



Federal Court of Australia

Listed Entity



Supporting the operation of
Australia's courts and tribunals



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2024–25**

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About this report

Federal Court of Australia Listed Entity Annual Report 2024–25
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Alternative format

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Letter of transmittal



10 September 2025

The Hon Michelle Rowland MP
Attorney-General of the Commonwealth of Australia
PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Dear Attorney-General

I have pleasure in submitting the annual report on the operations of the Federal Court of Australia Listed Entity for the financial year ending 30 June 2025.

The report is submitted in accordance with, and has been prepared for the purposes of:

- section 17AI of the *Public Governance, Performance and Accountability Rule 2014* (Cth), and
- section 46 of the *Public Governance Performance and Accountability Act 2013* (Cth).

The report has been prepared in accordance with the Department of Finance's Resource Management Guide No. RMG 135: Annual reports for non-corporate Commonwealth entities (May 2025).

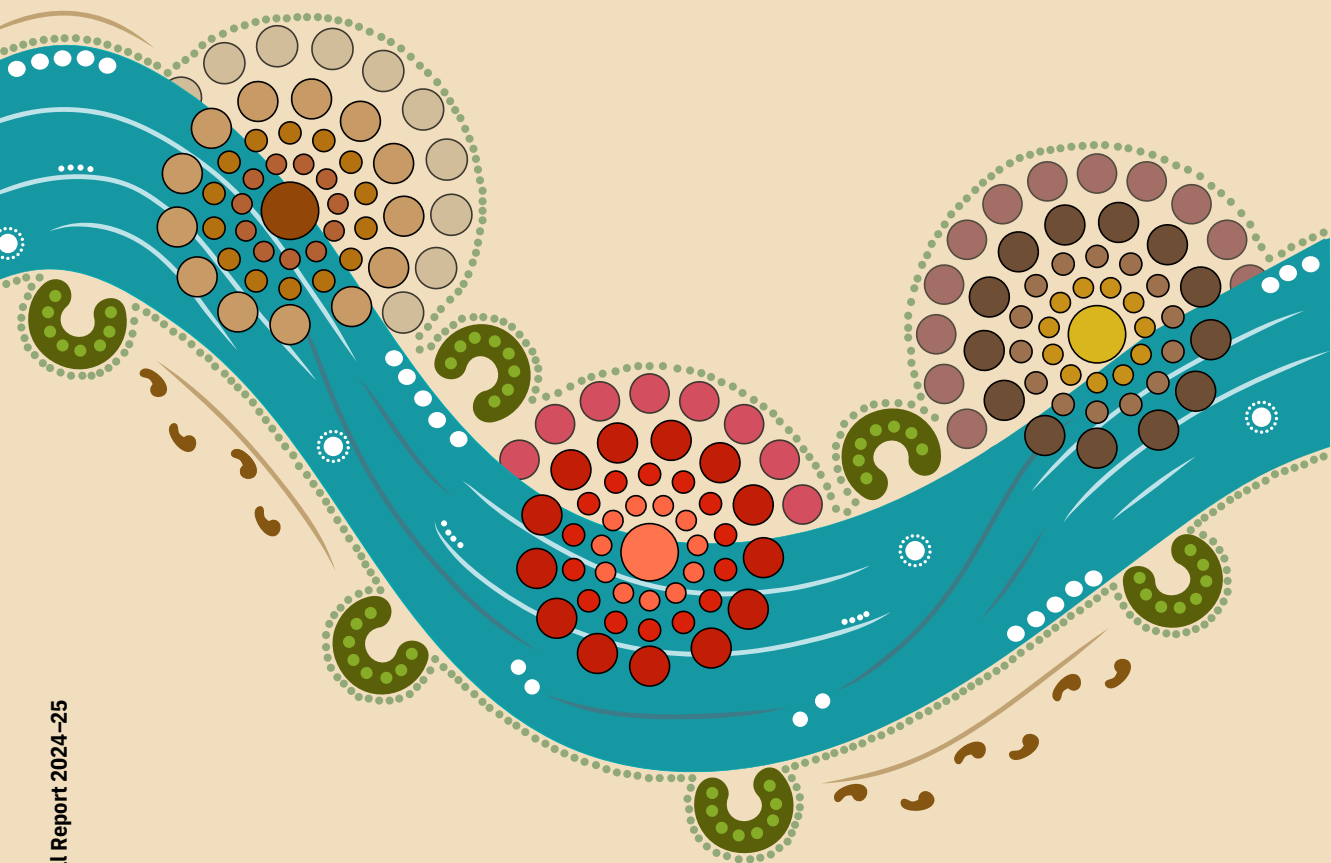
Aspects of this report also include reports from the Federal Court of Australia, Federal Circuit and Family Court of Australia, and the National Native Title Tribunal in meeting their obligations under section 18S of the *Federal Court of Australia Act 1976* (Cth), sections 107 and 274 of the *Federal Circuit and Family Court of Australia Act 2021* (Cth), and section 133 of the *Native Title Act 1993* (Cth).

Sia Lagos

Chief Executive Officer and Principal Registrar
Federal Court of Australia Listed Entity

Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands and acknowledge and pay respect to Elders past and present.



River to Justice

Created by Maheen Rind, a Yamatji Badimaya woman, this artwork reflects the journeys, connections, and shared path towards justice, respect, and reconciliation.

Reader's guide

The purpose of this annual report is to inform the Attorney-General, the Parliament, and the general public about the performance of the Federal Court of Australia Listed Entity (the Listed Entity) for the financial year ending 30 June 2025.

Appropriations made by the Federal Parliament for the purposes of the Federal Court of Australia, the Federal Circuit and Family Court of Australia (Division 1), the Federal Circuit and Family Court of Australia (Division 2), and the National Native Title Tribunal are made to the Listed Entity. In this regard, the financial statements, outcome tables and annual performance statement in this report relate to the Courts and Tribunal.

This annual report should be viewed alongside but separate from the annual reports of the Federal Court of Australia, and the Federal Circuit and Family Court of Australia (Division 1) (FCFCOA (Division 1)) and the Federal Circuit and Family Court of Australia (Division 2) (FCFCOA (Division 2)).

PART 1

Overview of the Listed Entity

Contains information about the Listed Entity, including its establishment, objectives, purpose and governance structure.

PART 2

Year in review

Contains a message and report from the Chief Executive Officer and Principal Registrar of the Listed Entity.

PART 3

Report on the work of Corporate Services

Provides information on the work of Corporate Services in providing efficient and effective corporate services to the Courts and the Tribunal and their users.

PART 4

Report on the work of Registry Services

Provides information on the work of Registry Services in providing efficient and effective registry services to the Courts and the Tribunal and their users.

PART 5

Appendices

Contains the financial statements, resource statement, staffing statistics, annual performance statement, committees and court locations.

Acronyms and abbreviations

AASB	Australian Accounting Standards Board
ANAO	Australian National Audit Office
APS	Australian Public Service
AustLII	Australasian Legal Information Institute
CC	Creative Commons
CCP	Commonwealth Courts Portal
Corporate Services	Commonwealth Courts Corporate Services
CCTV	Closed Circuit TeleVision
CEO	Chief Executive Officer
CO ₂ -e	Carbon Dioxide Equivalent
CPR	Commonwealth Procurement Rules
Cth	Commonwealth
CTS	Court and Tribunal Services
EAP	Employee Assistance Program
EL	Executive Level
EV	Electric Vehicle
FCA	Federal Court of Australia
FCFCOA (Division 1)	Federal Circuit and Family Court of Australia (Division 1)
FCFCOA (Division 2)	Federal Circuit and Family Court of Australia (Division 2)
FCFCOA	Division 1 and Division 2 of the Federal Circuit and Family Court of Australia
FOI	Freedom of Information
FTE	Full Time Equivalent
GST	Goods and Services Tax
IMS	Information Management System
IPS	Information Publication Scheme

ISM	Information Security Manual
IT	Information Technology
Listed Entity	Federal Court of Australia Listed Entity for the purposes of the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth) (PGPA Act)
MOU	Memorandum of Understanding
NRS	National Relay Service
PBS	Portfolio Budget Statements
PSPF	Protective Security Policy Framework
PSP	Property Service Provider
P2P	Procure-to-pay
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i> (Cth)
QA	Quality Assurance
RAP	Reconciliation Action Plan
Registry Services	Commonwealth Courts Registry Services
SES	Senior Executive Service
SME	Small and medium enterprise
VC	Video conferencing
WHS Act	<i>Work Health and Safety Act 2011</i> (Cth)

Glossary

Accountable authority The Chief Executive Officer and Principal Registrar of the Federal Court of Australia is the accountable authority of the Listed Entity for the purposes of the *Public Governance, Performance and Accountability Act 2013* (Cth).

Case The matter before the Court.

Commonwealth Courts Corporate Services referred to operationally as Corporate Services includes finance, human resources, information technology (IT), procurement and contract management, property, risk oversight and management, corporate communications, judgment publishing and library services.

Commonwealth Courts Registry Services Known operationally as Court and Tribunal Services (CTS). The registry services functions for the FCA, the FCFCOA (Division 1) and the FCFCOA (Division 2) are amalgamated into the ‘Commonwealth Courts Registry Services’ program under Outcome 4 (Program 4.2).

CourtPath In-house developed replacement for legacy case management tools, using a single digital platform. A key deliverable of the Digital Court Program.

Court user/client People who engage with the courts for assistance, practice or procedure information or as part of a proceeding.

Digital Court Program A multi-year transformation program to streamline and enhance digital services across the Courts and Tribunal through the introduction of contemporary, secure and modern tools.

FCFCOA (Division 1) Federal Circuit and Family Court of Australia (Division 1) is a continuation of the Family Court of Australia.

FCFCOA (Division 2) Federal Circuit and Family Court of Australia (Division 2) is a continuation of the Federal Circuit Court of Australia.

eFiling The procedure of electronically lodging a document through the Commonwealth Courts Portal.

eLodgment The procedure of electronically lodging general federal law documents in the Federal Court of Australia and the Federal Circuit and Family Court of Australia (Division 2).

Enquiry Centre The contact centre for the courts. The centre manages phone, live chat, and email enquiries. Most enquiries are resolved within the Enquiry Centre, but initial triage and referral are provided if the enquiry cannot be addressed at first contact. The Enquiry Centre is operated by CTS.

Filing of documents The process of the Court accepting a document or documents lodged by a party to a proceeding.

Hearing The part of a proceeding where the parties present evidence and submissions to the Court.

General federal law A term used to refer to the general federal law jurisdictions of the FCFCOA (Division 2) in areas of law other than migration, family law or child support.

Judgment The final order or set of orders made by the Court after a hearing, often accompanied by reasons, which set out the facts and law applied in the case. A judgment is said to be ‘reserved’ when the Court postpones the delivery of the judgment to a later date to allow time to consider the evidence and submissions. A judgment is said to be ‘ex tempore’ when the Court gives the judgment orally at the hearing or soon after.

Jurisdiction The extent of legal authority or power of the Court to apply the law.

Listed Entity Refers to a group of persons who hold non-judicial positions in 3 separate and independent Courts and one Tribunal.

Litigants Individuals, organisations or companies that are the parties to a proceeding before the Court.

Parties People involved in a court case. Applicants, appellants, respondents and defendants are generally called ‘parties’.

Registrar A legally qualified court official who has delegated judicial powers to decide certain matters. There are different types of registrars in each court, and those registrars may have different powers and functions.

Registry How the Courts’ offices are known. For example, the Melbourne registry is in the Commonwealth Law Courts building on William Street.

Rules A set of directions that outlines Court procedures and guidelines.

Tribunal The National Native Title Tribunal.

Part 1 Overview of the Listed Entity



About the Listed Entity

The Chief Executive Officer and Principal Registrar of the Federal Court of Australia is the accountable authority of the Listed Entity for the purposes of the PGPA Act and is responsible for the appropriations for the Federal Court of Australia (FCA), the Federal Circuit and Family Court of Australia (Division 1) (FCFCOA (Division 1)), the Federal Circuit and Family Court of Australia (Division 2) (FCFCOA (Division 2)), the National Native Title Tribunal (the Tribunal), the Commonwealth Courts Registry Services and Corporate Services. The accountable authority is also responsible for the provision of corporate services to the Courts and the National Native Title Tribunal. Section 18Z of the *Federal Court of Australia Act 1976* (Cth) sets out the powers of the Chief Executive Officer (CEO) of the FCA for the purposes of providing corporate services.

The Listed Entity refers to a group of persons who hold non-judicial positions in 3 separate Courts and one Tribunal. These people are:

- the CEO and Principal Registrar of the Federal Court of Australia, and certain officers of that Court and staff of its registries¹
- the CEO and Principal Registrar of the Federal Circuit and Family Court of Australia FCFCOA (Division 1), officers of that Court and the staff of its registries²
- officers of the Federal Circuit and Family Court of Australia FCFCOA (Division 2) and the staff of its registries³
- the Native Title Registrar, (Native Title Registrar), the Deputy Registrars of the Tribunal, staff assisting the Tribunal and certain consultants.⁴

The judicial officers of each Court, and the President and Members of the Tribunal, are not part of the Listed Entity.

¹ See *Federal Court of Australia Act 1976* (Cth) s 18N(1), (7).

² See *Federal Circuit and Family Law of Australia Act 2021* (Cth) s 103(1), (6).

³ See *Federal Circuit and Family Law of Australia Act 2021* (Cth) ss 259, 265.

⁴ See *Native Title Act 1993* (Cth) s 130(1); *Federal Court of Australia Act 1976* (Cth) s 18ZI.

Establishment

In the 2015–16 Budget, the Federal Government announced measures to merge the corporate services functions of the FCA with those of the then Family Court of Australia and Federal Circuit Court of Australia.

The measures were aimed at streamlining and improving the financial sustainability of the federal courts while preserving their functional and judicial independence. Savings generated through a reduction in unnecessary duplication were to be reinvested to support the core functions of the Courts.

The Listed Entity was established by the *Courts Administration Legislation Amendment Act 2016* (Cth).

Objectives

Improved administration and support of the resolution of matters according to law for litigants in the FCA and the FCFCOA (Division 1), FCFCOA (Division 2) and parties in the Tribunal, through the efficient and effective provision of shared corporate and registry services.

Purpose

To provide efficient and effective corporate and registry services for the Courts and the Tribunal.

Figure 1.1 Listed Entity outcome and program structure

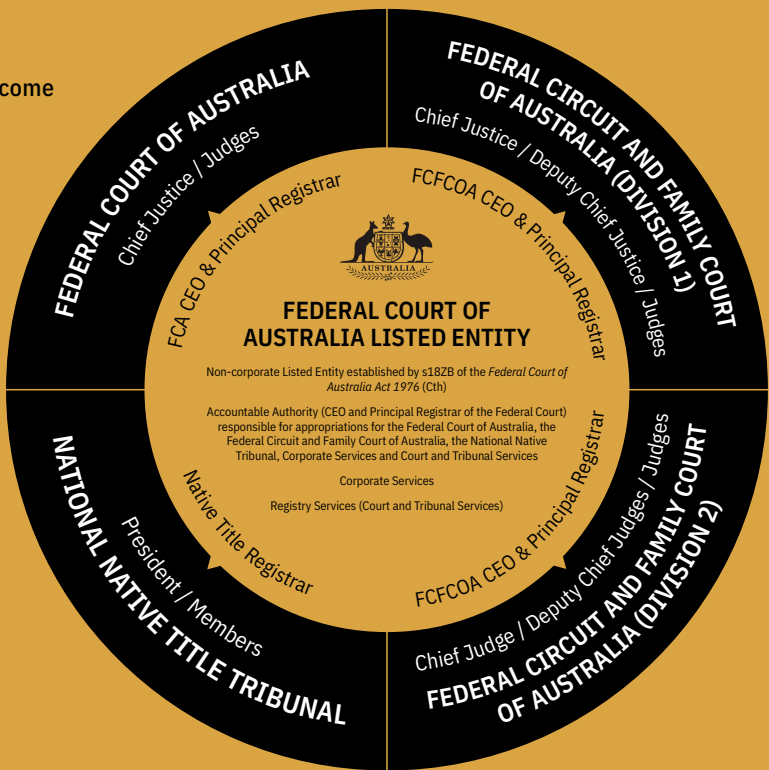


Table 1.1 Outcome 1

Federal Court of Australia	Budget 2024–25 (\$'000)	Actual 2024–25 (\$'000)	Variation (\$'000)
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OUTCOME 1: Apply and uphold the rule of law for litigants in the Federal Court of Australia and parties in the National Native Title Tribunal through the resolution of matters according to law and through the effective management of the administrative affairs of the Court and Tribunal.

Program 1.1 – Federal Court of Australia			
Special appropriations	600	519	81
Departmental appropriation ¹	83,114	81,969	1,145
Expenses not requiring appropriation in the budget year	22,592	25,322	(2,730)
Total for Program 1.1	106,306	107,810	(1,504)
Total expenses for Outcome 1	106,306	107,810	(1,504)
Average staffing level (number)	314	293	21

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

Table 1.2 Outcome 2

Federal Circuit and Family Court of Australia (Division 1)	Budget 2024–25 (\$'000)	Actual 2024–25 (\$'000)	Variation (\$'000)
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OUTCOME 2: Apply and uphold the rule of law for litigants in the Federal Circuit and Family Court of Australia (Division 1) through the resolution of family law matters according to law, particularly more complex family law matters and through the effective management of the administrative affairs of the Court.

Program 2.1 – Federal Circuit and Family Court of Australia (Division 1)			
Administered expenses			
Special appropriations	100	14	86
Departmental appropriation ¹	50,354	53,226	(2,872)
Expenses not requiring appropriation in the budget year	13,990	16,904	(2,914)
Total for Program 2.1	64,444	70,144	(5,700)
Total expenses for Outcome 2	64,444	70,144	(5,700)
Average staffing level (number)	174	175	(1)

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

Table 1.3 Outcome 3

Federal Circuit and Family Court of Australia (Division 2)	Budget 24-25 (\$'000)	Actual 24-25 (\$'000)	Variation ('000)
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OUTCOME 3: Apply and uphold the rule of law for litigants in the Federal Circuit and Family Court of Australia (Division 2) through more informal and streamlined resolution of family law and general federal law matters according to law, through the encouragement of appropriate dispute resolution processes and through the effective management of the administrative affairs of the Court.

Program 3.1 – Federal Circuit and Family Court of Australia (Division 2)			
Administered expenses			
Ordinary annual services (Appropriation Act No. 1)	947	720	227
Special appropriations	200	178	22
Departmental appropriation ¹	119,439	116,338	3,101
Expenses not requiring appropriation in the budget year	2,687	3,072	(385)
Total for Program 3.1	123,273	120,308	2,965
Total expenses for Outcome 3	123,273	120,308	2,965
Average staffing level (number)	482	459	23

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

The Portfolio Budget Statements (PBS) allocate funding to support the operations of the Listed Entity, the Courts and the Tribunal. Specifically, Outcome 4 in the PBS includes provisions for the Commonwealth Courts Corporate Services (Corporate Services) and the Commonwealth Courts Registry Services (Registry Services). Within the court system, the Commonwealth Courts and Registry Services is referred to as 'Court and Tribunal Services' (CTS).

Table 1.4 Outcomes 4.1 and 4.2

Commonwealth Courts Corporate Services	Budget 24–25 (\$'000)	Actual 24–25 (\$'000)	Variation (\$'000)
OUTCOME 4: Improved administration and support for the resolution of matters according to law for litigants in the Federal Court of Australia, the Federal Circuit and Family Court (Division 1) and the Federal Circuit and Family Court (Division 2) and parties in the National Native Title Tribunal through efficient and effective provision of shared corporate and registry services.			
Program 4.1 – Commonwealth Courts Corporate Services			
Departmental expenses			
Departmental appropriation ¹	96,767	98,484	(1,717)
Expenses not requiring appropriation in the budget year	58,643	64,740	(6,097)
Total for Program 4.1	155,410	163,224	(7,814)
Program 4.2 – Commonwealth Courts Registry Services			
Departmental expenses			
Departmental appropriation ¹	33,308	33,651	(343)
Total for Program 4.2	33,308	33,651	(343)
Total expenses for Outcome 4	188,718	196,875	(8,157)
Average staffing level (number)	504	532	(29)

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

Governance

The Listed Entity was established pursuant to the *Courts Administration Legislation Amendment Act 2016* (Cth).

Section 18Z of the *Federal Court of Australia Act 1976* (Cth) sets out the powers of the CEO for the purposes of the provision of corporate services. This includes undertaking all things necessary or convenient for the purpose of providing corporate services to the FCA and the FCFCOA (Division 1) and FCFCOA (Division 2).

In performing this function or exercising these powers, the CEO is required to consult with the Chief Justice of the FCA, the Chief Justice of the FCFCOA (Division 1), the Chief Judge of the FCFCOA (Division 2) and the CEO of the Federal Circuit and Family Court of Australia.

The CEO may delegate any of their functions in respect of the provision of corporate services.

The accountable authority must establish and maintain an appropriate system of risk oversight and management and an appropriate system of internal control for the Listed Entity, through implementation of measures directed at ensuring officials of the Listed Entity comply with the finance law.

The Listed Entity's governance structure involves several high-level committees underpinned by a Memorandum of Understanding (MOU) for the provision of corporate services.

For more information about the committees that support the provision of services to the Courts and Tribunal, see Appendix 7 (Committees).

Executive

Chief Executive Officer and Principal Registrar

The CEO and Principal Registrar of the FCA is the accountable authority of the Listed Entity for the purposes of the PGPA Act and is responsible for the appropriations for the FCA, the FCFCOA (Division 1), the FCFCOA (Division 2), the Tribunal, and the provision of corporate services to the Courts and the Tribunal.

The CEO and Principal Registrar is appointed by the Governor-General on nomination by the Chief Justice and has the same powers as the head of a statutory agency of the Australian Public Service in respect of the officers and staff of the Court employed under the *Public Service Act 1999* (Cth) (section 18ZE of the *Federal Court of Australia Act 1976* (Cth)).

Ms Sia Lagos was appointed the CEO and Principal Registrar on 15 May 2020.

Staff of the Listed Entity

With the exception of the CEOs and Principal Registrars (and certain other officers and officeholders), officers and staff are appointed or employed under the *Public Service Act 1999* (Cth). As of 30 June 2025, 1,720 employees were employed under the *Public Service Act 1999* (Cth) by the Listed Entity to support the operations of the Courts, the Tribunal, Corporate Services and CTS. This figure includes 1,028 ongoing and 692 non-ongoing employees. More details on staff can be found in Part 3 (*Report on Corporate Services*) and Appendix 3 (*Staffing statistics*).

External scrutiny

The Listed Entity was not the subject of any reports by a Parliamentary committee or the Commonwealth Ombudsman.

The Listed Entity was not the subject of any judicial decisions or decisions of administrative tribunals regarding its operations as a statutory agency for the purposes of the *Public Service Act 1999* (Cth) or as a non-corporate entity under the PGPA Act.

Freedom of Information

Information Publication Scheme

Entities subject to the *Freedom of Information Act 1982* (Cth) (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a Section 8 Statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

The FCA published, on its website at www.fedcourt.gov.au/ips, materials relating to the IPS. This includes the Court's current Information Publication Scheme Plan as well as information about the Court's organisational structure, functions, appointments, annual reports, consultation arrangements and the Freedom of Information contact officer as well as information routinely provided to the Australian Parliament.

The availability of some documents under the FOI Act will be affected by section 5 of that Act, which states that the Act does not apply to any request for access to a document of the Court unless the document relates to matters of an administrative nature.

Part 2

Year in review



Message from the CEO and Principal Registrar



I am pleased to present the 2024–25 Annual Report for the Federal Court of Australia Listed Entity (the Listed Entity).

The purpose of the Listed Entity is to support the operations of the FCA, the FCFCOA (Division 1), the FCFCOA (Division 2) and the Tribunal (together, the Courts and Tribunal), mainly through the provision of shared corporate and registry services. In 2024–25, the Listed Entity focused on consolidating its operations, refining its priorities and enhancing its services in support of the Courts and Tribunal.

Many of the key initiatives, achievements and milestones achieved by the Listed Entity in 2024–25 were built upon already laid foundations and enhanced operational processes which have positioned us to proactively meet future challenges and take advantage of emerging opportunities.

Underpinning this work in 2024–25 was a focus on refining our strategy and establishing clear strategic goals to ensure we have the organisational structure, capabilities and digital foundation necessary to deliver effective services to the Courts and Tribunal. A vital component of this was embedding an environment that encourages innovation to enhance the delivery of our services.

The initiatives and highlights that follow reflect some of the steps we are taking to future-ready the Courts and Tribunal.



**[We are] positioned to proactively
meet future challenges and
take advantage of emerging
opportunities**



Digital transformation

In 2024–25, significant digital transformation milestones were reached. These built on the foundational work already progressed through the Listed Entity’s Digital Court Program. While this work is not always visible, this year has been perhaps the most crucial stage of transformation. Work also continued to consolidate and modernise IT systems to simplify the digital environment and deliver greater efficiency.

The transition to CourtPath over the course of the year has improved case management capabilities, with CourtPath now being operational across the Federal Law and Family Law jurisdictions. CourtPath is now at a critical stage of its development and is ready to be transitioned to a modern cloud-based environment. This will result in a more secure and efficient system that will support ongoing enhancement and provide opportunities for integration with emerging technologies, such as Artificial Intelligence.

To modernise and expand courtroom technology, particularly as there is an increased reliance on remote hearings, the video conferencing infrastructure in 22 courtrooms across the FCA and the FCFCOA were upgraded, and video conferencing facilities were installed in an additional 13 courtrooms for the FCFCOA. Additionally, the facilities of 60 of the 178 video conferencing enabled courtrooms have also moved onto the cloud, increasing their reliability.

Cybersecurity is a constant consideration and over the year we made some notable advancements through the implementation of certification and accreditation in alignment with the Protective Security Policy Framework.

**Building a diverse
and capable workforce
is fundamental.**

Supporting our people and culture

The Listed Entity has approximately 1,700 employees and having the structures to support them is an essential part of the Listed Entity’s objective. In 2024–25 we further enhanced our employee support structures by increasing the capacity and capabilities of our People and culture team. This has enabled the delivery of some important reforms and initiatives impacting our people.

Building a diverse and capable workforce is fundamental. In 2024–25, the Listed Entity delivered the inaugural Manager Essentials Program designed in collaboration with the Australian Public Service Commission. We implemented new initiatives such as the Employee Network Groups for First Nations, LGBTQIA+, disability and culturally and linguistically diverse employees. The Listed Entity remains resolute in its commitment to supporting equality of opportunity, developing cultural awareness and promoting cultural safety.

In recognition of the fact that the administration of justice can be demanding and often challenging, the wellbeing of our people is of paramount importance. This year we expanded our Employee Assistance Program (EAP) to include holistic wellbeing support and vicarious trauma training, which has received positive feedback from our people.

A key highlight of the year was recognising, acknowledging and congratulating some of our longest serving employees in the FCA, Corporate Services and Court and Tribunal Services (CTS) for their dedication and excellent service in support of the Courts and Tribunal, and the Australian community. The FCFCOA also recognises the contribution of its staff, with plans underway to celebrate significant staff achievements and milestones.

Alignment for the future

In 2024–25, we undertook an evaluation of the way the Listed Entity supports the Courts and Tribunal to identify opportunities to enhance service delivery and to refine our strategic focus. We also wanted to be able to clearly articulate our strategic direction and objectives to our people. This process was guided by our commitment to improving efficiency and responsiveness, and alignment with evolving stakeholder needs.

For Corporate Services, this work culminated in the launch of the Corporate Services Strategic Plan for 2025–27, which defined 4 high-level strategic priorities that focus on the key enablers for the Courts and Tribunal – our systems, our people, our facilities and financial management.

Integrally linked with the identification of the Corporate Services strategic priorities was the realignment of the corporate structure and operating model, and the creation of 2 divisions in Corporate Services: Corporate Operations and Corporate Strategy and Programs. The realigned structure, which commenced on 1 May 2025, is designed to realise the strategic priorities and continuously improve service delivery through innovation and technology, whilst providing additional capacity to drive operational reform and uplift service capability.

