



FEDERAL COURT OF
AUSTRALIA LISTED ENTITY

ANNUAL REPORT

Supporting the operations 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.

2023-24

ISSN: 2982-1347 (Online)
ISSN: 2982-1339 (Print)

About this report

Federal Court of Australia Listed Entity annual report 2023–24

© Commonwealth of Australia 2024

The content of this document is licensed under the [Creative Commons – Attribution 4.0 International – CC BY 4.0](#) with the exception of the Commonwealth Coat of Arms, the Court and Tribunal logos and images. Material used must be attributed: © Commonwealth of Australia (Federal Court of Australia Listed Entity) 2024.

Use of the Coat of Arms

The terms under which the Coat of Arms can be used can be found at www.pmc.gov.au/government/commonwealth-coat-arms

Contact officer for annual report

National Communication Manager
Phone: +612 6113 9470
Email: janelle.olney@fedcourt.gov.au
Website address: www.fedcourt.gov.au

Contact us

If you have a hearing or speech impairment, contact us through the National Relay Service (NRS):

- TTY users phone 133 677 then ask for your local registry's phone number
- Speak and Listen users phone 1300 555 727 then ask for your local registry's phone number
- Internet relay users connect to the NRS and then ask for your local registry's phone number
- SMS relay text 0423 677 767 and ask for your local registry's phone number.

Alternative format

This annual report is available electronically at <https://www.transparency.gov.au/>

Acknowledgments

This report reflects the efforts of many people. Special thanks go to the Court staff involved in contributing and coordinating material, as well as the following specialist contractors:

- Design and typesetting: Giraffe Visual Communication
- Printing: Partech Pty Limited trading as Bytes 'n Colours

This annual report is printed on Pacesetter Satin. Pacesetter is made from elemental chlorine free bleached pulp sourced from well-managed forests and controlled sources. It is manufactured by an ISO 14001 certified mill.

Letter of transmittal



25 September 2024

The Hon Mark Dreyfus KC MP
Attorney-General of the Commonwealth of Australia

PO Box 6100
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 2024.

The report is submitted in accordance with:

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

This report has been prepared in accordance with the Department of Finance's Resource Management Guide No. 135: annual reports for non-corporate Commonwealth entities (May 2024).

A handwritten signature in black ink, appearing to read 'Sia Lagos'.

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 land and acknowledge and pay respect to their Elders, past and present.

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 2024.

Prepared according to parliamentary reporting requirements, the report outlines and prioritises the Listed Entity's performance in relation to Outcome 4, Program 4.1 and 4.2:

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 of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2) and parties in the National Native Title Tribunal through efficient and effective provision of shared corporate and registry services.

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 cover all the above organisations.

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 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.

Contents

Letter of transmittal	i
Reader's guide	iii
Acronyms and abbreviations	viii
Glossary	ix
PART 1 Overview of the Listed Entity	1
About the Listed Entity	2
The Listed Entity's outcome and program structure	3
Governance	5
External scrutiny	6
Executive	6
Freedom of information	6
PART 2 Year in review	7
Financial management and organisational performance	8
Embracing a digital future	9
People and culture	10
Property and procurement	11
Commonwealth Courts Registry Services	11
Conclusion	11
PART 3 Report on Corporate Services	13
Overview	14
Finance	15
Audit and risk	16
Security	20
Purchasing and procurement	21
Asset management	22
Environmental management	24
Management of human resources	27
Information technology	30
Recordkeeping and information management	37
Library and information services	38

Contents

PART 4 Report on Registry Services	39
Overview of Registry Services	40
Registry Services management structure	40
Court and Tribunal registries	42
The work of Registry Services in 2023-24	44
Registry Services initiatives in 2023-24	52
 PART 5 Appendices	 53
Independent auditor's report	54
Appendix 1 Financial statements	58
Appendix 2 Listed Entity resource statement	99
Appendix 3 Staffing statistics	100
Appendix 4 Annual performance statement	109
Appendix 5 Executive remuneration	130
Appendix 6 Information required by other legislation	133
Appendix 7 Committees	134
Appendix 8 Court and registry locations	135
 PART 6 Indexes	 137
List of requirements	138
Alphabetical index	143

Contents

List of figures

Figure 3.1 Corporate Services organisation chart, 30 June 2024	14
Figure 4.2 Registry services location map	43

List of tables

Table 1.1	Outcome 1	3
Table 1.2	Outcome 2	4
Table 1.3	Outcome 3	4
Table 1.4	Outcome 4	5
Table 3.1	Audit Committee, 30 June 2024	17
Table 3.2	Enforcement warrants issued, 2023-24	20
Table 3.3	Expenditure on reportable consultancy contracts, current reporting period (2023-24)	21
Table 3.4	Expenditure on reportable non-consultancy contracts, current reporting period (2023-24)	21
Table 3.5	Organisations receiving a share of reportable consultancy contract expenditure, current reporting period (2023-24)	22
Table 3.6	Organisations receiving a share of reportable non-consultancy contract expenditure, current reporting period (2023-24)	41
Table 3.7	The Listed Entity's paper usage data, 2019-20 to 2023-24	25
Table 3.8	2023-24 greenhouse gas emissions inventory, location-based method	26
Table 3.9	2023-24 electricity greenhouse gas emissions	26
Table 3.10	Selection of court proceedings and events livestreamed in 2023-24	33
Table 3.11	Federal Circuit and Family Court of Australia (Division 2) judgments by jurisdictional category, 2023-24	37
Table 4.1	Snapshot of Registry Services performance against targets, 2023-24	44
Table 4.2	Documents processed within two working days	45
Table 4.3	Enquiry Centre performance, 2023-24	48
Table 4.4	Business days taken to process eFiled documents, 2023-24	50
Table 4.5	Email volumes for National Support Pool	51
Table A3.1	All ongoing employees, current reporting period (2023-24)	101
Table A3.2	All non-ongoing employees, current reporting period (2023-24)	101
Table A3.3	All ongoing employees, previous reporting period (2022-23)	102
Table A3.4	All non-ongoing employees, previous reporting period (2022-23)	102
Table A3.5	Australian Public Service Act ongoing employees, current reporting period (2023-24)	103
Table A3.6	Australian Public Service Act non-ongoing employees, current reporting period (2023-24)	103

Contents

Table A3.7	Australian Public Service Act ongoing employees, previous reporting period (2022-23)	104
Table A3.8	Australian Public Service Act non-ongoing employees, previous reporting period (2022-23)	104
Table A3.9	Australian Public Service Act employees by full-time and part-time status, current reporting period (2023-24)	105
Table A3.10	Australian Public Service Act employees by full-time and part-time status, previous reporting period (2022-23)	105
Table A3.11	Australian Public Service Act employment type by location, current reporting period (2023-24)	106
Table A3.12	Australian Public Service Act employment type by location, previous reporting period (2022-23)	106
Table A3.13	Australian Public Service Act Indigenous employment, current reporting period (2023-24)	106
Table A3.14	Australian Public Service Act Indigenous employment, previous reporting period (2022-23)	106
Table A3.15	Australian Public Service Act employment arrangements, current reporting period (2023-24)	107
Table A3.16	Australian Public Service Act employment arrangements previous reporting period (2022-23)	107
Table A3.17	Australian Public Service Act employment salary ranges by classification level, current reporting period (minimum/maximum) (2023-24)	107
Table A3.18	Australian Public Service Act employment salary ranges by classification level (minimum/maximum), previous reporting period (2022-23)	107
Table A3.19	Australian Public Service Act employment performance pay by classification level, current reporting period (2023-24)	108
Table A3.20	Australian Public Service Act employment performance pay by classification level, previous reporting period (2022-23)	108
Table A3.21	Details of accountable authority during the reporting period (2023-24)	108
Table A5.1	Information about remuneration for key management personnel	115
Table A5.2	Information about remuneration for senior executives	116
Table A5.3	Information about remuneration for other highly paid staff	117
Table A6.1	Information required by other legislation	118

Acronyms and abbreviations

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
CCTV	closed circuit television
CEO	Chief Executive Officer
CPA	Certified Practising Accountant
Cth	Commonwealth
CTS	Court and Tribunal Services
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)
FOI	freedom of information
HR	human resources
ILUA	Indigenous land use agreement
IPS	Information Publication Scheme
IT	information technology
MOU	Memorandum of Understanding
NRS	National Relay Service
NTA	Native Title Act
PGPA Act	Public Governance, Performance and Accountability Act
RAP	Reconciliation Action Plan
SES	Senior Executive Service
SSH	Strategic Support Hub

Glossary

Administrative notices

See practice notes.

