Aboriginal corporation)	165,000

Major Aboriginal Community Events and Awards

Community Support Fund – Victorian NAIDOC Week events

Victorian NAIDOC Week events grant to support the Victorian NAIDOC Committee to deliver NAIDOC Week events.

Organisation	Payment \$
Songlines Music Aboriginal Corporation	77,000
Victorian Aboriginal Community Controlled Health Organisation Inc.	22,000
Victorian Aboriginal Child and Community Agency Co-op Ltd	5,500

Place-based Partnership and Community Data Project Scoping Exercise

Place-based Partnership and Community Data Scoping exercise and 2024–25 budget business case.

Organisation	Payment \$
Victorian Aboriginal Child and Community Agency Co-op Ltd	398,572

Treaty Authority Funding 2023–24

Grant to the Treaty Authority to undertake its statutory functions.

Organisation	Payment \$
Treaty Authority	20,852,083

Output: Traditional Owner engagement and cultural heritage management programs

Aboriginal Cultural Heritage Management Training Program

The program funds the management and delivery of the Certificate IV in Aboriginal Cultural Heritage Management 2020–23 (ending date February 2024) in accordance with the terms, conditions and governing rules of the Certificate IV in ACHM 22452VIC. Funds are used for 4 accredited Certificate IV in ACHM courses consisting of 9 residential one-week learning blocks per year.

Organisation	Payment \$
Latrobe University	672,202
Gunaikurnai Land & Waters Aboriginal Corporation RNTBC	15,853
Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	31,943
Yorta Yorta Nation Aboriginal Corporation	27,500

Traditional Owner Mapping

Grant to resource research with, and mapping of, family groups and Traditional Owner structures in the 4 regions without formal recognition (the Mid North West, Central North, North East and Far East Gippsland).

Organisation	Payment \$
First Nations Legal and Research Services Ltd	1,062,600

Strategic Aboriginal Heritage Assessment Pilot Program

RAP — Strategic Aboriginal Heritage Assessments Pilot Program

This program funds 3 Registered Aboriginal Party-led projects to research and map areas of Aboriginal cultural significance to Traditional Owners to inform the Strategic Aboriginal Heritage Assessment Pilot Project. This knowledge will be integrated into routine strategic land use and planning processes so that it can be considered and/or acted upon early in the planning system.

Organisation	Payment \$
Dja Dja Wurrung Clans Aboriginal Corporation	70,294
Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	133,551
Gunditj Mirring Traditional Owners Aboriginal Corporation	110,000

Budj Bim World Heritage Program

Grant to employ 2 World Heritage Officers and develop a world heritage strategic management framework to ensure ongoing effective management of Budj Bim by all relevant land managers.

Organisation	Payment \$
Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC	358,218

RAP Operations Program 2022–24

Grants to work towards the future viability and sustainability of Registered Aboriginal Parties.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	809,644
Bunurong Land Council (Aboriginal Corporation)	765,777
Dja Dja Wurrung Clans Aboriginal Corporation	777,744
Eastern Maar Aboriginal Corporation RNTBC	771,144
First People of the Millewa-Mallee Aboriginal Corporation	831,644
Gunaikurnai Land and Waters Aboriginal Corporation RNTBC	770,044
Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC	806,344
Laungurung Land and Waters Council (Aboriginal Corporation)	783,244
Wadawurrung Traditional Owners Aboriginal Corporation	894,477
Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation	781,177
Yorta Yorta Nation Aboriginal Corporation	808,544

Strong Roots for Our Futures

Grants to resource foundational activities to support Traditional Owners to build strong groups who are ready to engage in formal recognition processes.

Organisation	Payment \$
L & S Temptations	35,000
Yilam PTY LTD	55,000
Yingadi Aboriginal Corporation	10,000

Traditional Owner Nation-Building Support

Nation-building Resource Pool Administration

Grant to support nation-building priorities as determined by the Traditional Owners and is equitably available to Traditional Owner groups with formal recognition.