A new program of strategic priorities was also established for CTS for 2025–27 with a focus on achieving excellence in service delivery across each aspect of the shared service model for registry services – client services, judicial support and courthouse operations. The strategic priorities take into account user experience, ensuring that judicial services meet judicial needs in a modern employment setting with unique operational needs.

Finally, I would like to extend my deep appreciation and acknowledgment to our people for their commitment and dedication to the work of the Courts and Tribunal through the delivery of essential services. We have achieved significant outcomes in 2024–25 and I look forward to building upon our achievements in the year to come.

Sia Lagos

Chief Executive Officer and Principal Registrar
Federal Court of Australia Listed Entity

Part 3 Report on Corporate Services

Overview

Commonwealth Courts Corporate Services (Corporate Services) includes finance, human resources, information technology (IT), procurement and contract management, property, risk oversight and management, communications, judgment publishing and library services.

Corporate Services is managed by the FCA CEO and Principal Registrar, who consults with heads of jurisdiction and CEO and Principal Registrars of the FCA, FCFCOA and NNTT in relation to the performance of this function.

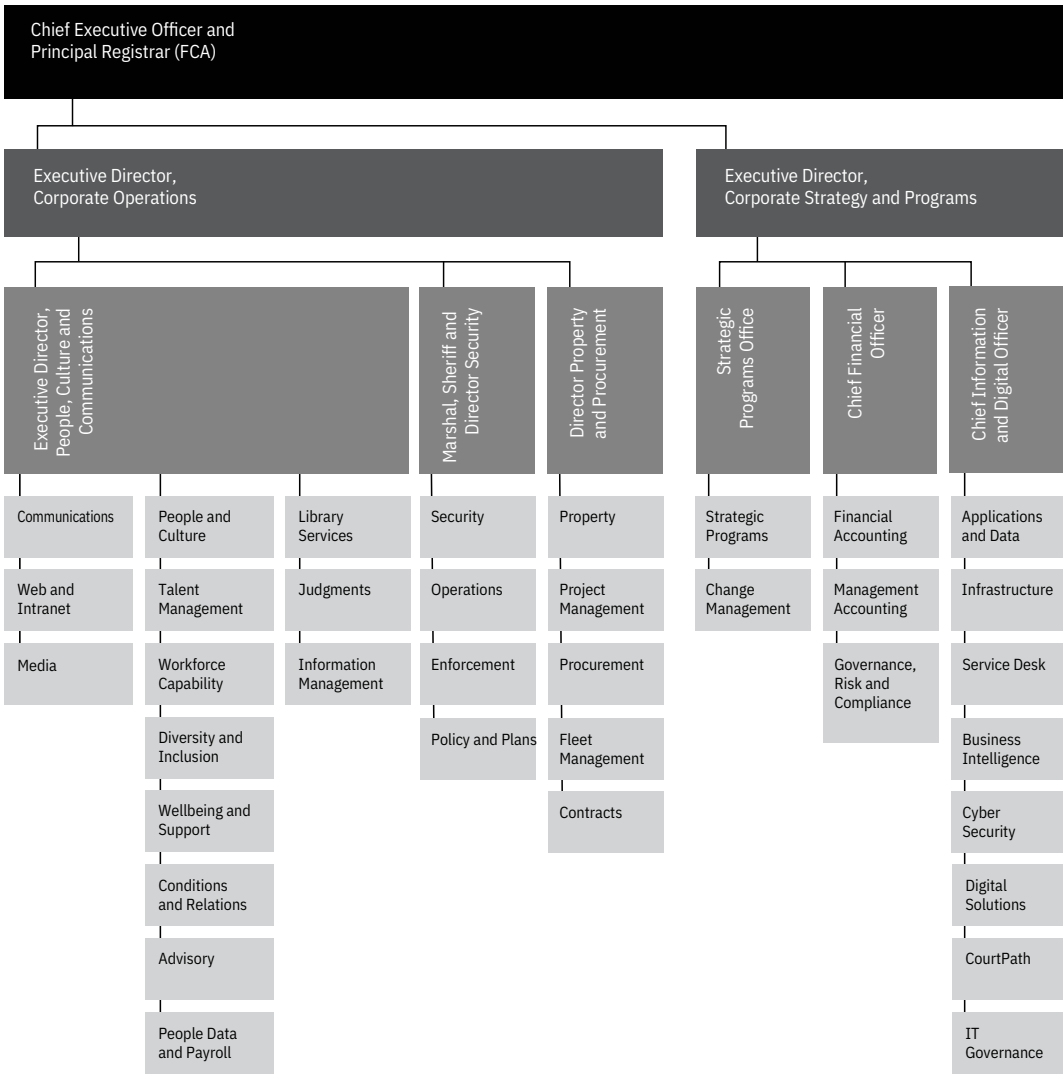
Corporate Services generates efficiencies by consolidating resources, streamlining processes and reducing duplication. The savings gained from reducing the administrative burden on each of the Courts are reinvested to support the core functions of the Courts.

In 2024–25, recognising the significant effort underway to transform and modernise the provision of Corporate Services, new divisions for Corporate Operations and Strategy and Programs have been established to ensure alignment of strategy, accountability and delivery. With enhanced senior leadership, this structure will provide the foundation for ongoing improvement in the delivery of effective Corporate Services.

A key pillar of our enhanced strategy and programs capability is the Strategic Programs Office, which was established in 2024–25. This Office will provide the skills and dedicated capacity needed across the Listed Entity to ensure focus on key transformation programs is maintained. This will include adequate resourcing to enable timely and successful delivery of strategic initiatives. The Office will also support the identification of opportunities in addressing emerging trends in the administration of modern courts and prioritise projects in accordance with court needs.

This part of the report describes how Corporate Services supports the judicial work of the Courts and Tribunal, as well as detailing how it contributes to initiatives led by each Court and the Tribunal.

Figure 3.1 Corporate Services organisation chart, 30 June 2025



Objectives

Following extensive consultation during 2024–25 on the proposed Corporate Services structure and strategic priorities, 4 strategic objectives were identified. These focus on the following key enablers for the Courts and the Tribunal:

- valued, capable and empowered people
- a safe, secure operating environment with fit-for-purpose, accessible facilities
- innovative, secure and integrated data and digital solutions
- financial sustainability and effective governance.

Purpose

Corporate Services is responsible for supporting the corporate functions of the FCA, the FCFCOA and the Tribunal.

During 2024–25, the work of Corporate Services focused on supporting the evolving needs of judges and staff across the Courts and Tribunal, while delivering on required efficiencies within appropriations.

The following outlines the work undertaken, including major projects and achievements, during 2024–25.

Finance

Financial management

As the accountable authority, the CEO and Principal Registrar of the FCA Listed Entity has overarching responsibility for the use and management of the public resources for which the accountable authority is responsible, including the appropriation for the Courts, Tribunal and Corporate Services.

The financial figures outlined in this report are the consolidated results of the Courts, Tribunal and Corporate Services.

Financial accounts

During 2024–25, revenue from ordinary activities totalled \$472.955 million. Total revenue comprised:

- an appropriation from government of \$380.755 million
- \$47.970 million of resources received free of charge, predominantly for accommodation occupied by the Courts in Commonwealth Law Court buildings and the Law Courts Building in Sydney
- \$42.058 million of liabilities assumed by other government agencies, representing the notional value of employer superannuation payments for the Courts' judges
- \$2.212 million from the sale of goods and services and other revenue and gains.

Total expenses as per the financial statements are \$491.388 million. This comprises \$139.598 million in judges' salaries and related expenses, \$196.166 million in employees' salaries and related expenses, \$112.974 million in property operating, supplier and other administrative expenses, \$39.861 million in depreciation expenses and \$2.789 million for financing and asset write-down and impairment costs.

The comprehensive loss for 2024–25, as reported in the financial statements, is a deficit of \$17.897 million. This figure includes depreciation expenses and the accounting impacts of Australian Accounting Standards Board (AASB) 16 Leases. Depreciation expenses in 2024–25 of \$39.861 million includes depreciation on right-of-use assets recognised under AASB 16 Leases. To reflect the underlying operating result of the Listed Entity, in line with Department of Finance guidelines, depreciation expenses of \$39.861 million are excluded and principal payments of lease liabilities of \$22.168 million are included.

Other comprehensive income includes \$0.496 million from the independent revaluation of property lease makegood provisions. This results in an underlying operating loss of \$0.204 million for 2024–25.

The loss is a small deviation from the budgeted break-even position due to pay increases and revision of salary structures from the Australian Public Service-wide Commonwealth bargaining agreement increased services contracts renewed during the year, accounting adjustments relating to assets and employee provisions, which are offset by savings in judicial salaries and employee expenses due to staff turnover, judicial vacancies and the time taken to recruit staff to fill existing and newly funded positions.

Equity increased from \$148.280 million in 2023–24 to \$163.988 million in 2024–25 due to increased capital funding of \$33.605 million, and increase in asset revaluation reserve of \$0.496 million from a reduction in lease makegood provisions, reduced by the operating loss of \$18.393 million.

Funding of \$111.189 million will be provided over four years to fund additional resources in the FCA and FCFCOA (Division 2) in respect of migration law. Throughout 2024–25, additional funding of \$10.579 million was provided to the FCFCOA for the Ending Gender Based Violence measure to continue to implement the expansion of the national strategic framework for information sharing, together with \$44.492 million confirmed as ongoing funding for the FCFCOA by government for the family law system – improving access measure, to provide a single-entry point into the family law system.

The total administered revenue for 2024–25 was \$130.783 million in comparison to \$96.487 million in 2023–24. This increase in revenue is primarily attributable to an increase in fine revenue of \$17.516 million over the previous year and an increase in court fees collected of \$16.780 million.

Total administered expenses for 2024–25 were \$4.672 million compared to \$4.044 million in 2023–24. The expenses for 2024–25 primarily relate to bad debt expenses, refund of fees and the provision of family reports.

Advertising and market research

As required under section 311A of the *Commonwealth Electoral Act 1918* (Cth), the Listed Entity must provide details of all amounts paid for advertising and marketing services. A total of \$365,434 was paid for recruitment advertising services in 2024–25. Payments for advertising the notification of native title applications, as required under the *Native Title Act 1993* (Cth), totalled \$119,710 over the reporting year.

The Listed Entity did not conduct any advertising campaigns in the reporting period.

Grant programs

The Listed Entity made no grant payments in 2024–25.

Audit and risk

Audit and risk management

The CEO and Principal Registrar of the Listed Entity certifies that:

- fraud and corruption control plans and risk assessments are under review and being updated to further strengthen and embed compliance with the Commonwealth Fraud and Corruption Control Framework
- fit-for-purpose fraud and corruption detection, investigation and reporting procedures and practices that comply with the Commonwealth Fraud and Corruption Control Framework and Policy are under review and being updated
- the Listed Entity has taken all reasonable measures to appropriately deal with fraud and corruption relating to the Entity. There were no instances of fraud or corruption reported during 2024–25.

The Listed Entity has the following structures and processes in place which implement the principles and objectives of corporate governance:

- a single Audit and Risk Committee (the Committee) overseeing the Entity.
The Committee met 3 times during 2024–25. It includes the following roles:
 - an independent Chairperson
 - a judge from the Federal Court of Australia
 - 2 judges from the FCFCOA (Division 1 and Division 2)
 - 2 additional external members
 - the CEO and Principal Registrars for each of the Courts
 - the Executive Director Corporate Operations
 - the Executive Director Corporate Strategy and Programs
 - the Chief Financial Officer
 - the General Counsel
 - nominated representatives from the Australian National Audit Office (ANAO) and the internal audit service provider attend as observers to the Committee
- the internal auditors, RSM Australia Pty Ltd, conducted 5 internal audits during the year to test the Entity's systems of internal control. These reviews focused on:
 - Information (Records) Management Review
 - Remuneration Tribunal Compliance Review
 - Business Continuity Management
 - CTS Operating Model Reform Review
 - Future Security Contract/Tender process review.

- a fit-for-purpose Risk Management Framework which encompasses the Risk Management Policy, Risk Management Plan, Fraud Control Policy and Plan, Business Continuity Plan, Crisis Communications Plan, IT Disaster Recovery Plan and the Protective Security Framework.
- internal finance related PGPA Compliance Certificates completed by senior managers
- an annual audit performed by the ANAO, issue an unmodified audit certificate attached to the annual financial statements.

The direct electronic address of the charter determining the functions of the Committee for the Listed Entity can be found at https://www.fedcourt.gov.au/about/corporateinformation/audit-committee-charter/_nocache.

Table 3.1 Audit Committee external members, 30 June 2025

Member name	Qualifications, knowledge, skills or experience	No. of meetings attended	Total number of meetings held	Total annual remuneration	Additional information (including role on committee)
Ian Govey AM	Bachelor of Laws (Hons), Bachelor of Economics. Fellow, Australian Academy of Law. Chair, Banking Code Compliance Committee. Chair, Federal Court of Australia Audit Committee. Director, Australian Centre for International Commercial Arbitration. Director, Australasian Legal Information Institute. Deputy Chair, ACT Community Services Directorate Audit Committee. Previously: Chief Executive Officer, Australian Government Solicitor. SES positions in the Australian Public Service, including Deputy Secretary of the Commonwealth Attorney-General's Department.	3	3	\$20,625 (GST incl)	Chair
Justice Thomas Thawley	Bachelor of Laws (Hons), Bachelor of Arts. Previously a barrister (1998 to 2018) with a focus on commercial law, equity, and taxation law. Appointed Senior Counsel for the State of New South Wales in 2012. Appointed as a Judge to the Federal Court of Australia in 2018. Appointed as an Additional Judge of the Supreme Court of the Australian Capital Territory in 2019. Appointed as a Deputy President of the Administrative Appeals Tribunal in 2018. Appointed as a Deputy President of the Copyright Tribunal in 2022.	3	3	0	Joined the Committee in March 2024. Deputy Chair

Member name	Qualifications, knowledge, skills or experience	No. of meetings attended	Total number of meetings held	Total annual remuneration	Additional information (including role on committee)
Justice Robert Harper	BA (Hons), LLB, PhD (Uni Syd). Member, Family Court Finance Committee. Member, Family Court Conduct Committee.	3	3	0	Member
Judge Natasha Laing	Bachelor of Laws (Hons), Bachelor of Commerce – Marketing. Previously a solicitor and then a barrister practising in areas including migration and commercial law. Appointed as a Judge to the Federal Circuit and Family Court of Australia in 2022. Member, Migration Committee.	3	3	0	Member
David Donovan (external)	Fellow CPA. Master of Commerce; Graduate Certificate Professional Accounting. Fellow, Institute of Public Accountants (FIPA). Acting Assistant Secretary, Finance Branch at the Department of Employment and Workplace Relations. Previously: Chief Finance Officer of the Commonwealth Government Digital Transformation Agency and the Administrative Appeals Tribunal, where he led teams of finance professionals in all aspects of financial management. Financial roles at the CSIRO, Department of Human Services and the National Health Performance Authority.	2	3	0	External Member. Retired from Audit and Risk Committee. Last meeting was September 2024
Lloyd Dobson (external)	Bachelor of Business Studies (1st Class Hons) Master of Business Studies (Distinction). Graduate Australian Institute of Company Directors Course. Certificate in Governance and Risk. Fellow of the Governance Institute of Australia. Lloyd Dobson is the Manager Governance at the Australian Maritime Safety Authority. Previously: Director of the Portfolio and Risk Assurance Division at the New Zealand Department of Labour. Senior governance and change management roles at Housing New Zealand Corporation, New Zealand Trade and Enterprise, and the New Zealand Defence Force.	3	3	0	External Member. Joined the Committee in June 2024

Member name	Qualifications, knowledge, skills or experience	No. of meetings attended	Total number of meetings held	Total annual remuneration	Additional information (including role on committee)
Sue-Ellen Bickford (external)	<p>Bachelor of Economics.</p> <p>Fellow, Chartered Accountants Australia and New Zealand.</p> <p>Deputy Chair, Community Services Directorate Audit and Review Committee.</p> <p>Previously:</p> <p>External independent member, Community Services Directorate Audit and Review Committee.</p> <p>Councillor, Institute of Chartered Accountants ACT Regional Council.</p> <p>Executive management representative, Attorney-General's Department Audit Committee.</p> <p>Executive management representative, Australian Pesticides and Veterinary Medicines Authority Audit Committee.</p> <p>General Manager, Financial Services, Attorney-General's Department.</p> <p>Numerous SES positions with the Civil Aviation Safety Authority, the National Registration Authority for Agricultural and Veterinary Chemicals and the Pipeline Authority.</p>	3	3	\$6,544 (GST excl)	<p>External Member.</p> <p>Joined the Committee in June 2024</p>

Compliance report

There were no significant issues reported under paragraph 19(1)(e) of the PGPA Act that relate to non compliance with the finance law in relation to the Listed Entity.

Correction of errors in the 2023-24 annual report

There are no errors to report.

Security

The Director Security, as Marshal and Sheriff for each court, and the Marshal's Branch team are committed to ensuring the safety and security of people who attend the Court facilities for work, as well as members of the community who attend the Courts or Tribunal to access their services. This includes court participants who require additional support through specialised safety plans.

During 2024–25, operational security arrangements including security guarding, alarm and duress monitoring, Closed Circuit TeleVision (CCTV) systems and monitoring, entry security screening points and their technical equipment such as x-ray, cost \$8,370,968.

As part of the Future Security Services Project, during 2024–25 the Marshal's Branch finalised procurement for security guarding and alarm monitoring services and transitioned into the new contract arrangements. The new contract, developed with officials from the Courts and Tribunal, has numerous improvements, including development of a strengthened, more contemporary contract management framework and Key Performance Indicators. Additional services procured under this contract improve provision of security guarding for regional registries and enhance alarm monitoring and response.

The remainder of the services provided under contract arrangements and within the Future Security Services Project will be market tested during 2025–26.

The Marshal and Deputy Marshals continue to work closely with the Commonwealth's lead security agencies and the Australian Federal Police, as well as the police services of the states and territories, on a range of security matters. The most frequent interactions arise from the role of the state and territory police in the execution of orders emanating from *Family Law Act 1975* (Cth) matters, including the recovery of children, the arrest of persons and the prevention of parties leaving Australia when ordered by a Court not to do so.

Mandatory security awareness training is delivered to all staff and contains a security awareness survey which provides staff with an opportunity to provide feedback on security matters.

In response to the security awareness survey staff indicated:

- 92 per cent feel very safe or somewhat safe in their workplace
- 98 per cent know how to contact security if required
- 95 per cent have either accessed security information on the intranet or know where to locate it
- 92 per cent do not require additional security training.

To further enhance security training across the Listed Entity, the Marshal team and security guarding service provider commenced delivering refresher duress training for staff and judiciary at each location. This training will continue to be offered periodically across the Listed Entity.

The Marshal team continued to engage with the state Sheriffs and Bailiffs for the enforcement of warrants issued by the Courts. The total number of warrants issued for enforcement is shown in Table 3.2.

Table 3.2 Enforcement warrants issued (2024–25)

Warrant type	Federal Court of Australia	Federal Circuit and Family Court of Australia	Total
Enforcement warrant for seizure and sale	3	16	19
Warrant of possession	2	60	62
Writ for levy of property	6	7	13
Total	11	83	94

Purchasing and procurement

The Listed Entity’s procurement policies and procedures are articulated through the Court’s Resource Management Instructions and are underpinned by the legislative and policy frameworks established by the PGPA Act, the Commonwealth Procurement Rules (CPRs), and associated best practice guidance published by the Department of Finance.

These frameworks guide all procurement activity across the Listed Entity. The Listed Entity remains committed to upholding the core principles of the CPRs – value for money, competition, efficient and effective use of resources, transparency, and ethical conduct – within the unique operational and judicial environment in which it operates.

Significant procurement activities undertaken during the reporting period supported key operational and strategic priorities and included, the national procurement of security guarding services; the refresh of the panel for interpreter and translation services; delivery of key digitisation projects for Native Title files; and property works associated with the expansion of migration-related operations.

To strengthen procurement governance, an internal review of the Listed Entity’s procurement policies, procedures, and systems was conducted. This review informed the development and launch of a modernised suite of intranet resources, including updated policy and process documentation, refreshed control templates, revised financial thresholds, and a new responsibility matrix to provide greater clarity and accountability.

In parallel, planning commenced for the implementation of new procure-to-pay (P2P) and contract management modules within the Entity’s enterprise resource planning system. These system enhancements are scheduled for rollout in early 2025–26 and will further streamline procurement and contract administration processes, improve oversight and support data-driven reporting.

Information on consultancy services

Any proposal to engage consultants is assessed based on necessity, value and risk. Engagements are typically reserved for circumstances where:

- internal expertise is unavailable or insufficient
- specialised technical or strategic skills are essential to meet specific objectives.

Consultants are primarily engaged to support business-critical functions such as:

- strategic reviews of the Listed Entity’s IT infrastructure and digital transformation initiatives
- specialist input into financial management, property strategy and workplace security
- technical support for international judicial cooperation programs
- business process improvement and procurement governance.

The selection process for consultants follows the appropriate procurement method, open tender, limited tender, or panel engagement – depending on the procurement’s scale, scope and risk. The Listed Entity ensures that every engagement delivers demonstrable value and aligns with its obligation to maintain high standards of public trust and integrity.

Although the Listed Entity remains a relatively low user of consultancy services, it ensures that all engagements are documented and managed in accordance with the CPRs, internal delegations, and probity requirements.

Details of all consultancy contracts are published on AusTender: www.tenders.gov.au.

Consultants

During 2024–25, 5 new consultancy contracts were entered into, involving total actual expenditure of \$140,000.

Two ongoing consultancy contracts were active during 2024–25, involving total actual expenditure of \$142,000.

Table 3.3 outlines expenditure trends for consultancy contracts for 2024–25.

Table 3.3 Expenditure trends for consultancy contracts (2024–25)

Contract type	Number	Expenditure \$'000 (GST incl.)
New contracts entered into during the reporting period	5	\$140
Ongoing contracts entered into during a previous reporting period	2	\$142
Total	7	\$282

Figures in table may not sum due to rounding

Strategic Commissioning Framework

The Listed Entity continues to operate in alignment with the Australian Public Service (APS) Strategic Commissioning Framework, which provides a structured and principles-based approach to determining whether activities should be delivered in-house or externally sourced.

In line with this framework, most work, particularly that relates to core functions, is performed in-house. Outsourcing is limited and occurs only where there is:

- a clearly defined business case
- demonstrated alignment with strategic goals
- assurance that external delivery will not compromise service quality, impartiality, or operational control.

This approach ensures that public resources are managed prudently, and that capability is developed and retained within the Listed Entity where appropriate.

The Listed Entity met the set target for 2024–25, reducing the outsourcing of core work by 5.5 Full Time Equivalent resources (FTE), which equates to \$547,106.

Competitive tendering and contracting

In accordance with the *Commonwealth Procurement Rules and the Auditor-General Act 1997* (Cth), the Listed Entity maintains full transparency and accountability in the management of contracts.

During 2024–25:

- No contracts valued at \$100,000 or more were awarded without provisions enabling the Auditor-General to access the contractor’s premises.
- No contracts or standing offers were exempted from publication on AusTender by the CEO and Principal Registrar.

These outcomes demonstrate the Listed Entity’s strong governance and commitment to transparency in procurement and contract management.

Table 3.4 Expenditure on reportable non-consultancy contracts, current reporting period (2024–25)

Contract type	Number	Expenditure \$'000 (GST incl.)
New contracts entered into during the reporting period	210	\$25,015
Ongoing contracts entered into during a previous reporting period	312	\$25,920
Total	522	\$50,935

Exempt contracts

Consistent with the *Freedom of Information Act 1982* (Cth) and procurement transparency obligations, the Listed Entity did not exempt any contracts or standing offers from publication on AusTender during the 2024–25 reporting period.

Procurement support for small and medium enterprises

The Listed Entity continues to support the Commonwealth Government’s policy on encouraging small business participation in procurement, in line with the Commonwealth Procurement Rules and the Small Business Procurement Framework.

Procurement processes are structured to ensure fair, equitable, and transparent access for small and medium enterprises (SMEs), with key initiatives including:

- adoption of simplified purchasing methods for low-value and low-risk procurements
- utilisation of standing offer arrangements and panels that include SME suppliers
- compliance with the government’s policy to pay SME suppliers within 20 calendar days
- ongoing internal training to raise awareness of SME engagement obligations.

Statistics on SME participation in Commonwealth procurement, including performance by the Listed Entity, are published by the Department of Finance and can be accessed at <https://www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts>.

Table 3.5 Organisations receiving a share of reportable consultancy contract expenditure, current reporting period (2024–25)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST incl.)
V Thom	73 422 163 798	\$87
Kate Jenkins Pty Limited	33 665 228 204	\$55
1 AND ONE PTY LTD	13 637 567 947	\$50
KPMG Chartertech Pty Ltd	29 606 612 962	\$37
Jigsaw Legal Pty Ltd	25 677 102 395	\$31

Table 3.6 Organisations receiving a share of reportable non-consultancy contract expenditure, current reporting period (2024–25)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST incl.)
MSS Security Pty Limited	29 100 573 966	\$7,250
VIQ Solutions Australia	29 008 711 877	\$3,378
Evolve FM Pty Ltd	52 605 472 580	\$2,916
DATA#3 Limited	31 010 545 267	\$2,628
CCH Australia Pty Ltd	95 096 903 365	\$1,448

Asset management

Commonwealth Law Court buildings

Commonwealth Law Court buildings are found in most Australian capital cities. With the exception of 2 Commonwealth Law Courts in Sydney, the purpose-built facilities within these Commonwealth-owned buildings are shared with other largely Commonwealth Court jurisdictions.

From 1 July 2012, the Commonwealth Law Court buildings have been managed in collaboration with the building ‘owners’ and the Department of Finance, under revised ‘Special Purpose Property’ principles. Leasing and building management arrangements are governed by whether the space is designated as special purpose accommodation (courtrooms, chambers, public areas) or usable office accommodation (registry areas).

A Memorandum of Understanding (MOU) was signed with the Department of Finance for 2018–19, which is rolled over monthly while the Listed Entity and Department of Finance negotiate a long-term agreement. An updated MOU is anticipated to come into effect during 2025–26.

Registries – leased

Corporate Services manage the lease arrangements for the 15 registries located in commercial accommodation, including Albury, Alice Springs, Cairns, Dandenong, Dubbo, Launceston, Lismore, Newcastle, Rockhampton, Sydney, Townsville and Wollongong. There are also arrangements with states and territories for use of accommodation when the FCFCOA is on circuit for family law matters in 25 locations across regional Australia.

Regional registries – co-located

The Courts co-locate with a number of state and territory court jurisdictions, leasing accommodation from state or territory counterparts. There are both FCA and FCFCOA registries in Darwin. These registries are co-located in the Northern Territory Supreme Court building under the terms of a Licence to Occupy between the Court and the Northern Territory Government.

Queens Square, Sydney

The FCA in Sydney is located in the Law Courts Building in Queens Square and co-tenants with the High Court of Australia and the New South Wales Supreme Court. The building is owned by a private company (Law Courts Limited), which is a joint collaboration between the Commonwealth and New South Wales governments. The Court pays no rent, outgoings or utility costs for its space in this building.

Projects and capital works delivered in 2024–25

In 2024–25, property initiatives and capital works continued to address the urgent and strategic needs of the Courts and Tribunal. These projects aimed to ensure that all facilities remain functional, safe, secure, and adaptable to evolving service delivery requirements.