Case

The matter before the Court.

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).

Filing of documents

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

Hearing

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

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 three separate courts and one tribunal.

Litigants

Individuals, organisations or companies who/which 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'.

Proceeding

The regular and orderly progression of a lawsuit, including all acts and events between the time of commencement and the judgment.

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.

Self-represented

Describes a party to a matter who does not have legal representation and represents themselves before the Court.





FEDERAL COURT OF
AUSTRALIA LISTED ENTITY

ANNUAL REPORT

Supporting the operations 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.

2023-24

ISSN: 2982-1347 (Online)
ISSN: 2982-1339 (Print)

About this report

Federal Court of Australia Listed Entity annual report 2023–24

© Commonwealth of Australia 2024

The content of this document is licensed under the [Creative Commons – Attribution 4.0 International](#) – CC BY 4.0 with the exception of the Commonwealth Coat of Arms, the Court and Tribunal logos and images. Material used must be attributed: © Commonwealth of Australia (Federal Court of Australia Listed Entity) 2024.

Use of the Coat of Arms

The terms under which the Coat of Arms can be used can be found at www.pmc.gov.au/government/commonwealth-coat-arms

Contact officer for annual report

National Communication Manager
Phone: +612 6113 9470
Email: janelle.olney@fedcourt.gov.au
Website address: www.fedcourt.gov.au

Contact us

If you have a hearing or speech impairment, contact us through the National Relay Service (NRS):

- TTY users phone 133 677 then ask for your local registry's phone number
- Speak and Listen users phone 1300 555 727 then ask for your local registry's phone number
- Internet relay users connect to the NRS and then ask for your local registry's phone number
- SMS relay text 0423 677 767 and ask for your local registry's phone number.

Alternative format

This annual report is available electronically at <https://www.transparency.gov.au/>

Acknowledgments

This report reflects the efforts of many people. Special thanks go to the Court staff involved in contributing and coordinating material, as well as the following specialist contractors:

- Design and typesetting: Giraffe Visual Communication
- Printing: Partech Pty Limited trading as Bytes 'n Colours

This annual report is printed on Pacesetter Satin. Pacesetter is made from elemental chlorine free bleached pulp sourced from well-managed forests and controlled sources. It is manufactured by an ISO 14001 certified mill.



FEDERAL COURT OF
AUSTRALIA LISTED ENTITY

ANNUAL REPORT

Supporting the operations 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.

2023-24

OVERVIEW OF
THE LISTED
ENTITY

PART
1

PART 1 Overview of the Listed Entity

About the Listed Entity

The Federal Court of Australia Listed Entity (the Listed Entity) is a non-corporate Commonwealth listed entity for the purposes of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act). The Listed Entity provides corporate services in support of the operations of the Federal Court of Australia, 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)) and the National Native Title Tribunal.

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, the Federal Circuit and Family Court of Australia and the National Native Title Tribunal, and the provision of corporate services to the Courts and the National Native Title Tribunal. Section 18Z of the Federal Court of Australia Act sets out the powers of the Chief Executive Officer (CEO) for the purposes of corporate services.

The Listed Entity refers to a group of persons who hold non-judicial positions in three 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 (Division 1) (FCFCOA (Division 1)), certain officers of that Court and the staff of its registries²
- certain officers of the Federal Circuit and Family Court of Australia (Division 2) (FCFCOA (Division 2)) and the staff of its registries,³ and
- the Native Title Registrar, the Deputy Registrars of the National Native Title Tribunal (Native Title Tribunal), certain staff assisting the Native Title Tribunal and certain consultants.⁴

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

Establishment

In the 2015–16 Budget, the Federal Government announced measures to merge the corporate services functions of the Federal Court of Australia 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 Federal Court of Australia and the Federal Circuit and Family Court of Australia and parties in the National Native Title 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.

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

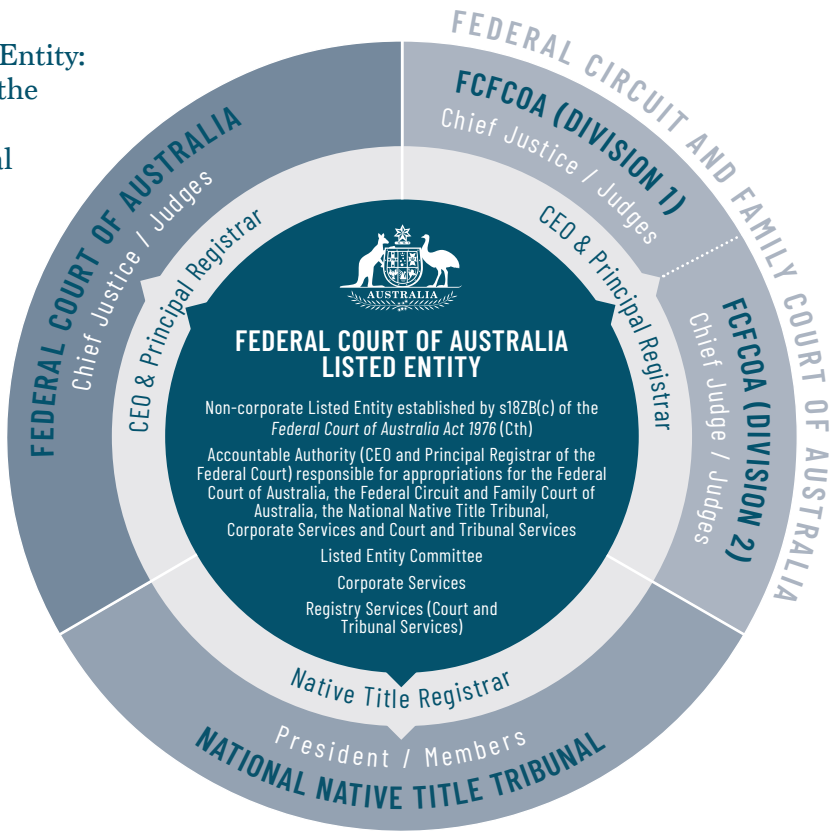
² See *Federal Circuit and Family Court of Australia Act 2021* (Cth) s 103(1), (6).

³ See *Federal Circuit and Family Court 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 18Z1.

PART 1 Overview of the Listed Entity

The Listed Entity:
supporting the
Courts and
the Tribunal



The Listed Entity’s outcome and program structure

Table 1.1 Outcome 1

Federal Court of Australia	Budget 23-24 (\$'000)	Actual 23-24 (\$'000)	Variation (\$'000)
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	343	257
Departmental appropriation ¹	69,566	70,587	(1,021)
Expenses not requiring appropriation in the budget year	18,366	22,505	(4,139)
Total for Program 1.1	88,532	93,435	(4,903)
Total expenses for outcome 1	88,532	93,435	(4,903)
Average staffing level (number)	284	260	24

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)

PART 1 Overview of the Listed Entity

Table 1.2 Outcome 2

Federal Circuit and Family Court of Australia (Division 1)	Budget 23-24 (\$'000)	Actual 23-24 (\$'000)	Variation (\$'000)
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	49	51
Departmental appropriation ¹	47,485	49,819	(2,334)
Expenses not requiring appropriation in the budget year	12,320	15,773	(3,453)
Total for Program 2.1	59,905	65,641	(5,736)
Total expenses for outcome 2	59,905	65,641	(5,736)
Average staffing level (number)	172	175	(3)
¹ Departmental appropriation combines ordinary annual services (Appropriation Act Nos 1 and 3) and retained revenue receipts under section 74 of the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth).			

Table 1.3 Outcome 3

Federal Circuit and Family Court of Australia (Division 2)	Budget 23-24 (\$'000)	Actual 23-24 (\$'000)	Variation ('000)
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)	931	713	218
Special appropriations	200	165	35
Departmental appropriation ¹	100,883	101,250	(367)
Expenses not requiring appropriation in the budget year	2,393	2,592	(199)
Total for Program 3.1	104,407	104,720	(313)
Total expenses for outcome 3	104,407	104,720	(313)
Average staffing level (number)	433	422	11
¹ Departmental appropriation combines ordinary annual services (Appropriation Act Nos 1 and 3) and retained revenue receipts under section 74 of the <i>Public Governance, Performance and Accountability Act 2013</i> (Cth).			