Organisation	Payment \$
Federation of Victorian Traditional Owner Corporations Ltd	60,500

Traditional Owner engagement officers

Grants for Traditional Owner corporations to employ a Traditional Owner engagement officer to help the organisation identify, build and maintain relationships with the full group.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	19,140
Bunurong Land Council (Aboriginal Corporation)	19,535
Eastern Maar Aboriginal Corporation RNTBC	213,626
First People of the Millewa-Mallee Aboriginal Corporation	41,083
Dja Dja Wurrung Clans Aboriginal Corporation	70,294
Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	138,551
Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC	110,000

Ongoing Protection Declaration Implementation Program

Ongoing Protection Declaration area Aboriginal heritage protection and management

To strengthen the capacity of Traditional Owner organisations to exercise their statutory obligations and to continue their relationship to Country by caring for significant places through heritage protection and management activities in Ongoing Protection Declaration areas.

Organisation	Payment \$
Yorta Yorta Nation Aboriginal Corporation	259,600

Aboriginal Lands Trust

Municipal and Essential Services Funding 2014–24

Grants for continued delivery of funding to the Lake Tyers and Framlingham Aboriginal Trusts to enhance the health, safety and wellbeing of the Lake Tyers and Framlingham Aboriginal communities.

Organisation	Payment \$
East Gippsland Shire Council	150,000
Trustee for Framlingham Aboriginal Trust	561,000
Trustee for the Lake Tyers Aboriginal Trust	891,000

Aboriginal Lands Trusts — Community Development

Grants for governance and wellbeing funding at Framlingham and Lake Tyers Aboriginal Trusts

Organisation	Payment \$
Trustee for Framlingham Aboriginal Trust	189,446
Trustee for the Lake Tyers Aboriginal Trust	169,400

Dja Dja Wurrung Clans Aboriginal Corporation Corporate and Community Centre

DDWCAC Corporate and Community Centre Funding for 2023–24 financial year

Supporting Dja Dja Wurrung Clans Aboriginal Corporation to achieve their longstanding aspiration of a permanent, purpose-built, Corporate and Community Centre on Country in Bendigo.

Organisation	Payment \$
Dja Dja Wurrung Clans Aboriginal Corporation	5,500,000

Taungurung Land and Water — Operational Bridging Funding 2023–24

Taungurung Land & Water — Operational Bridging Funding 2023–24

This funding was provided to ensure the continued capacity of the Taungurung Land and Waters Council Aboriginal Corporation (the Organisation) in the year 2023–24 to meet commitments under the 2018 Recognition and Settlement Agreement and to preserve its corporate capacity while disbursements from the Taungurung deposit in Victorian Traditional Owners Trusts are inaccessible

Organisation	Payment \$
Taungurung Land and Waters Council Aboriginal Corporation	1,413,830

Traditional Owner Settlement Act negotiation funding for BGLC 24–26

Grant to support Barengi Gadjin Land Council to engage in negotiations with the State under the *Traditional Owner Settlement Act 2010* during 2024–25 and 2025–26 whilst building general corporate capacity.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	583,330

Victorian Traditional Owners Funds Limited Operational Funding 2024–25

Grant to support the operation of Victorian Traditional Owner Funds Limited on behalf of the Victorian Traditional Owners Trusts.

Organisation	Payment \$
Victorian Traditional Owners Funds Limited	811,097

The Trustee for the Long Walk

20th Anniversary Long walk

The funding supported the '20th Anniversary Long Walk' event.

Organisation	Payment \$
The Trustee for the Long Walk	275,000

VAHC Ancestral Remains Repatriation Fund

WJJWJ Ancestors Returning to Country — BGLCAC

The VAHC Ancestral Remains Repatriation Fund supports eligible registered Aboriginal parties with all costs associated with the repatriation of their Ancestral Remains from VAHC to the RAP. Eligible RAPs can apply for up to \$30,000.

Organisation	Payment \$
Barengi Gadjin Land Council Aboriginal Corporation RNTBC	30,000
Yorta Yorta Nation Aboriginal Corporation	30,000

Output: Executive Government advice and services

Australian Associated Press Ltd Funding Agreement

Support for the Australian Associated Press

The Victorian Government acknowledges the importance of regional media, in particular local newspapers, for communities across Victoria. The funding will support the organisation with resourcing and reporting on regional matters as part of a broader package of support for regional media.

