

AUSTRALIAN HUMAN RIGHTS COMMISSION

Section 1: Entity overview and resources

1.1 STRATEGIC DIRECTION STATEMENT

The Australian Human Rights Commission (the Commission) is Australia's national human rights institution that provides independent and impartial services to promote and protect human rights and fundamental freedoms, and address discrimination.

The Commission works to build understanding of and respect for rights in our community. Its role is to conduct education and awareness-raising about rights and responsibilities, contribute to the prevention of discrimination and human rights breaches within society, and provide access to justice in relation to alleged discrimination and breaches of human rights.

The Commission exercises functions under the following Acts:

- *Australian Human Rights Commission Act 1986*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Disability Discrimination Act 1992*
- *Age Discrimination Act 2004*.

Functions under these Acts are vested in the Commission as a whole, individual members, the President as Chief Executive Officer or the Attorney-General. The Commission also has functions under the *Fair Work Act 2009* and *Native Title Act 1994*.

The Commission has independent participation status at a number of United Nations forums to address the implementation status of Australia's international human rights obligations.

The Commission works closely with other government agencies, the business community, the non-government sector and individuals to fulfil its role. The Commission aims to provide an independent, timely and effective complaint handling function in accordance with legislative requirements.

Its services are evaluated through both qualitative and quantitative measures, including project-specific evaluations, complaint statistics and a service satisfaction survey.

1.2 ENTITY RESOURCE STATEMENT

Table 1.1 shows the total funding from all sources available to the Commission for its operations and to deliver programs and services on behalf of the government.

Table 1.1 is prepared on a resourcing (that is, appropriations and cash available) basis, while the outcome expenses table in section 2 and the financial statements in section 3 are prepared on an accrual basis.

Table 1.1: Entity resource statement—Budget estimates for 2017–18 as at Budget May 2017

	2016–17 Estimated actual \$'000	2017–18 Estimate \$'000
Opening balance and cash reserves at 1 July	9,023	6,630
FUNDS FROM GOVERNMENT		
Annual appropriations—ordinary annual services(a)		
Outcome 1	14,593	14,439
Total annual appropriations	14,593	14,439
Amounts received from related entities		
Amounts from other entities(b)	5,273	5,179
Total amounts received from related entities	5,273	5,179
Total funds from government	19,866	19,618
FUNDS FROM OTHER SOURCES		
Interest	222	200
Sale of goods and services	985	985
Other	51	51
Total funds from other sources	1,258	1,236
Total net resourcing for entity	30,147	27,484
	2016–17	2017–18
Average staffing level (number)	111	116

Prepared on a resourcing (appropriations and cash available) basis.

Note: All figures are GST exclusive and may not match figures in the cash flow statement.

(a) Appropriation Bill (No. 1) 2017–18.

(b) Amounts received from other entities within the portfolio, or from other portfolios.

1.3 BUDGET MEASURES

Measures announced in the 2016–17 Mid-Year Economic and Fiscal Outlook (MYEFO) and other measures not previously reported in a portfolio statement are summarised in Part 2 of Table 1.2.

Table 1.2: Entity 2017–18 Budget measures

Part 1: Measures announced since the 2016–17 MYEFO

The Commission has no new post-MYEFO measures.

Part 2: MYEFO measures and other measures not previously reported in a portfolio statement

	Program	2016–17 \$'000	2017–18 \$'000	2018–19 \$'000	2019–20 \$'000	2020–21 \$'000
Expense measures						
Public Sector Transformation and the Efficiency Dividend(a)	1.1					
Departmental expenses		–	(223)	(422)	(510)	(163)
Total expense measures		–	(223)	(422)	(510)	(163)

Prepared on a Government Finance Statistics (fiscal) basis. Figures displayed as a negative represent a decrease in funds, and figures displayed as a positive represent an increase in funds.

(a) This is a cross-portfolio measure that was published in the 2016–17 Budget. The lead entity is the Department of Finance.

Section 2: Outcomes and planned performance

Government outcomes are the intended results, impacts or consequences of actions by the government on the Australian community. Commonwealth programs are the primary vehicle by which government entities achieve the intended results of their outcome statements. Entities are required to identify the programs that contribute to government outcomes over the budget and forward years.