PART 1 Overview of the Listed Entity

Table 1.4 Outcome 4

Commonwealth Courts Corporate Services	Budget 23-24 (\$'000)	Actual 23-24 (\$'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	82,100	87,552	(5,452)
Expenses not requiring appropriation in the budget year	59,631	63,336	(3,705)
Total for Program 4.1	141,731	150,888	(9,157)
Program 4.2 – Commonwealth Courts Registry Services			
Departmental expenses			
Departmental appropriation ¹	31,237	30,872	365
Total for Program 4.2	31,237	30,872	365
Total expenses for outcome 4	172,968	181,760	(8,792)
Average staffing level (number)	490	475	15

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 Federal Government announced measures to merge the corporate services functions of the Federal Court of Australia with those of the then Family Court of Australia and Federal Circuit Court of Australia as part of the 2015-16 Budget. The measures were aimed at streamlining and improving the financial sustainability of the federal courts. Savings generated through a reduction in unnecessary duplication were to be reinvested to support the core functions of the Courts.

The Listed Entity, as it currently exists, 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 corporate services. These include doing all things necessary or convenient to be done for the purpose of providing corporate services to the Federal Court of Australia 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 Federal Court of Australia, 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 his or her functions in respect of the provision of corporate services.

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

The Listed Entity's governance structure involves several high-level committees underpinned by a Memorandum of Understanding for the provision of corporate and registry services to each Court and the Native Title Tribunal.

For more information about the Corporate Services and Court and Tribunal Services committees, see Appendix 7.

PART 1 Overview of the Listed Entity

Executive

Chief Executive Officer and Principal Registrar

The Chief Executive Officer and Principal Registrar of the Federal Court of Australia is the accountable authority of the Entity for the purposes of the PGPA Act and is responsible for the appropriations for the Federal Court of Australia, the FCFCOA (Division 1), the FCFCOA (Division 2) and the National Native Title 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 the nomination of 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

The officers and staff (other than the Registrar and some Deputy Sheriffs and Marshals) are appointed or employed under the *Public Service Act 1999* (Cth). As at 30 June 2024, 1,462 employees were employed under the *Public Service Act 1999* (Cth) by the Listed Entity to support the operations of the Courts and the Tribunal, and Corporate Services and Court and Tribunal Services. This figure includes 899 ongoing and 563 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 *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).

Freedom of information

Information Publication Scheme

Entities subject to the *Freedom of Information Act 1982* (Cth) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the *Freedom of Information Act 1982* (Cth) 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 Federal Court Listed Entity has published, on its website at www.fedcourt.gov.au/ips, materials relating to the Information Publication Scheme. 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 freedom of information contact officer as well as information routinely provided to the Australian Parliament.

The availability of some documents under the *Freedom of Information Act 1982* (Cth) 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.

YEAR IN
REVIEW

PART
2

PART 2 Year in review



The Federal Court of Australia Listed Entity (the Listed Entity) is the statutory body that provides and administers the people, processes, systems and operational infrastructure that support the judges and staff of the Federal Court of Australia (the Federal Court), the Federal Circuit and Family Court of Australia (Divisions 1 and 2) (the Federal Circuit and Family Court) (together, the Courts) and the National Native Title Tribunal (the Tribunal).

This year, the Listed Entity is pleased to present its own stand-alone annual report, to be viewed alongside but separate from the annual reports of the Courts. This annual report provides an overview of the Listed Entity's financial management, key initiatives and outcomes as we continue to support the Courts and Tribunal to meet their increasing demands and the challenges associated with administering justice in a complex operating environment.

Financial management and organisational performance

The financial information outlined in this report is the consolidated results of the Courts and Tribunal, the Commonwealth Courts Corporate Services and the Commonwealth Courts Registry Services.

The financial statements for 2023-24 identify a surplus from continued operations of \$4.259 million before depreciation costs of \$39.236 million and taking into account principal repayments of lease liabilities of \$21.166 million. The Listed Entity was budgeting a break-even position for the year, with the surplus a result of judicial vacancies (and resultant savings in employee expenses) and the time taken to recruit staff to fill newly funded positions. The Listed Entity operates under strict budgetary controls to ensure that it operates within appropriations.

The next three-year budget cycle continues to challenge the Listed Entity to make further savings in an environment of increasing cost and service delivery expectations. With over 60 per cent of the Listed Entity's costs relating to property and judicial costs, which are largely fixed, the ability to reduce costs is limited.

A number of new Government measures appropriated additional funding for 2023-24 and forward years. In 2023-24, \$4.174 million was provided for improving women's safety. These funds were used by the Courts to expand the successful PPP small property claims pilot project to all Federal Circuit and Family Court family law registries PPP nationally. During the financial year, \$3.697 million was provided

PART 2 Year in review

to fund additional judicial and other resources for the migration jurisdiction as part of the migration system integrity measure.

Embracing a digital future

Digital Court Program

In 2023-24, the Listed Entity continued its commitment to implementing improvements to digital capability through the Digital Court Program. The program is modernising critical case management tools and streamlining core systems to enhance operational efficiency and respond to emerging demands for capability, speed and efficiency.

The primary focus of the program for 2023-24 was the release of CourtPath in all jurisdictions. CourtPath is being developed by an in-house team in collaboration with judges, registrars and staff to support sustainable improvements to workflows and efficient case handling. User-centred design principles have been adopted to ensure CourtPath is intuitive to use. It uses familiar, predictable design patterns seen in many modern applications to minimise the need for user training, and provides timely, accurate and secure access to critical materials. CourtPath was successfully launched for all of the Courts' jurisdictions in March 2024 and has been well received by judges, registrars and staff.

Work is now underway on the final phase of the project, which will progressively replace internal case management systems with a single platform that will streamline court administration and reduce costs and risks associated with maintaining multiple legacy systems.

Throughout 2023-24, the Digital Court Program continued preparation for a future migration of the CourtPath application and associated document storage to the cloud which will provide further benefits including enhanced performance and scalability.

Cyber security

Protecting our valuable assets and promoting a culture of cyber security awareness has remained a focus for the Listed Entity through the Cyber Security Team in 2023-24.

Implementation of the Protective Security Policy Framework and the Information Security Manual remain a priority for the Listed Entity, and initiatives such as vulnerability remediation, risk management and endpoint protection are essential to help achieve that objective.

Key initiatives during 2023-24 have included the introduction of a centralised logging platform that has increased monitoring, detection and response ability; providing cyber security awareness training for staff in the areas of risk management, cloud services and modern security tools; and regular communication with all staff to emphasise their important role in protecting the Courts' and the Tribunal's information, systems and services.

Digital practice and improvement

The Digital Practice and Improvement team is responsible for the promotion and adoption of digital practices, providing support in digital litigation such as live streaming and eTrials, hosting workshops to map processes and identify opportunities for business process improvement, and implementing efficient workflows by leveraging technology to enhance user experience. The team provides technical support to judges, registrars, chambers staff and court staff, and the Courts' and the Tribunal's users.

The key activities of the team for 2023-24 have included using Webex to YouTube to live stream hearings and ceremonial sittings; implementing a booking system for subpoena inspections and process mapping for subpoenas for the FCFCOA (Division 1) and FCFCOA (Division 2); Strategic Support Hub task tracking; Safety at Court process mapping and improvement opportunities; and the Webex pilot for FCFCOA (Division 1) and FCFCOA (Division 2) judges and registrars. During 2023-24, the team also provided training for judges, registrars and staff, including video conferencing equipment, Adobe Acrobat, Webex meetings, travel and after-hours procedures and in-court training as part of the induction for new judges, registrars and staff. In addition, courtroom video conferencing was installed to an additional 22 courtrooms, so that over 87 per cent of courtrooms now have modern video conferencing capability.

PART 2 Year in review

People and culture

In 2023-24, one of the key areas of focus for the Listed Entity was the staff support framework. Substantial investment was made in the People and Culture Team to strengthen its capability to support the Courts and the Tribunal to continue to build a diverse and capable workforce for the future. This initiative included implementing a function-based HR operating model that enables the Listed Entity to streamline existing HR business processes, and to enhance staff experience and engagement across all stages of the employee life cycle.