Capital projects delivered in 2024–25 addressed urgent and essential business needs of the Courts and Tribunal. In addition, the ongoing refurbishment and improvement of facilities across all locations will ensure the buildings in which the Courts and the Tribunal operate remain safe and fit for purpose. Projects undertaken or commenced in 2024–25 include:

- transition to new Property Service Providers (PSP) under the Whole of Australian Government Property Services Arrangement was undertaken by the Listed Entity. The new PSP commenced 1 July 2025 with ongoing reviews of milestones and processes to continue into the 2025–26 financial year (all jurisdictions)
- completion of design and construction of conference, judicial and support staff accommodation at the Melbourne Commonwealth Law Court (FCFCOA)
- completion of construction of new registrar accommodation in the Adelaide Commonwealth Law Court (FCFCOA)
- completion of construction of modifications designed to improve court functions and patron comfort at the Wollongong registry (FCFCOA)
- completion of construction of new mediation suites in the Perth Commonwealth Law Court (FCA)
- completion of construction of new judicial accommodation at 80 William Street (FCFCOA)
- completion of 125 other minor works, which included life cycle replacements, office modifications, office equipment, and electric vehicle charger installation (all jurisdictions)
- the audit of Safe Rooms and undertaking a gap analysis to identify potential improvements to facilities. As a result, works commenced in 2024–25 to upgrade security, furniture and audiovisual technology (FCFCOA)
- conceptual designs were completed for migration-related projects in Melbourne, Parramatta and Sydney. Detailed design has commenced and is anticipated to be completed within the first quarter of 2025–26. Construction is anticipated to commence in the second quarter of 2025–26 (all jurisdictions)
- after consultation, designs were prepared to implement a trial for flexible and activity-based workspaces in the Corporate Services area. This will include the creation of collaborative zones, quiet spaces and desk booking capability to facilitate hot desking. Construction of the first workspace trial at Queens Square is scheduled for completion in the second quarter of 2025–26. A second trial will be implemented in Melbourne (Corporate Services)
- conceptual designs to address security, Work, Health and Safety, space modification, and mediation room expansion across Cairns, Lismore, Newcastle, Hobart, Sydney Lionel Bowen Building, Adelaide, Brisbane, Parramatta and Canberra (FCFCOA)
- detailed design commenced to modify the Dandenong registry to improve safety and increase the accommodation capacity for registrars and registrar support staff. Construction was delayed to enable alignment with landlord upgrade works. It is estimated that construction will commence in the second quarter of 2025–26 (FCFCOA)
- worked collaboratively with the Department of Finance, to complete scheduled painting works in the Melbourne and Parramatta Commonwealth Law Court (all jurisdictions)

- worked with the Department of Finance, to progress key compliance, hygiene, infrastructure, *Disability Discrimination Act 1992* (Cth) and life cycle upgrades across several Commonwealth Law Court, which will continue into the 2025–26 financial year (all jurisdictions)
- worked with building owners on the consultation, design, implementation and completion of approximately 30 projects (all jurisdictions).

Ongoing national maintenance and minor works programs continued to support the safety, functionality and compliance of court buildings and registries across all locations. These works are aligned with the broader property strategy to deliver sustainable, fit-for-purpose infrastructure that supports contemporary judicial and administrative functions.

The Listed Entity also continued to progress initiatives that support flexible and activity-based working to maximise space utilisation and improve the employee experience in hybrid working environments. In 2024–25, a co-design process with staff and extensive change management consultation were undertaken to prepare for construction and pilot the introduction of flexible workspaces within Corporate Services. Insights and outcomes from this pilot will inform the long-term modernisation of work environments, enhance collaboration, and promote continued space efficiency.

Environmental management

The Listed Entity provides the following information as required under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth). The Listed Entity, together with other jurisdictions in shared premises, ensures all activities are undertaken in an environmentally sustainable way, and has embedded ecologically sustainable development principles through its policies, procurement and contracting arrangements.

Monitoring of actual impacts on the environment

The Listed Entity impacts the environment in a variety of ways. The primary impact is the consumption of resources. Tables 3.7 to 3.10 list available environmental impact usage and data.

Measures to minimise environmental impact: environmental management system

The Listed Entity's environmental management system has many of the planned key elements now in place. These include:

- an environmental policy and environmental initiatives outlining the Listed Entity's broad commitment to environmental management
- an Emissions Reduction Plan
- an environmental risk register identifying significant environmental aspects and impacts for the Listed Entity and treatment strategies to mitigate them.

Other measures

During 2024–25, the Listed Entity worked within its environmental management system to minimise its environmental impact. This included adopting, where appropriate, new measures or ensuring existing measures were closely monitored. Measures taken in 2024–25 include the following.

Energy

- replacing conventional fluorescent and halogen lighting with energy-saving LED lighting
- replacing appliances with energy-efficient models
- reviewing electricity contracts to ensure value for money
- incorporating energy-efficient equipment into projects
- working with landlords to install photo voltaic systems in our premises.

Information technology

- recycling or reusing e-waste was where possible, including auctioning redundant but still operational equipment
- utilising fully recyclable packaging where possible.

Paper

- FCA and FCFCOA (Division 2) general federal law matters commencing with the Courts are now handled entirely electronically. Over 144,756 electronic court files have been created, comprising almost 1,876,140 electronic documents, effectively replacing the use of paper in court files. This is an increase of 17,126 electronic court files and 177,725 electronic court documents from 2023–24
- Family law eFiling continues to expand, with 96.43 per cent of divorce applications now being electronically filed.

Table 3.7 Percentage of documents efiled versus paper filed (2024–25)

	Federal jurisdiction		Family law	
	FCA	FCFCOA – Div 2	FCFCOA – Div 1	FCFCOA – Div 2
eFiled	99.22%	99.19%	86.87%	92.77%
Paper filed	0.78%	0.81%	13.13%	7.23%

We actively encourage clients to use the online portal, and our employees are also encouraged to send emails rather than letters where feasible.

- secure paper/s continue to be shredded and recycled for all court locations
- non-secure paper recycling is available at all sites
- printers are initially set to default double-sided printing and monochrome
- fully (100 per cent) recycled paper (2,948 reams) comprises 20 per cent of total paper usage.
- overall paper reams used decreased by 1,499 (10 per cent) in 2024–25. This can be attributed to the increased use of electronic filing and electronic communication and ongoing employee working from home arrangements.

Table 3.8 The Listed Entity's paper usage data, 2020-21 to 2024-25

Paper usage – office paper (reams)	2020-21	2021-22	2022-23	2023-24	2024-25
FCFCOA	21,917	15,654	11,076	9,572	10,041
FCA	4,734	5,215	4,222	5,084	3,116
TOTAL	26,651	20,869	15,298	14,656	13,157

Waste/cleaning

- Provision for waste co-mingled recycling (for example, non-secure paper, cardboard, recyclable plastics, metals and glass) and regular waste reporting are components of all cleaning contracts for privately leased sites. Printer toner cartridges continued to be recycled at most sites.
- Recycling facilities for staff personal mobile phones are now permanently available at key sites.
- Secure paper and e-waste recycling are available at all sites.

Property

Fit-outs and refurbishments continued to be conducted in an environmentally responsible manner where possible reflecting best practice. Measures taken include:

- where possible, recycling demolished materials
- maximising reuse of existing furniture and fittings
- consciously engaging consultants with experience in sustainable development (where possible) and including environmental performance requirements in design and construction briefs and contracts
- exploiting the use of environmentally friendly products such as recycled compounds in furniture and fittings, low VOC (volatile organic compound) paint and adhesives, energy-efficient appliances, lighting and air conditioning
- installing water and energy-efficient appliances
- the application of ecologically sustainable development 'cradle to grave' principles in project planning. Described as taking a sustainable focus from initial planning through to operation to end-of-life disposal. Risk planning includes careful consideration of environmental risks, and risk mitigations are put in place to address environmental issues.

Additional ecologically sustainable development implications

In 2024-25, the Listed Entity did not administer any legislation with ecologically sustainable development implications, nor did it have outcomes specified in an Appropriations Act with such implications.

Emissions reporting / climate-related metrics

As part of the Net Zero in Government Operations Strategy, and the reporting requirements under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*, non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory and Electricity Greenhouse Gas Emissions tables present greenhouse gas emissions over the 2024–25 financial year. The greenhouse gas emissions reported are calculated on the basis of carbon dioxide equivalent (CO₂-e) and in line with the Emissions Reporting Framework. This is consistent with a whole-of-Australian Government approach, outlined in the Net Zero in Government Operations Strategy, and Commonwealth Climate Disclosure requirements.

Not all data sources were available at the time of the report and amendments to data may be required in future reports.

Reporting on refrigerants is being phased in over time as emissions reporting matures.

Table 3.9 Greenhouse gas emissions inventory, location-based method (2024–25)

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	N/A	757.14	66.70	823.85
Natural gas	-	N/A	-	-
Solid waste	-	N/A	0.31	0.31
Refrigerants	-	N/A	N/A	-
Fleet and other vehicles	460.59	N/A	116.35	576.94
Domestic commercial flights	N/A	N/A	1,236.72	1,236.72
Domestic car hire	N/A	N/A	16.91	16.91
Domestic travel accommodation	N/A	N/A	0.18	0.18
Other energy	-	N/A	-	-
Total kg CO ₂ -e	460.59	757.14	1,437.17	2,654.90

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

The Department of Finance reports the electricity and natural gas usage for the Commonwealth Law Court building consumption on behalf of the Listed Entity.

For the reporting year 2024–25, the Listed Entity utilised 23 hybrid vehicles, 4 plug-in hybrid electric vehicles and 25 electric vehicles. Data for the kilometres travelled was not available at the time of this report.

Table 3.10 Electricity greenhouse gas emissions (2024–25)

Emission source	Scope 2 t CO₂-e	Scope 3 t CO₂-e	Total t CO₂-e	Electricity kWh
Electricity (location based approach)	757.14	66.70	823.85	1,096,597.89
Market-based electricity emissions	726.63	98.68	825.31	897,071.90
Total renewable electricity consumed	n/a	n/a	n/a	199,525.99
Renewable Power Percentage ¹	n/a	n/a	n/a	199,525.99
Jurisdictional Renewable Power Percentage ^{2,3}	n/a	n/a	n/a	-
GreenPower ²	n/a	n/a	n/a	-
Large-scale generation certificates ²	n/a	n/a	n/a	-
Behind the meter solar ⁴	n/a	n/a	n/a	-
Total renewable electricity produced	n/a	n/a	n/a	-
Large-scale generation certificates ²	n/a	n/a	n/a	-
Behind the meter solar ⁴	n/a	n/a	n/a	-

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

- 1 Listed as Mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).
- 2 Listed as Voluntary renewables in 2023–24 Annual Reports.
- 3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).
- 4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Table 3.11 Progress towards the Australian Public Service (APS) net zero 2030 target

APS Net Zero 2030 target emission sources	2023–24* t CO₂-e	2024–25* t CO₂-e	Percentage change since 2023–24
Total Scope 1	475.4	460.6	-3.1
Natural gas	0.0	0.0	0.0
Fleet and other vehicles	475.4	460.6	-3.1
Refrigerants	0.0	0.0	0.0
Other energy	0.0	0.0	0.0
Total Scope 2	1,233.2	1,483.8	20.3
Electricity (Location Based Approach)	642.1	757.1	17.9
Electricity (market based)	591.1	726.6	22.9
Total Scope 3	1,349.6	1,535.9	13.8
Electricity (Location Based Approach)	70.7	66.7	-5.7
Electricity (market based)	73.0	98.7	35.2
Natural gas	0.0	0.0	0.0
Solid waste	0.8	0.3	-60.5
Refrigerants	0.0	0.0	0.0
Fleet and other vehicles	120.0	116.4	-3.0
Domestic commercial flights	1,065.2	1,236.7	16.1
Domestic car hire	19.9	16.9	-15.1
Domestic travel accommodation	0.0	0.2	0.0
Other energy	0.0	0.0	0.0
Total Scope 1, 2 and 3	3,058.2	3,480.2	13.8
Electricity kWh Total	897,864.5	1,993,669.8	
Electricity (Location Based Approach)	N/A	1,096,597.9	
Market-based electricity emissions	N/A	897,071.9	
Total renewable electricity consumed		199,526	
Renewable power percentage	N/A	199,526	

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

* Emissions reported may differ from previously published emissions due to reconciliation of natural gas and electricity data or updates to emission factors and calculation methods. See 2024–25 Net Zero in Government Operations Annual Progress Report for details regarding emission factors and calculation methods updates.

Key driving factors of decreases and increases in usage and emissions data include:

- Electricity usage (Location Based Approach) 18 per cent higher than last year largely due to the installation of meters and the capture of usage data at our Woolloomooloo site. Usage in relation to the added meters was previously captured by the Fair Work Commission.

- In relation to fleet, there was an increase in electricity usage of 44.1 per cent and unleaded fuels by 3.1 per cent however there was a decrease in ethanol mix and diesel of 29.6 per cent and 17.3 per cent respectively or 10,000L. EV vehicles in most cases are charged at private residence and therefore usage data does not capture full EV vehicle emissions data.
- In 2024–25, combustion only vehicles accounted for 58 per cent of total fleet vehicles which has decreased by 10 per cent from the previous reporting year. In contrast EV and hybrid vehicle types have increased by 10 per cent in comparison to the previous reporting year.
- The Listed Entity is excluded from the Commonwealth Government’s Low Emission Policy due to vehicles linked to judicial remuneration.
- There has been an overall increase in domestic commercial flights by 12.4 per cent but a decrease in kilometres travelled by 7.2 per cent in 2024–25. There were more short distance flights in comparison to the previous reporting period, which has resulted in an increase in domestic commercial flight emissions by 16.1 per cent.

Management of human resources

In 2024–25, one of the key areas of focus for the Listed Entity was the investment in the staff support framework. Over the past year, we continued to prioritise the wellbeing of our people and the development of strong, capable leaders. Recognising the critical role managers play in shaping a positive workplace culture, we invested in initiatives that build leadership capability and support employee wellbeing. This included our new Employee Assistance Program (EAP) and Manager Assist Program.

The People and culture team remains committed to meaningful and effective consultation with employees and unions, ensuring diverse needs are considered and fostering a positive, inclusive workplace. Staff are actively involved in shaping decisions through co-design workshops, consultation processes and post-implementation reviews.

Staffing

At 30 June 2025, the Listed Entity engaged 1,720 employees under the *Public Service Act 1999* (Cth). This figure includes 1,028 ongoing and 692 non-ongoing employees.

The engagement of many non-ongoing employees is due to the nature of engagement of judges’ associates. Associates are typically employed for a term of 12 to 18 months to support their development. Following their associateship, the majority will transition to other employment to further their career. This practice is reflected in the Listed Entity’s retention figures.

Employees are engaged by the Listed Entity and are employed under the *Public Service Act 1999* (Cth). Employees are engaged specifically to work in the FCA, FCFCOA or Tribunal.

More information is provided in Appendix 3 (*Staffing statistics*).

Employee wellbeing

The Listed Entity maintained its focus on supporting employee wellbeing and implemented initiatives to support employees who may be facing professional or personal challenges. All employees can access a free and confidential counselling service via our EAP, as well as the option of attending seminars on topics such as building resilience.

Our EAP service was expanded in 2024–25 to include holistic wellbeing support and vicarious trauma training for employees exposed to sensitive and emotionally demanding material.

We continued to foster a healthy work environment and culture, through delivering evidence-based wellbeing webinars, focusing on the prevention of illness and injury and the promotion of health and wellbeing. This included promotion of Fitness Passport as a means for employees to support their physical health and wellbeing.

Diversity and inclusion

The Listed Entity is committed to a diverse and inclusive workplace, which includes ensuring our workforce reflects the broader communities in which our employees live and work. This is achieved through focusing on the creation of a safe and supporting environment where employees can bring their true selves to work, as well as ensuring recruitment and other processes are strictly merit-based. From a gender diversity perspective, females now account for 55.5 per cent of positions at Senior Executive Service (SES) classifications and 72 per cent of positions at Executive Level (EL) classifications working across roles in the Courts, Tribunals and shared services.

To further support and promote inclusion, the Listed Entity has established a number of staff-led diversity networks for those who identify as belonging to a diversity group or wish to provide support as an ally. We have an Aboriginal and Torres Strait Islander group, an LGBTIQ+ group, a disability and neurodiversity group, and a culturally and linguistically diverse group, as well as a gender equality network. These groups play a vital role in supporting diversity and representing the interests and needs of their members.

We implemented inclusive recruitment practices such as accessible job advertisements and targeted recruitment, including affirmative measures. Staff across all levels participated in cultural competency training, including First Nations cultural awareness and unconscious bias workshops. These initiatives support a workplace culture where everyone feels valued and respected, and where diversity is seen as a strength that drives innovation and better service outcomes.

An important element of diversity and inclusion is ensuring our employees are treated with dignity, courtesy and respect at all times. The Listed Entity has adopted a zero-tolerance approach to inappropriate workplace behaviour and recently updated its anti-discrimination, bullying and harassment policies to ensure they remain current and at best practice standards.

The Listed Entity provides annual refresher training to all employees to reinforce our policies. This mandatory training is to ensure employees understand expected standards of behaviour in the workplace, as well as ensuring all employees know how they can raise a concern if they experience inappropriate behaviour.

Reconciliation Action Plan

We are committed to the principles of reconciliation. The development of the Listed Entity's second Reflect Reconciliation Action Plan (RAP) (launching in 2025), addresses and outlines our commitment to reconciliation. It builds on previous commitments made in our current RAP. A key focus of our RAP is to build a dynamic workforce that recognises and engages with our commitment to promote partnership and recognise of our current and future Aboriginal and Torres Strait Islander employees and clients.

The Listed Entity continues to focus on creating employment opportunities for Aboriginal and Torres Strait Islander people through targeted initiatives, with representation currently at 2.5 per cent.

Disability reporting mechanism

Australia's Disability Strategy 2021–2031 is the overarching framework for inclusive policies, programs and infrastructure that support people with disabilities to participate in all areas of Australian life. The strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that impact people with disability, their families and carers. All levels of Executive government have committed to deliver more comprehensive and visible reporting under the strategy. A range of reports on the progress of the strategy's actions and outcome areas will be published and available at <https://www.disabilitygateway.gov.au/ads>.

Disability reporting is included in the Australian Public Service Commission's State of the Service reports and the APS Statistical Bulletin. These reports are available at <http://www.apsc.gov.au>.

Employment arrangements

The Remuneration Tribunal determines the remuneration of the CEO and Principal Registrar of the FCA, the CEO and Principal Registrar of the FCFCOA, and the Registrar of the Tribunal, as they are holders of statutory offices.

The Listed Entity's SES employees are covered by separate determinations made under section 24(1) of the *Public Service Act 1999* (Cth). The Federal Court of Australia Enterprise Agreement 2024–2027 covers most non-SES employees.

Individual flexibility arrangements are provided for in the Enterprise Agreement and are used to negotiate employment arrangements that appropriately reflect individual circumstances, including for those performing additional duties. Employees and the Listed Entity may come to an agreement to vary such things as salary and other benefits. Some transitional employment arrangements remain, including those described in Australian Workplace Arrangements and common law contracts.

At 30 June 2025, there were:

- 234 employees on individual flexibility arrangements
- 18 employees on section 24 determinations
- 1,468 employees (including casual employees) covered by the Enterprise Agreement.

The common conditions negotiated through APS-wide bargaining provide employees with a range of entitlements, including leave, study assistance, salary packaging, guaranteed minimum superannuation payments, membership of professional associations and other allowances.

The Listed Entity supported the Courts and Tribunal on a range of strategies in place to attract, develop, recognise and retain key staff, including flexible work arrangements and individual flexibility arrangements available under the Enterprise Agreement.

Work health and safety

The Listed Entity takes a proactive approach to identifying and managing health and safety hazards and risks to provide and maintain safe and healthy workplaces and meet our obligations under the *Work Health and Safety Act 2011* (Cth) (WHS Act) and the *Safety, Rehabilitation and Compensation Act 1988* (Cth).

The Listed Entity has a strong focus on providing employees with a safe and hazard-free workplace. This is underpinned by a commitment to consulting employees on safety-related matters, with the Listed Entity having a formal Health and Safety Committee in place that meets on a quarterly basis.

In line with the Listed Entity's focus on employee wellbeing, the Listed Entity adopts early intervention strategies to support staff returning to work and performing their full range of duties following injury or illness. This applies irrespective of whether an injury is work related.

The Listed Entity’s workers compensation premium increased by 16 per cent in 2025–26 to \$1.07 million. For 2024–25, it was \$0.925 million and in 2023–24 it was \$0.5 million. The increase is due to several factors, including an increase in salary expenditure and a reduction in the performance bonus applied to the premium. While the Listed Entity exceeded expected performance again this year, the margin was smaller than in earlier years, resulting in a lower bonus. The indicative premium rate has increased marginally to 0.51 per cent compared to 0.52 per cent last financial year. The rate remains substantially lower than 0.98 per cent across the scheme (Commonwealth agencies), which reflects the Listed Entity’s strong safety performance.

Reporting incidents and enforcement measures

In 2024–25, there were 2 notifiable incidents reported under section 37 of the WHS Act. There were no enforcement measures taken, no improvement notices were issued, and no enforceable undertakings applied to the Listed Entity’s operations.

National Agreement on Closing the Gap

The National Agreement on Closing the Gap is a commitment between all Australian governments and Aboriginal and Torres Strait Islander peak organisations. It sets out 4 Priority Reforms that are changing the way governments work with First Nations people. These are:

1. Partnership and shared decision making: First Nations people are empowered to share decision-making authority with governments.
2. Building the community-controlled sector: A strong and sustainable community-controlled sector delivering high quality services to meet the needs of First Nations peoples across the country.
3. Transforming government organisations: Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of First Nations peoples.
4. Sharing access to information and data at a regional level: First Nations peoples have access to, and the capability to use, locally relevant data and information.

Separately, in 2023 the Framework for Governance of Indigenous Data (the Framework) was published to increase awareness and acceptance by Australian Government agencies of the principles of Indigenous Data Sovereignty. Implementation of the Framework will support achievement of some of the Priority Reforms set out above.

The Listed Entity is committed to implementing changes in 2025–26 to further embed the Priority Reforms in our day-to-day work, to improve health and wellbeing outcomes for First Nations peoples. As part of this commitment, an Indigenous Data Working Group was established to plan, coordinate and champion activity in response to the Framework as appropriate in each jurisdiction.

Information technology

The IT, Unified Communications and Collaboration and Cyber Security teams focus on creating and maintaining technology that is easy to use, follows contemporary industry standards and meets the evolving needs of judges, staff, court users, practitioners and other stakeholders across the Courts and Tribunals.

The IT team supports equitable, transparent access to justice via secure, responsive digital services delivered by a modern, cost-effective IT function as a trusted part of the Courts and Tribunal.

Work continued consolidating and modernising IT systems to simplify the combined court environment and deliver efficiency improvements and more contemporary practices to reduce the cost of delivery.

Significant advances have been made with the completion of the IT Strategic Plan, modernisation of IT architecture standards, enhancement of internal support capability and refinement of a roadmap to support the greater use of flexible cloud-based services.

Digital Court Program

In 2024–25, the Listed Entity continued its commitment to enhancing digital capabilities through the Digital Court Program. The initial focus of the program has been on the Courts' internal systems, with the implementation of CourtPath, which improved case management capabilities while also laying the necessary foundations for future opportunities, including a new external-facing portal and the ongoing adoption of emerging technologies. CourtPath is already operational across family law and federal law jurisdictions and continues to evolve as it progressively replaces remaining legacy case management tools.

The primary focus of the program for 2024–25 has been driving the adoption of cloud-based technology. This includes establishing the foundational architecture for the Court's cloud technologies and migrating case-related documents from legacy document storage solutions to a new centralised and secure cloud-based system. The cloud transition offers opportunities and benefits, including improved system flexibility, performance and security.

Of particular note is that CourtPath is being developed by an in-house team in collaboration with judges, registrars and employees. This collaboration supports sustainable improvements to workflows and efficient case handling. User-centred co-design principles have been adopted to ensure CourtPath is delivering expected value and improvements and employing familiar, predictable design patterns. This approach aligns with modern applications, minimising the need for specialist training, and provides timely, accurate and secure access to critical materials.

Central to the work of the Digital Court Program is a dedicated focus on enhancing the way data is created, managed and used to support strategic and operational activities. A variety of data uplift initiatives are underway and planned as part of a several-year strategy to continuously improve data maturity and value, in alignment with whole-of-government frameworks and best practice. Good-quality data and robust data governance are at the core of the data strategy, recognising their essential role in the safe and effective adoption of technological innovations, including the use of AI. Ongoing delivery against the strategy, including targeted improvements in data culture and capability, will increase the efficiency and quality of evidence-based decision-making, improving both operations and outcomes.

Cyber Security

Cybersecurity remains a growing concern globally and over the last year we have made notable advancements, including implementation of a Certification and Accreditation Framework which aligns with the Protective Security Policy Framework (PSPF).

The protection of our important and sensitive information and systems continues to be paramount. Throughout the year there were many reports of significant cybersecurity attacks across all industries, and these highlight the need to remain vigilant and focused to protect against threat actors. The dedicated Cyber Security team of the Courts and Tribunal are tasked to lead the defence against cyber criminals, be the champions of safe security processes and practices, and deliver vital services in a secure manner.

With the transition to modern cloud platforms underway the Cyber Security team has ensured positive security outcomes by:

- incorporating modern security defences into process and technology
- providing expert advice and guidance regarding security best practice and alignment to PSPF and Information Security Manual (ISM) requirements.

The team also delivered more than 70 security awareness pieces an increase of 16 per cent compared to the previous year, held 2 desktop incident response exercises for operational and executive level staff, and responded to more than 3,000 alerts.

The Cyber Security team will continue to help protect our vital assets by providing expert security advice, monitoring the threat environment, ensuring security process and technology is embedded throughout the Courts and Tribunal, and maintaining alignment with the PSPF, the ISM and other security industry best practices.

Unified Communications and Collaboration

During 2024–25, the Unified Communications and Collaboration team (formerly Digital Solutions) focused on continuing to enhance video conferencing (VC) capabilities within courtrooms and unify communications across the Courts and the Tribunal.

Key projects are listed below.

Installation of video conferencing equipment

- Fixed VC infrastructure was installed in 13 FCFCOA (Division 1) and FCFCOA (Division 2) courtrooms, resulting in 100 per cent VC enabled courtrooms across the jurisdiction.
- Aged and outdated VC infrastructure in 23 FCA and FCFCOA courtrooms was upgraded, bringing the technology in these rooms inline with the latest state-of-the-art VC systems and bringing consistency in hardware and software across the VC fleet.
- A total of 178 courtrooms are now equipped with VC facilities nationally.
- Recently introduced functionality to improve visualisation of evidence, with the ability to set up monitors for the judge, bar and witness continues to be installed in all recent courtroom upgrades.

Audio visual equipment upgrades

- VC controllers were upgraded in 33 courtrooms replacing old failing hardware.
- To improve the audio quality in our unique conference rooms, wireless gooseneck (courtroom-like) microphones were installed in 2 large FCA conference rooms in the New South Wales and Victoria registries.

Unified communications

- A new contact centre solution (Webex Contact Centre) was deployed for the Courts, specifically for the National Enquiry Centre and Court and Tribunal Services, to replace the outdated platform. The new platform offers improved reliability and less maintenance, and allows for more flexibility in how these services are delivered.
- Cloud migration – Unified Communications and Collaboration continues to invest in, and research innovative solutions and streamline existing software to enhance operations. Works have already begun in moving our existing communications to cloud infrastructure (due to be completed in 2025–26). This will allow the Listed Entity to continue a more reliable, cost effective and efficient approach. This initiative includes:
 - VC endpoints to the cloud – this project is divided into 3 phases and focuses on migrating all our courtroom VC endpoints to the cloud that are currently registered on our legacy On Premises systems. Phase 1 has been completed; Phase 2 is in progress and Phase 3 is yet to commence. At the time of this report, 54 per cent of VC enabled courtrooms (95/177) have been migrated to the cloud and 100 per cent of conference rooms, portable units and safe room endpoints are already in the cloud.
 - Telephony to the cloud – as an extension of the cloud migration initiative, the telephony system will be migrated to the cloud. At the time of this report, the discovery, planning and a pilot migration of selected staff and devices has been successful and a draft migration plan for all sites and registries is underway.

Collaboration with Property

- As a part of the refurbishments works for Melbourne, the FCFCOA Level 14 conference room received a significant upgrade. A new anteroom space was created and fitted with agile VC capabilities, allowing the rooms to be used simultaneously or individually.
- Two new courtrooms and a conference room were built as part of the Perth Level 4 (FCFCOA) refurbishment. These newly designed rooms were also fitted with VC capabilities.