The Commission’s outcome is described below together with its related program.

Note

Performance reporting requirements in the Portfolio Budget Statements are part of the enhanced Commonwealth performance framework established by the *Public Governance, Performance and Accountability Act 2013*. It is anticipated that the performance criteria described in Portfolio Budget Statements will be read with broader information provided in an entity’s corporate plans and annual performance statements – included in annual reports – to provide an entity’s complete performance story.

The most recent corporate plan for the Commission can be found at <http://www.humanrights.gov.au/our-work/commission-general/publications/corporate-plan-2016-2017>.

The most recent annual performance statement can be found at <http://www.humanrights.gov.au/our-work/commission-general/publications/annual-report-2015-2016>.

2.1 BUDGETED EXPENSES AND PERFORMANCE FOR OUTCOME 1

Outcome 1: An Australian society in which human rights are respected, protected and promoted through independent investigation and resolution of complaints, education and research to promote and eliminate discrimination, and monitoring and reporting on human rights

Budgeted expenses for Outcome 1

Table 2.1 shows how much the Commission intends to spend (on an accrual basis) on achieving Outcome 1.

Table 2.1: Budgeted expenses for Outcome 1

	2016–17 Estimated actual \$'000	2017–18 Budget \$'000	2018–19 Forward estimate \$'000	2019–20 Forward estimate \$'000	2020–21 Forward estimate \$'000
Program 1.1: Australians have access to independent human rights complaint handling and public inquiries processes and benefit from human rights education, promotion and monitoring, and compliance activities					
Revenue from government					
Ordinary annual services (Appropriation Bill No. 1)(a)	16,143	14,439	16,290	16,353	16,434
Payment from related entities	5,273	5,179	4,654	4,654	2,552
Resources received free of charge	51	51	51	51	51
Revenues from other independent sources	1,207	1,185	1,185	1,185	1,185
Total expenses for Outcome 1	22,674	20,854	22,180	22,243	20,222

	2016–17	2017–18
Average staffing level (number)	111	116

(a) The 2016–17 figure reflects the approved operating loss of \$1.550m, which is funded from prior year appropriation and revenues from independent sources.

Performance criteria for Outcome 1

Table 2.2 details the performance criteria for the program associated with Outcome 1. It also summarises how the program is delivered.

Table 2.2: Performance criteria for Outcome 1

<p>Outcome 1: An Australian society in which human rights are respected, protected and promoted through independent investigation and resolution of complaints, education and research to promote and eliminate discrimination, and monitoring and reporting on human rights</p>		
<p>Program 1.1: Australians have access to independent human rights complaint handling and public inquiries processes and benefit from human rights education, promotion and monitoring, and compliance activities</p> <p>The Commission provides leadership to ensure human rights issues are on the national agenda, with the goal that human rights and fundamental freedoms are respected and protected in Australian law, policy and practice. We provide impartial information and dispute resolution services to prevent and resolve disputes about breaches of human rights and discrimination, and conduct research and project work that is evidence based and contributes to improved protection and respect for human rights.</p>		
<p>Delivery</p>	<p>The Commission delivers its program by:</p> <ul style="list-style-type: none"> • promoting understanding, acceptance and public discussion of human rights in Australia (including through our specialist commissioners) • promoting compliance with human rights and federal discrimination law (including through preparing guidelines, developing and monitoring disability standards, and considering applications for exemptions under relevant discrimination laws) • undertaking research, educational and other programs for promoting human rights, including by reporting to Parliament on the status of enjoyment of human rights by children and Aboriginal and Torres Strait Islander peoples • conducting inquiries into acts or practices that may be contrary to human rights; reporting on laws that Parliament should make, or actions that the Commonwealth should take, to meet Australia's international human rights obligations; and examining laws and proposed laws to determine whether they are consistent with human rights • inquiring into, and attempting to conciliate, complaints of unlawful discrimination, or breaches of human rights or discrimination in employment • intervening in court matters that involve human rights issues, with the leave of the court. 	
<p>Performance information</p>		
<p>Year</p>	<p>Performance criteria</p>	<p>Targets</p>
<p>2016–17</p>	<p>We provide an efficient and effective and complaint service</p> <p>Our public presence and communications increase public awareness and debate about human rights issues</p> <p>Our research, reports and recommendations are cited or acted upon by Parliament, governments, the courts, businesses and in the community</p> <p>Effective education, training and information resources increase human rights knowledge and skills and contribute to changes in behaviours and attitudes</p>	<p>Expected achievement</p> <p>85% of complaints are finalised in under 12 months. 40% of complaints are resolved by conciliation. 85% of parties to complaints are satisfied with the service they receive.</p> <p>Effective reach among identified audiences with relevant and useful information about human rights is demonstrated by web and social media analytics that exceed the previous year's benchmark by 5%.</p> <p>Citation and other analyses of parliamentary debates and committee reports demonstrate that our research and recommendations have contributed to human rights impacts being considered.</p> <p>Evaluations of our education and training programs demonstrate that:</p> <ul style="list-style-type: none"> • learning objectives have been met for the majority of participants • the majority of participants are satisfied with the quality and relevance of the training • new school resources are of a satisfactory quality and relevance to the National Curriculum.