A highlight of the year was the commencement of the new Enterprise Agreement, which provides enhanced conditions for our staff including access to parental and cultural leave, increased access to flexible working arrangements and improved pay offering. These new and improved conditions will support the attraction and retention of skilled and qualified professionals. The development and bargaining process for the new Enterprise Agreement involved extensive consultation with staff at all levels.

Wellbeing

The work of the Courts and Tribunal is vital to the Australian community and is often complex and demanding. The Listed Entity maintained its focus on supporting employee wellbeing and providing support to employees who may be facing professional or personal challenges. For example, all judges and employees have access to a free, professional and confidential counselling service via our Employee Assistance Program.

During 2023-24, specialists were engaged to deliver wellbeing and vicarious trauma training to employees who may be exposed to sensitive and emotionally demanding case material, and to conduct sessions focused on building resilience to support overall employee wellbeing. We also continued the free weekly online fitness sessions for all staff and promoted the Fitness Passport to support 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 Australian community. It is a priority for the Listed Entity to ensure a safe and supporting environment and to ensure that recruitment and other processes are strictly merit-based.

An important element of diversity and inclusion is ensuring employees are treated with dignity, courtesy and respect at all times in the workplace. The Listed Entity has a focused approach to address and reduce inappropriate workplace behaviour and continues to review its anti-discrimination, bullying and harassment policies to ensure they remain current and at best-practice standards.

The Listed Entity provides annual refresher training for all employees to reinforce the policies. This mandatory training is provided 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 or witness inappropriate behaviour.

The Listed Entity Reconciliation Action Plan (RAP) was launched in September 2020. There are four levels of RAP – Reflect, Innovate, Stretch and Elevate – which suit organisations at the different stages of their reconciliation journey. Our reconciliation journey began with a Reflect RAP in which the Listed Entity shared its vision for reconciliation and laid the foundation for future RAPs. We are currently working toward launching our next RAP, at the Innovate level, in 2025.

The Listed Entity has continued to focus on creating employment opportunities for Aboriginal and Torres Strait Islander people, with our Aboriginal and Torres Strait Islander employment rate increasing from 2.5 per cent in 2022-23 to 2.9 per cent in 2023-24.

Female employees hold 61 per cent of Senior Executive Service positions and 74 per cent of Executive Level positions.

PART 2 Year in review

Property and procurement

The majority of capital projects delivered in 2023-24 addressed urgent and essential needs of the Courts and Tribunal. This included new courtrooms and conference space in the Perth Commonwealth Law Courts and registrar offices in the Melbourne Commonwealth Law Courts. In addition, the ongoing refurbishment and improvement of facilities across all locations continues to ensure that the buildings in which the Courts and the Tribunal operate remain safe and fit for purpose.

Significant procurement activities included security services, as well as interpreter services and network modernisation to support the Courts and the Tribunal to meet modern service expectations.

Commonwealth Courts Registry Services

Commonwealth Courts Registry Services, known internally as Court and Tribunal Services, provides registry services supporting the operations of the Courts. Court and Tribunal Services includes registry services in each state and territory, a national filing and enquiries centre, and the Court Support and Improvement team. These teams provide high-level support for the judges, registrars and Court and Tribunal users, maximising operational effectiveness through streamlined structures and digital innovation. They maintain a flexible and responsive structure to adapt to new opportunities and demands and support the Courts and the Tribunal to take full advantage of the benefits of the Digital Court Program. A national approach builds consistency, quality and productivity in registry practices across all locations and expert knowledge to continue to support the important work of the judges and registrars.

In consultation with judges, registrars and staff of the Courts, Court and Tribunal Services staff assisted the Courts to deliver key achievements against strategic goals including creation of specialist Federal Court and Family Law teams within Court and Tribunal Services; creation of a Knowledge and Training Team; creation of key instructional materials and delivery of training for Client Service Officers; new communication channels to support seamless transfer of information across teams; and new forums for information sharing and decision making, specific to the operations of each jurisdiction.

In 2023-24, Court and Tribunal Services staff continued to support enhanced public understanding of the role of the Courts, with registry staff involved in educational activities with schools and universities, international delegations of judicial officers and court administrators and other organisations that have an interest in the administrative work of the Courts.

Conclusion

Much has been achieved by the Listed Entity in 2023-24 in progressing significant operational transformation to support the important work of the Courts and Tribunal, now and into the future. The Listed Entity has delivered key initiatives to strengthen our organisational and administrative capability through the empowerment of our people, modernisation of our systems and streamlining of our practices. This has been underpinned by thoughtful and wide-ranging positive engagement initiatives with judges, staff and other key stakeholders. The Listed Entity is proud of the key transformational operating efficiencies achieved this year. It will continue to build on these achievements next year and into the future.

I would like to take this opportunity to thank the staff of the Listed Entity for their outstanding collaboration, contribution and dedication in support of the complex, challenging and vital work of the Courts and Tribunal.



Sia Lagos

CEO and Principal Registrar
Federal Court Listed Entity



REPORT ON
CORPORATE
SERVICES

PART
3

PART 3 Report on Corporate Services

Overview

Commonwealth Courts Corporate Services (Corporate Services) includes security, communications and media, finance, people and culture, library, information technology (IT), procurement and contract management, property, judgment publishing, risk oversight and management, and business intelligence.

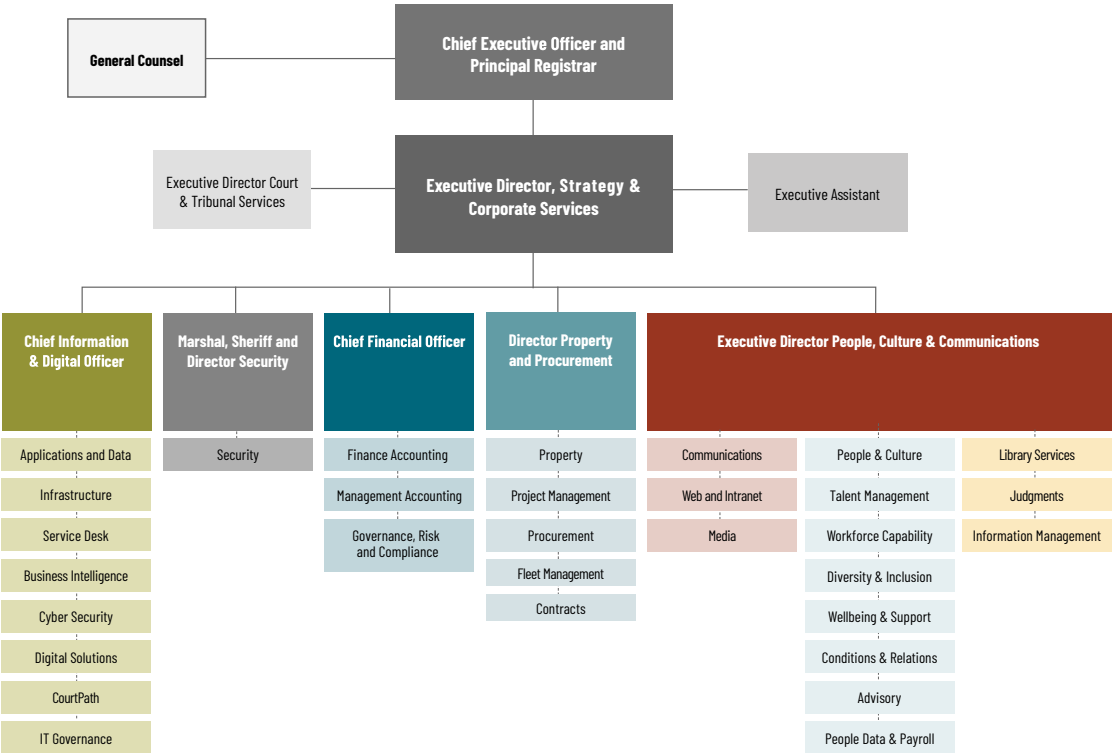
Corporate Services is managed by the Federal Court CEO and Principal Registrar, who consults with heads of jurisdiction and the other CEOs in relation to the performance of this function.

Details relating to corporate services and consultation requirements are set out in an MOU.

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.

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

Figure 3.1 Corporate Services organisation chart, 30 June 2024



PART 3 Report on Corporate Services

Objectives

The objectives of Corporate Services are to:

- provide accurate, accessible and up-to-date information and advice
- standardise systems and processes to increase efficiency
- build an agile and skilled workforce ready to meet challenges and changes, and
- create a national technology framework capable of meeting the needs of the Courts into the future.