Communications

The role of the communications function is to convey information to the public and internal and external stakeholders, manage media and improve communication effectiveness across the Listed Entity’s communication channels. This work includes, developing and overseeing the implementation of effective communication strategies that meet planned objectives. Communications engages with stakeholders to glean an understanding of communication needs and discern the most appropriate channel to reach targeted audiences. Key functional areas include the following.

Live streaming

The Courts and Tribunal continue to live stream selected events, ceremonies and hearings, to strengthen ties with the community and the profession. Live streaming is supported by the Digital Practice team and Communications, which promotes publicly streamed events via the most appropriate communication channel. The achievements of the Digital Practice team are outlined in Part 4 (*Judicial Support*).

The Listed Entity supported the FCA’s livestreaming of proceedings via the Court’s YouTube channel. In 2024–25, 107 listings were live streamed.

Websites

Communications oversees and manages the Court and Tribunal websites, which remain the primary sources of information for the public. These act as a gateway to a range of online services such as the Commonwealth Courts Portal, eLodgment, eFiling and eCourtroom. These websites also facilitate access to a range of information, including court forms, fees, publications, practice notes, guides for court users, daily court lists and judgments.

Courts and Tribunal websites managed by Communications are:

- Federal Court of Australia: www.fedcourt.gov.au
- Federal Circuit and Family Court of Australia: www.fcfcoa.gov.au
- National Native Title Tribunal: www.nntt.gov.au
- Australian Competition Tribunal: www.competitiontribunal.gov.au
- Defence Force Discipline Appeal Tribunal: www.defenceappeals.gov.au
- Copyright Tribunal: www.copyrighttribunal.gov.au.



In the reporting year, there were over 19,802,046 total visits to the Communications managed websites as detailed below:

- FCA website:
 - general website 7,336,478
 - judgments 1,087,788
- FCFCOA website: 10,377,780
- Tribunal website: Over 1,000,000 (approximate).

This year Communications completed a necessary upgrade of all websites (except the FCFCOA) to new publishing platforms. As part of this work upgrades were made to the Court intranets. Communications also supported the following FCFCOA website enhancements:

- expansion of digital content to improve access to justice for culturally and linguistically diverse and First Nations litigants. This work included publishing 3 essential information videos on migration, translated and available in 11 community languages.
- a video explaining the purpose of Indigenous Family Liaison Officers, who assist and support families in understanding and engaging with the court process. This was translated into 6 First Nations languages.
- timely and accurate content updates as a result of legislative amendments to the *Family Law Act 1975* (Cth) and Family Law Regulations 2024.

In addition, the following was undertaken:

- established 22 additional online FCA files. Online files are generally provided for cases garnering significant public interest, improving access for interested parties. These files contain all judge-approved public access court documents.
- expanded and uploaded the FCA public interest podcast series ‘Lives and Times of Judges’, which explores the lives and careers of former judges of the FCA. In 2024–25, 3 new episodes were created.

Media

Our Communications Media team supports the FCA and Tribunal, responds to media enquiries and identifies proactive media initiatives. The team collaborates and relies on the close cooperation and support of registries, judges’ chambers, and the web and digital practice teams that manage live streaming.

In some select cases subject to significant public interest, the Media team supports the FCA to provide easily accessible online files containing approved material.

Social media

Communications manages the Courts’ Tribunal’s social media presence in collaboration with the jurisdictions. Currently the Courts and Tribunal maintain a presence across LinkedIn, Facebook, YouTube and X (formerly Twitter). The social media landscape continues to evolve, and the team regularly reviews emerging channels, their primary audiences and use cases to determine appropriateness. Current channels include the following:

Federal Court of Australia

- LinkedIn (<https://www.linkedin.com/company/federal-court-of-australia>)
- X (<https://twitter.com/fedcourtau>)
- YouTube (<https://www.youtube.com/@FederalCourtAus>)
- Spotify (<https://open.spotify.com/show/0xQcw5JNSqS5sVb77bwB2?si=60e80191babf4f1f>).

Federal Circuit and Family Court of Australia

- LinkedIn (<https://www.linkedin.com/company/fcfcoa>)
- X (<https://twitter.com/FCFCOA>)
- YouTube (<https://www.youtube.com/@FCFCOA>).

National Native Title Tribunal

- LinkedIn (<https://www.linkedin.com/company/national-native-title-tribunal>)
- X (<https://twitter.com/nnttgovau>)
- YouTube (<https://www.youtube.com/@nationalnativetitletribunal>)
- Facebook (<https://www.facebook.com/NationalNativeTitleTribunal>).

Social media channels are monitored during business hours Monday to Friday and intermittently out of hours.

Social media is primarily used to inform the public about the roles and functions of the Courts and Tribunal and to update the legal profession on relevant developments. Information disseminated on social media includes:

- legislation and rule changes
- latest news
- high-profile cases and significant decisions
- media releases
- judicial and staff participation in industry events
- upcoming public events hosted by the Courts or Tribunal
- select employment opportunities
- emergency notifications
- online service outages
- registry closures and service disruptions.

Social media has become an important communication tool – one that enables the Courts and Tribunal to communicate directly to the public, the media and the profession. Consistently used channels such as YouTube and LinkedIn have witnessed growth in engagement in 2024–25 as indicated below.

LinkedIn

- The FCA gained 20,470 followers, reaching ~57,000 during the reporting period.
- The FCFCOA gained 7,187 followers, reaching ~29,423 during the reporting period.
- The Tribunal gained 292 followers, reaching ~1,567 during the reporting period.

YouTube

The FCA gained 2,879 subscribers in 2024–25:

- A total of 100 court listings and 17 events were publicly live streamed, representing a 7 per cent increase in live stream content.
- Across all live streamed and uploaded content, the channel recorded approximately 608,612 views.

The FCFCOA gained 320 subscribers in 2024–25, bringing the total number of subscribers to 10,896. YouTube has been used in 2024–25 as a means of promoting awareness campaigns run by the FCFCOA during the reporting period. These include:

- The ‘Just Not On’ campaign, which is an ongoing initiative of the Chief Justice (FCFCOA) to involve prominent Australian men in the call to end domestic and family violence. Featuring Australian sporting stars, actors and comedians, this impactful and well-received campaign earned 4,613 views in 2024–25.
- The Indigenous Family Liaison Officer awareness campaign videos promoting their work realised 1,534 views in 2024–25.

The Tribunal experienced significant engagement through YouTube. At the end of the reporting period, the Tribunal’s YouTube channel has 134 subscribers and marginal growth of 23 subscribers.

A highlight included the Tribunal matter, NF2021/0003 – NF2021/0006 – Santos NSW Pty Ltd/Santos NSW (Narabri Gas) Pty Ltd, Gomeroi People and State of New South Wales (PPLA13 – PPLA16) which live streamed publicly through YouTube. This event was cross-promoted on the Tribunal’s LinkedIn account and received a total of 227 views.

Facebook

- The FCA and FCFCOA each maintain official Facebook pages. These operate as holding sites directing visitors to the respective official website for accurate and up-to-date information.
- The Tribunal maintains an active Facebook presence and continues to grow its use of the platform as a tool for public engagement. Recent efforts have focused on sharing more of the Tribunal’s work, activities and milestones, supporting greater visibility across the broader community.

Judgments publication

The Judgments Publication Office (Judgments team) publishes judgments for the FCA, the FCFCOA (Division 1) and the FCFCOA (Division 2).

This includes providing style guide and template advice during the judgment preparation process, anonymising of family law judgments in accordance with legislative requirements, judgment publication in a timely manner and their dissemination to Courts' websites, publishers and the Australasian Legal Information Institute (AustLII) (the primary free-access resource for Australian legal information).

Publication of judgments is an important way to serve the public interest and reflect the Courts' commitment to open access to justice.

Publication is consistent with the requirements of each Court while also applying legal publishing standards and complying with legislative requirements restricting the publication of private information related to certain proceedings. All judgments that are suitable for external distribution are published to AustLII. Members of the public can also monitor the latest published judgments via the Courts' websites.

Copies of unreported judgments are also distributed to commercial legal publishers (including LexisNexis, Thomson Reuters, Wolters Kluwer CCH Australia and JADE).

The Judgments team also provides training to judges and associates on the technical aspects of judgments production, including the judgment template and style guide.

Federal Court of Australia

In 2024–25, 1,711 judgments were received and published by the Judgments team, including 171 Full Court judgments.

The team also received and published several decisions from the Supreme Court of Norfolk Island (3), the Copyright Tribunal of Australia (1) and the Defence Force Discipline Appeal Tribunal (1).

FCA judgments are published on the Court's website. The Judgments team also provides copies of judgments to several free legal information websites, including AustLII and JADE, and legal publishers.

Judgments of public interest are usually published within an hour of delivery and other judgments within a few days. The exception to this is confidential judgments, which may be suppressed either temporarily or permanently.

The FCA offers a judgment subscription service on its website, where subscribers are emailed notifications of new judgments published.

In the reporting year the FCA Judgments Publication System was upgraded to a new cloud-based platform as part of a wider upgrade to the FCA website and intranet. Over 72,000 judgments were migrated to the new platform.

Federal Circuit and Family Court of Australia (Division 1)

In 2024–25, 1,155 settled FCFCOA (Division 1) judgments were received by the Judgments team. This comprised 260 from the appellate jurisdiction and 895 from the court of first instance.

The accessibility of judgments to the public is important, and every final judgment delivered is anonymised and published consistent with section 114Q of the *Family Law Act 1975* (Cth).

Once judgments are anonymised, judgments are published on the AustLII website and provided to legal publishers. The Court’s website provides links to recent judgments on AustLII.

In 2024–25, approximately 1,028 FCFCOA (Division 1) decisions were published externally.

Federal Circuit and Family Court of Australia (Division 2)

In 2024–25, 3,740 settled FCFCOA Division 2 judgments were received by the Judgments team.

The numbers of FCFCOA (Division 2) judgments received in 2024–25, by jurisdictional category, were:

- family law – 1,917
- migration – 1,459
- industrial law – 153
- bankruptcy – 66
- practice and procedure – 76
- child support – 4
- consumer law – 27
- human rights – 21
- intellectual property – 14
- administrative law – 3.

Efforts are made to increase the number of family law decisions published externally on AustLII and commercial databases; however, section 114Q of the *Family Law Act 1975* (Cth) imposes an additional requirement on the Court regarding these judgments. This section stipulates that published decisions of family law matters must not reveal the identity of parties, children or persons associated with the proceedings, alongside other details. The Judgments team devotes a significant amount of time to anonymising family law and child support decisions. In 2024–25, approximately 541 FCFCOA (Division 2) family law decisions and 1,615 FCFCOA (Division 2) general federal law decisions were published externally.

Record keeping and information management

Corporate coverage

Information management is a Corporate Services function providing information and records management services to support effective and compliant information and records management for the FCA, FCFCOA (Division 1), FCFCOA (Division 2), the Tribunal, Australian Competition Tribunal, Copyright Tribunal of Australia and Defence Force Discipline Appeal Tribunal.

Records Management System

The Listed Entity is currently in the process of the Information Management System (IMS) Transformation Project, which involves implementing a new IMS.

A procurement process has been completed for an In-Place-Records Management platform to replace the Listed Entity's current Records Management System. Contracts were signed with the successful vendor in May 2025 and implementation commenced in June 2025.

Internal audit

An internal audit of the Listed Entity's IMSs, policies, processes and controls was undertaken in October 2024. Some areas of improvement were identified and work is underway on initiatives including the development of an overarching Information Strategy and the creation of an Information Asset Register.

National Archives reporting

The National Archives annual check-up, reporting on digital benchmark targets, saw a small decrease in 2024 on the Listed Entity's 2023 overall information management maturity index results. This decrease was due to a change in reporting methodology.

Transfers to National Archives

No transfers to the National Archives were undertaken in 2024–25.

Library and information services

The Library team provides a comprehensive library and information service to support the high-level information requirements of the judges, registrars and staff of the FCA, the FCFCOA (Division 1), the FCFCOA (Division 2) and members and staff of the Tribunal.

Specific services include:

- responding to requests for information from judges and staff
- identifying purchasing priorities and maintaining relevant collection development standards including for chambers and floor collections
- producing regular current awareness services
- delivering training sessions for judges, legal and other staff
- facilitating external training offered by outside vendors and information providers
- providing interlibrary loan services.

The library collection includes both print and online materials, with hardcopy collections maintained by qualified librarians in Adelaide, Brisbane, Melbourne, Sydney and Perth, and online resources available via the Courts' intranets. Smaller collections to meet the needs of resident and visiting judges are also maintained in other locations.

Although primarily legal in nature, the library collection also includes material related to Indigenous history and anthropology to support the native title practice area; and to children and families to support the court child experts working within the FCFCOA.

Details of items held in the collection are publicly available through the Library Catalogue and Native Title InfoBase and accessible from the FCA website. The library's holdings are also added to Libraries Australia and Trove, which allows inter-library loan access both nationally and internationally through other participating libraries.

A change in the Collection Management Policy has seen online materials replace some less frequently used print collections of law reports, legislation, digests, encyclopaedias and looseleaf services.

The library is a foundation member of the Australian Courts Consortium for a shared library management system using SirsiDynix software. The consortium allows the sharing of resources, collections, knowledge and expertise between member libraries. SirsiDynix library management system provides the infrastructure for the library website, catalogue and court archives.

Assistance to the Asia-Pacific region

The Brisbane library continues to provide advice and support to the National and Supreme Courts of Papua New Guinea.

Duplicate library resources are offered to other libraries on an ongoing basis, with a number of requests for material from Fiji and Nauru being received and supplied.





Part 4 Report on Registry Services

Overview of Court and Tribunal Services

The registry services functions for the FCA, the FCFCOA (Division 1) and the FCFCOA (Division 2) are amalgamated into the 'Commonwealth Courts Registry Services' program under Outcome 4 (Program 4.2). Within the courts, the service is known as 'Court and Tribunal Services' or CTS.

The amalgamated service provides an opportunity to shape the delivery of administrative services and stakeholder support across the Courts and Tribunal in a more innovative and efficient manner. A focus on maximising registry operational effectiveness through streamlined structures and digital innovations will contribute to the future financial sustainability of these operations.

A national approach ensures that the quality and productivity of registry services is the very best it can be. The focus on building consistency of registry practice, and expertise in all roles, across all court locations, will continue to support the important work of judges and registrars and improve the experience of court users.

This part of the Entity Annual Report describes how CTS supports the operations of the Commonwealth Courts through strategic alignment of front-line client services with court priorities, through an enhanced focus on the court user experience, and through operational and logistical support for court hearings and events.

Objectives

The objectives of Registry Services are to:

- provide a high level of support for the judiciary and court users through a national practice-based framework
- maximise operational effectiveness through streamlined structures and digital innovations
- maintain an organisational structure that promotes flexibility and responsiveness to new opportunities and demands
- support the Courts to take full advantage of the benefits of the Digital Court Program.

Purpose

The purpose of CTS is to provide efficient and effective services to the Commonwealth Courts and the Tribunal and their users.

Governance

A Registry Optimisation Committee has been established for the purpose of reporting to the jurisdiction Chief Executive Officers (CEOs) on the direction and performance of CTS. The committee is comprised of senior officials from the courts, including the CEO and Principal Registrars of each Court.

The forum operates as a steering committee, guiding the direction of CTS operations and providing decisions on key matters.

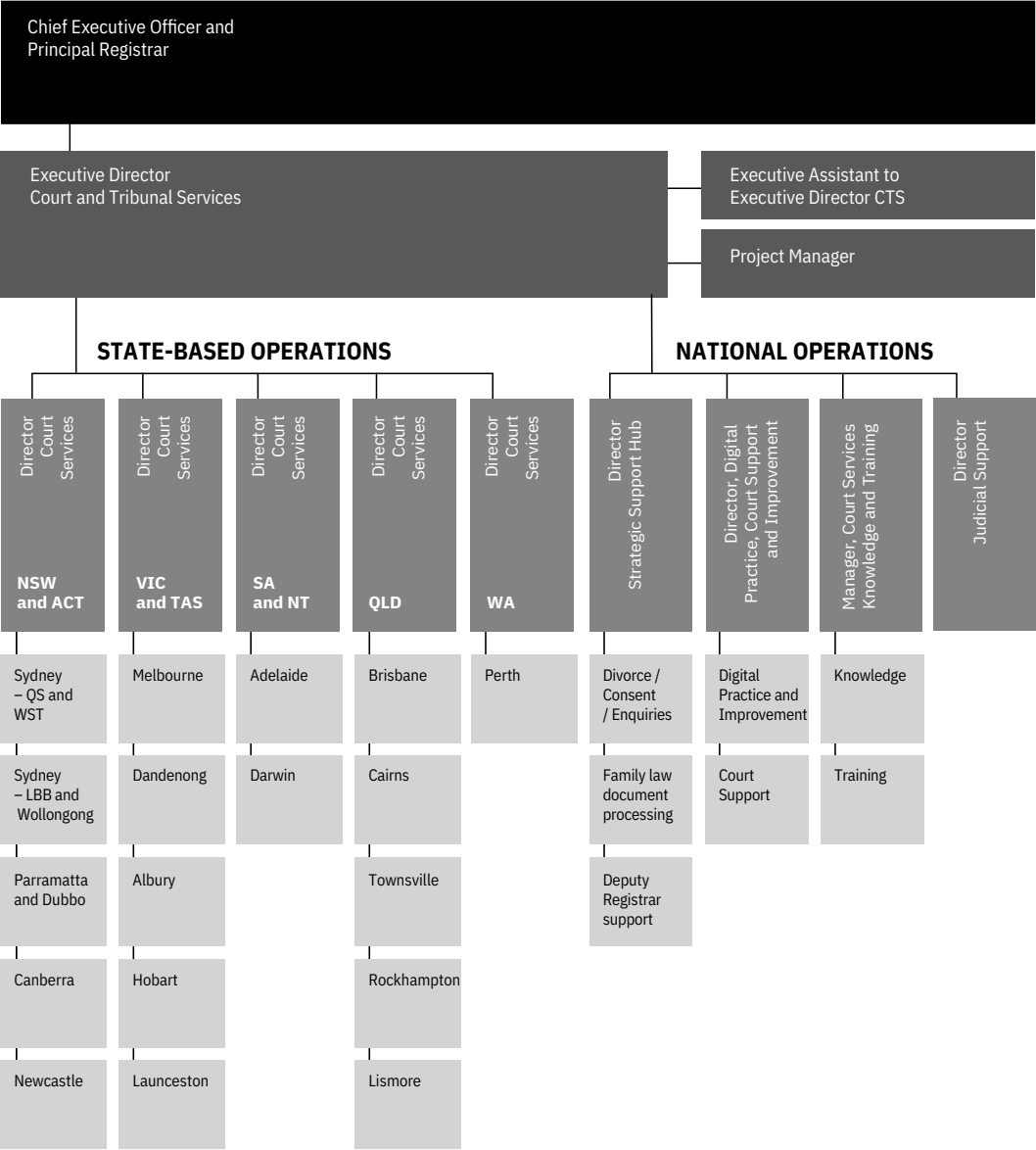
How Court and Tribunal Services is organised

There are 21 court and tribunal registries across Australia, supported by 310 Full Time Equivalent (FTE) staff.

Figure 4.1 Registry locations map



Organisation chart



Court and Tribunal Services leadership team

The CTS leadership team comprises the Executive Director, Court and Tribunal Services; the Directors of Court Services; the Director of Digital Practice, Court Support and Improvement; the Director of Judicial Support; and the Manager of Knowledge and Training.

The **Executive Director, Court and Tribunal Services** has overarching responsibility for the delivery of registry services, judicial support services and courthouse operations for each of the Commonwealth courts and tribunals nationally.

Directors Court Services lead and manage the Courts’ registry operations and resources in their respective regions, or respective national teams. They drive the strategic and operational planning for the service nationally and embed a culture of continuous improvement, with a focus on enhancing accessibility, sustainability and inclusion for all court users.

Director Digital Practice, Court Support and Improvement leads across 2 streams. In the Digital Practice stream there is a focus on implementing improvements, leading to efficiencies and improved service delivery in various areas of the Court, strengthening and improving digital practices and literacy as well as supporting digital litigation. In the Court Support stream there is a heavier focus on courthouse operations and facilitating digital litigation.

The **Director of Judicial Support** is a newly created role within the leadership team. The role carries responsibility for the development and implementation of a framework to support the coordination and management of approximately 375 chambers staff employed in the Commonwealth Courts.

The **Manager of Knowledge and Training** leads a team supporting the capture of institutional knowledge, the creation of standard operating procedures, and the delivery of training for CTS staff.



Manager Client Experience and Quality Assurance

**NEW
ROLE**

In 2024–25, CTS introduced a new role to the team, strengthening our focus on improving client experience (CX).

Kate commenced in January 2025, fulfilling an important role developing and implementing a quality assurance (QA) framework as well as identifying ways to improve the client experience. The Manager Client Experience and Quality Assurance works closely with the CTS leadership team to deliver efficient and effective services to the public.

This position has responsibility for assisting with the development and implementation of a CX strategy and QA framework for CTS broadly, including the Enquiry Centre of the court. This role will play a pivotal part in shaping and enhancing the client experience within the Enquiry Centre and more broadly the client-facing operations of CTS. This role will provide a bridge between cross-functional teams to foster collaboration and improve QA practices and overall CX.

The performance of Court and Tribunal Services

Performance criteria

- 1. All information and service provided by registry services is high quality, timely and meets the needs of clients

At least a 90 per cent customer enquiry satisfaction rating.

- 2. Timely processing of documents

75 per cent of documents processed within two working days.

- 3. Efficient registry services

All registry services provided within the agreed funding and staffing level.

Table 4.1 Snapshot of Registry Services performance against targets (2024–25)

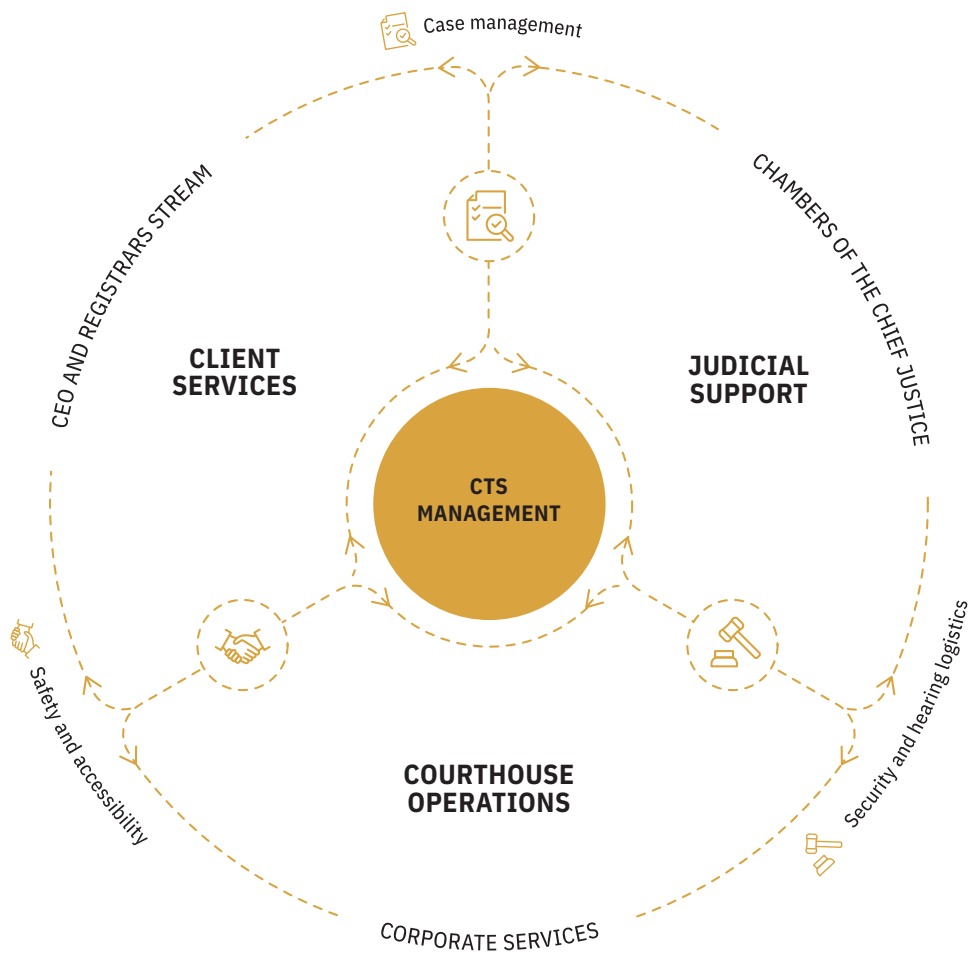
Performance measure	Expected performance measure	Result 2024–25
All information and service provided by registry services is high quality, timely and meets the needs of clients	At least a 90% customer enquiry satisfaction rating	80% customer enquiry satisfaction rate
Timely processing of documents	75% of documents processed within two working days	88% of documents were processed within two working days
Efficient registry services	All registry services provided within the agreed funding levels	Registry services delivery exceeded agreed funding level by 1.17%.

Performance measure 1:

All information and service provided is high quality, timely and meets the needs of clients

The key categories of services provided by CTS are set out in the CTS Service Model below.

Figure 4.2 CTS Service Model



CTS provides front line services to court users and the public, manages the logistical operations of the courts, and manages the staffing cohort engaged to support the judiciary with their work in chambers and in court.

A more detailed breakdown of these services is set out below.

Table 4.2 Services provided under the CTS Service Model

Client Services	Judicial/Registrar Support	Courthouse Operations
Enquiries (phone, chat, counter, emails)	Management of judicial support staff (associates)	Security management (including safe room allocations and prisoner/migration custody transport)
Court file and document processing and associated triage for urgency	Management and allocation of court officer support (Federal Court of Australia)	Accommodation support for the tenancy of all Commonwealth Court registries:
Fee management and debt collection	Events coordination	■ emergency management
Admiralty marshal services (Federal Court of Australia)	Circuit logistics and interstate travel support	■ critical incident response
File management and inspections	Listings coordination (Federal Court of Australia)	■ business continuity
Subpoena management and viewing	Case Management Judge support (Federal Circuit and Family Court of Australia)	■ Contract management – Interpreter services
Accessibility and Safety	Deputy Registrar court and chambers support (including all divorce order processing)	■ Contract management – Freight & Courier Services
■ safety planning	After Hours Service coordination	■ Contract management – Court recording & Transcription
■ interpreter bookings		Service provider engagement and support, family law co-location initiatives
■ referrals to external services (Family Advocacy and Support Service, legal aid, Justice Connect etc.)		Jury management (Federal Court of Australia)
■ transcription & audio access		
Commonwealth Courts Portal registrations		
Complaints handling		

Client Services

Enquiries

The volume of calls and live chat communications for the FCFCOA and FCA is shown in Table 4.3.

Table 4.3 National Enquiry Centre volumes (2024–25)

Type of Communication	Volume	
	2023–24	2024–25
Total calls handled – Federal Circuit and Family Court of Australia family law	77,385	123,802
Total calls handled – Federal Court of Australia / Federal Circuit and Family Court of Australia general federal law	31,231	39,739
Total live chats handled – Federal Circuit and Family Court of Australia family law	67,906	81,272
Total live chats handled – Federal Court of Australia / Federal Circuit and Family Court of Australia general federal law	9,142	13,473

Federal Circuit and Family Court of Australia family law enquiries

CTS staff provide support for FCFCOA family law enquiries through multiple frontline service channels, including phone, live chat, email, and in-person assistance at counters, see Figure 4.1 (*Registry locations map*).

Phone, live chat, and email enquiries are primarily handled by the Court’s National Enquiry Centre (Enquiry Centre). Initial triage and referral to other areas of the Court may also occur via the Enquiry Centre if the enquiry cannot be resolved at first contact. Enquiries handled by phone and live chat increased by almost 60,000 during the reporting year. Key drivers of these increases in 2024–25 include 2 amendments to the *Family Law Act 1975* (Cth), Family Law Regulations 2024 changes, associated family law form updates, and intermittent Commonwealth Courts Portal (CCP) outages and performance degradation during multiple periods across the reporting year.