Table 2.2: Performance criteria for Outcome 1 (continued)

Program 1.1: Australians have access to independent human rights complaint handling and public inquiries processes and benefit from human rights education, promotion and monitoring, and compliance activities (continued)		
Performance information		
Year	Performance criteria	Targets
2017–18	<p>1. Effective promotion of key human rights issues and engagement with governments, Parliament, the courts, business and civil society builds increased awareness and understanding of actions required to comply with Australia's human rights obligations.</p> <p>2. Effective and timely information assists government, business and the community to comply with discrimination law and human rights. The efficient investigation and conciliation of complaints resolves disputes in a timely manner, impartially, and ensures access to justice.</p> <p>3. Expert and persuasive research, analysis, advocacy and reporting contribute to preventing human rights breaches and proactively improving compliance with international human rights obligations of laws, proposed laws and the acts or practices of the Commonwealth.</p> <p>4. Human rights education activities increase understanding and build capacity in individuals and organisations about human rights.</p>	<p>Relevant and useful information about human rights is provided, with increased reach demonstrated through web and social media analytics that exceed the previous year's benchmark by 5%.</p> <p>High rate of acceptance of applications to the courts for leave to appear demonstrates acknowledged expertise on human rights, and citation analysis of court judgements demonstrates that our submissions to the courts have contributed to human rights impacts being considered.</p> <p>Efficient and effective information and dispute resolution services meet performance indicators relating to timeliness, effectiveness and service user satisfaction, including:</p> <ul style="list-style-type: none"> • 85% of complaints are finalised in under 12 months • 40% of complaints are resolved by conciliation • 85% of parties to complaints are satisfied with the service they receive • the terms on which disputes are resolved include systemic outcomes that accord with the objectives of the law. <p>Participation in the investigation and conciliation process results in increased understanding of rights and responsibilities in the law.</p> <p>Parliamentary debates and committee inquiry reports cite and/or reference the work of the Commission, demonstrating that our analysis, submissions and recommendations have contributed to human rights issues being considered.</p> <p>Evaluation findings identify that major reports and national inquiries are viewed as robust; lead to increased understanding of relevant human rights issues and impact; and lead to increased motivation to take action to address human rights violations.</p> <p>Evaluations of our education and training programs demonstrate that:</p> <ul style="list-style-type: none"> • new resources are engaging, of a satisfactory quality and relevant to targeted audiences • learning objectives have been met for the majority of participants • the majority of participants are satisfied with the quality and relevance of the training.
2018–19 and beyond	Same as for 2017–18.	Same as for 2017–18.
Purpose(a)	To fulfil our statutory functions so that Australians have access to effective, independent complaint handling and public inquiry processes on human rights and discrimination matters, and benefit from our human rights education, advocacy, monitoring and compliance activities.	

(a) This is an updated purpose statement that will be included in the 2017–18 corporate plan.

Section 3: Budgeted financial statements

This section presents budgeted financial statements that provide a comprehensive snapshot of entity finances for the 2017–18 Budget year, including the impact of budget measures and resourcing.