Purpose

Corporate Services is responsible for supporting the corporate functions of the Federal Court, the Federal Circuit and Family Court and the National Native Title Tribunal.

During 2023-24, 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 to meet reduced appropriations.

The following outlines the work of Corporate Services, including major projects and achievements, during 2023-24.

Finance

Financial management

As the accountable authority, the CEO and Principal Registrar of the Federal Court Listed Entity has overarching responsibility for the use and management of the public resources for which the accountable authority is responsible, including the appropriations of the three courts and Corporate Services.

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

Financial accounts

During 2023-24, revenue from ordinary activities totalled \$428.280 million. Total revenue comprised:

- an appropriation from government of \$341.299 million
- \$46.396 million of resources received free of charge, predominantly for accommodation occupied by the Court in Commonwealth Law Courts buildings and the Law Courts Building in Sydney
- \$38.096 million of liabilities assumed by other government agencies, representing the notional value of employer superannuation payments for the Courts' judges
- \$1.910 million from the sale of goods and services and other revenue and gains, and
- \$0.579 million in increases in the revaluation reserve.

Total expenses as per the financial statements are \$441.512 million. This comprises \$122.164 million in judges' salaries and related expenses, \$172.974 million in employees' salaries and related expenses, \$104.851 million in property operating and other administrative expenses, \$39.236 million in depreciation expenses and \$2.287 million for financing and impairment costs.

The net operating result from ordinary activities for 2023-24, as reported in the financial statements, is a deficit of \$13.811 million. This figure includes depreciation expenses and the accounting impacts of AASB 16 Leases. Depreciation expenses in 2023-24 of \$39.236 million includes depreciation on right-of-use assets recognised under AASB 16 Leases. To reflect the underlying operating result of the Federal Court Listed Entity, in line with Department of Finance guidelines, depreciation expenses of \$39.236 million are excluded and principal payments of lease liabilities of \$21.166 million are included. This effectively reverses the impact of AASB 16 Leases on the underlying result and shows a net surplus from ordinary activities of \$4.259 million for 2023-24.

The surplus is an improvement on the budgeted break-even position due to judicial vacancies in both Courts and the time taken to recruit positions that were newly funded by government measures.

PART 3 Report on Corporate Services

Other comprehensive income of \$0.579 million arising from the independent revaluation of the Court's makegood provisions was received in 2023-24. When this is taken into account, the overall result of the Court is a net surplus of \$4.838 million.

Equity increased from \$144.413 million in 2022-23 to \$148.280 million in 2023-24. Program statements for each of the Court's programs can be found in Part 1.

A number of new Government measures appropriated additional funding for 2023-24 and forward years. In 2023-24, \$10.323 million was provided for improving women's safety. These funds were used to expand the successful PPP small claims property pilot project to all Federal Circuit and Family Court family law registries nationally. During the financial year, \$8.649 million was provided to fund additional judicial and other resources as part of the migration system integrity measure.

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 \$260,837 was paid for recruitment advertising services in 2023-24. Payments for advertising the notification of native title applications, as required under the *Native Title Act 1993* (Cth), totalled \$101,405 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 2023-24.

Audit and risk

Audit and risk management

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

- fraud control plans and fraud risk assessments have been prepared that comply with the Commonwealth Fraud and Corruption Control Framework
- fit-for-purpose fraud prevention, detection, investigation and reporting procedures and practices that comply with the Commonwealth Fraud and Corruption Control Framework and Policy are in place, and

- the Listed Entity has taken all reasonable measures to appropriately deal with fraud relating to the entity. There were no instances of fraud reported during 2023-24.

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

- A single Audit Committee overseeing the Entity that met four times during 2023-24. The committee comprises an independent chairperson, two judges from the Federal Court of Australia, two judges from the Federal Circuit and Family Court (Division 1 and Division 2) and three additional external members. The CEO and Principal Registrars for each of the Courts, the Executive Director Strategy and Corporate Services, the Chief Financial Officer and representatives from the Australian National Audit Office (ANAO) and the internal audit service provider attend committee meetings as observers.
- Internal auditors, RSM Australia Pty Ltd, conducted six internal audits during the year to test the Entity's systems of internal control. The reviews had the following focus:
 - Fraud Risk Management (including corruption controls)
 - Work Health and Safety Review
 - Protective Security Policy Framework (PSPF) Process Review
 - Emergency and Evacuation Preparedness Review
 - Key Financial Controls and Payroll Review, and
 - IT Disaster Recovery Plan (DRP) (Crisis and Response Management) Review.
- A fit-for-purpose risk management framework which includes a Risk Management Policy, Risk Management Plan, Fraud and Corruption Control Policy and Plan, Business Continuity Plan, Crisis Communications Plan, IT Disaster Recovery Plan and protective security framework.
- Internal finance related PGPA compliance certificates completed by senior managers.
- Annual audit performed by the ANAO, who issued an unmodified audit certificate attached to the annual financial statements.

PART 3 Report on Corporate Services

Table 3.1 Audit Committee, 30 June 2024

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST incl)	Additional information (including role on committee)
Ian Govey AM	<p>Bachelor of Laws (Hons), Bachelor of Economics. Fellow, Australian Academy of Law.</p> <p>Chair, Banking Code Compliance Committee.</p> <p>Chair, Federal Court of Australia Audit Committee.</p> <p>Director, Australian Centre for International Commercial Arbitration.</p> <p>Director, Australasian Legal Information Institute.</p> <p>Deputy Chair, ACT Community Services Directorate Audit Committee.</p> <p>Previously:</p> <p>Chief Executive Officer, Australian Government Solicitor.</p> <p>SES positions in the Australian Public Service, including Deputy Secretary of the Commonwealth Attorney-General's Department.</p>	4	4	\$26,785	Chair
Justice John Nicholas	<p>Bachelor of Laws, Bachelor of Arts.</p> <p>Previously a barrister practising in the areas of commercial law, intellectual property law and trade practices law.</p> <p>Appointed Senior Counsel in 2001.</p> <p>Appointed as a Judge to the Federal Court of Australia in 2009.</p>	2	4	0	<p>Deputy Chair (part year)</p> <p>Retired from Audit Committee.</p> <p>Last meeting was December 2023</p>
Justice Thomas Thawley	<p>Bachelor of Laws (Hons), Bachelor of Arts.</p> <p>Previously a barrister (1998 to 2018) with a focus on commercial law, equity, and taxation law.</p> <p>Appointed Senior Counsel for the State of New South Wales in 2012.</p> <p>Appointed as a Judge to the Federal Court of Australia in 2018.</p> <p>Appointed as an Additional Judge of the Supreme Court of the Australian Capital Territory in 2019.</p> <p>Appointed as a Deputy President of the Administrative Appeals Tribunal in 2018.</p> <p>Appointed as a Deputy President of the Copyright Tribunal in 2022.</p>	2	4	0	<p>Joined the Committee in March 2024.</p> <p>Deputy Chair (part year)</p>
Justice Robert Harper	<p>BA (Hons), LLB, PhD (Uni Syd).</p> <p>Member, Family Court Finance Committee.</p> <p>Member, Family Court Conduct Committee.</p>	3	4	0	Member

PART 3 Report on Corporate Services

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST incl)	Additional information (including role on committee)
Judge Natasha Laing	<p>Bachelor of Laws (Hons), Bachelor of Commerce – Marketing.</p> <p>Previously a solicitor and then a barrister practising in areas including migration and commercial law.</p> <p>Appointed as a Judge to the Federal Circuit and Family Court of Australia in 2022.</p> <p>Member, Migration Committee.</p>	3	4	0	Member
David Donovan (external)	<p>Fellow CPA.</p> <p>Master of Commerce; Graduate Certificate Professional Accounting.</p> <p>Fellow, Institute of Public Accountants (FIPA).</p> <p>Acting Assistant Secretary, Finance Branch at the Department of Employment and Workplace Relations.</p> <p>Previously:</p> <p>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.</p> <p>Financial roles at the CSIRO, Department of Human Services and the National Health Performance Authority.</p>	3	4	0	External Member
Lloyd Dobson (external)	<p>Bachelor of Business Studies (1st Class Hons).</p> <p>Master of Business Studies (Distinction).</p> <p>Graduate Australian Institute of Company Directors Course.</p> <p>Certificate in Governance and Risk.</p> <p>Fellow of the Governance Institute of Australia.</p> <p>Lloyd Dobson is the Manager Governance at the Australian Maritime Safety Authority.</p> <p>Previously:</p> <p>Director of the Portfolio and Risk Assurance Division at the New Zealand Department of Labour.</p> <p>Senior governance and change management roles at Housing New Zealand Corporation, New Zealand Trade and Enterprise, and the New Zealand Defence Force.</p>	1	4	0	<p>External Member</p> <p>Joined the Committee in June 2024</p>

PART 3 Report on Corporate Services

Member name	Qualifications, knowledge, skills or experience	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST incl)	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>	1	4	2,000	<p>External Member</p> <p>Joined the Committee in June 2024</p>

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

Correction of errors in the 2022-23 annual report

There are no errors to report.

