

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. It provides independent and impartial services to promote and protect human rights and fundamental freedoms, and address discrimination.

The Commission works to build understanding 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 the Accountable Authority or the Attorney-General. The Commission also has functions under the *Fair Work Act 2009* and *Native Title Act 1993*.

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. It 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. The table summarises how resources will be applied by outcome (government strategic policy objectives) and departmental (for the entity's operations) classification.

Table 1.1 is presented on a resourcing (appropriations and cash available) basis, while the budgeted expenses by Outcome 1 table in section 2 and the financial statements in section 3 are presented on an accrual basis.

Table 1.1: Entity resource statement – Budget estimates for 2019-20 as at Budget April 2019

	2018-19 (a) Estimated actual \$'000	2019-20 Estimate \$'000
Opening balance/cash reserves at 1 July	9,435	4,982
FUNDS FROM GOVERNMENT		
Ordinary annual services (b)		
Outcome 1	16,184	16,538
Total annual appropriations	16,184	16,538
Amounts received from related entities		
Amounts from other entities (c)	4,074	3,750
Total amounts received from related entities	4,074	3,750
Total funds from government	20,258	20,288
Funds from other sources		
Interest	250	250
Sale of goods and services	880	900
Other	1,031	985
Total funds from other sources	2,161	2,135
Total net resourcing for entity	31,854	27,405
	2018-19	2019-20
Average staffing level (number)	122	116

All figures shown above are GST exclusive and may not match figures in the cash flow statement.

Note: The Australian Human Rights Commission is not directly appropriated as it is a Corporate Commonwealth Entity. Appropriations are made to the Attorney-General's Department, which are then paid to the Australian Human Rights Commission and are considered 'departmental' for all purposes.

(a) Annual appropriation amounts appearing for 2018-19 do not include the Appropriation Bills (No. 3 and 4) 2018-19 as they had not been enacted at the time of publication.

(b) Appropriation Bill (No. 1) 2019-20.

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

1.3 BUDGET MEASURES

Measures announced in the 2018-19 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 2019-20 Budget measures

Part 1: Measures announced since the 2018-19 Mid-Year Economic and Fiscal Outlook (MYEFO)

The Commission has no new post-MYEFO measures.

Part 2: Other measures not previously reported in a portfolio statement

Program	2018-19 \$'000	2019-20 \$'000	2020-21 \$'000	2021-22 \$'000	2022-23 \$'000
Expense measures					
Australian Human Rights Commission – sexual harassment in the workplace inquiry					
Departmental expenses	325	75	–	–	–
Total expense measures	325	75	–	–	–

Prepared on a Government Finance Statistics (fiscal) basis.

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 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:
<https://www.humanrights.gov.au/our-work/commission-general/publications/corporate-plan-2018-2019>

The most recent annual performance statement can be found at:
<https://www.humanrights.gov.au/our-work/commission-general/publications/annual-reports-index>

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

Table 2.1.1: Budgeted expenses for Outcome 1

	2018-19 Estimated actual \$'000	2019-20 Budget \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000	2022-23 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)	16,709	16,538	16,560	16,653	16,565
Payment from related entities	5,467	5,608	2,552	1,687	1,710
Resources received free of charge	46	46	46	46	46
Revenues from other independent sources	2,115	1,235	1,235	250	250
Total expenses for Outcome 1	24,337	23,427	20,393	18,636	18,571

	2018-19	2019-20
Average staffing level (number)	122	116

Note: Departmental appropriation splits and totals are indicative estimates and may change in the course of the budget year as government priorities change.

Performance criteria for Outcome 1

Table 2.1.2 shows the performance criteria for the program associated with Outcome 1. It also summarises how the program is delivered.