3.1 DIFFERENCES BETWEEN ENTITY RESOURCING AND FINANCIAL STATEMENTS

There is no material difference between the entity resourcing and financial statements.

3.2 ANALYSIS OF BUDGETED FINANCIAL STATEMENTS

Income statement

In 2017–18, income is budgeted at \$20.854m. This is a net decrease of \$0.270m on the 2016–17 estimated actual of \$21.124m. The decrease in revenue is primarily due to the temporary increase in the efficiency dividend and cumulative parameter adjustments. Estimated actual expenses in 2016–17 are \$22.901m and include the Commission’s approved operating loss of \$1.550m.

The Commission’s revenue from government has decreased from \$14.593m for 2016–17 to \$14.439m for 2017–18. This is primarily the net result of cumulative parameter adjustments and the efficiency dividend.

Own-source revenue from service fees and direct cost recoveries is projected to be \$6.364m in 2017–18. The revenues arise primarily from the supply of international human rights technical assistance programs to the Department of Foreign Affairs and Trade, accommodation and shared services under a memorandum of understanding with the Office of the Australian Information Commissioner and interest income from bank deposits with the Reserve Bank of Australia. The 2017–18 period also includes projected cost recoveries from the continuation of the review into gender equality in the Australian Defence Force.

The Commission’s expenditure reflects the anticipated costs of delivering its program under its outcome and fee-for-service activities over the 2017–18 Budget year and forward estimates.

Balance sheet

In 2017–18, the Commission anticipates capital expenditure of \$0.300m for the purchase and replacement of end-of-life assets and equipment.

3.3 BUDGETED FINANCIAL STATEMENTS TABLES

Table 3.1: Comprehensive income statement (showing net cost of services) for the period ended 30 June

	2016–17 Estimated actual \$'000	2017–18 Budget \$'000	2018–19 Forward estimate \$'000	2019–20 Forward estimate \$'000	2020–21 Forward estimate \$'000
EXPENSES					
Employee benefits	15,691	15,855	17,313	17,313	17,101
Suppliers	6,088	4,104	4,129	4,192	2,411
Depreciation and amortisation	895	895	738	738	710
Total expenses	22,674	20,854	22,180	22,243	20,222
LESS:					
OWN-SOURCE INCOME					
Own-source revenue					
Sale of goods and rendering of services	6,258	6,164	5,639	5,639	3,537
Interest	222	200	200	200	200
Total own-source revenue	6,480	6,364	5,839	5,839	3,737
Gains					
Other	51	51	51	51	51
Total gains	51	51	51	51	51
Total own-source income	6,531	6,415	5,890	5,890	3,788
Net (cost of)/contribution by services	(16,143)	(14,439)	(16,290)	(16,353)	(16,434)
Revenue from government	14,593	14,439	16,290	16,353	16,434
Surplus/(deficit) attributable to the Australian Government	(1,550)	–	–	–	–
Total comprehensive income/(loss) attributable to the Australian Government	(1,550)	–	–	–	–

Prepared on Australian Accounting Standards basis.

Table 3.2: Budgeted departmental balance sheet (as at 30 June)

	2016-17 Estimated actual \$'000	2017-18 Budget \$'000	2018-19 Forward estimate \$'000	2019-20 Forward estimate \$'000	2020-21 Forward estimate \$'000
ASSETS					
Financial assets					
Cash and cash equivalents	6,630	5,936	5,088	5,463	5,873
Trade and other receivables	650	650	650	650	650
Total financial assets	7,280	6,586	5,738	6,113	6,523
Non-financial assets					
Property, plant and equipment	3,274	2,699	2,124	1,549	974
Intangibles	543	523	503	483	463
Other non-financial assets	194	194	194	194	194
Total non-financial assets	4,011	3,416	2,821	2,226	1,631
Total assets	11,291	10,002	8,559	8,339	8,154
LIABILITIES					
Payables					
Suppliers	258	258	258	258	258
Other payables	5,855	5,220	4,578	4,776	4,591
Total payables	6,113	5,478	4,836	5,034	4,849
Non-interest-bearing liabilities					
Lease incentives	2,026	1,222	418	–	–
Total non-interest-bearing liabilities	2,026	1,222	418	–	–
Provisions					
Employee provisions	4,011	4,161	4,164	4,164	4,164
Other provisions	225	225	225	225	225
Total provisions	4,236	4,386	4,389	4,389	4,389
Total liabilities	12,375	11,086	9,643	9,423	9,238
Net assets	(1,084)	(1,084)	(1,084)	(1,084)	(1,084)
EQUITY					
Parent entity interest					
Contributed equity	2,511	2,511	2,511	2,511	2,511
Reserves	378	378	378	378	378
Retained surplus/(accumulated deficit)	(3,973)	(3,973)	(3,973)	(3,973)	(3,973)
Total parent entity interest	(1,084)	(1,084)	(1,084)	(1,084)	(1,084)
Total equity	(1,084)	(1,084)	(1,084)	(1,084)	(1,084)