Compliance report

There were no significant issues reported under paragraph 19(1)(e) of the *Public Governance, Performance and Accountability Act 2013* (Cth) that relate to non-compliance with the finance law in relation to the Listed Entity.

PART 3 Report on Corporate Services

Security

The Director Security, as Sheriff and Marshal for each court, along with the Marshal 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 requiring additional support through the use of safety plans.

During 2023-24, \$7,240,325 was expended for court security services covering the presence of security officers, point of entry screening, patrols, CCTV monitoring and security system equipment maintenance and upgrades.

During the reporting year, work progressed on the Future Security Service project. A request for tender was issued to the market for security guarding and alarm monitoring services with that process continuing at 30 June 2024. Other security services continue to be delivered under existing contract arrangements.

There were several matters before the Courts which required heightened security necessary for the safety of the Court or to address confidentiality and safety requirements sought by parties.

The Sheriff and Marshal and deputies 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 their role in the execution of orders emanating from Family Law Act 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.

Security awareness continued to be a focus with the aim of strengthening the security culture and improving staff awareness. This included the introduction of a new online security awareness training program which is mandatory for all staff to complete at induction and annually as a refresher. The training contains a security awareness survey which provides staff with an opportunity to provide feedback on security matters.

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, 2023-24

Warrant type	Federal Court of Australia	Federal Circuit and Family Court of Australia	Total
Enforcement warrant for seizure and sale	5	11	16
Warrant of possession	21	38	59
Writ of levy of possession	32	50	82
Total	58	99	157

PART 3 Report on Corporate Services

Purchasing and procurement

The Listed Entity's procurement policies and procedures, expressed in the Court's Resource Management Instructions, are based on the requirements of the *Public Governance, Performance and Accountability Act 2013* (Cth), the Commonwealth Procurement Rules and best practice guidance documents published by the Department of Finance. The Listed Entity achieves a high level of performance against the core principles of achieving value for money through efficient, effective and appropriately competitive procurement processes.

Information on consultancy services

The Listed Entity's policy on the selection and engagement of all consultants is based on the Australian Government's procurement policy framework as expressed in the Commonwealth Procurement Policy and guideline documentation published by the Department of Finance.

The main function for which consultants were engaged related to the delivery of specialist and expert services, primarily in connection with the Entity's IT infrastructure, international programs, finance, property, security and business elements of the Entity's corporate services delivery.

Depending on the particular needs, value and risks (as set out in the Entity's procurement information), the Entity uses open tender and limited tender for its consultancies. The Entity is a relatively small user of consultants. As such, the Entity has no specific policy by which consultants are engaged, other than within the broad frameworks above, related to skills unavailability within the Entity or when there is need for specialised and/or independent research or assessment.

Information on expenditure on all Entity contracts and consultancies is available on the AusTender website at www.tenders.gov.au.

Consultants

During 2023-24, two new consultancy contracts were entered into, involving total actual expenditure of \$145,200.

No ongoing consultancy contracts were active during 2023-24.

Table 3.3 outlines expenditure trends for consultancy contracts for 2023-24.

Table 3.3 Expenditure on reportable consultancy contracts, current reporting period (2023-24)

	Number	Expenditure \$'000 (GST incl.)
New contracts entered into during the reporting period	2	\$145
Ongoing contracts entered into during a previous reporting period	0	0
Total	2	\$145

Competitive tendering and contracting

During 2023-24, there were no contracts let to the value of \$100,000 or more that did not provide for the Auditor-General to have access to the contractor's premises.

Table 3.4 Expenditure on reportable non-consultancy contracts, current reporting period (2023-24)

	Number	Expenditure \$'000 (GST incl.)
New contracts entered into during the reporting period	191	\$22,832
Ongoing contracts entered into during a previous reporting period	324	\$38,656
Total		\$61,488

PART 3 Report on Corporate Services

During 2023–24, there were no contracts or standing offers exempted by the CEO and Principal Registrar from publication in the contract reporting section on AusTender.

Exempt contracts

During the reporting period, no contracts or standing offers were exempt from publication on AusTender in terms of the *Freedom of Information Act 1982* (Cth).

Procurement initiatives to support small businesses

The Listed Entity supports small business participation in the Commonwealth Government procurement market. Small and medium enterprises (SMEs) and small business participation statistics are available on the Department of Finance’s website at <https://www.finance.gov.au/procurement/statistics-on-commonwealth-purchasing-contracts/>

In compliance with its obligations, under the Commonwealth Procurement Rules, to achieve value for money in its purchase of goods and services, and reflecting the scale, scope and risk of a particular procurement, the Entity applies procurement practices that provide SMEs the appropriate opportunity to compete for its business.

Table 3.5 Organisations receiving a share of reportable consultancy contract expenditure, current reporting period (2023–24)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST incl.)
Kate Jenkins Pty Limited	33 665 228 204	\$66
1 and One Pty Limited	13 637 567 947	\$79

Table 3.6 Organisations receiving a share of reportable non-consultancy contract expenditure, current reporting period (2023–24)

Name of organisation	Organisation ABN	Expenditure \$'000 (GST incl.)
MSS Security Pty Limited	29 100 573 966	\$7,673
Fore Group Pty Limited	94 635 441 511	\$5,773
Macquarie Technology Operations Pty Limited	21 082 930 916	\$3,004
Terrace Tower Pty Limited	11 002 832 304	\$2,853
Datacom Systems (AU) Pty Limited	39 135 427 075	\$2,799

Asset management

Commonwealth Law Court buildings

Commonwealth Law Court buildings are located in every Australian capital city (eight in total). With the exception of two 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’, 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).

An MOU was signed with the Department of Finance for 2018–19 which continues to roll over monthly while the Court and Department of Finance negotiate a long-term agreement. The longer-term lease agreement MOU which was anticipated to come into effect during the 2023–24 financial year will be finalised by both parties in the first half of the 2024–25 financial year.

PART 3 Report on Corporate Services

Registries – leased

Corporate Services also manages some 15 registry premises across the nation, located in leased premises. Leased premises locations include Albury, Alice Springs, Cairns, Dandenong, Dubbo, Launceston, Lismore, Newcastle, Rockhampton, Sydney, Townsville and Wollongong. There are also arrangements for the use of ad hoc accommodation for circuiting in 25 other regional locations throughout Australia.

Regional registries – co-located

The Courts co-locate with a number of state and territory court jurisdictions, leasing accommodation from their state counterparts. There are Federal Court and Federal Circuit and Family Court registries in Darwin.

The 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 Federal Court in Sydney is located in the Law Courts Building in Queens Square, co-tenanting with the High Court of Australia and the New South Wales Supreme Court. This building is owned by a private company (Law Courts Limited), 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 2023-24

The majority of capital works delivered in 2023-24 were projects addressing the urgent and essential business needs of the Courts. In addition, the ongoing refurbishment and improvement of facilities across all locations continues to ensure that the buildings in which the Courts and the Tribunal operate remain safe and fit for purpose. Projects undertaken or commenced included the following:

- Completed construction of new judicial and registrar accommodation at the Melbourne Commonwealth Law Courts.
- Completed metering upgrade works at 80 William Street as required under the lease and for improved data capture.
- Completed 45 other minor works activities including lifecycle replacements, office modifications, office equipment, security equipment and an eV charger installation.
- Completed concept and detailed design for new registrar accommodation in the Adelaide Commonwealth Law Courts. Construction works have commenced and will be completed in the first quarter of 2024-25.
- Completed concept design works to modify the Dandenong registry to improve safety and increase the accommodation capacity for registrars and legal case manager facilities. Detailed design works will commence in early 2024-25, with construction estimated to be completed by the end of the financial year.
- Completed concept and detailed design to modify and improve court functions and patron comfort and undertake lifecycle renewal at the Wollongong registry. Construction has commenced and will be completed in the first quarter of 2024-25.
- Completed construction for the joint project between the Family Court of Western Australia and the Federal Courts, which was project managed by the Federal Courts. The project saw an additional three courtrooms, a conference room, mediation suites, chambers, and support staff areas to meet the growing needs of the community.