Table 2.1.2: 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 exercises functions under the <i>Australian Human Rights Commission Act 1986</i>, federal discrimination laws (<i>Racial Discrimination Act 1975</i>, <i>Sex Discrimination Act 1984</i>, <i>Disability Discrimination Act 1992</i> and <i>Age Discrimination Act 2004</i>), the <i>Fair Work Act 2009</i> and the <i>Native Title Act 1993</i>. 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) as well as compliance with federal discrimination law (including through the preparation of guidelines on avoiding human rights breaches and achieving compliance with federal discrimination laws; 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, discrimination in employment (International Labour Organisation) and breaches of human rights. • 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>2018-19</p>	<p>We provide an efficient and effective and complaint service.</p>	<p>Expected achievement:</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.

Table 2.1.2: Performance criteria for Outcome 1 (continued)

Program 1.1 (continued): 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.		
Performance information		
Year	Performance criteria	Targets
2018-19 (continued)	<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>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 the:</p> <ul style="list-style-type: none"> • learning objectives have been met for the majority of participants; • 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.
2019-20	<p>Law and policy makers consider and address the human rights impacts we identify through our submissions, Inquiries, research, reports and United Nations engagement.</p>	<p>Citation analysis of Parliamentary committee inquiry reports show that a high proportion reference our work, indicating our submissions and recommendations have contributed to the human rights issues being considered.</p> <p>High rates of acceptance of applications to the courts for leave to appear demonstrate acknowledged expertise on human rights. Citation analysis of the court judgements demonstrates that our submissions have contributed to the human rights impacts being considered.</p>

Table 2.1.2: Performance criteria for Outcome 1 (continued)

Program 1.1 (continued): 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.		
Performance information		
Year	Performance criteria	Targets
2019-20 (continued)	<p>Our activities increase the capacity of:</p> <ul style="list-style-type: none"> vulnerable groups, communities and their advocates to understand and advocate for their rights; governments, organisations, other groups and services to understand and address the human rights impact of their actions, particularly when working with vulnerable groups and communities. <p>Our education and information activities, including our National Information Service, increase capability among individuals, communities and organisations to promote and protect human rights and address discrimination.</p> <p>We deliver a fair and effective investigation and conciliation of complaints service.</p>	<p>Participants and stakeholders in our consultations and research activities report:</p> <ul style="list-style-type: none"> robust processes that facilitate access and participation; participation experiences that are beneficial and empowering. <p>Stakeholders in our activities with organisations report that our work has contributed to increased:</p> <ul style="list-style-type: none"> understanding of the impact of their systems and operations on human rights; action, including changes to organisational policy and practice, to protect and promote human rights in their context. <p>Participants in our training activities find our training worthwhile, experiencing increased understanding, expertise and attitudinal outcomes. Surveys of participants show most respondents:</p> <ul style="list-style-type: none"> are satisfied with the quality and relevance of the training; achieve the stated capability learning objectives. <p>Targeted audiences access and use our education and information resources. This is indicated by:</p> <ul style="list-style-type: none"> web and media analytics that exceed the previous year's benchmark by 5%; high rates of users finding them engaging and relevant. <p>Our investigation and conciliation of complaints and dispute resolution meet performance indicators on timeliness, efficiency and service user satisfaction, in that:</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.

Table 2.1.2: Performance criteria for Outcome 1 (continued)

Program 1.1 (continued): 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.		
Performance information		
Year	Performance criteria	Targets
2019-20 (continued)		<p>The terms on which investigation and conciliation disputes are resolved include systemic outcomes that accord with the objectives of the law.</p> <p>Participation in the investigation and conciliation process results in increased understanding of rights and responsibilities in the law.</p>
2020-21 and beyond	Same as for 2019-20	Same as for 2019-20
Purpose	As Australia's national human rights institution our purpose is to fulfil our statutory functions so that Australians have access to effective, independent complaint handling and public inquiries processes on human rights and discrimination matters, and benefit from our human rights education, advocacy, monitoring and compliance activities.	