Organisation	Payment \$
Australian Associated Press Ltd	889,000

Donation to Good Friday Appeal 2024

Support for the Royal Children's Hospital

Victorian Government contribution to the Good Friday Appeal 2024 to allow Royal Children's Hospital to continue delivering care to Victorian families.

Organisation	Payment \$
Royal Children's Hospital Good Friday Appeal	1,000,000

Donation to the Big Issue via DFFH

Contribution to The Big Issue, Australian non-profit and charity via DFFH

Victorian Government donation to fund The Big Issue's digital transformation strategy and secure its long-term future.

Organisation	Payment \$
Department of Families, Fairness and Housing	150,000

Donation to the 2023 Big Freeze 9 event

Contribution to the FIGHTMND Charity

Victorian Government contribution to support fundraising activities for the Big Freeze 9 event. The funding will be invested in medical research to find a treatment and cure for Motor Neurone Disease (MND) along with providing equipment and supports for those that suffer from MND. This event is held annually at the Melbourne Cricket Ground and is the charity's primary fundraiser.

Organisation	Payment \$
FIGHTMND	250,000

Donation to the 2023 Daniher's Drive

Contribution to the FIGHTMND - Cure for MND Foundation

Victorian Government contribution to the 8th Daniher's Drive event to raise funds for Motor Neurone Disease (MND).

Organisation	Payment \$
FIGHTMND	250,000

Donation to the 2024 Big Freeze 10 event

Contribution to the FIGHTMND Charity

Victorian Government contribution to support fundraising activities for the Big Freeze 10 event. The funding will be invested in medical research to find a treatment and cure for Motor Neurone Disease (MND) along with providing equipment and supports for those that suffer from MND. This event is held annually at the Melbourne Cricket Ground and is the charity's primary fundraiser.

Organisation	Payment \$
FIGHTMND	250,000

Donation to the Rabbinical Council of Victoria (RCV)

Funding Support for the Rabbinical Council of Victoria 2023–2025

Victorian Government contribution to support RCV for organisation support, capacity building, professional development and community engagement.

Organisation	Payment \$
Rabbinical Council of Victoria	70,000

Donation to the pastoral care and leadership training for rabbis and rebbetzins

Contribution to the Rabbinical Council of Victoria

Victorian Government contribution to fund for the pastoral care and leadership training for rabbis and rebbetzins to enable them to provide support to the community in the context of increased demand for their support during the Israel-Gaza conflict.

Organisation	Payment \$
Rabbinical Council of Victoria	70,000

Donation to the Diwali Event in October 2022

Contribution to the Department of Families, Fairness and Housing

Victorian Government contribution to the Diwali Event hosted by DFFH, to support Victorian's Indian Community and recognise the contributions of Victoria's Indian Community.

Organisation	Payment \$
Department of Families, Fairness and Housing	242,175

Donation to the Assyrian New Year Festival

Contribution to the Department of Families, Fairness and Housing

Victorian Government donation to Australian Assyrian Arts & Literature Foundation to support the delivery of the Assyrian New Year Festival, for four years (\$10,000 per year) from 2024–27.

Organisation	Payment \$
Department of Families, Fairness and Housing	10,000

Donation to Terry Floyd Foundation

Contribution to Mr Floyd to complete the Avoca Mine Search

Victorian Government contribution to support Mr Floyd to complete his search for the remains of his brother, Terry Floyd at Morning Star Mine in Avoca.

Organisation	Payment \$
Terry Floyd Foundation	29,759

Premier's Apology to past care leavers

Funding support to Victorian care leavers' apology in Parliament

Victorian Government contribution to support to deliver multiple statewide events for Victorian historical care leavers on the day of apology in Parliament (Wednesday 29 November 2023) and key actions related to the apology.

Organisation	Payment \$
Department of Premier and Cabinet	40,157

Output: Public Sector Administration and Advice

Public Sector Innovation Fund

Outpatient Predictive Appointment Tool

Grant to drive new and effective solutions to complex policy and service delivery challenges in Victoria and support small-scale collaborative projects that test new approaches to deliver better outcomes for Victorians.