PART 3 Report on Corporate Services

- Commenced concept and detailed design for new mediation suites in the Perth Commonwealth Law Courts. Construction works are anticipated to commence in early 2024–25 and be completed by the end of the financial year.
- Commenced concept design of new judicial accommodation at 80 William Street. Detailed design will be completed in early 2024–25 financial year. Construction is estimated for completion early in 2025.
- Commenced Safe Room audits and gap analysis to identify where improvements to facilities can be made. The review will be completed in early 2024–25 financial year with works to improve the spaces progressing through the financial year.
- Worked with the building owner, the Department of Finance, who completed painting works in the Parramatta and Adelaide Commonwealth Law Courts. Painting is currently underway in the Melbourne Commonwealth Law Courts.
- Worked with the building owner, the Department of Finance, to progress key compliance, infrastructure, Disability Discrimination Act and lifecycle upgrades across a number of Commonwealth Law Courts, which will continue into the 2024–25 financial year.
- Worked with the building owner on the design, consultation and completion for approximately 47 projects.

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 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 has an impact on the environment in a number of areas, primarily in the consumption of resources. Tables 3.7, 3.8 and 3.9 list environmental impact/usage data where available.

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. They include:

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

Other measures

During 2023–24, the Listed Entity worked within its environmental management system to minimise its environmental impact through a number of specific measures, either new or continuing.

Energy

- Replaced conventional fluorescent and halogen lighting with energy-saving LED lighting.
- Replaced appliances with energy-efficient models.
- Reviewed of electricity contracts to ensure value for money.
- Incorporated of energy-efficient equipment into projects.
- Worked with landlords to install photo voltaic systems in our premises in Parramatta Commonwealth Law Courts and Dandenong.

Information technology

- E-waste was recycled or reused where possible, including auctioning redundant but still operational equipment.
- Fully recyclable packaging was used where possible.

Paper

- Matters commencing with the Courts are now handled entirely electronically. Over 127,630 electronic court files have been created, comprising almost 1,698,415 electronic documents, effectively replacing the use of paper in court files. This is an increase of 11,941 electronic court files and 107,495 electronic court documents from 2022–23.

PART 3 Report on Corporate Services

Table 3.7 The Listed Entity's paper usage data, 2019-20 to 2023-24

Paper usage – office paper (reams)	2019-20	2020-21	2021-22	2022-23	2023-24
FCFCOA	28,651	21,917	15,654	11,076	9,572
FCA	5,866	4,734	5,215	4,222	5,084
TOTAL	34,517	26,651	20,869	15,298	14,656

- Family law eFiling also continues to be expanded, with over 96.76 per cent of divorce applications now being electronically filed.
- Clients are encouraged to use the online portal, and staff are encouraged to send emails rather than letters where feasible.
- Secure paper (e.g. confidential) continued to be shredded and recycled for all court locations.
- Non-secure paper recycling was 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.
- The overall reams total decreased by 642 reams (four per cent) in 2023-24. This is due to the increased use of electronic filing and communication were feasible, and ongoing working from home arrangements.

Waste/cleaning

- Provision for waste co-mingled recycling (e.g. non-secure paper, cardboard, recyclable plastics, metals and glass) forms a part of cleaning contracts, with regular waste reporting included in the contract requirements for the privately leased sites.
- Printer toner cartridges continued to be recycled at the majority of sites.
- Recycling facilities for staff personal mobile phones were permanently available at key sites.
- Secure paper and e-waste recycling was available at all sites.

Property

Fit-outs and refurbishments continued to be conducted in an environmentally responsible manner including:

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

Travel

Although some staff travel is unavoidable, the Listed Entity will continue to support the use of video conferencing and other lessons learned on the practice of remote communications where feasible and practicable.

Additional ecologically sustainable development implications

In 2023-24, 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.

PART 3 Report on Corporate Services

Table 3.8 greenhouse gas emissions inventory, location-based method

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)		642.055	70.728	712.783
Natural gas				
Solid waste*			0.784	0.784
Refrigerants [†]				
Fleet and other vehicles	475.441		119.960	595.401
Domestic commercial flights			1,065.204	1,065.204
Domestic car hire*			19.906	19.906
Domestic travel accommodation*				
Other energy				
Total kg CO₂-e	475.441	642.055	1,276.582	2,394.078

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

* indicates emission sources collected for the first time in 2023-24. The quality of data is expected to improve over time as emissions reporting matures.

† indicates optional emission source for 2023-24 emissions reporting.

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

For the reporting year 2023-24, the Listed Entity utilised ten hybrid vehicles and seven electric vehicles (EV). Data for the km travelled was not available at the time of this report.

Table 3.9 2023-24 electricity greenhouse gas emissions

Emission source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Percentage of electricity use
Electricity(location-based approach)	642.055	70.728	712.783	100%
Market-based electricity emissions	591.125	72.978	664.104	81.28%
Total renewable electricity				18.72%
Mandatory renewables ¹				18.72%
Voluntary renewables ²				0.00%

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.

1 Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

2 Voluntary renewables reflect the eligible carbon credit units surrendered by the Listed Entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

PART 3 Report on Corporate Services



Australian Public Service Net Zero 2030

As part of the reporting requirements under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*, and in line with the Government's APS Net Zero 2030 policy, all non-corporate Commonwealth entities and corporate Commonwealth entities are required to publicly report on the emissions from their operations, commencing with public reporting of 2022-23 emissions in entity annual reports.

Entities will be able to consistently measure and report on their emissions using tools and guidance developed by the APS Net Zero Unit in the Department of Finance. To ensure consistency across the APS, reporting entities are required to use the emissions reporting tool provided by Finance to calculate their emissions.

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole of Australian Government approach as part of the APS Net Zero 2030 policy.

Management of human resources

In 2023-24, one of the key areas of focus for the Listed Entity was the investment in the staff support framework. Substantial investments were made in the People and Culture Team to strengthen their capability to support the Courts and the Tribunal to continue to build a diverse and capable workforce for the future. This initiative included implementing a function-based human resources (HR) operating model that enables the Listed Entity to streamline existing HR business processes and enhance staff experience and engagement across all stages of the employee life cycle.

A highlight of the year was the commencement of the new Enterprise Agreement, which provides better conditions and flexibility for our staff, including access to parental and cultural leave, increased access to flexible working arrangements and improved pay offering. These new and improved conditions will support the attraction and retention of skilled and qualified professionals. The development and bargaining process for the new Enterprise Agreement involved extensive consultation with staff at all levels.

Staffing

At 30 June 2024, the Listed Entity engaged 1,462 employees under the *Public Service Act 1999* (Cth). This figure includes 899 ongoing and 563 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 specific term of 12 to 18 months to support their development in the legal profession. 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.

All employees of the Federal Court of Australia and the FCFCOA (Division 1) and FCFCOA (Division 2) were designated to be employees of the Federal Court Listed Entity by the *Courts Administration Legislation Amendment Act 2016* (Cth) for the purposes of the *Public Service Act 1999*. Employees are also engaged by the Federal Court Listed Entity to support the operation of the National Native Title Tribunal.

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

PART 3 Report on Corporate Services

Employee wellbeing

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

The Listed Entity engaged specialists to deliver wellbeing and vicarious trauma training to employees who may be exposed to sensitive and emotionally demanding case material, while also maintaining sessions focused on building resilience to support overall employee wellbeing. The Listed Entity also continued to offer weekly online yoga sessions at no cost to all staff and promoted Fitness Passport to support physical health and wellbeing.

Diversity and inclusion

The Listed Entity is committed to a diverse and inclusive workplace, which includes ensuring its workforce reflects the broader communities in which our employees work. The Listed Entity focuses on ensuring it creates a safe and supporting environment in which 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 fill 61 per cent of positions at Senior Executive Service classifications and 74 per cent of positions at Executive Level classifications.