Prepared on Australian Accounting Standards basis.

Table 3.3: Departmental statement of changes in equity—summary of movement (budget year 2017–18)

	Retained earnings \$'000	Asset revaluation reserve \$'000	Contributed equity/ capital \$'000	Total equity \$'000
Opening balance as at 1 July 2017				
Balance carried forward from previous period	(3,973)	378	2,511	(1,084)
Adjustment for changes in accounting policies	–	–	–	–
Adjusted opening balance	(3,973)	378	2,511	(1,084)
Estimated closing balance as at 30 June 2018	(3,973)	378	2,511	(1,084)
Closing balance attributable to the Australian Government	(3,973)	378	2,511	(1,084)

Prepared on Australian Accounting Standards basis.

Table 3.4: Budgeted departmental statement of cash flows (for the period ended 30 June)

	2016–17 Estimated actual \$'000	2017–18 Budget \$'000	2018–19 Forward estimate \$'000	2019–20 Forward estimate \$'000	2020–21 Forward estimate \$'000
OPERATING ACTIVITIES					
Cash received					
Appropriations	14,593	14,439	16,290	16,353	16,434
Sale of goods and rendering of services	6,258	5,348	4,823	5,482	3,352
Interest	222	200	200	200	200
Net GST received	150	150	150	–	–
Total cash received	21,223	20,137	21,463	22,035	19,986
Cash used					
Employees	15,592	15,249	16,726	16,527	16,439
Suppliers	7,718	5,282	5,285	4,833	2,837
Total cash used	23,310	20,531	22,011	21,360	19,276
Net cash from/(used by) operating activities	(2,087)	(394)	(548)	675	710
INVESTING ACTIVITIES					
Cash used					
Purchase of property, plant and equipment and intangibles	306	300	300	300	300
Total cash used	306	300	300	300	300
Net cash from/(used by) investing activities	(306)	(300)	(300)	(300)	(300)
Net increase/(decrease) in cash held	(2,393)	(694)	(848)	375	410
Cash and cash equivalents at the beginning of the reporting period	9,023	6,630	5,936	5,088	5,463
Cash and cash equivalents at the end of the reporting period	6,630	5,936	5,088	5,463	5,873

Prepared on Australian Accounting Standards basis.

Table 3.5: Departmental capital budget statement (for the period ended 30 June)

The Commission does not receive capital budget funding.

Table 3.6: Statement of asset movements (budget year 2017–18)

	Property, plant & equipment \$'000	Computer software & intangibles \$'000	Total \$'000
As at 1 July 2017			
Gross book value	3,274	1,353	4,627
Accumulated depreciation/amortisation and impairment	–	(810)	(810)
Opening net book balance	3,274	543	3,817
CAPITAL ASSET ADDITIONS			
Estimated expenditure on new or replacement assets			
By purchase—appropriation ordinary annual services(a)	135	165	300
Total additions	135	165	300
Other movements			
Depreciation/amortisation expense	(710)	(185)	(895)
Total other movements	(710)	(185)	(895)
As at 30 June 2018			
Gross book value	3,409	1,518	4,927
Accumulated depreciation/amortisation and impairment	(710)	(995)	(1,705)
Closing net book balance	2,699	523	3,222

Prepared on Australian Accounting Standards basis.

(a) 'Appropriation ordinary annual services' refers to funding provided through Appropriation Bill (No. 1) 2017–18 for operational expenses.