In 2024–25 reporting year the Enquiry Centre received 27,842 family law email enquiries through the general enquiries channel. This is based on manual data collection over 2024–25 reporting year and represents a small increase of approximately 3,200 emails from the estimate of family law email enquiries received in 2023–24. Email enquiries continue to be received across a number of public-facing inboxes; however, a review of emails received across a number of public-facing inboxes indicates that email volumes have increased overall by approximately 21 per cent from the 2023–24 reporting year. This is in line with similar increases in enquiry volumes experienced via phone and live chat channels.

The 2024–25 reporting year represented the second full year of operation of the webform for the submission of email enquiries. CTS managed 18,882 webform submissions in the reporting year – an increase of 26 per cent from the previous year; 97 per cent of the email webform submissions related to family law enquiries, with 68 per cent of those relating to divorce applications specifically.

Federal Court of Australia and Federal Circuit and Family Court of Australia general federal law enquiries

CTS staff also manage enquiries related to the FCA and the general federal law division of the FCFCOA via phone, live chat, email, and in-person counter services.

Since June 2021, national phone, live chat and general email enquiries initiated via phone or live chat for the FCA or the FCFCOA have been managed centrally by the Enquiry Centre. The advertised primary points of contact for email remain the local registries in each state and territory capital.

Enquiries handled by phone and live chat for the jurisdictions increased by almost 13,000 during the reporting year. Key drivers of these increases across 2024–25 include increases in migration filing and related enquiries, a number of high-profile matters generating public interest a number of CCP outages and performance degradations impacting court clients at multiple points across the year.

In the 2024–25, reporting year the Enquiry Centre received 6,750 emails related to FCA and FCFCOA general federal law enquiries – An increase of 3,822 on the estimate for the 2023–24 year. These enquiries are generated via phone and live chat interactions, and this increase is reflective of the increase overall in FCA and FCFCOA general federal law phone and live chat enquiries.

Client satisfaction – Enquiries

Client satisfaction is measured by a post-call survey of people who have called the Enquiry Centre. During the reporting year, the Enquiry Centre surveyed 4,357 court users, achieving a satisfaction rating of 80 per cent. This is a 5 per cent improvement on the previous year's result; however, remains below the 90 per cent threshold required to achieve this performance measure.

Implementation of new contact centre software in September 2024 stabilised call and live chat connectivity issues reported in the previous year and assisted with driving improvement in this area. Similarly, an increase in quality assurance reviews for calls within the Enquiry Centre from March 2025 also had an effect.

Queue wait times continue to be a driver of dissatisfaction for clients of the Courts. Recruiting and retaining staff continued to be challenging, affecting resourcing levels across CTS broadly. This included the Enquiry Centre, where the ability to improve service levels related to queue waiting times across phones and live chat was most particularly affected.

Subpoena management and viewing

CTS staff support approximately 16,000 bookings for subpoena inspections each year.

In-person assistance at registry counters

While the majority of court users access court services electronically, a considerable number of litigants and practitioners continue to attend at registry counters. Data on attendances at registry counters is captured by staff manually. In the 2024–25 year, attendances were in the range of 30,000 to 40,000, across the 22 registry sites.

Judicial Support

Chambers staff

In the 2024–25 year, the CTS team supported the judiciary with the recruitment, onboarding and training of 169 associates.

The team managed an average pool of 75 casual court officers (15 FTE) to support judicial officers and parties in court hearings involving technically or logistically complex arrangements.

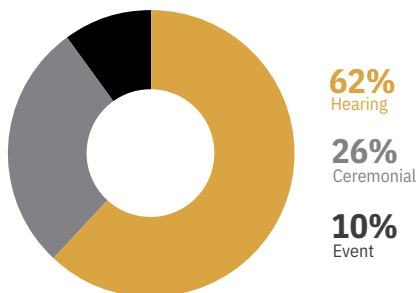
The team also supported deputy registrars of the FCFCOA with the case management and production of 45,007 divorce orders and 16,065 consent orders related to an application for consent orders.

Court hearings and events

The team supported 43 matters, covering 426 days, that ran as eTrials. 27 of which (133 days) were considered appropriate for and conducted as internal eTrials, utilising existing courtroom technology operated by court staff.

The team facilitated and supported 308 live streams, broken down as below.

Figure 4.3 Live streams for hearings, ceremonial proceedings and events (2024–25)



The team arranged over 600 appearances from either immigration detention centres or correctional centres, with 87 per cent of these being video appearances.

In court technology

In 2024–25, the Digital Practice team supported the FCFCOA with a range of successful pilots utilising Webex, in place of Microsoft Teams, for electronic hearings in that court. The pilot demonstrated improved efficiency (reduced administration for chambers) and improved client experience (ease of access to dial-in details for those attending court listings).

As the FCFCOA moves from pilot to implementation of the Webex solution for electronic hearings, the Digital Practice team continues to provide support through coordination and training.

Key initiatives to improve quality of client services

At the end of 2024–25 and leading into 2025–26 year, CTS facilitated a number of workshops with the Courts for the purposes of defining strategy and identifying process improvements for the future delivery of registry services. Key areas of focus related to:

- a holistic review of the end-to-end process for divorce and consent applications – including form redesign and process efficiencies to improve the experience of divorcing parties
- a review of the administrative case management activities supporting migration cases in the FCFCOA – with a view to streamlining process and uplifting court user experience
- a review of interpreter services as delivered under contract with a view to optimising the panel arrangements, to support the progress of hearings and improve access to court process for non-English speaking and hearing impaired litigants, in a cost effective way.

Additional services – Registry Services

CTS also provide registry service support to other Australian courts and tribunals as follows.

Table 4.4 Court and Tribunal Services registry services to other Australian courts and tribunals (2024–25)

Court/tribunal	Registry location				
	NSW	Vic	Qld	SA	WA
High Court of Australia			✓	✓	✓
Copyright Tribunal	✓		✓		
Defence Force Discipline Appeal Tribunal	✓				✓
Australian Competition Tribunal	✓	✓			✓
Supreme Court of Norfolk Island	✓				
National Native Title Tribunal	✓				

Performance measure 2:

Timely processing of documents

Court file and document processing

CTS staff provide the initial review and triage point for all documents submitted or filed in the FCA, the FCFCOA (Division 1) and the FCFCOA (Division 2). Filing and document processing services are provided in person at court locations nationally and electronically via eLodgment (FCA and FCFCOA general federal law) and eFiling (FCFCOA family law). In the 2024–25 reporting year CTS staff reviewed and actioned 1,274,456 documents on behalf of the Courts.

Improvements in timeframes for the processing of documents reported in family law for the previous year continued to be reported during 2024–25. Significant improvements were made in tackling the ‘most business days’ to action documents during 2024–25 with a reduction of 308 business days in family law and 503 business days in federal law in this category. Analysis of the documents reported in the ‘most business days’ to action category indicates this data relates to specific documents that were not time sensitive in nature, where active engagement with parties or decision-makers over a lengthier period took place or where data entry errors occurred. Small increases were seen in the average time taken to action documents; however, the average time to action documents remains at a low level overall and within the 2-day reporting standard.

Table 4.5 Business days taken to process eFiled documents (2024–25)

Year	Average business days to action			Median business days to action			Most business days to action		
	2022–23	2023–24	2024–25	2022–23	2023–24	2024–25	2022–23	2023–24	2024–25
FCFCOA family law	1.35	0.72	0.89	<1	<1	<1	449	272	141
FCA/FCFCOA general federal law	0.99	0.88	1.24	<1	<1	<1	669	230	166

Document processing results for 2024–25

CTS has one performance target relating to the timely processing of family law documents:

- 75 per cent of documents processed within two working days.

During the year, Registry Services processed 88 per cent of all documents received within 2 working days. (a 7 per cent improvement from the last year).

Table 4.6 Documents processed within 2 working days (2024–25)

Jurisdiction	Documents received	Documents processed within 2 days	Percentage
Federal Court and general federal law	172,577	146,647	85%
Family law	1,101,879	972,300	88%
Total of all jurisdictions serviced	1,274,456	1,118,947	88%

Client satisfaction – document filing

The impacts of significant changes to the *Family Law Act 1975* (Cth) in May 2024 continued to be felt across CTS into the early parts of 2024–25. The second tranche of amendments, commencing June 2025, also impacted client satisfaction levels during the latter part of 2024–25. During these periods CTS staff managed increased rates of filing non-compliance due to changes to court rules, forms and practice directions. These changes contributed to an increase in enquiry and filing volume, which adversely impacted the client experience. Since that time, the profession have become more familiar with the changes in court process, reducing the need for filing requisitions.

Initiatives to improve filing performance

Through our enquiries services, CTS obtains feedback from clients about their experience of navigating court systems and processes. In 2024–25, CTS, in collaboration with the FCFCOA and Corporate Services, delivered the following system-based improvements:

- streamlined and centralised internal email referral points within the Case Management System
- improved CCP access automation for legal representatives
- improved management and recording of after-hours applications (family law).

CTS also took learnings from court user feedback to improve our registry processes. We made the following changes:

- improved and expanded email templates for internal/external communications
- developed and published Client Service Manuals to streamline and clarify internal referral points (FCA and FCFCOA general federal law)
- reviewed and updated internal guidelines and templates for filing review for Divorce Applications, Divorce Service and Consent Order Applications
- reviewed and delivered internal guidelines and supporting materials in relation to Urgent listings (family law)
- developed and published internal guidelines for the processing of Subpoenas (family law)
- developed and published internal guidelines for the processing of Family Law Watch list applications
- developed and published internal guidelines for the management of a number of family law supplementary documents
- developed updated internal guidelines in relation to non-party file access requests (family law).

Performance measure 3:

Efficient registry services

In 2024–25, CTS expenditure was \$33.651 million, which exceeded the agreed funding level by 1.17 per cent.

The budget pressure in this financial year derived from the salary increases achieved through the APS Enterprise Agreement and an approved transitional change in the operating model.

CTS operations remain focused on achieving standards of service excellence in a financially sustainable way. In 2024–25, the leadership team focused on 3 core streams of reform:

1. Responding to the post-implementation review feedback on the 2022 CTS Operating Model Reforms: Judicial support management structures were reviewed and settled for New South Wales, Victoria, Tasmania and Queensland. Structures for South Australia and Western Australia will be finalised in 2025–26.
2. Registry optimisation initiatives: Within existing budget and resources, the leadership team, in consultation with court executives and staff, identified a range of areas for business process improvement. Those ideas formed the core of the activities of the CTS Business Plan for 2024–25. Those initiatives covered improvements to systems, processes and capability.
3. Future strategic direction: In June 2025, CTS led a strategic workshop with the Commonwealth Courts to identify future directions that may inform the capability requirements of the CTS workforce in future years. Forward planning will ensure that the workforce is able to transition to providing the highest quality services, with the appropriate capability, in a financially sustainable way.

Achievements against other key initiatives in the Listed Entity Corporate Plan 2024–25

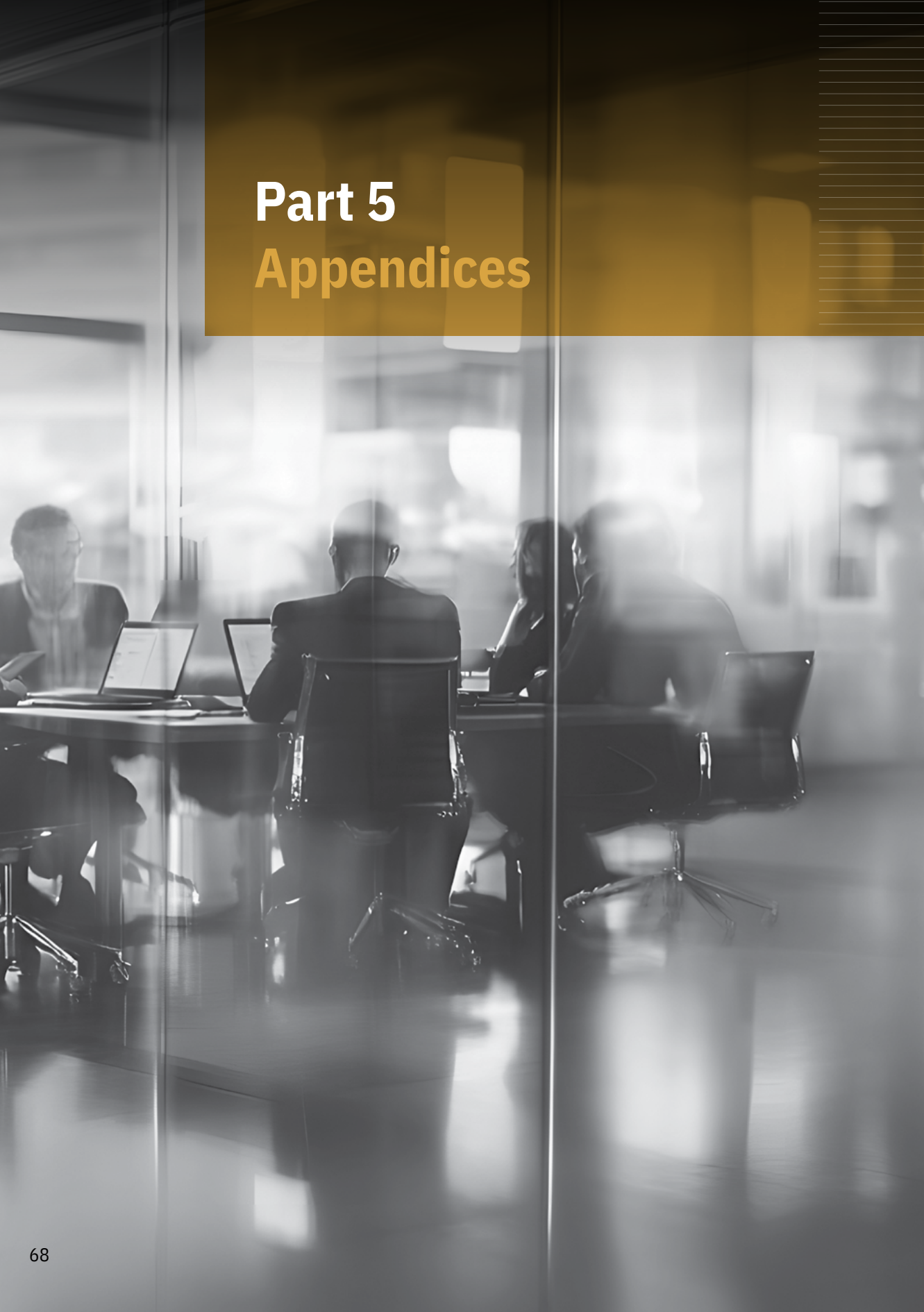
The Listed Entity Corporate Plan for 2024–25 included the following significant initiatives for delivery by CTS within the financial year. Set out below is a progress update on those key initiatives.

Table 4.7 Other achievements (2024–25)

Significant initiative for 2024–25	Progress to 30 June 2025
Upgrade the telephony system to improve caller experience and resource management	Outcome achieved Webex contact centre solution installed. Improvement to caller experience and resource management is evident in system data.
Upgrade the wiki system used for enquiries and build a national registry knowledge base	Outcome achieved The Wiki replacement project has been completed. All knowledge resources were successfully migrated.
Implement a standardised national approach to training delivery	Outcome achieved A national Knowledge and Training Team has been established. All client service staff are now inducted through a nationalised program.
Develop a recruitment strategy to support optimal service delivery	Outcome partially achieved A draft recruitment strategy was developed, incorporating bulk recruitment and reviews of position descriptions to ensure better alignment with court requirements. As elements of the strategy progress they will be evaluated for effectiveness, resulting in a finalised strategy in 2025–26.
Develop greater capability for data informed decision making and quality assurance practices	Outcome achieved Data is now collected against all key aspects of CTS operations. Data supports all decision-making, with operational data evaluated by the CTS leadership team through dedicated forums each quarter.
Develop a business case for a workforce management solution	Outcome partially achieved A business case was developed for resourcing to support the discovery phase of this project. The discovery phase will proceed in 2025–26.
Work with the courts to develop enhanced practices and processes that ensure the safety of litigants, particularly in the family law jurisdiction	Outcome achieved In the 2024–25 year, CTS developed a Safety Plan Protocol and supported the Federal Circuit and Family Court of Australia with the rollout of the Safe Room Upgrade project.

Part 5

Appendices



Appendix 1

Federal Court of Australia Financial Statements for the period ended 30 June 2025



INDEPENDENT AUDITOR'S REPORT

To the Attorney-General

Opinion

In my opinion, the financial statements of the Federal Court of Australia (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Chief Executive Officer and Chief Financial Officer of the Federal Court of Australia Listed Entity;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

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

Accountable Authority's responsibility for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Michael Bryant

Senior Director

Delegate of the Auditor-General

Canberra

8 September 2025

Federal Court of Australia

The Federal Court of Australia Listed Entity (the Entity) is a non-corporate Commonwealth listed entity for the purposes of the *Public Governance Performance and Accountability Act 2013 (PGPA Act)*. It is established under Section 18ZB of the *Federal Court of Australia Act 1976* (Cth).

Appropriations made by the Federal Parliament for the purposes of the Federal Court of Australia, the Federal Circuit and Family Court of Australia (Division 1 and Division 2) (previously the Family Court of Australia and the Federal Circuit Court of Australia), the National Native Title Tribunal as well as the Entity, are made to the Entity, which is accountable for the financial management of those appropriations.

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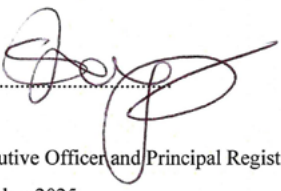

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Federal Court of Australia Listed Entity

Statement by the Chief Executive Officer and Chief Financial Officer of the Federal Court of Australia Listed Entity	
In our opinion, the attached financial statements for the period ended 30 June 2025 comply with subsection 42(2) of the <i>Public Governance, Performance and Accountability Act 2013</i> (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.	
In our opinion, at the date of this statement, there are reasonable grounds to believe that the Federal Court of Australia Listed Entity will be able to pay its debts as and when they fall due.	
<div> Signed..... Sia Lagos Chief Executive Officer and Principal Registrar 4 September 2025</div>	<div> Signed Attilio Martiniello Chief Financial Officer 4 September 2025</div>

Statement of Comprehensive Income
for the period ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Judicial benefits	1.1A	139,598	122,164	124,994
Employee benefits	1.1A	196,166	172,974	185,012
Suppliers	1.1B	112,974	104,851	115,656
Depreciation and amortisation	3.2A	39,861	39,236	43,157
Finance costs	1.1C	2,672	2,265	1,577
Impairment loss on financial instruments	1.1D	3	3	-
Write-Down and impairment of assets	1.1E	114	19	-
Total expenses		491,388	441,512	470,396
Own-Source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	2,003	1,631	2,227
Resources received free of charge	1.2B	47,970	46,396	42,936
Other revenue	1.2B	206	229	-
Total own-source revenue		50,179	48,256	45,163
Other gains				
Liabilities assumed by other agencies		42,058	38,096	34,194
Other gains		3	50	-
Total gains	1.2C	42,061	38,146	34,194
Total own-source income		92,240	86,402	79,357
Net (cost of) services		(399,148)	(355,110)	(391,039)
Revenue from Government	1.2D	380,755	341,299	375,332
(Deficit) on continuing operations		(18,393)	(13,811)	(15,707)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		496	579	-
Total comprehensive (loss)		(17,897)	(13,232)	(15,707)

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

Statement of Comprehensive Income
for the period ended 30 June 2025

Budget Variances Commentary

Statement of Comprehensive Income

Judicial benefits

Judicial benefits are higher than budgeted due to an unbudgeted increase to judicial remuneration and associated leave provisions. There were also additional judicial positions from new budget measures approved during the financial year. All cost increases were offset by additional appropriation received from government

Employees

Employee expenditure is higher than budget due to higher than anticipated staffing levels, the majority of which are due to non-judicial positions from new budget measures approved during the financial year

Depreciation and Amortisation

Depreciation and amortisation expenses are lower than budget due to delays in the expected completion of several significant projects.

Revenue from contracts with customers

The Entity received lower revenue than was anticipated in relation to its International Programs work.

Resources received free of charge

Notional rent of Commonwealth law Courts buildings costs was higher than initially budgeted due to higher than budgeted indexation rates applying to notional rent costs

Liabilities assumed by other agencies

The gain received in relation to notional judicial superannuation costs was higher than budget due to unbudgeted remuneration increases and additional judicial positions funded by Government during the year.

Revenue from Government

Revenue from Government was higher than budget due to additional appropriation from Government to cover increased judicial remuneration and additional budget measures approved during the financial year.

Statement of Financial Position
as at 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	3.1A	2,003	2,507	1,191
Trade and other receivables	3.1B	169,834	142,413	124,392
Total financial assets		171,837	144,920	125,583
Non-financial assets¹				
Buildings	3.2A	150,021	163,345	216,027
Plant and equipment	3.2A	35,269	35,004	38,601
Computer software	3.2A	14,122	13,105	8,400
Prepayments		8,920	7,490	5,534
Total non-financial assets		208,332	218,944	268,562
Total assets		380,169	363,864	394,145
LIABILITIES				
Payables				
Suppliers	3.3A	7,995	6,233	5,946
Other payables	3.3B	6,638	4,895	3,974
Total payables		14,633	11,128	9,920
Interest bearing liabilities				
Leases	3.4A	123,333	133,138	153,708
Total interest bearing liabilities		123,333	133,138	153,708
Provisions				
Employee provisions	6.1A	73,702	66,587	63,511
Other provisions	3.5A	4,513	4,731	5,287
Total provisions		78,215	71,318	68,798
Total liabilities		216,181	215,584	232,426
Net assets		163,988	148,280	161,719
EQUITY				
Contributed equity		218,659	185,054	217,834
Reserves		18,489	17,993	17,414
Accumulated deficit		(73,160)	(54,767)	(73,529)
Total equity		163,988	148,280	161,719

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

1. Right-of-use assets are included in Buildings, Plant and Equipment.

Statement of Financial Position
as at 30 June 2025

<p>Budget Variances Commentary</p> <p>Statement of Financial Position</p> <p><u>Trade and other receivables</u></p> <p>Appropriation receivable is higher than budgeted due to delays in completing significant capital projects. This appropriation remains available to spend in future years.</p> <p><u>Non-Financial Assets</u></p> <p>Non-financial assets are lower than anticipated due to delays in building projects funded by capital appropriation.</p> <p><u>Leases</u></p> <p>Lease liabilities are lower than budgeted as anticipated new leases have not been completed.</p> <p><u>Employee Provisions</u></p> <p>Employee provisions are higher than budgeted as a result of judicial remuneration increases that were not budgeted for.</p>
--

Statement of Changes in Equity
for the period ended 30 June 2025

	2025	2024	Original Budget
	\$'000	\$'000	\$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	185,054	167,955	185,157
Adjustment for errors	-	-	-
Adjusted opening balance	185,054	167,955	185,157
Comprehensive income			
Other comprehensive income	-	-	-
Total comprehensive income/(loss)	-	-	-
Transactions with owners			
Distributions to owners			
Contributions by owners			
Equity injection - lapsing appropriation	-	(103)	-
Departmental capital budget	33,605	17,202	32,677
Total transactions with owners	33,605	17,099	32,677
Closing balance as at 30 June	218,659	185,054	217,834
RETAINED EARNINGS/(ACCUMULATED DEFICIT)			
Opening balance			
Balance carried forward from previous period	(54,767)	(40,956)	(57,822)
Adjusted opening balance	(54,767)	(40,956)	(57,822)
Comprehensive income			
(Deficit) for the period	(18,393)	(13,811)	(15,707)
Other comprehensive income	-	-	-
Total comprehensive (loss)	(18,393)	(13,811)	(15,707)
Transactions with owners			
Distributions to owners			
Closing balance as at 30 June	(73,160)	(54,767)	(73,529)
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	17,993	17,414	17,414
Adjusted opening balance	17,993	17,414	17,414
Comprehensive income			
Other comprehensive income	496	579	-
Total comprehensive income	496	579	-
Closing balance as at 30 June	18,489	17,993	17,414

Statement of Changes in Equity
for the period ended 30 June 2025

	2025	2024	Original
	\$'000	\$'000	Budget
			\$'000
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	148,280	144,413	144,749
Adjusted opening balance	148,280	144,413	144,749
Comprehensive income			
(Deficit) for the period	(18,393)	(13,811)	(15,707)
Other comprehensive income	496	579	-
Total comprehensive (loss)	(17,897)	(13,232)	(15,707)
Transactions with owners			
Distributions to owners			
Contributions by owners			
Equity injection - appropriation	-	(103)	-
Departmental capital budget	33,605	17,202	32,677
Total transactions with owners	33,605	17,099	32,677
Closing balance as at 30 June	163,988	148,280	161,719

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

Accounting Policy

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Budget Variances Commentary

Statement of Changes in Equity

Contributed Equity

Further departmental capital appropriation received at additional estimates resulted in an improved equity position compared with budget.

Cash Flow Statement

for the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		372,218	338,117	375,332
Sales of goods and rendering of services		3,010	1,471	2,227
GST received		9,075	9,079	-
Other		246	229	-
Total cash received		384,549	348,896	377,559
Cash used				
Employees		284,895	253,047	275,812
Suppliers		73,939	69,655	79,831
Interest payments on lease liabilities		2,394	2,242	1,577
Section 74 receipts transferred to OPA		1,660	1,520	-
Total cash used		362,888	326,464	350,109
Net cash from operating activities		21,661	22,432	27,450
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		3	50	-
Total cash received		3	50	-
Cash used				
Purchase of property, plant and equipment		11,056	13,132	32,677
Purchase of intangibles		4,574	5,106	-
Total cash used		15,630	18,238	32,677
Net cash (used by) investing activities		(15,627)	(18,188)	(32,677)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		15,630	18,328	32,677
Total cash received		15,630	18,328	32,677
Cash used				
Repayment of borrowings		-	90	-
Principal payments of lease liabilities		22,168	21,166	27,450
Total cash used		22,168	21,256	27,450
Net cash (used by) financing activities		(6,538)	(2,928)	5,227
Net (decrease) / increase in cash held		(504)	1,316	-
Cash and cash equivalents at the beginning of the reporting period		2,507	1,191	1,191
Cash and cash equivalents at the end of the reporting period	3.1A	2,003	2,507	1,191

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

Cash Flow Statement
for the period ended 30 June 2025

Budget Variances Commentary
Cash Flow Statement
<u>Cash used for operating activities</u>
Cash used for employee expenses was higher due to unbudgeted remuneration increases received by Judges and higher than anticipated staffing levels.
<u>Cash used for investing activities and Contributed equity</u>
Lower than anticipated cash used for investing activities was driven by delays in the completion of major capital projects.

Administered Schedule of Comprehensive Income
for the period ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Suppliers	2.1A	720	713	947
Impairment loss on financial instruments	2.1B	3,241	2,774	3,550
Other expenses - refunds of fees	2.1C	711	557	900
Total expenses		4,672	4,044	5,397
Income				
Revenue				
Non-taxation revenue				
Fees and fines	2.2A	130,783	96,487	104,201
Total non-taxation revenue		130,783	96,487	104,201
Total revenue		130,783	96,487	104,201
Total income		130,783	96,487	104,201
Net contribution by services		126,111	92,443	98,804
Total comprehensive income		126,111	92,443	98,804
The above schedule should be read in conjunction with the accompanying notes.				

Budget Variances Commentary

Administered Schedule of Comprehensive Income

Fees and fines

Administered revenue relates to activities performed by the Entity on behalf of the Australian Government. The variance to budget is driven by both the volume of filings as well as fines collected during the year. Unbudgeted fine revenue accounts for \$18.677 million of administered income in 2024-25 and is highly volatile from year to year (\$1.161 million in 2023-24).

Administered Schedule of Assets and Liabilities
as at 30 June 2025

		2025	2024	Original
	Notes	\$'000	\$'000	Budget
				\$'000
ASSETS				
Financial Assets				
Cash and cash equivalents	4.1A	165	266	128
Trade and other receivables	4.1B	1,880	1,578	1,266
Total assets administered on behalf of Government		2,045	1,844	1,394
LIABILITIES				
Payables				
Suppliers	4.2A	26	64	61
Other payables	4.2B	405	408	472
Total liabilities administered on behalf of Government		431	472	533
Net assets		1,614	1,372	861
The above schedule should be read in conjunction with the accompanying notes.				