Organisation	Payment \$
Commonwealth Scientific and Industrial Research Organisation	44,000

Appendix 5: Disclosure index

DPC's annual report is prepared in line with all relevant Victorian legislation and pronouncements. This index has been prepared to help identify DPC's compliance with statutory disclosure requirements.

Legislation	Requirement	Page
Standing Directions (SD) and Financial Reporting Directions (FRD)		
Report of operations		
Charter and purpose		
FRD 22	Manner of establishment and the relevant ministers	4-8
FRD 22	Purpose, functions, powers and duties	4-15
FRD 8	Departmental objectives, indicators and outputs	20
FRD 22	Key initiatives and projects	21-41
FRD 22	Nature and range of services provided	7-14
Management and structure		
FRD 22	Organisational structure	9
Financial and other information		
FRD 8	Performance against output performance measures	42-51
FRD 8	Budget portfolio outcomes	134-140
FRD 10	Disclosure index	182-183
FRD 12	Disclosure of major contracts	58
FRD 15	Executive disclosures	150-151
FRD 22	Employment and conduct principles	17
FRD 22	Occupational health and safety policy	16, 152-153
FRD 22	Summary of the financial results for the year	53-55
FRD 22	Significant changes in financial position during the year	53
FRD 22	Major changes or factors affecting performance	53
FRD 22	Subsequent events	114
FRD 22	Application and operation of the <i>Freedom of Information Act 1982</i>	118-119
FRD 22	Compliance with building and maintenance provisions of the <i>Building Act 1993</i>	118
FRD 22	Statement on National Competition Policy	118
FRD 22	Application and operation of the Public Interest Disclosure Act 2012	120
FRD 22	Application and operation of the Carers Recognition Act 2012	18
FRD 22	Details of consultancies over \$10,000	57
FRD 22	Details of consultancies under \$10,000	57
FRD 22	Disclosure of government advertising expenditure	57
FRD 22	Disclosure of information and communications technology expenditure	58
FRD 22	Reviews and studies expenditure	59-60
FRD 22	Statement of availability of other information	132
FRD 22	Asset Management Accountability (AMAF) maturity assessment	55
FRD 22	Disclosure of emergency procurement	132

Legislation	Requirement	Page
FRD 22	Disclosure of procurement complaints	132
FRD 24	Environmental reporting	121-130
FRD 25	Local Jobs First	119
FRD 29	Workforce data disclosures	142-149
SD 5.2	Specific requirements under Standing Direction 5.2	62
Compliance attestation and declaration		
SD 5.1.4	Attestation for compliance with Ministerial Standing Direction	56
SD 5.2.3	Declaration in report of operations	i.
Financial statements		
Declaration		
SD 5.2.2	Declaration in financial statements	62
Other requirements under Standing Directions 5.2		
SD 5.2.1(a)	Compliance with Australian Accounting Standards and other authoritative pronouncements	70-71
SD 5.2.1(a)	Compliance with Standing Directions	62
SD 5.2.1(b)	Compliance with Model Financial Report	62
Other disclosures as required by FRDs in notes to the financial statements		
FRD 9	Departmental disclosure of administered assets and liabilities by activity	112-113
FRD 11	Disclosure of ex gratia expenses	n/a
FRD 13	Disclosure of parliamentary appropriations	73-74
FRD 21	Disclosures of responsible persons, executive officers and other personnel (contractors with significant management responsibilities) in the financial report	104
FRD 103	Non-financial physical assets	92
FRD 110	Cash flow statements	68
FRD 112	Defined benefit superannuation obligations	76-77, 94
FRD 114	Financial instruments — general government entities and public non-financial corporations	99-101
Legislation		
<i>Aboriginal Heritage Act 2006</i>		32-33, 116-117
<i>Building Act 1993</i>		118
<i>Carers Recognition Act 2012</i>		18
<i>Disability Act 2006</i>		17
<i>Financial Management Act 1994</i>		i., 62
<i>Freedom of Information Act 1982</i>		118-119
<i>Gender Equality Act 2020</i>		17
<i>Local Jobs First Act 2003</i>		119
<i>Public Interest Disclosure Act 2012</i>		120