Section 3: Budgeted financial statements

Section 3 presents budgeted financial statements that provide a comprehensive snapshot of entity finances for the 2019-20 budget year, including the impact of budget measures and resourcing on financial statements.

3.1 BUDGETED FINANCIAL STATEMENTS

3.1.1 Differences between entity resourcing and financial statements

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

3.1.2 Explanatory notes and analysis of budgeted financial statements

In 2019-20, income is budgeted at \$22.469 million. This is a net decrease of \$0.525 million over the 2018-19 estimated actual of \$22.994 million. The decrease in revenue is primarily due to the completion of the Child Safe Organisations project in 2018-19. Estimated actual expenses in 2018-19 are \$25.730 million and include the Commission's approved operating loss of \$1.393 million.

The Commission's revenue from government has decreased from \$16.709 million for 2018-19 to \$16.538 million for 2019-20. This is the net result of cumulative parameter adjustments, the application of the efficiency dividend, and targeted and additional one-off savings measures.

Own-source revenue funding arising from service fees and direct cost recoveries is projected to be \$5.885 million in 2019-20. 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 short-term deposits with the Commonwealth Bank.

The Commission's expenditure reflects the anticipated costs of delivering its program under its outcome and fee-for-service activities over the 2019-20 budget year and forward estimates.

Balance sheet

In 2019-20 the Commission anticipates capital expenditure of \$0.326 million for the purchase and replacement of end-of-life assets and equipment.

3.2 BUDGETED FINANCIAL STATEMENTS TABLES

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

	2018-19 Estimated actual \$'000	2019-20 Budget \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000	2022-23 Forward estimate \$'000
EXPENSES					
Employee benefits	17,739	17,548	15,690	15,690	15,546
Suppliers	5,722	5,016	4,500	2,743	2,822
Depreciation and amortisation	876	863	203	203	203
Total expenses	24,337	23,427	20,393	18,636	18,571
LESS:					
OWN-SOURCE INCOME					
Own-source revenue					
Sale of goods and rendering of services	4,954	4,650	2,552	1,687	1,710
Interest	250	250	250	250	250
Other	985	985	985	-	-
Total own-source revenue	6,189	5,885	3,787	1,937	1,960
Gains					
Other	46	46	46	46	46
Total gains	46	46	46	46	46
Total own-source income	6,235	5,931	3,833	1,983	2,006
Net (cost of)/contribution by services	(18,102)	(17,496)	(16,560)	(16,653)	(16,565)
Revenue from government	16,709	16,538	16,560	16,653	16,565
Surplus/(deficit) attributable to the Australian Government	(1,393)	(958)	-	-	-
Total comprehensive income/(loss) attributable to the Australian Government	(1,393)	(958)	-	-	-

Prepared on Australian Accounting Standards basis.

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

	2018-19 Estimated actual \$'000	2019-20 Budget \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000	2022-23 Forward estimate \$'000
ASSETS					
Financial assets					
Cash and cash equivalents	4,982	3,779	3,656	2,529	2,406
Trade and other receivables	822	822	822	822	822
Total financial assets	5,804	4,601	4,478	3,351	3,228
Non-financial assets					
Property, plant and equipment	1,790	1,398	1,679	1,845	2,121
Intangibles	800	655	497	454	301
Other non-financial assets	245	245	245	245	245
Total non-financial assets	2,835	2,298	2,421	2,544	2,667
Total assets	8,639	6,899	6,899	5,895	5,895
LIABILITIES					
Payables					
Suppliers	1,444	1,444	1,444	986	986
Other payables	2,062	1,698	1,698	1,698	1,698
Total payables	3,506	3,142	3,142	2,684	2,684
Non-interest bearing liabilities					
Lease incentives	964	546	546	–	–
Total interest bearing liabilities	964	546	546	–	–
Provisions					
Employee provisions	3,288	3,288	3,288	3,288	3,288
Other provisions	48	48	48	48	48
Total provisions	3,336	3,336	3,336	3,336	3,336
Total liabilities	7,806	7,024	7,024	6,020	6,020
Net assets	833	(125)	(125)	(125)	(125)
EQUITY (a)					
Parent entity interest					
Contributed equity	2,511	2,511	2,511	2,511	2,511
Reserves	466	466	466	466	466
Retained surplus (accumulated deficit)	(2,144)	(3,102)	(3,102)	(3,102)	(3,102)
Total parent entity interest	833	(125)	(125)	(125)	(125)
Total equity	833	(125)	(125)	(125)	(125)