Budget Variances Commentary
Administered Schedule of Assets and Liabilities
<u>Trade and other receivables</u>
The increase in receivables is driven by a greater than anticipated value of transactions recorded in June which are not due for payment until July.

Administered Reconciliation Schedule
for the period ended 30 June 2025

	2025	2024
	\$'000	\$'000
Opening assets less liabilities as at 1 July	1,372	861
Net contribution by services		
Income	130,783	96,487
Expenses		
Payments to entities other than corporate Commonwealth entities	(4,672)	(4,044)
Transfers (to)/from the Australian Government		
Appropriation transfers from Official Public Account		
Annual appropriations		
Payments to entities other than corporate Commonwealth entities	760	709
Special appropriations (unlimited) s77 PGPA Act repayments		
Refunds to entities other than corporate Commonwealth entities	711	557
Refunds for incorrect deposits	161	2,204
GST increase to appropriations s74 PGPA Act		
Payments to entities other than corporate Commonwealth entities	76	71
Appropriation transfers to OPA		
Transfers to OPA	(127,577)	(95,473)
Closing assets less liabilities as at 30 June	1,614	1,372
The above schedule should be read in conjunction with the accompanying notes.		

Accounting Policy

Administered cash transfers to and from the Official Public Account

Revenue collected by the Entity for use by the Government rather than the Entity is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by the entity on behalf of the Government and reported as such in the schedule of administered cashflows and in the administered reconciliation schedule.

Administered Cash Flow Statement
for the period ended 30 June 2025

		2025	2024
	Notes	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
Fees		108,727	94,375
Fines		18,677	1,161
GST received		72	75
Total cash received		127,476	95,611
Cash used			
Suppliers		836	780
Refunds of fees		711	557
Other		161	2,204
Total cash used		1,708	3,541
Net cash from operating activities		125,768	92,070
Net increase in cash held		125,768	92,070
Cash from Official Public Account for:			
Appropriations		1,708	3,541
Total cash from official public account		1,708	3,541
Cash to Official Public Account for:			
Transfer to OPA		(127,577)	(95,473)
Total cash to official public account		(127,577)	(95,473)
Cash and cash equivalents at the beginning of the reporting period		266	128
Cash and cash equivalents at the end of the reporting period	4.1A	165	266
The above statement should be read in conjunction with the accompanying notes.			

Overview

The Federal Court of Australia Listed Entity (the Entity) is a non-corporate Commonwealth listed entity for the purposes of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). It is established under Section 18ZB of the *Federal Court of Australia Act 1976* (Cth).

Appropriations made by the Federal Parliament for the purposes of the Federal Court of Australia, the Federal Circuit and Family Court of Australia (Division 1) (previously the Family Court of Australia) and the Federal Circuit and Family Court of Australia (Division 2) (previously the Federal Circuit Court of Australia) (all of which are courts established pursuant to Chapter III of the Commonwealth Constitution), as well as the National Native Title Tribunal, are made to the Entity, which is accountable for the financial management of those appropriations.

The objectives of the Entity include the provision of Commonwealth Courts Corporate Services (Corporate Services) and the Commonwealth Courts Registry Services (Registry Services) in support of the operations of the Federal Court of Australia, Federal Circuit and Family Court of Australia (Division 1), the Federal Circuit and Family Court of Australia (Division 2) and the National Native Title Tribunal.

The Basis of Preparation

The financial statements are general purpose financial statements and are required by Section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

New Accounting Standards

All new, revised and amended accounting standards and or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the Entity’s financial statements.

Taxation

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

Reporting of Administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes. Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

Events after the Reporting Period

Departmental

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of the Entity.

Administered

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of the Entity.

I Financial Performance

This section analyses the financial performance of the Federal Court of Australia (the Entity) for the year ended 30 June 2025.

I.1 Expenses

	2025	2024
	\$'000	\$'000
Note 1.1A: Judicial and employee benefits		
Judges remuneration	91,588	79,229
Judicial superannuation defined contribution	5,952	4,839
Judges notional superannuation	42,058	38,096
Total judge benefits	139,598	122,164
Wages and salaries	145,251	128,952
Superannuation		
Defined contribution plans	21,206	18,493
Defined benefit plans	3,980	5,354
Leave and other entitlements	25,121	19,568
Separation and redundancies	608	607
Total employee benefits	196,166	172,974
Total judge and employee benefits	335,764	295,138

Accounting Policy

Accounting policies for employee related expenses are contained in the People and Relationships section.

	2025	2024
	\$'000	\$'000
Note 1.1B: Suppliers		
Goods and services supplied or rendered		
Audit fees (paid)	255	226
IT services	11,977	10,116
Consultants	837	1,292
Contractors	2,103	2,081
Property operating costs	12,460	10,936
Courts operation and administration	15,439	13,138
Travel	9,789	8,671
Library purchases	4,216	4,953
Other	7,100	6,457
Total goods and services supplied or rendered	64,176	57,870
Goods supplied	3,472	3,257
Services rendered	60,704	54,613
Total goods and services supplied or rendered	64,176	57,870
Other suppliers		
Short-term leases	(141)	48
Property resources received free of charge	47,870	46,296
Workers compensation expenses	1,069	637
Total other suppliers	48,798	46,981
Total suppliers	112,974	104,851

The Entity has short-term lease commitments of \$17,330 as at 30 June 2025. (2024: \$24,487).
The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 3.2 and 3.4.

Accounting Policy**Short-term leases and leases of low-value assets**

The Entity has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000).

	2025	2024
	\$'000	\$'000
<u>Note 1.1C: Finance costs</u>		
Interest on lease liabilities - buildings	2,247	2,148
Interest on lease liabilities - plant and equipment	147	94
Unwinding of discount - make good	278	23
Total finance costs	2,672	2,265

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 3.2 and 3.4.

Accounting Policy

All borrowing costs are expensed as incurred.

	2025	2024
	\$'000	\$'000
<u>Note 1.1D: Impairment loss on financial instruments</u>		
Impairment on financial instruments	3	3
Total impairment loss on financial instruments	3	3

	2025	2024
	\$'000	\$'000
<u>Note 1.1E: Write-down and impairment of other assets</u>		
Impairment of plant and equipment	26	19
Impairment on buildings	88	-
Total write-down and impairment of other assets	114	19

1.2 Own-Source Revenue and Gains

	2025	2024
	\$'000	\$'000
Own-Source Revenue		
<u>Note 1.2A: Revenue from contracts with customers</u>		
Rendering of services	2,003	1,631
Total revenue from contracts with customers	2,003	1,631
Disaggregation of revenue from contracts with customers		
Court administration services	366	363
Government related services	1,637	1,268
Total	2,003	1,631

	2025	2024
	\$'000	\$'000
Note 1.2B: Other revenue		
Resources received free of charge		
Rent in Commonwealth Law Courts buildings	47,870	46,296
Remuneration of auditors	100	100
Other	206	229
Total other revenue	48,176	46,625

Accounting Policy

Revenue from the sale of goods is recognised when control has been transferred to the buyer. Revenue is recognised by the Entity under *AASB 15* when the following occurs:

- a contract is identified and each party is committed to perform its obligations;
- the rights and payment terms can be identified; and
- it is probable that the Entity will collect the consideration under the contract when goods or services have been provided.

The Entity identifies its performance obligations in each contract and determines when they have been satisfied. Revenue is recognised at the time performance obligations have been met.

The following is a description of the principal activities from which the Entity generates its revenue:

Court administration services. Revenue is recognised when the goods or services are provided to the customer.

Government related services. Revenue is recognised at the time the service is provided.

The transaction price is the total amount of consideration to which the Entity expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts or both. The Entity has not been required to apply the practical expedient on AASB 15.121. There is no consideration from contracts with customers that is not included in the transaction price.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at the end of the reporting period. Allowances are made when the collection of the debt is no longer probable.

Resources Received Free of Charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense.

	2025	2024
	\$'000	\$'000
Note 1.2C: Other gains		
Liabilities assumed by other agencies	42,058	38,096
Other	3	50
Total other gains	42,061	38,146

Accounting Policy

Liabilities assumed by other agencies

Liabilities assumed by other agencies refers to the notional cost of judicial pensions as calculated by actuaries on behalf of the Department of Finance.

	2025	2024
	\$'000	\$'000
<u>Note 1.2D: Revenue from Government</u>		
Appropriations		
Departmental appropriation	<u>380,755</u>	<u>341,299</u>
Total revenue from Government	<u>380,755</u>	<u>341,299</u>

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the Entity gains control of the appropriation except for certain amounts that related to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts.

2 Income and Expenses Administered on Behalf of Government

This section analyses the activities that the Federal Court of Australia (the Entity) does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

2.1 Administered – Expenses

	2025	2024
	\$'000	\$'000
Note 2.1A: Suppliers		
Services rendered		
Supply of primary dispute resolution services	720	713
Total suppliers	720	713
Note 2.1B: Impairment loss on financial instruments		
Impairment of financial instruments	3,241	2,774
Total impairment loss on financial instruments	3,241	2,774
Note 2.1C: Other expenses		
Refunds of fees	711	557
Total other expenses	711	557

2.2 Administered – Income

	2025	2024
	\$'000	\$'000
Revenue		
Non-Taxation Revenue		
Hearing fees	10,450	7,027
Filing and setting down fees	101,656	88,299
Fines	18,677	1,161
Total fees and fines	130,783	96,487

Accounting Policy

All administered revenues are revenues relating to the course of ordinary activities performed by the Federal Court of Australia, the Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2) on behalf of the Australian Government. As such administered revenues are not revenues of the Entity. Fees are charged for access to the Entity's services. Administered fee revenue is recognised when the service occurs.

Revenue from fines is recognised when a fine is paid to the Entity on behalf of the Government. Fees and fines are recognised at their nominal amount due less any impairment allowance. Collectability of debts is reviewed at the end of the reporting period. Impairment allowances are made based on historical rates of default.

3. Financial Position

This section analyses the Federal Court of Australia (the Entity) assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

3.1 Financial Assets

	2025	2024
	\$'000	\$'000
<u>Note 3.1A: Cash and cash equivalents</u>		
Cash at bank	2,003	2,507
Total cash and cash equivalents	2,003	2,507
<u>Note 3.1B: Trade and other receivables</u>		
Goods and services receivables		
Goods and services	482	1,413
Total goods and services receivables	482	1,413
Appropriation receivables		
Appropriation receivables - operating	136,274	126,078
Appropriation receivables - departmental capital budget	32,047	14,072
Total appropriation receivables	168,321	140,150
Other receivables		
GST receivable	1,031	853
Total other receivables	1,031	853
Total trade and other receivables (gross)	169,834	142,416
Less impairment loss allowance	-	(3)
Total trade and other receivables (net)	169,834	142,413

Credit terms for goods and services were within 30 days (2024: 30 days)

Accounting Policy

Financial assets

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

Impairment loss allowance

Financial assets are assessed for impairment at the end of each reporting period.

3.2 Non-Financial Assets

Note 3.2: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

	Buildings - Leasehold Improvements	Plant and equipment	Intangibles	Total
	\$'000	\$'000	\$'000	\$'000
As at 1 July 2024				
Gross book value	255,824	47,580	42,027	345,431
Accumulated depreciation, amortisation and impairment	(92,479)	(12,576)	(28,922)	(133,977)
Total as at 1 July 2024	163,345	35,004	13,105	211,454
Additions				
Purchase or internally developed	5,013	6,043	4,574	15,630
Right-of-use assets	8,416	3,893	-	12,309
Depreciation and amortisation	(6,236)	(6,976)	(3,557)	(16,769)
Depreciation on right-of-use assets	(20,429)	(2,663)	-	(23,092)
Disposals	-	(6)	-	(6)
Disposals - ROU	(88)	(26)	-	(114)
Total as at 30 June 2025	150,021	35,269	14,122	199,412
Total as at 30 June 2025 represented by				
Gross book value	268,955	54,200	36,459	359,614
Accumulated depreciation and impairment	(118,934)	(18,931)	(22,337)	(160,202)
Total as at 30 June 2025	150,021	35,269	14,122	199,412
Carrying amount of right-of-use assets	111,029	4,486	-	115,515

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy. A full revaluation of all building and plant and equipment assets was performed by an independent valuer as at 30 June 2023. A subsequent materiality review was undertaken by an independent valuer as at 30 June 2025.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

Capital commitments for property, plant and equipment are \$22.903 million (2024: \$3.176 million). Plant and equipment commitments were primarily contracts for purchases of furniture and IT equipment.

Accounting Policy

Property, plant and equipment

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in and liabilities undertaken.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases of assets costing less than \$2,000, which are expensed in the year of acquisition.

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the Entity where there exists an obligation to restore the property to its original condition. These costs are included in the value of the Entity's leasehold improvements with a corresponding provision for the 'make good' recognised.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 the Entity has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, General Government Services and Whole of Government financial statements.

Revaluations

Following initial recognition at cost, property plant and equipment are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reverses a previous revaluation decrement of the same asset class previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly through the Income Statement except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

The Entity's assets were independently valued during 2022-23. A subsequent materiality review was undertaken by an independent valuer as at 30 June 2025.

Accounting Policy (continued)

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Entity using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation and amortisation rates for each class of depreciable asset are based on the following useful lives:

	2025	2024
Leasehold improvements	10 to 20 years or lease term	10 to 20 years or lease term
Plant and equipment – excluding library materials	3 to 100 years	3 to 100 years
Plant and equipment – library materials	5 to 10 years	5 to 10 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

The Entity's intangibles comprise externally and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses. Software is amortised on a straight-line basis over its anticipated useful life of 5 years (2024: 5 years).

3.3 Payables

	2025	2024
	\$'000	\$'000

Note 3.3A: Suppliers

Trade creditors and accruals	<u>7,995</u>	<u>6,233</u>
Total suppliers	<u>7,995</u>	<u>6,233</u>

Settlement was usually made within 30 days.

Note 3.3B: Other payables

Salaries and wages	5,025	3,896
Superannuation	810	636
Separations and redundancies	129	194
Other	<u>674</u>	<u>169</u>
Total other payables	<u>6,638</u>	<u>4,895</u>

3.4 Interest Bearing Liabilities

	2025	2024
	\$'000	\$'000

Note 3.4: Leases

Lease liabilities

Buildings	118,715	129,831
Plant and equipment	4,618	3,307
Total leases	123,333	133,138

Maturity analysis - contractual undiscounted cash flows

Within 1 year	24,927	20,438
Between 1 to 5 years	91,824	95,256
More than 5 years	14,448	18,353
Total leases	131,199	134,047

Total cash outflow for leases for the year ended 30 June 2025 was \$22.168m (2024: \$21.166m)

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1D and 3.2.

Accounting Policy

For all new contracts entered into, the Entity considers whether the contract is or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

3.5 Other Provisions

	2025	2024
	\$'000	\$'000

Note 3.5: Other provisions

Provision for restoration obligations	4,513	4,731
Total other provisions	4,513	4,731

	Provision for restoration \$'000
As at 1 July 2024	4,731
Amounts reversed	(496)
Unwinding of discount or change in discount rate	278
Total as at 30 June 2025	4,513

4 Assets and Liabilities Administered on Behalf of Government

This section analyses assets used to generate financial performance and the operating liabilities incurred as a result. The Federal Court of Australia (the Entity) does not control but administers these assets on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

4.1 Administered – Financial Assets

	2025	2024
	\$'000	\$'000
Note 4.1A: Cash and cash equivalents		
Cash on hand or on deposit	165	266
Total cash and cash equivalents	165	266
Note 4.1B: Trade and other receivables		
Goods and services receivables	6,588	6,096
Total goods and services receivables	6,588	6,096
Other receivables		
GST receivable	12	6
Total other receivables	12	6
Total trade and other receivables (gross)	6,600	6,102
Less impairment loss allowance account:		
Goods and services	(4,720)	(4,524)
Total impairment loss allowance	(4,720)	(4,524)
Total trade and other receivables (net)	1,880	1,578

Credit terms for goods and services receivable were in accordance with the Federal Courts Legislation Amendment (Fees) Regulation 2015 and the Family Law (Fees) Regulation 2012.

Accounting Policy

Trade and other receivables

Collectability of debts is reviewed on an ongoing basis and at the end of the reporting period. The Entity use its best endeavours to ensure Court Fees are paid in a timely manner. However, due to the nature of the fees some debts are inherently difficult to collect and result in an impairment loss allowance. The impairment loss allowance is calculated based on the Entity's historical rate of debt collection. Credit terms for services were within 30 days (2024: 30 days).

4.2 Administered – Payables

	2025	2024
	\$'000	\$'000
Note 4.2A: Suppliers		
Trade creditors and accruals	26	64
Total supplier payables	26	64
The contracted liabilities are associated with family dispute resolution services.		
	2025	2024
	\$'000	\$'000
Note 4.2B: Other payables		
Unearned income	405	408
Total other payables	405	408

5. Funding

This section identifies the Federal Court of Australia's (the Entity) funding structure.

5.1 Appropriations

Note 5.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2025

	Annual Appropriation ¹ \$'000	Adjustments to Appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	381,255	1,660	382,915	374,020	8,895
Capital Budget	33,605	-	33,605	15,630	17,975
Total departmental	414,860	1,660	416,520	389,650	26,870
Administered					
Ordinary annual services	947	-	947	760	187
Administered items	947	-	947	760	187
Total administered					

1. Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1, 3). They form part of ordinary annual services and are not separately identified in the Appropriation Acts. \$500,000 from Appropriation Act (No. 1) 2024-2025 has been withheld under section 51 of the *PGPA Act* and reappropriated as departmental capital budget in Appropriation Act (No. 3).
2. Adjustments to appropriation have included receipts collected under Section 74 of the *PGPA Act*.
3. The variance in the expenditure for ordinary annual services is due to timing differences of payments.

Annual Appropriations for 2024

	Annual Appropriation ¹ \$'000	Adjustments to Appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2024 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	341,299	1,520	342,819	336,982	5,837
Capital Budget	17,202	-	17,202	15,427	1,775
Other services					
Equity Injections	-	-	-	2,901	(2,901)
Total departmental	358,501	1,520	360,021	355,310	4,711
Administered					
Ordinary annual services					
Administered items	931	-	931	709	222
Total administered	931	-	931	709	222

1. Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1, 3).
2. Adjustments to appropriation have included receipts collected under Section 74 of the *PGPA Act*.
3. The variance in the expenditure for ordinary annual services is due to timing differences of payments.

Note 5.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025	2024
	\$'000	\$'000
Departmental		
Appropriation Act (No. 1) - Operating (2021-22)	-	5,332
Supply Act (No. 3) - Departmental Capital Budget (DCB) (2022-23)	-	4,284
Appropriation Act (No. 1) - Operating (2023-24)	-	114,266
Appropriation Act (No. 3) - Operating (2023-24)	-	11,812
Appropriation Act (No. 1) - Departmental Capital Budget (DCB) (2023-24)	-	8,348
Appropriation Act (No. 3) - Departmental Capital Budget (DCB) (2023-24)	-	1,440
Appropriation Act (No. 1) - Operating (2023-24)	2,780	-
Appropriation Act (No. 1) - Operating (2024-25) ¹	128,071	-
Appropriation Act (No. 3) - Operating (2024-25)	5,923	-
Appropriation Act (No. 1) - Departmental Capital Budget (DCB) (2024-25)	31,119	-
Appropriation Act (No. 3) - Departmental Capital Budget (DCB) (2024-25)	928	-
Cash at bank	2,003	2,507
Total departmental	170,824	147,989
Administered		
Appropriation Act (No 1)	187	222
Total administered	187	222

¹ \$500,000 from Appropriation Act (No. 1) 2024-2025 has been withheld under section 51 of the *PGPA Act* and reappropriated as departmental capital budget in Appropriation Act (No. 3) 2024-2025.

Note 5.1C: Special appropriations ('recoverable GST exclusive')

	Appropriation applied	
	2025	2024
	\$'000	\$'000
Authority		
Public Governance, Performance and Accountability Act 2013, Section 77, Administered	872	2,761
Total special appropriations applied	872	2,761

5.2 Special Accounts

	Departmental		Administered			
	Services for Other Entities and Trust Moneys Special Account ¹		Federal Court of Australia Litigants Fund Special Account ²		Family Court and Federal Circuit Court Litigants Fund Special Account ³	
	2025	2024	2025	2024	2025	2024
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance brought forward from previous period	88	122	76,326	69,900	1,815	1,529
Increases	168	1,675	46,360	62,826	3,270	1,398
Total increases	168	1,675	46,360	62,826	3,270	1,398
Available for payments	256	1,797	122,686	132,726	5,085	2,927
Decreases						
Departmental	133	1,709	-	-	-	-
Administered	-	-	31,617	56,400	1,272	1,112
Total decreases	133	1,709	31,617	56,400	1,272	1,112
Total balance carried to the next period	123	88	91,069	76,326	3,813	1,815
Balance represented by:						
Cash held in entity bank accounts	123	88	91,069	76,326	3,813	1,815
Total balance carried to the next period	123	88	91,069	76,326	3,813	1,815

- 1) Appropriation: *Public Governance Performance and Accountability Act* Section 78. Establishing Instrument: *PGPA Act Determination (Federal Court of Australia SOETM Special Account 2022)*. Purpose: For paragraph 78(1)(c) of the Act, the purposes of the special account, in relation to which amounts may be debited from the special account, are:
 - a) to disburse an amount held on trust or otherwise for the benefit of a person other than the Commonwealth;
 - b) to disburse an amount in connection with services performed for, on behalf of or together with, a Commonwealth entity, Commonwealth company, government, organisation, body or person;
 - c) to disburse an amount in connection with joint activities performed for, on behalf of, or together with, a Commonwealth entity, Commonwealth company, government, organisation, body or person;
 - d) to disburse an amount in connection with an agreement between the Commonwealth and another government;
 - e) to repay an amount where a court order, Act or other law requires or permits the repayment of an amount received; and
 - f) to reduce the balance of the special account (and, therefore, the available appropriation for the special account) without making a real or notional payment.
- 2) Appropriation: *Public Governance Performance and Accountability Act* Section 78. Establishing Instrument: *PGPA Act Determination (Establishment of FCA Litigants' Fund Special Account 2017)*. Purpose: The purpose of the Federal Court of Australia Litigants' Fund Special Account in relation to which amounts may be debited from the Special Account are:
 - a) In accordance with:
 - i) An order of the Federal Court of Australia or a Judge of that Court under Rule 2.43 of the Federal Court Rules; or
 - ii) A direction of a Registrar under that Order; and
 - b) In any other case in accordance with the order of the Federal Court of Australia or a Judge of that Court.

- 3) Appropriation: *Public Governance Performance and Accountability Act* Section 78. Establishing Instrument: *PGPA Act Determination (Federal Circuit and Family Court Litigants' Fund Special Account 2023)* Purpose: for paragraph 78(1)(b) of the Act, the following amounts may be credited to the special account:
- (a) amounts received in respect of proceedings of the Federal Circuit and Family Court of Australia;
 - (b) amounts received in respect of proceedings that have been transferred from another court to the Federal Circuit and Family Court of Australia; and
 - (c) the proceeds of an investment of an amount debited from the special account. Special Account.

Note: Subsection 58(5) of the Act requires the proceeds of an investment (within the meaning of that provision) of an amount debited from a special account to be credited to that special account.

For paragraph 78(1)(c) of the Act, the purposes of the special account, in relation to which amounts may be debited from the special account, are:

- (a) to make payments in accordance with an order (however described) made under the *Family Law Act 1975* or the *Federal Circuit and Family Court of Australia Act 2021*, or made by the Federal Circuit and Family Court of Australia, or a Judge of that Court;
- (b) to repay amounts where a court order, Act or other law requires or permits the repayment of an amount received; and
- (c) to reduce the balance of the special account (and, therefore, the available appropriation for the special account) without making a real or notional payment.

5.3 Net Cash Appropriation Arrangements

	2025	2024
	\$'000	\$'000
Total comprehensive (loss) - as per the Statement of Comprehensive Income	(17,897)	(13,232)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections)	16,770	16,940
Plus: depreciation of right-of-use assets	23,091	22,296
Less: lease principal repayments	(22,168)	(21,166)
Net Cash Operating (Deficit)/ Surplus	(204)	4,838

6. People and Relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

6.1 Employee Provisions

	2025	2024
	\$'000	\$'000
Note 6.1: Employee provisions		
Leave	41,610	36,173
Judges leave	32,092	30,414
Total employee provisions	73,702	66,587

Accounting Policy

Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and termination benefits expected within twelve months of the end of the reporting period are measured at their nominal amounts.

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

Leave

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

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

The liability for annual leave and long service leave has been determined by reference to the work of an actuary as at 30 June 2023. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. The Entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

The Entity's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSAP), or other superannuation funds held outside the Australian government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSAP is a defined contribution scheme.

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

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

The liability for superannuation recognised as at 30 June represents outstanding contributions.

Judges' pension

Under the *Judges' Pension Act 1968*, Federal Court and Federal Circuit and Family Court of Australia (Division 1) Judges are entitled to a non-contributory pension upon retirement after attaining the age of 60 and completing at least 10 years services. As the liability for these pension payments is assumed by the Australian Government, the Entity has not recognised a liability for unfunded superannuation liability. The Entity does, however, recognise a revenue and corresponding expense item, "Liabilities assumed by other agencies", in respect of the notional amount of the employer contributions to Judges' pensions for the reporting period amounting to \$42.058 million (2024: \$38.096 million). The contribution rate has been provided by the Department of Finance following an actuarial review.

6.2 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Entity, directly or indirectly, including any director (whether executive or otherwise) of that Entity. The Entity includes the following as key management personnel: the Chief Justices and the Chief Executive Officers of the Federal Court of Australia, Federal Circuit and Family Court of Australia (Division 1), the Federal Circuit and Family Court of Australia (Division 2), the President and Registrar of the National Native Title Tribunal, the Executive Director of Corporate Operations and the Executive Director of Corporate Strategy and Programs.

	2025 \$'000	2024 \$'000
Short-term employee benefits	3,472	3,291
Post-employment benefits	1,234	1,145
Other long-term employee benefits	164	165
Total key management personnel remuneration expenses	4,870	4,601

The total number of key management personnel that are included in the above table is 8 (2024: 8).

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Entity.
2. The above key management personnel remuneration includes remuneration for the Chief Justice of the Federal Court of Australia and the Chief Justice of the Federal Circuit and Family Court of Australia. The Chief Justices are not officials of the Entity but are responsible for managing the administrative affairs of the Courts under the *Federal Court of Australia Act 1976* and the *Federal Circuit and Family Court of Australia Act 2021*.

6.3 Related Party Disclosures

Related party relationships:

The Entity is an Australian Government controlled entity within the Attorney-General's portfolio. Related parties to the Entity are Key Management Personnel including the Portfolio Minister and Executive and other Australian Government entities.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher educational loans. These transactions have not been separately disclosed in this note. Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers or leases;
- debts forgiven; and
- guarantees.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the Entity, it has been determined that there are no related party transactions to be separately disclosed.

The Entity has no transactions with related parties to disclose as at 30 June 2025 (2024: none).

7 Managing Uncertainties

This section analyses how the Federal Court of Australia (the Entity) manages financial risks within its operating environment.

7.1 Contingent Liabilities and Assets

Note 7.1A: Contingent Liabilities and Assets

Quantifiable Contingencies

The Entity has no quantifiable contingent assets or liabilities as at 30 June 2025 (2024: none).

Unquantifiable Contingencies

The Entity has no unquantifiable contingent assets or liabilities as at 30 June 2025 (2024: none).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Note 7.1B: Administered Contingent Assets and Liabilities

The Entity has no quantifiable or unquantifiable administered contingent liabilities or assets as at 30 June 2025 (2024: none).

7.2 Financial Instruments

	2025	2024
	\$'000	\$'000
<u>Note 7.2A: Categories of financial instruments</u>		
Financial assets		
Financial assets at amortised cost		
Cash and cash equivalents	2,003	2,507
Trade and other receivables	482	1,413
Total financial assets at amortised cost	2,485	3,920
Total financial assets	2,485	3,920
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	7,995	6,233
Total financial liabilities	7,995	6,233
	2025	2024
	\$'000	\$'000

Note 7.2B: Net gains or losses on financial liabilities

Financial liabilities measured at amortised cost

Interest expense	2,394	2,242
Net gains on financial liabilities measured at amortised cost	2,394	2,242

Accounting Policy

In accordance with AASB 9 *Financial Instruments*, the Entity classifies its financial assets in the following categories:

- a) financial assets at fair value through profit or loss;
- b) financial assets at fair value through other comprehensive income; and
- c) financial assets measured at amortised cost.

The classification depends on both the Entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition.

Financial assets are recognised when the Entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial Assets at Amortised Cost

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

- 1. the financial asset is held in order to collect the contractual cash flows; and
- 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of financial assets

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

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

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

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

7.3 Administered – Financial Instruments

	2025	2024
	\$'000	\$'000
<u>Categories of financial instruments</u>		
Financial assets at amortised cost		
Cash and cash equivalents	165	266
Other receivables	1,880	1,578
Total financial assets at amortised cost	2,045	1,844
Total financial assets	2,045	1,844

7.4 Fair Value Measurement

Accounting Policy

AASB 2015-7 provides relief for not for profit public sector entities from making certain specified disclosures about the fair value measurement of assets measured at fair value and categorised within Level 3 of the fair value hierarchy.

Valuations are performed regularly so as to ensure that the carrying amount does not materially differ from fair value at the reporting date. A valuation was made by an external valuer in 2023. A subsequent materiality review was undertaken by an independent valuer as at 30 June 2025.

Note 7.4: Fair Value Measurement

	Fair value measurements at the end of the reporting period	
	2025	2024
	\$'000	\$'000
Financial assets		
Non-financial assets		
Leasehold improvements	38,993	40,303
Plant and equipment	30,781	31,741

The Entity's assets are held for operational purposes and not held for the purposes of deriving a profit. The current use of these assets is considered to be the highest and best use.

There have been no transfers between the levels of the hierarchy during the year. The Entity deems transfers between levels of the fair value hierarchy to have occurred when advised by an independent valuer or a change in the market for particular items.

8. Other Information

This section provides other disclosures relevant to the Federal Court of Australia (the Entity) financial information environment for the year.

8.1 Current/ non-current distinction for assets and liabilities

	2025 \$'000	2024 \$'000
Note 8.1A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	2,003	2,507
Trade and other receivables	169,834	142,413
Prepayments	8,072	6,019
Total no more than 12 months	179,909	150,939
More than 12 months		
Buildings	150,021	163,345
Plant and equipment	35,269	35,004
Computer software	14,122	13,105
Prepayments	848	1,471
Total more than 12 months	200,260	212,925
Total assets	380,169	363,864
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	7,995	6,233
Other payables	6,534	4,791
Leases	22,198	20,364
Employee provisions	18,856	17,171
Other provisions	776	986
Total no more than 12 months	56,359	49,545
More than 12 months		
Other payables	104	104
Leases	101,135	112,774
Employee provisions	54,846	49,416
Other provisions	3,737	3,745
Total more than 12 months	159,822	166,039
Total liabilities	216,181	215,584

	2025	2024
	\$'000	\$'000
<u>Note 8.1B: Administered - Current/non-current distinction for assets and liabilities</u>		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	165	266
Trade and other receivables	1,880	1,578
Total no more than 12 months	2,045	1,844
Total more than 12 months	-	-
Total assets	2,045	1,844
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	26	64
Other payables	405	408
Total no more than 12 months	431	472
Total more than 12 months	-	-
Total liabilities	431	472

Appendix 2 Listed Entity resource statement

	Actual available appropriations for 2024-25 \$'000	Payments made 2024-25 \$'000	Balance remaining \$'000
ORDINARY ANNUAL SERVICES			
Departmental appropriation			
Departmental appropriation ¹	557,017	386,693	170,324
Total	557,017	386,693	170,324
Administered Appropriation Outcome 3	947	760	187
Total	947	760	187
Total ordinary annual services	557,964	387,453	170,511
Special appropriations limited by criteria / entitlement			
<i>Public Governance, Performance and Accountability Act 2013, s 77</i>	1,058	872	186
Total	1,058	872	186
Total net resourcing and payments for Court	559,022	388,325	170,697

1 Includes Departmental Capital Budget of \$33.605 million.

Appendix 3 Staffing statistics

Table A3.1 All ongoing employees, current reporting period (2024–25)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	88	9	97	198	55	253	0	0	0	0	0	0	0	0	0	350
QLD	44	0	44	116	32	148	0	0	0	0	0	0	0	0	0	192
SA	24	3	27	63	9	72	1	0	1	0	0	0	0	0	0	100
TAS	4	1	5	17	5	22	0	0	0	0	0	0	0	0	0	27
VIC	56	3	59	132	34	166	0	0	0	0	0	0	0	0	0	225
WA	22	1	23	38	10	48	0	0	0	0	0	0	0	0	0	71
ACT	22	1	23	27	6	33	0	0	0	0	0	0	0	0	0	56
NT	2	0	2	3	2	5	0	0	0	0	0	0	0	0	0	7
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	262	18	280	594	153	747	1	0	1	0	0	0	0	0	0	1,028

Table A3.2 All non-ongoing employees, current reporting period (2024–25)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	49	15	64	140	51	191	0	1	1	0	0	0	0	0	0	256
QLD	27	14	41	50	22	72	0	0	0	0	0	0	0	0	0	113
SA	9	2	11	24	15	39	1	0	1	0	0	0	0	0	0	51
TAS	1	1	2	5	4	9	0	0	0	0	0	0	0	0	0	11
VIC	49	8	57	112	36	148	0	1	1	0	0	0	0	0	0	206
WA	4	3	7	13	9	22	0	0	0	0	0	0	0	0	0	29
ACT	6	3	9	7	7	14	0	0	0	0	0	0	0	0	0	23
NT	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	146	46	192	353	144	497	1	2	3	0	0	0	0	0	0	692

Table A3.3 All ongoing employees, previous reporting period (2023–24)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	78	9	87	175	61	236	0	0	0	0	0	0	0	0	0	323
QLD	38	0	38	97	32	129	0	0	0	0	0	0	0	0	0	167
SA	19	3	22	49	10	59	0	0	0	0	0	0	0	0	0	81
TAS	3	0	3	15	5	20	0	0	0	0	0	0	0	0	0	23
VIC	46	5	51	102	33	135	0	0	0	0	0	0	0	0	0	186
WA	19	1	20	33	8	41	0	0	0	0	0	0	0	0	0	61
ACT	11	1	12	33	6	39	0	0	0	0	0	0	0	0	0	51
NT	1	0	1	5	1	6	0	0	0	0	0	0	0	0	0	7
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	215	19	234	509	156	665	0	0	0	0	0	0	0	0	0	899

Table A3.4 All non-ongoing employees, previous reporting period (2023–24)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	46	5	51	137	16	153	0	0	0	0	0	0	0	0	0	204
QLD	30	4	34	54	16	70	0	0	0	0	0	0	0	0	0	104
SA	10	0	10	30	5	35	1	0	1	0	0	0	0	0	0	46
TAS	3	0	3	6	0	6	0	0	0	0	0	0	0	0	0	9
VIC	35	2	37	93	24	117	0	0	0	0	0	0	0	0	0	154
WA	7	0	7	15	1	16	1	0	1	0	0	0	0	0	0	24
ACT	0	2	2	11	5	16	0	0	0	0	0	0	0	0	0	18
NT	1	0	1	3	0	3	0	0	0	0	0	0	0	0	0	4
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	132	13	145	349	67	416	2	0	2	0	0	0	0	0	0	563

Table A3.5 Australian Public Service Act ongoing employees, current reporting period (2024–25)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	3	0	3	2	0	2	0	0	0	0	0	0	0	0	0	5
SES 1	5	0	5	6	1	7	0	0	0	0	0	0	0	0	0	12
EL 2	45	2	47	103	25	128	0	0	0	0	0	0	0	0	0	175
EL 1	64	3	67	121	47	168	0	0	0	0	0	0	0	0	0	235
APS 6	55	3	58	127	14	141	0	0	0	0	0	0	0	0	0	199
APS 5	46	1	47	91	14	105	0	0	0	0	0	0	0	0	0	152
APS 4	43	7	50	141	50	191	1	0	1	0	0	0	0	0	0	242
APS 3	1	1	2	3	2	5	0	0	0	0	0	0	0	0	0	7
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	262	18	280	594	153	747	1	0	1	0	0	0	0	0	0	1,028

Table A3.6 Australian Public Service Act non-ongoing employees, current reporting period (2024–25)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	6	4	10	11	15	26	0	0	0	0	0	0	0	0	0	36
EL 1	13	2	15	23	17	40	1	0	1	0	0	0	0	0	0	56
APS 6	9	0	9	27	4	31	0	0	0	0	0	0	0	0	0	40
APS 5	73	6	79	186	20	206	0	0	0	0	0	0	0	0	0	285
APS 4	44	8	52	102	24	126	0	0	0	0	0	0	0	0	0	178
APS 3	1	2	3	3	12	15	0	0	0	0	0	0	0	0	0	18
APS 2	0	23	23	0	52	52	0	2	2	0	0	0	0	0	0	77
APS 1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	146	46	192	353	144	497	1	2	3	0	0	0	0	0	0	692

Table A3.7 Australian Public Service Act ongoing employees, previous reporting period (2023–24)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	2	0	2	4	0	4	0	0	0	0	0	0	0	0	0	6
SES 1	5	0	5	5	1	6	0	0	0	0	0	0	0	0	0	11
EL 2	42	1	43	78	23	101	0	0	0	0	0	0	0	0	0	144
EL 1	48	4	52	107	43	150	0	0	0	0	0	0	0	0	0	202
APS 6	38	3	41	95	18	113	0	0	0	0	0	0	0	0	0	154
APS 5	40	1	41	95	19	114	0	0	0	0	0	0	0	0	0	155
APS 4	39	8	47	121	51	172	0	0	0	0	0	0	0	0	0	219
APS 3	1	1	2	2	0	2	0	0	0	0	0	0	0	0	0	4
APS 2	0	0	0	2	1	3	0	0	0	0	0	0	0	0	0	3
APS 1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	215	19	234	509	156	665	0	0	0	0	0	0	0	0	0	899

Table A3.8 Australian Public Service Act non-ongoing employees, previous reporting period (2023–24)

	Man/male			Woman/female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	5	0	5	16	7	23	0	0	0	0	0	0	0	0	0	28
EL 1	10	0	10	25	15	40	0	0	0	0	0	0	0	0	0	50
APS 6	4	2	6	20	7	27	0	0	0	0	0	0	0	0	0	33
APS 5	71	2	73	172	17	189	0	0	0	0	0	0	0	0	0	262
APS 4	41	9	50	111	19	130	2	0	2	0	0	0	0	0	0	182
APS 3	1	0	1	2	2	4	0	0	0	0	0	0	0	0	0	5
APS 2	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	132	13	145	349	67	416	2	0	2	0	0	0	0	0	0	563

Table A3.9 Australian Public Service Act employees by full-time and part-time status, current reporting period (2024–25)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total Ongoing	Full time	Part time	Total Non-Ongoing	
SES 3	5	0	5	1	0	1	6
SES 2	11	1	12	0	0	0	12
SES 1	0	0	0	0	0	0	0
EL 2	148	27	175	17	19	36	211
EL 1	185	50	235	37	19	56	291
APS 6	182	17	199	36	4	40	239
APS 5	137	15	152	259	26	285	437
APS 4	185	57	242	146	32	178	420
APS 3	4	3	7	4	14	18	25
APS 2	0		0	0	77	77	77
APS 1	0	1	1	0	1	1	2
Other	0	0	0	0	0	0	0
Total	852	171	1,023	499	192	691	1,720

Table A3.10 Australian Public Service Act employees by full-time and part-time status, previous reporting period (2023–24)

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total Ongoing	Full time	Part time	Total Non-Ongoing	
SES 3	0	0	0	0	0	0	0
SES 2	6	0	6	1	0	1	7
SES 1	10	1	11	0	0	0	11
EL 2	120	24	144	21	7	28	172
EL 1	155	47	202	35	15	50	252
APS 6	133	21	154	24	9	33	187
APS 5	135	20	155	243	19	262	417
APS 4	160	59	219	154	28	182	401
APS 3	3	1	4	3	2	5	9
APS 2	2	1	3	2	0	2	5
APS 1	0	1	1	0	0	0	1
Other	0	0	0	0	0	0	0
Total	724	175	899	483	80	563	1,462

Table A3.11 Australian Public Service Act employment type by location, current reporting period (2024–25)

	Ongoing	Non-Ongoing	Total
NSW	350	256	606
QLD	192	113	305
SA	100	51	151
TAS	27	11	38
VIC	225	206	431
WA	71	29	100
ACT	56	23	79
NT	7	3	10
External	0	0	0
Overseas	0	0	0
Total	1,028	692	1,720

Table A3.12 Australian Public Service Act employment type by location, previous reporting period (2023–24)

	Ongoing	Non-Ongoing	Total
NSW	324	204	528
QLD	168	104	272
SA	81	46	127
TAS	23	9	32
VIC	187	155	342
WA	61	24	85
ACT	52	18	70
NT	7	4	11
External	0	0	0
Overseas	0	0	0
Total	903	564	1,467

Table A3.13 Australian Public Service Act
Indigenous employment, current reporting
period (2024–25)

	Total
Ongoing	24
Non-Ongoing	20
Total	44

Table A3.14 Australian Public Service Act
Indigenous employment, previous reporting
period (2023–24)

	Total
Ongoing	22
Non-Ongoing	21
Total	43

Table A3.15 Australian Public Service Act employment arrangements, current reporting period (2024–25)

	SES	Non-SES	Total
Enterprise Agreement	0	1,468	1,468
Individual Flexibility Arrangement	0	234	234
Determination	18	0	18
Total	18	1,702	1,720

Table A3.16 Australian Public Service Act employment arrangements, previous reporting period (2023–24)

	SES	Non-SES	Total
Enterprise Agreement	0	1,228	1,228
Individual Flexibility Arrangement	0	217	217
Determination	18	0	18
Total	18	1,445	1,463

Table A3.17 Australian Public Service Act employment salary ranges by classification level, current reporting period (Minimum/Maximum) (2024–25)

	Minimum salary	Maximum salary
SES 3	\$0	\$0
SES 2	\$322,913.00	\$334,272.00
SES 1	\$255,650.00	\$332,351.00
EL 2	\$133,382.00	\$342,770.00
EL 1	\$114,299.00	\$266,879.00
APS 6	\$91,809.00	\$145,320.00
APS 5	\$84,228.00	\$145,107.00
APS 4	\$75,022.00	\$120,390.00
APS 3	\$66,823.00	\$90,900.00
APS 2	\$59,520.00	\$84,228.00
APS 1	\$54,516.00	\$57,787.00
Other	\$0	\$0
Minimum/Maximum range	\$54,516.00	\$342,770.00

Table A.3.18 Australian Public Service Act employment salary ranges by classification level, previous reporting period (Minimum/Maximum) (2023–24)

	Minimum salary	Maximum salary
SES 3	\$0	\$0
SES 2	\$296,193	\$318,134
SES 1	\$246,291	\$286,417
EL 2	\$127,226	\$330,222
EL 1	\$110,115	\$257,109
APS 6	\$85,997	\$127,505
APS 5	\$80,341	\$96,628
APS 4	\$71,389	\$81,884
APS 3	\$64,049	\$69,476
APS 2	\$56,774	\$62,357
APS 1	\$54,912	\$54,912
Other	\$0	\$0
Minimum/Maximum range	\$54,912	\$330,222

Table A3.19 Australian Public Service Act employment performance pay by classification level, current reporting period (2024–25)

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

Table A3.20 Australian Public Service Act employment performance pay by classification level, previous reporting period (2023–24)

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

Table A3.21 Details of accountable authority during the reporting period (2024–25)

Name	Position title/Position held	Period as the accountable authority or member within the reporting period	
		Start date (1 July 2024 or after)	End date (30 June 2024 or before)
Sia Lagos	Chief Executive Officer and Principal Registrar	1 July 2024	25 August 2024
Alison Legge	Acting Chief Executive Officer and Principal Registrar	26 August 2024	13 September 2024
Sia Lagos	Chief Executive Officer and Principal Registrar	14 September 2024	29 October 2024
Alison Legge	Acting Chief Executive Officer and Principal Registrar	30 October 2024	15 November 2024
Sia Lagos	Chief Executive Officer and Principal Registrar	16 November 2024	26 March 2025
Paul Farrell	Acting Chief Executive Officer and Principal Registrar	27 March 2025	2 April 2025
Sia Lagos	Chief Executive Officer and Principal Registrar	3 April 2025	30 June 2025

Appendix 4 Annual performance statement

Introductory statement

As the accountable authority for the Federal Court of Australia Listed Entity, I present the 2024–25 annual performance statements as required under section 39 of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).

In my opinion, these annual performance statements accurately reflect the performance of the Listed Entity and comply with subsection 39(2) of the PGPA Act and in accordance with section 16F of the *Public Governance, Performance and Accountability Rule 2014* (Cth).



Sia Lagos

Chief Executive Officer and Principal Registrar
Federal Court of Australia Listed Entity

Federal Court of Australia Listed Entity outcomes and programs

Outcome 1 Federal Court of Australia

Apply and uphold the rule of law for litigants in the Federal Court of Australia and parties in the National Native Title Tribunal through the resolution of matters according to law and through the effective management of the administrative affairs of the Court and Tribunal.

Program 1.1

The exercise of the jurisdiction of the Federal Court of Australia and supporting the operations of the National Native Title Tribunal.

Outcome 2 Federal Circuit and Family Court of Australia (Division 1)

Apply and uphold the rule of law for litigants in the Federal Circuit and Family Court of Australia (Division 1) through the just, safe, efficient and timely resolution of family law matters, particularly more complex family law matters including appeals, according to law, through the effective management of the administrative affairs of the Court.

Program 2.1

The exercise of the jurisdiction of the Federal Circuit and Family Court of Australia (Division 1).

Outcome 3 Federal Circuit and Family Court of Australia (Division 2)

Apply and uphold the rule of law for litigants in the Federal Circuit and Family Court of Australia (Division 2) through the just, safe, efficient and timely resolution of family law and general federal law matters according to law, through the encouragement of appropriate dispute resolution processes through the effective management of the administrative affairs of the Court.

Program 3.1

The exercise of the jurisdiction of the Federal Circuit and Family Court of Australia (Division 2).

Outcome 4 Federal Court of Australia Listed Entity and Court Tribunal Services

Improved administration and support of the resolution of matters according to law for litigants in the Federal Court of Australia, the Federal Circuit and Family Court of Australia, and parties in the National Native Title Tribunal, through efficient and effective provision of corporate services and shared registry services.

Program 4.1: Commonwealth Courts Corporate Services (Corporate Services)

Provide efficient and effective corporate services for the Commonwealth Courts and tribunals.

Program 4.2: Commonwealth Courts Registry Services (Court and Tribunal Services)

Provide efficient and effective registry services for the Commonwealth Courts and tribunals.

Performance by outcome for 2024–25

Outcome 1 – Federal Court of Australia

Apply and uphold the rule of law for litigants in the Federal Court of Australia and parties in the National Native Title Tribunal through the resolution of matters according to law and through the effective management of the administrative affairs of the Court and Tribunal.

Purpose

Decide disputes according to law – promptly, courteously, and effectively and, in so doing, to interpret the statutory law and develop the general law of the Commonwealth to fulfil the role of a court exercising the judicial power of the Commonwealth under the Constitution.

Delivery

The exercise of the jurisdiction of the Federal Court of Australia and supporting the operations of the National Native Title Tribunal.

The Federal Court of Australia is a separate Chapter III Court under the Australian Constitution and the performance criteria applicable to the Court are identified in the 2024–25 Federal Court of Australia Listed Entity Portfolio Budget Statements.

Performance measures

Timely completion of cases

- 85 per cent of cases to be completed within 18 months of commencement.
- Judgments to be delivered within 3 months.

Source

- Table 2.1.3: Performance measure for Outcome 1, Federal Court of Australia Portfolio Budget Statements 2024–25.
- Federal Court of Australia Listed Entity Corporate Plan 2024–25.

Results

Performance measure	Expected performance result	Result 2024–25
Timely completion of cases.	85% of cases to be completed within 18 months of commencement.	86% of proceedings completed within 18 months of commencement.
Judgments to be delivered within three months.	Judgments to be delivered within 3 months.	83% of judgments were delivered in less than three months from the date of being reserved.

The Federal Court of Australia 2024–25 annual report includes full details of the achievements and performance.

Analysis of performance for Outcome 1

The Federal Court of Australia, comprising the Chief Justice and Judges holding office under the *Federal Court of Australia Act 1976* (Cth), has set two goals for the effective discharge of its business. These goals are framed as performance measures for the purposes of the Portfolio Budget Statements 2024–25 (at Table 2.1.3) and the Corporate Plan 2024–25 (at 27–28), notwithstanding that the Chief Justice and the Judges are not part of the group of persons identified as the Listed Entity.

The Chief Justice has prepared a report on the management of the administrative affairs of the Federal Court for the reporting period pursuant to s 18S of the *Federal Court of Australia Act 1976* (Cth). Part 3 of that report:

- presents high-level data regarding the Court’s work
- outlines the work performed by the Court in each of the National Practice Areas. For each practice area, there is a report that provides more detailed statistics on workload and performance, notes developments occurring in the last financial year, and summarises facts and reasons for decisions for selected judgments
- describes the nature and amount of work performed by the Court’s registrars.

The report addresses the two goals in detail:

- The Court set a goal of completing 85 per cent of proceedings within 18 months from commencement. In 2024–25, 86 per cent of proceedings were completed within 18 months of commencement.
- The Court set a goal of delivering reserved judgements within three months. This goal is dependent on the complexity of proceedings and caseload pressures. In 2024–25, 83 per cent of judgments were delivered in less than three months from the date of being reserved.

The President of the National Native Title Tribunal has prepared a report relating to the Tribunal’s activities during the reporting period, pursuant to s 133 of the *Native Title Act 1993* (Cth). The Tribunal’s report can be found in full in Part 5 of the Federal Court of Australia’s annual report www.fedcourt.gov.au/about/corporate-information/annual-reports.

Outcome 2 – Program 2.1: Federal Circuit and Family Court of Australia (Division 1)

Apply and uphold the rule of law for litigants in the Federal Circuit and Family Court of Australia (Division 1) (FCFCOA (Division 1)) through the just, safe, efficient and timely resolution of family law matters, particularly more complex family law matters including appeals, according to law, through the effective management of the administrative affairs of the Court.

Purpose

Through its specialist judges, registrars, and staff, assist Australians to resolve their most complex family disputes and family law appeals by deciding such matters according to the law, promptly, courteously, and effectively.

Delivery

The exercise of the jurisdiction of the FCFCOA (Division 1).

The FCFCOA (Division 1) is a separate Chapter III Court under the Australian Constitution and the performance criteria applicable to the Court are identified in the 2024–25 Federal Court of Australia Listed Entity Portfolio Budget Statements.

Performance measures

Timely completion of cases

- 80–90 per cent of final order applications resolved within 12 months.
- 75 per cent of all judgments delivered within 3 months.

Source

- Table 2.2.2: Performance measure for Outcome 2, Federal Court of Australia Portfolio Budget Statements 2024–25.
- Federal Court of Australia Listed Entity Corporate Plan 2024–25.

Results

Performance measure	Expected performance result	Result 2024–25
Timely completion of cases.	80–90% of final order applications resolved within 12 months.	29% of new pathway final order applications have been resolved within 12 months of filing.
Judgments to be delivered within three months.	75% of all judgments delivered within 3 months.	93% of all judgments were delivered within three months.

Analysis of performance for Outcome 2

The FCFCOA (Division 1) performed well against its stated outcome for 2024–25. The Court continues to ensure the just, safe, efficient and timely resolution of family law matters, particularly more complex family law matters including appeals, according to law.

Regarding the first performance result, this measure is more appropriately considered in terms of the family law caseload across both the FCFCOA (Division 1) and the Federal Circuit and Family Court of Australia (Division 2) (FCFCOA (Division 2)), rather than each Court separately. When considering the total family law caseload, this measure was partially met, with over 60 per cent of final order applications resolved within 12 months of filing. Importantly, the median time from filing to finalisation in the FCFCOA (Division 1) improved by 3 months in 2024–25 compared to the previous financial year, demonstrating an improvement in timely access to justice.

It has always been the Courts' expectation that at least 10 per cent of the total family law caseload across both Courts (or approximately 1,500 matters) would take longer to resolve than 12 months whether due to complexity, issues of risk, related proceedings in other courts, or the necessity for an interim arrangement to be trialled for a period of time under the supervision of the Court. The really complex cases that require additional time are likely to be heard in the FCFCOA (Division 1), and hence the 80–90 per cent target may not be met individually in this Court. However, in a global sense, across both the FCFCOA (Division 1) and the FCFCOA (Division 2), the Courts anticipate meeting this target in the future.

Regarding the second performance result, the Court has consistently maintained a high proportion of judgments being delivered within 3 months of a hearing or the receipt of written submissions. Consistently with the previous two financial years, the Court has delivered 93 per cent of judgments within 3 months, exceeding its performance measure target of 75 per cent delivered within 3 months. It is a focus of the Court to ensure that judgments are delivered in a timely way to ensure the efficient resolution of disputes and certainty of outcome for parties.

The Court's performance with respect to appeals was notable, with a number of outstanding results being achieved.

Over recent years, the Court significantly reduced the average time from filing to finalisation of an appeal from 6.7 months 4 years ago to 3.5 months in 2022–23. In 2023–24, the Court reduced this timeframe even further, to an average time from filing to finalisation of an appeal of 3.2 months. The Court maintained this average finalisation timeframe in 2024–25, at 3.2 months.

Similarly, the average time from filing to delivery of judgment, which was 9 months 4 years ago and 4.5 months in 2022–23, was also further reduced to 4.2 months in 2023–24. In 2024–25, this timeframe has been maintained at 4.3 months.

For the third consecutive year, 100 per cent of appeals were finalised within 12 months of filing, notwithstanding an increase in the volume of appeals filed. The Court has also maintained a low pending caseload of appeals on hand, with all appeals able to be accommodated within Full Court appellate sitting periods of the Court, or single judge appellate sittings, as appropriate.

Part 2 of the Annual Report of the FCFCOA (Division 1) records the Court’s work to achieve its key activities, including detail of the success of Lighthouse, the impactful work of the Indigenous Family Liaison Officers, registrar front-end case management, dispute resolution and the benefits of Court Child Experts. All of these key activities are focused on the Court’s key aims of responding to family violence, promoting safety, addressing the needs of vulnerable litigant cohorts and ensuring the effective delivery of justice by the Court.

Outcome 3 – Program 3.1: Federal Circuit and Family Court of Australia (Division 2)

Apply and uphold the rule of law for litigants in the FCFCOA (Division 2) through the just, safe, efficient and timely resolution of family law and general federal law matters according to law, through the encouragement of appropriate dispute resolution processes through the effective management of the administrative affairs of the Court.

Purpose

To provide timely access to justice and resolve disputes in all areas of law in an efficient and cost-effective manner, using appropriate dispute resolution processes.

Delivery

The exercise of the jurisdiction of the FCFCOA (Division 2).

The FCFCOA (Division 2) remains a separate Chapter III Court under the Australian Constitution and the performance criteria applicable to the Court are identified in the 2024–25 Federal Court of Australia Listed Entity Portfolio Budget Statements.

Performance measures

Timely completion of cases

- 80–90 per cent of final order family law applications resolved within 12 months.
- 90 per cent of general federal law applications (excluding migration) resolved within 12 months.
- 75 per cent of all judgments delivered within 3 months.

Source

- Table 2.3.2: Performance measure for Outcome 3, Federal Court of Australia Portfolio Budget Statements 2024–25.
- Federal Court of Australia Corporate Plan 2024–25.