Prepared on Australian Accounting Standards basis.

(a) Equity is the residual interest in assets after deduction of liabilities.

Table 3.3: Departmental statement of changes in equity – summary of movement (2019-20 budget year)

	Retained earnings \$'000	Asset revaluation reserve \$'000	Contributed equity/ capital \$'000	Total equity \$'000
Opening balance as at 1 July 2019				
Balance carried forward from previous period	(2,144)	466	2,511	833
Adjustment for changes in accounting policies	–	–	–	–
Adjusted opening balance	(2,144)	466	2,511	833
Comprehensive income				
Surplus/(deficit) for the period	(958)	–	–	(958)
Total comprehensive income	(958)	–	–	(958)
Estimated closing balance as at 30 June 2020	(3,102)	466	2,511	(125)
Closing balance attributable to the Australian Government	(3,102)	466	2,511	(125)

Prepared on Australian Accounting Standards basis.

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

	2018-19 Estimated actual \$'000	2019-20 Budget \$'000	2020-21 Forward estimate \$'000	2021-22 Forward estimate \$'000	2022-23 Forward estimate \$'000
OPERATING ACTIVITIES					
Cash received					
Receipts from government	16,709	16,538	16,560	16,653	16,565
Sale of goods and rendering of services	3,890	5,271	3,537	1,687	1,710
Interest	250	250	250	250	250
Net GST received	150	150	–	–	–
Total cash received	20,999	22,209	20,347	18,590	18,525
Cash used					
Employees	17,736	17,548	15,690	15,690	15,546
Suppliers	6,811	5,538	4,454	3,701	2,776
Total cash used	24,547	23,086	20,144	19,391	18,322
Net cash from/(used by) operating activities	(3,548)	(877)	203	(801)	203
INVESTING ACTIVITIES					
Cash used					
Purchase of property, plant and equipment and intangibles	905	326	326	326	326
Total cash used	905	326	326	326	326
Net cash from/(used by) investing activities	(905)	(326)	(326)	(326)	(326)
Net increase/(decrease) in cash held	(4,453)	(1,203)	(123)	(1,127)	(123)
Cash and cash equivalents at the beginning of the reporting period	9,435	4,982	3,779	3,656	2,529
Cash and cash equivalents at the end of the reporting period	4,982	3,779	3,656	2,529	2,406

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 (2019-20 budget year)

	Other property, plant and equipment \$'000	Computer software and intangibles \$'000	Total \$'000
As at 1 July 2019			
Gross book value	1,775	1,895	3,670
Accumulated depreciation/amortisation and impairment	–	(1,237)	(1,237)
Opening net book balance	1,775	658	2,433
CAPITAL ASSET ADDITIONS			
Estimated expenditure on new or replacement assets			
By purchase – appropriation ordinary annual services (a)	333	150	483
Total additions	333	150	483
Other movements			
Depreciation/amortisation expense	(710)	(153)	(863)
Total other movements	(710)	(153)	(863)
As at 30 June 2020			
Gross book value	2,108	2,045	4,153
Accumulated depreciation/amortisation and impairment	(710)	(1,390)	(2,100)
Closing net book balance	1,398	655	2,053

Prepared on Australian Accounting Standards basis.

(a) 'Appropriation ordinary annual services' refers to funding provided through Appropriation Bill (No. 1) 2019-20 for operational expenses.