Results

Performance measure	Expected performance result	Result 2024-25
Timely completion of cases	80-90% of final order applications resolved within 12 months.	61% of new pathway final order applications resolved within 12 months.
	90% of general federal law applications (excluding migration) resolved within 12 months.	87% per cent of general federal law applications were finalised within 12 months.
	75% of all judgments delivered within 3 months.	75% per cent of general federal law judgments delivered within three months. 88% per cent of migration judgments delivered within three months. 96% of family law judgments delivered within three months.

Analysis of performance for Outcome 3

The FCFCOA (Division 2) performed well against its stated outcome for 2024-25, continuing to promote the just, safe, efficient and timely resolution of family law and general federal law matters according to law, through the encouragement of appropriate dispute resolution processes.

The Court is focused on ensuring the timely resolution of its caseload across all jurisdictions while balancing the additional priorities of addressing family violence, the needs of litigants including those in vulnerable cohorts, and achieving just and fair outcomes. While the Court did not finalise 80 to 90 per cent of final order applications within 12 months of filings, this is an ambitious target which the Court will continue to aim to achieve, all the while focusing on safety and access to justice, noting the very high proportion of parties and children who have experienced family violence in the family law jurisdiction.

Regarding the second performance result, while the percentage of general federal law applications finalised within 12 months was slightly lower than the target, the vast majority of applications, at 87 per cent, were finalised within 12 months, which is a positive achievement and a 9 per cent improvement on the previous year. Noting the large increase in general federal law filings of more than 25 per cent during the financial year, improving the proportion of cases resolved in 12 months despite that increase is a good achievement. The Court therefore considers this increase to be a positive improvement in performance against the performance target.

The very positive performance against the third performance target indicates the Court's commitment to ensuring timely access to justice through the timely delivery of judgments. Noting the Court settled more than 3,700 written judgments during the financial year, this is a significant achievement.

In addition to applications for final orders in family law, the Court deals with a high volume of other applications including applications for interim orders, applications for consent orders and applications for divorce, which all had positive performance results, with clearance rates of 99 or 100 per cent, as detailed in the Annual Report of the FCFCOA (Division 2).

Part 2 of the Annual Report of the FCFCOA (Division 2) records the Court's work to achieve its key activities, including detail of the success of Lighthouse, the impactful work of the Indigenous Family Liaison Officers, Registrar front-end case management, dispute resolution and the benefits of Court Child Experts. All of these key activities are focused on the Court's key aims of responding to family violence, promoting safety, addressing the needs of vulnerable litigant cohorts and ensuring the effective delivery of justice by the Court. In general federal law and migration, the Court has been focused on reviewing, consolidating and improving case management processes to achieve efficient and effective outcomes, including the near completion of the general federal law rules project. The work of the Court in the migration jurisdiction in particular is noted in Part 2 and Part 4 of the Annual Report of the FCFCOA (Division 2), including the creation of a dedicated National Migration Team, case management initiatives and improvements in access to justice.

Outcome 4 – Program 4.1 Commonwealth Courts Corporate Services and Program 4.2 Commonwealth Courts Registry Services

Improved administration and support of the resolution of matters according to law for litigants in the Federal Court of Australia, the FCFCOA (Division 1) and FCFCOA (Division 2), and parties in the National Native Title Tribunal through efficient and effective provision of corporate services and shared registry services.

Purpose

To provide efficient and effective service to the Courts and tribunals to support them in achieving their purposes and achieving their key activities.

Delivery

There are two programs associated with Outcome 4:

Program 4.1 – Commonwealth Courts Corporate Services (known operationally as Corporate Services) – Provide efficient and effective corporate services for the Commonwealth Courts and tribunals.

Program 4.2 – Commonwealth Courts Registry Services (known operationally as Court and Tribunal Services) – Provide efficient and effective registry services for the Commonwealth Courts and tribunals.

Source

- Table 2.4.2: Performance for Outcome 4, Federal Court of Australia Portfolio Budget Statements 2024–25.
- Federal Court of Australia Corporate Plan 2024–25.

Program 4.1 – Commonwealth Courts Corporate Services

Performance measures

Optimise technology to support judicial, registry and corporate services functions

- Proposed future capability and technology supports the demands of both the Court and its users. Successful delivery of the Digital Court Program.

Implementation of a Cyber Security Program

- The Court continues to deliver services in a productive and secure manner in the event of an incident.

Efficient and effective corporate services

- Corporate Services to be provided within the agreed funding.

Gender equality – female representation in the senior executive service (SES) and executive level (EL) classifications

- Approximately 50 per cent of SES and approximately 50 per cent of EL staff.

Indigenous representation – proportion of staff who identify as Indigenous

- Indigenous representation of 3 per cent of total staff.

Results

Performance measure	Expected performance result	Result 2024–25
Optimise technology to support judicial, registry and corporate services functions.	Proposed future capability and technology supports the demands of both the Court and its users. Successful delivery of the Digital Court Program.	Significant progress has been made in preparing the Listed Entity for a secure and sustainable shift to cloud-based infrastructure. A modern, adaptable, cloud foundation has been designed and built to support future growth, security, and operational efficiency.
Implementation of a Cyber Security Program.	The Court continues to deliver services in a productive and secure manner in the event of an incident.	Delivered services in a productive and secure manner.
Efficient and effective corporate services.	Corporate Services to be provided within the agreed funding.	Corporate Services delivery exceeded agreed funding level by 1.43%.
Gender equality – female representation in the senior executive service (SES) and executive level (EL) classifications.	Approximately 50% of SES and approximately 50% of EL staff.	Female employees held 55.5% of SES positions and 72% of EL positions.
Indigenous representation – proportion of staff who identify as Indigenous.	Indigenous representation of 3% of total staff.	Indigenous representation of 2.5% of total staff.

Analysis of performance for Outcome 4 – Program 4.1

In 2024–25, Corporate Services focused on consolidating its operations, refining its priorities and enhancing its services in support of the Courts and tribunals, within a constrained financial environment.

Digital Court Program

In 2024–25, notable digital transformation milestones were accomplished, building upon the foundational advancements made through the Digital Court Program. Operating within the allocated budget and leveraging internal expertise, the Listed Entity continued to consolidate and modernise its IT systems, streamlining the digital landscape and enhancing operational efficiency.

CourtPath is now fully functional across family law and federal law jurisdictions, with enhancements in case management capabilities delivered for internal court systems during 2024–25. Further modernisation and expansion of courtroom technology led to increased utilisation of remote hearings. Video conferencing infrastructure was upgraded in 22 courtrooms throughout the Federal Court of Australia and FCFCOA, while an additional 13 FCFCOA courtrooms received new video conferencing facilities. Reliability was further improved by migrating 60 of the 178 video conferencing-enabled courtrooms to a cloud-based environment.

With CourtPath approaching the final stages of cloud readiness, there is more capacity to shift the focus to the broader digital estate. A transformation-led approach to cloud adoption will maximise the value the Listed Entity will extract from the investment, with the next phase focused on detailed planning and discovery across more than 80 applications. This will inform treatment plans, funding proposals, and prioritisation to ensure a smooth and secure transition. Importantly, identification of critical infrastructure risks has been made, with core systems reaching end-of-support in late 2025. Processes are being implemented to procure a reduced hardware footprint to support the most critical applications while working in parallel to modernise and migrate systems into the cloud.

Cybersecurity program implementation

In 2024–25, the in-house Cyber Security team protected assets by providing expert security advice, monitoring the threat environment and ensuring security processes and technology were embedded throughout the Courts and the National Native Title Tribunal.

A notable achievement was the implementation of certification and accreditation in alignment with the Protective Security Policy Framework.

In 2024–25, the team responded to more than 3,000 alerts, and delivered more than 70 security awareness pieces, an increase of 16 per cent compared to the previous year. The team also facilitated two desktop incident response exercises for operational and executive level staff.

Efficient and effective Corporate Services

In 2024–25, Corporate Services aimed to meet the changing needs of judges and staff while maintaining efficiency within the budget.

Corporate Services delivery exceeded the agreed funding level by 1.43 per cent (\$2.609 million). This was predominantly a result of wage adjustments and associated increases in employment provisions that were not supplemented; recruitment to ensure delivery of key strategic initiatives; increased service contract costs; and accounting adjustments. These extra costs were partly offset by lower spending on property costs.

Representation of female and Indigenous employees

Corporate Services achieved its 2024–25 gender equality target with more than 50 per cent female representation in the SES and EL classifications. As of 30 June 2025, female employees accounted for 55.5 per cent of SES positions and 72 per cent of EL positions. Although this result represents a reduction on the previous year despite the number of female employees remaining steady, it can be explained by the overall growth of the workforce in 2024–25.

While the number of employees self-identifying as Indigenous increased in 2024–25, the overall percentage of Indigenous employees declined from 2.9 per cent in 2023–24 to 2.5 per cent in 2024–25. This decline can also be attributed to the workforce growth which occurred this financial year. Corporate Services remains deeply committed to realising 3 per cent representation of Indigenous staff and continues to promote inclusion and diversity in recruitment practices.

Program 4.2 – Commonwealth Courts Registry Services

Performance measures

All information and service provided by registry services is high quality, timely and meets the needs of clients

- At least a 90 per cent customer enquiry satisfaction rate.

Timely processing of documents

- 75 per cent of documents to be processed within 2 working days.

Efficient registry services

- All registry services to be provided within the agreed funding levels.

Results

Performance measure	Expected performance result	Result 2024–25
All information and service provided by registry services is high quality, timely and meets the needs of clients.	At least a 90% customer enquiry satisfaction rate.	80% customer enquiry satisfaction rate.
Timely processing of documents.	75% of documents to be processed within 2 working days.	88% of documents processed within 2 working days.
Efficient registry services.	All registry services to be provided within the agreed funding levels.	Registry services delivery exceeded agreed funding level by 1.17%.

Analysis of performance for Outcome 4 – Program 4.2

Registry services for the Federal Court of Australia and both divisions of the FCFCOA are delivered as shared ‘Commonwealth Courts Registry Services’ under Outcome 4 (Program 4.2) and referred to as ‘Court and Tribunal Services’ (CTS) within the courts. CTS aligns client services with court priorities, enhancing the court user experience, and providing operational support for court hearings and events.

High quality and timely Registry Services that meet client needs

In 2024–25 CTS handled 163,541 calls through our contact centre. This represented an increase of 54,925 calls on the previous financial year.

Client satisfaction is measured by a post-call survey of people who have called the Enquiry Centre. During the reporting year, 4,357 court users elected to complete the survey. A satisfaction rating of 80 per cent was achieved, representing a 5 per cent improvement on the previous year’s result (75 per cent in 2023–24), slightly below the 90 per cent threshold required to achieve this performance measure. The improvement in satisfaction was due to implementation of new contact centre software in September 2024 which stabilised call and live chat connectivity and the quality assurance reforms introduced in 2025.

Queue wait times remain a factor influencing client dissatisfaction with the Courts. Challenges in recruiting and retaining staff have continued to impact overall resourcing levels across CTS. This included the Enquiry Centre, where the ability to improve service levels, related to queue waiting times across phones and live chat, was most particularly affected.

Timely processing of documents

In the 2024–25 reporting year CTS staff reviewed and actioned over a million filed documents (1,274,456) on behalf of the Federal Court of Australia, FCFCOA (Division 1) and FCFCOA (Division 2). The performance measure requires that 75 per cent of filed documents in the family law jurisdiction are processed within 2 working days. In 2024–25 CTS processed 88 per cent of filed documents within 2 working days, an improvement of 7 per cent on the previous year (81 per cent in 2023–24).

The impacts of significant changes to the *Family Law Act 1975* (Cth) in May 2024 continued to be felt across CTS into the early parts of the 2024–25 year. The second tranche of amendments, commencing June 2025, also impacted client satisfaction levels during the latter part of 2024–25. During these periods CTS staff managed increased rates of filing non-compliance due to changes to court rules, forms and practice directions. These changes contributed to an increase in enquiry and filing volume which adversely impacted the client experience. Since that time, the profession has become more familiar with the changes in court process, reducing the need for filing requisitions.

Efficient registry services

In 2024–25, CTS provided efficient registry services to the Courts and the National Native Title Tribunal, although expenditure was \$33.651 million, representing an overspend of 1.17 per cent against agreed funding.

The budget pressure in this financial year derived from the salary increases achieved through the APS Enterprise Agreement and an approved transitional change in the operating model.

CTS operations remain focused on achieving standards of service excellence in a financially sustainable way and in 2024–25 identified three core streams of reform:

1. Reviews of judicial support management structures which were completed for New South Wales, Victoria, Tasmania and Queensland. Structures for South Australia and Western Australia will be finalised in the 2025–26 year.
2. Registry optimisation initiatives which, in consultation with court executives and staff, identified initiatives to improve systems and capability.
3. Future strategic directions that may inform the capability requirements of the CTS workforce in future years, ensuring CTS operations continue to evolve and adapt as required by the Courts in a financially sustainable way.

Appendix 5 Executive remuneration

Table A5.1 Information about remuneration for key management personnel

Name	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits		
Chief Justice Mortimer* Chief Justice, Federal Court of Australia	\$569,612		\$22,251	\$510,373	\$56,958			\$1,159,194
Chief Justice Alstergren* Chief Justice, Federal Circuit and Family Court of Australia (Division 1) Chief Judge, Federal Circuit and Family Court of Australia (Division 2)	\$569,612		\$42,465	\$510,373	\$56,958			\$1,179,408
Sia Lagos CEO and Principal Registrar, Federal Court of Australia	\$529,372		\$27,286	\$40,083	\$12,291			\$609,033
David Pringle CEO and Principal Registrar, Federal Circuit and Family Court of Australia	\$428,056		\$26,606	\$29,837	\$9,939			\$494,437
Kevin Smith President, National Native Title Tribunal	\$501,654			\$40,083	\$11,648			\$553,385
Catriona Stride Native Title Registrar	\$323,677		\$454	\$44,710	\$7,515			\$376,356
Paul Kennedy Executive Director, Corporate Operations	\$347,149		\$26,931	\$49,654	\$8,060			\$431,794
Jimmy Mastorakos** Executive Director, Strategy and Programs	\$53,641		\$4,066	\$8,345	\$1,245			\$67,297
Grand Total	\$3,322,774		\$150,059	\$1,233,457	\$164,615			\$4,870,905

* The above key management personnel remuneration includes remuneration for the Chief Justice of the Federal Court of Australia and the Chief Justice of the Federal Circuit and Family Court of Australia. The Chief Justices are not officials of the Entity but are responsible for managing the administrative affairs of the Courts under the *Federal Court of Australia Act 1976* and the *Federal Circuit and Family Court of Australia Act 2021*.

** This position reflects remuneration for only part of the reporting period.

Table A5.2 Information about remuneration for senior executives

Remuneration band	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Average total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances		Average long service leave	Average other long-term benefits		
\$0-\$220,000	3	\$75,853	\$0	\$7,647	\$10,873	\$1,761	\$0	\$0	\$96,135
\$220,001-\$245,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$245,001-\$270,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$270,001-\$295,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$295,001-\$320,000	1	\$252,282	\$0	\$19,122	\$39,246	\$5,858	\$0	\$0	\$316,507
\$320,001-\$345,000	3	\$274,903	\$0	\$9,578	\$41,897	\$6,383	\$0	\$0	\$332,761
\$345,001-\$370,000	3	\$285,244	\$0	\$16,489	\$43,873	\$6,623	\$6,165	\$0	\$358,394
\$370,001-\$395,000	5	\$311,168	\$0	\$19,076	\$45,892	\$7,225	\$0	\$0	\$383,361
\$395,001-\$420,000	1	\$351,774	\$0	\$100	\$50,315	\$8,168	\$0	\$0	\$410,357
\$420,001-\$445,000	2	\$339,918	\$0	\$27,756	\$54,966	\$7,892	\$0	\$0	\$430,532
\$445,001-\$470,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$470,001-\$495,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$495,001-	1	\$156,271	\$0	\$250	\$22,352	\$3,628	\$12,389	\$320,000	\$514,891

Table A5.3 Information about remuneration for other highly paid staff

Remuneration band	Number of senior executives	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits	Average total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits		
\$260,000–\$270,000	4	\$227,480	\$0	\$1,362	\$32,728	\$5,282	\$0	\$0	\$266,851	
\$270,001–\$295,000	13	\$236,962	\$0	\$4,318	\$35,174	\$5,502	\$0	\$0	\$281,956	
\$295,001–\$320,000	9	\$253,738	\$0	\$6,725	\$39,113	\$5,891	\$0	\$0	\$305,467	
\$320,001–\$345,000	3	\$281,825	\$0	\$1,289	\$40,361	\$6,544	\$0	\$0	\$330,018	
\$345,001–\$370,000	4	\$290,121	\$0	\$8,342	\$45,564	\$6,736	\$0	\$0	\$350,764	
\$370,001–\$395,000	1	\$317,990	\$0	\$0	\$45,483	\$7,383	\$0	\$0	\$370,857	
\$395,001–\$420,000	3	\$348,169	\$0	\$0	\$52,752	\$8,084	\$0	\$0	\$409,005	
\$420,001–\$445,000	1	\$367,842	\$0	\$0	\$52,613	\$8,541	\$0	\$0	\$428,996	
\$445,001–\$470,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$470,001–\$495,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
\$495,001–\$520,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Appendix 6

Information required by other legislation

Table A6.1 Information required by other legislation

Legislation	Page of printed report
<i>Commonwealth Electoral Act 1918 (Cth)</i>	2
<i>Courts Administration Legislation Amendment Act 2016 (Cth)</i>	2
<i>Environment Protection and Biodiversity Conservation Act 1999 (Cth)</i>	28
<i>Freedom of Information Act 1982 (Cth)</i>	7
<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>	1
<i>Public Service Act 1999 (Cth)</i>	6
<i>Work Health and Safety Act 2011 (Cth)</i>	37

Appendix 7

Committees

Table A7.1 Committees providing services to the Courts and Tribunal (2024–25)

Committee	Purpose
Audit and Risk Committee	Provide advice to the accountable authority, assist them to meet their duties and obligations, and support the development of key practice and capacity within the Listed Entity.
Digital CourtPath Steering Committee	Provide strategic guidance and oversight to the Digital Court Program, ensuring alignment with the goals and objectives of the Listed Entity.
IT Governance Committee	Provide strategic direction for the IT section, ensuring projects and initiatives align with goals and objectives of the Federal Court, Federal Circuit and Family Court and the Native Title Tribunal.
Information Governance Committee	Ensure the operation of a sound and robust Information Framework to meet regulatory, legal, risk and operational requirements to support the Courts’ business and outcomes.
National Consultative Committee	The National Consultative Committee is the peak consultative forum for Courts and Tribunal employees and is recognised in the Enterprise Agreement.
National Health and Safety Committee	A consultation forum for management and workers to consult on work health and safety matters to support a safe, healthy, and compliant workplace.
Registry Optimisation Committee	An accountability forum, for the purposes of reporting to the jurisdiction CEOs about the direction and performance of Court and Tribunal Services.
Security Committee	Provide advice to the accountable authority to meet duties and obligations in relation to security matters across the Entity. Membership includes Federal Court and Federal Circuit and Family Court judiciary and security staff.

Appendix 8

Court and registry locations

Federal Court of Australia registries and FCFCOA (Division 2) registries

* These registries share counter services with the family law jurisdiction.

Principal Registry

Law Courts Building
Queens Square
Sydney NSW 2000
Phone: (02) 9230 8567
Fax: (02) 9230 8824
Email: query@fedcourt.gov.au
Web: www.fedcourt.gov.au
Contact hours: 8.30am–5.00pm



New South Wales

Law Courts Building Level 17,
Queens Square
Sydney NSW 2000
Phone: 1300 720 980
Fax: (02) 9230 8535
Email: nswreg@fedcourt.gov.au
Counter hours: 9.00am–4.30pm
Contact hours: 8.30am–5.00pm



*Northern Territory**

Supreme Court Building
Level 2 State Square
Darwin NT 0800
Phone: 1300 720 980
Fax: (08) 8941 4941
Email: ntreg@fedcourt.gov.au
Counter hours: 9.00am–4.00pm
Contact hours: 8.45am–4.30pm



Queensland

Harry Gibbs Commonwealth
Law Courts
Level 6, 119 North Quay
Brisbane Qld 4000
Phone: 1300 720 980
Fax: (07) 3248 1260
Email: qldreg@fedcourt.gov.au
Counter hours: 9.00am–4.00pm
Contact hours: 8.30am–5.00pm



South Australia

Roma Mitchell Commonwealth
Law Courts
Level 5, 3 Angas Street
Adelaide SA 5000
Phone: 1300 720 980
Fax: (08) 8219 1001
Email: sareg@fedcourt.gov.au
Counter hours: 9.00am–4.30pm
Contact hours: 8.30am–5.00pm



*Tasmania**

Edward Braddon Commonwealth
Law Courts
39–41 Davey St
Hobart Tas 7000
Phone: 1300 720 980
Fax: (03) 6232 1601
Email: tasreg@fedcourt.gov.au
Counter hours: 9.00am–4.30pm
Contact hours: 8.30am–5.00pm



Victoria

Owen Dixon Commonwealth
Law Courts
Level 7, 305 William Street
Melbourne Vic 3000
Phone: 1300 720 980
Fax: (03) 8600 3351
Email: vicreg@fedcourt.gov.au
Counter hours: 9.00am–4.30pm
Contact hours: 8.30am–5.00pm



Western Australia

Peter Durack Commonwealth
Law Courts, Level 6, 1
Victoria Avenue Perth WA 6000
Phone: 1300 720 980
Email: waregistry@fedcourt.gov.au
Counter hours: 8.30am–4.00pm
Contact hours: 8.30am–5.00pm
International: +612 8833 7402

Family law registries (FCFCOA (Division 1))



Australian Capital Territory

Canberra*

Nigel Bowen Commonwealth
Law Courts
Cnr University Avenue and
Childers Street
Canberra ACT 2600



New South Wales

Albury

Level 1, 463 Kiewa Street
Albury NSW 2640

Dubbo

Cnr Macquarie and
Wingewarra streets
Dubbo NSW 2830

Forster

Lake Street
Forster NSW 2428

Lismore

Westlawn Building
Level 2, 29–31 Molesworth Street
Lismore NSW 2480

Newcastle

61 Bolton Street
Newcastle NSW 2300

Parramatta

Garfield Barwick Commonwealth
Law Courts
1–3 George Street
Parramatta NSW 2123

Sydney

Lionel Bowen Commonwealth
Law Courts
97–99 Goulburn Street
Sydney NSW 2000

Wollongong

Level 1, 43 Burelli Street
Wollongong NSW 2500



Northern Territory

Darwin*

Supreme Court Building State
Square
Darwin NT 0800



Queensland

Brisbane

Harry Gibbs Commonwealth Law
Courts
119 North Quay
Cnr North Quay and Tank Streets
Brisbane Qld 4000

Cairns

Commonwealth Government
Centre
Levels 3 and 4 104 Grafton Street
Cairns Qld 4870

Rockhampton

48 East Street
Rockhampton Qld 4700

Townsville

Level 2 / 143 Walker Street
Townsville Qld 4810



South Australia

Adelaide

Roma Mitchell Commonwealth
Law Courts
3 Angas Street
Adelaide SA 5000



Tasmania

Hobart*

Edward Braddon Commonwealth
Law Courts
39–41 Davey Street
Hobart Tas 7000

Launceston

Level 1 Henty House
1 Civic Square
Launceston Tas 7250



Victoria

Dandenong

53–55 Robinson Street
Dandenong Vic 3175

Melbourne

Owen Dixon Commonwealth Law
Courts
305 William Street
Melbourne Vic 3000

Part 6

Indexes



List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	Letter of transmittal [Roman numeral]	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	[Roman numeral]	Table of contents (print only).	Mandatory
17AJ(b)	Index Page 148	Alphabetical index (print only).	Mandatory
17AJ(c)	Glossary Page x	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	Index Page 141	List of requirements.	Mandatory
17AJ(e)	About this report Inside front cover	Details of contact officer.	Mandatory
17AJ(f)	About this report Inside front cover	Entity’s website address.	Mandatory
17AJ(g)	About this report Inside front cover	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	Part 2: Year in review Page 9	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	Part 1: Overview of the Listed Entity Page 1	A description of the role and functions of the entity.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(a)(ii)	Part 3: Report on Corporate Services Page 13	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	The Listed Entity's outcome and program structure Page 3–5	A description of the outcomes and programs administered by the entity.	Mandatory
17AE(1)(a)(iv)	Part 1: Overview of the Listed Entity Page 15	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	About the Listed Entity Page 21 Appendix 3: Staffing statistics Page 111	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	Overview Page 14 Appendix 3: Staffing statistics Page 133	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	Appendix 3: Staffing statistics Page 118	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory
17AE(1)(b)	Appendix 4: Annual performance statement Page 119	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the Performance of the entity Annual performance Statements		
17AD(c)(i); 16F	Appendix 4: Annual performance statement Page 119	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	Finance Page 15	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Appendix 2: Listed Entity Resource Statement Page 110	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory
17AD(d)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Audit and risk Page 17	Information on compliance with section 10 (fraud systems)	Mandatory
17AG(2)(b)(i)	Audit and risk Page 17	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Audit and risk Page 17	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Audit and risk Page 17, 18	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory
17AG(2)(c)	Governance Page 5	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	Audit and risk Page 20	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance.	If applicable, Mandatory
	Audit Committee		
17AG(2A)(a)	Audit and risk Page 18	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Audit and risk Page 18–20	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Audit and risk Page 18–20	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2A)(d)	Audit and risk Page 18–20	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Audit and risk Page 18–20	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	External scrutiny Page 7	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	External scrutiny Page 7	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	External scrutiny Page 7	Information on any reports on operations of the entity by the AuditorGeneral (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	Management of human resources Page 34	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Appendix 3: Staffing statistics Page 116	Statistics on the entity's employees on an ongoing and nonongoing basis, including the following:(a) statistics on fulltime employees; (b) statistics on parttime employees;(c) statistics on gender(d) statistics on staff location.	Mandatory
17AG(4)(b)	Appendix 3: Staffing statistics Page 116	Statistics on the entity's APS employees on an ongoing and nonongoing basis; including the following: Statistics on staffing classification level; Statistics on fulltime employees; Statistics on parttime employees; Statistics on gender; Statistics on staff location; Statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	Appendix 3: Staffing statistics Page 116 Management of human resources Page 37	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory
17AG(4)(c)(i)	Appendix 3: Staffing statistics Page 116	Information on the number of SES and nonSES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)(ii)	Appendix 3: Staffing statistics Page 117	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Management of human resources Page 37	A description of nonsalary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	Appendix 3: Staffing statistics Page 132	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	Appendix 3: Staffing statistics Page 132	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	Appendix 3: Staffing statistics Page 132	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	Appendix 3: Staffing statistics Page 132	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	Asset management Page 26–28	An assessment of effectiveness of assets management where asset management is a significant part of the entity’s activities	If applicable, mandatory
Purchasing			
17AG(6)	Purchasing and procurement Page 22–25	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Purchasing and procurement Page 23	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Purchasing and procurement Page 23	A statement that “During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory
17AG(7)(c)	Purchasing and procurement Page 23	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(d)	Purchasing and procurement Page 23	A statement that “Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Purchasing and procurement Page 24	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Purchasing and procurement Page 24	A statement that “Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Purchasing and procurement Page 24	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	Purchasing and procurement Page 24	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the AuditorGeneral with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract	If applicable, Mandatory
Exempt contracts			
17AG(9)	Purchasing and procurement Page 24	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Purchasing and procurement Page 25	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(10)(b)	Purchasing and procurement Page 25	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	Purchasing and procurement Page 25	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory
Financial Statements			
17AD(e)	Appendix 1: Financial statements Page 69	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Appendix 5: Executive remuneration Page 133–135	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory
17AD(f)	Other Mandatory Information		
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory
17AH(1)(a)(ii)	Finance Page 16	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	Finance Page 16	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory
17AH(1)(c)	Management of human resources Page 36	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Freedom of information Page 7	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	Audit and risk Page 20	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	Appendix 6: Information required by other legislation Page 136	Information required by other legislation	Mandatory

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