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. The Listed Entity has 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.

An important element of diversity and inclusion is ensuring employees are treated with dignity, courtesy, and respect at all times in the workplace. 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 policies now also provide for a formal process for employees to raise a concern if they experience inappropriate behaviour by a judge.

The Listed Entity provides annual refresher training to all employees to reinforce the policies and initial training delivered in 2022–23. 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

The inaugural Federal Court Listed Entity Reconciliation Action Plan (RAP) for 2020–21 was launched in September 2020. There are four levels of RAP – Reflect, Innovate, Stretch and Elevate – which suit organisations at the different stages of their reconciliation journey. The Listed Entity’s reconciliation journey began with a Reflect RAP in which it shared its vision for reconciliation and laid the foundation for future RAPs.

The Listed Entity has focused on creating employment opportunities for Aboriginal and Torres Strait Island People, with its Aboriginal and Torres Strait Islander employment rate increasing from 2.5 per cent in 2022–23 to 2.9 per cent in 2023–24. The Listed Entity is currently working on its next RAP at the Innovate level, which it is aiming to launch in early 2025.

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 affect people with disability, their families and carers. All levels of 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>.

PART 3 Report on Corporate Services

Employment arrangements

The Remuneration Tribunal determines the remuneration of the CEO and Principal Registrars for the Federal Court of Australia, the FCFCOA (Division 1), the FCFCOA (Division 2) and the Registrar of the National Native Title Tribunal, as they are holders of statutory offices.

The Listed Entity's Senior Executive Service (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. 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 2024, there were:

- 217 employees on individual flexibility arrangements
- 18 employees on section 24 determinations, and
- 1,228 employees (including casual employees) covered by the Enterprise Agreement.

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

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

Work health and safety

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 worker's compensation premium increased by 83 per cent in 2024–25 to \$0.925 million. For 2023–24, it was \$0.5 million and in 2022–23 it was \$0.75 million. The increase is due to a number of factors including an increase in salary expenditure, and a reduction in the bonus received compared to last year. In the prior year, the Listed Entity exceeded expected performance by a large margin. For the coming year, the Listed Entity exceeded expected performance by a smaller margin and hence the bonus was greatly reduced. The indicative premium rate has increased marginally to 0.52 per cent compared to 0.5 per cent last financial year. It is still substantially lower than 0.95 per cent across the scheme (Commonwealth agencies), which is a reflection of the Listed Entity's strong safety performance.

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 four 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.

The Listed Entity is committed to assisting the Courts and the Tribunal to implement changes in 2024–25 to further embed the Priority Reforms in our day-to-day work across the Courts and the National Native Title Tribunal to improve health and wellbeing outcomes for First Nations peoples.

PART 3 Report on Corporate Services

Information technology

The Information Technology (IT), Digital Practice, Digital Solutions and Cyber Security teams focus on creating and maintaining technology that is simple, follows contemporary industry standards and meets the evolving needs of judges, staff, external clients, 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 on 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 effort against the IT Strategic Plan was completed, including 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

The Digital Court Program continues to be a key priority for the Courts, streamlining core business systems to enhance flexibility and operational efficiency. The program is modernising critical case management tools to support the delivery of quality, timely court services to the Australian community.

The current focus of the program is the build and implementation of CourtPath, which is progressively replacing a number of internal-facing case management systems with a single platform that will streamline court activity and reduce costs associated with maintaining multiple legacy systems.

CourtPath is being developed by an in-house team in partnership with judges, registrars and court staff to support sustainable improvements to workflows and efficient case handling.

User-centred design principles have been adopted to ensure CourtPath is intuitive to use while providing timely, accurate and secure access to critical materials. It uses familiar, predictable design patterns seen in many modern applications to minimise the need for user training.

The second phase of the program was completed in early 2024, with CourtPath now in use across both the federal law and family law jurisdictions. The CourtPath application continues to be developed as it replaces multiple legacy systems.

Throughout 2023–24, the Digital Court Program also continued preparing for a future migration of the CourtPath application and associated document storage to the cloud which will provide further benefits including performance and scalability.

Cyber security

Protecting our valuable assets and promoting a culture of cyber security awareness has remained a focus for the Cyber Security team. During the 2023–24 reporting period, cyber security has remained a constant area of attention and investment. As threats and threat actors to digital systems and infrastructure grow and adapt globally using new technologies and methods designed to disrupt important business activities, steal sensitive information, and cause damage, the Courts and Tribunals are committed to operating and delivering services in a secure manner.

Capability development and improvement has been achieved by investing in the Cyber Security team and by uplifting security tools to identify and respond to cyber security events.

Areas of development include:

- **Incident detection:** The introduction of a centralised logging platform has increased the monitoring, detection, and response ability. Being able to quickly analyse events from many sources improves response activities, including automated alerting for risky activities to highlight areas for investigation.
- **Staff training:** Building and maintaining cyber security skills in the areas of risk management, cloud services, and modern security tools has helped create a resilient cyber security capability.
- **Staff awareness:** Regular communication and targeted awareness sessions have increased the ability and confidence of Courts and Tribunal staff to maintain secure behaviours. All staff play an important role protecting IT systems and services, including the information entrusted to the Courts and Tribunal.

PART 3 Report on Corporate Services



The cyber team is committed to the protection of information and IT systems. Implementation of the Protective Security Policy Framework and Information Security Manual remains a priority and initiatives such as vulnerability remediation, risk management, and endpoint protection are important initiatives helping to achieve that goal.

Digital solutions

During 2023-24, the Digital Solutions team focused on continuing to enhance video conferencing capabilities within courtrooms. This initiative aimed to improve both the video and audio quality for internal and external participants, ensuring seamless communication and proceedings.

Key projects included:

1. Installation of video conferencing equipment:
 - State-of-the-art video conferencing systems were successfully installed in 22 courtrooms.
 - All installations met the highest standards for video clarity and reliability.
2. Upgraded video and audio equipment:
 - The Courts now have a total of 167 video conference enabled courtrooms.
 - There is new functionality to improve visualisation of evidence, with the ability to set up monitors for the judge, bar and witness.
 - Video and audio equipment was upgraded in 15 courtrooms.
 - Enhancements included high-definition cameras and advanced audio systems to improve overall quality.
3. Core audio component upgrades:
 - Core audio components were upgraded in 60 courtrooms.
 - Upgrades focused on improving audio clarity within the courtroom and for remote participants, facilitating better communication and understanding.

PART 3 Report on Corporate Services

The upgrades have significantly improved access to justice while providing a better in-room experience for judges, staff and the profession. The new systems have streamlined courtroom operations with intuitive control panels, reducing technical issues and downtime. As video conferencing technology continues to evolve rapidly, these installations and upgrades have positioned our courtrooms to handle future technological advancements with ease.

These projects reflect our commitment to leveraging technology to enhance judicial processes and ensure effective communication in all courtroom settings.

Digital Practice and Improvement

Digital Practice and Improvement continues to provide advice and support to judges, chambers staff, court staff, the profession, and litigants, formulating a way towards improvement and innovation aligning with the Courts' strategic direction. With the increase in demand for digital and improved practices, and scope of improvement opportunities, the team has expanded with staff now in Queensland, New South Wales, Victoria and South Australia. In June 2024, this function was moved from Corporate Services to Court and Tribunal Services as part of the Court Support and Improvement team.

The focus of Digital Practice and Improvement is on the promotion and adoption of digital practices and implementing process improvements. Key activities this financial year have included support and assistance for Webex to YouTube live streaming, a booking system for subpoena inspections, a booking system for recruitment, data visualisation for courtroom usage, a judges' calendar and Strategic Support Hub task tracking, video conferencing and Adobe Acrobat training, process mapping for subpoenas (FCFCOA), non-party file access requests, safety at court process mapping and improvement opportunities and the Webex pilot for FCFCOA (Division 1) and FCFCOA (Division 2) judges and registrars.

Digital Practice provided a range of training across Corporate Services, Court and Tribunal Services, the Federal Court of Australia, the Federal Circuit and Family Court of Australia and the National Native Title Tribunal. This included:

- video conferencing equipment in courtrooms, conference rooms and portable units
- Adobe Acrobat, partnered with Adobe specialists
- Webex meetings and personal meeting rooms for the Webex pilot

- the new Federal Court visiting chambers travel notification process
- the new after-hours documentation process for after-hours calls
- various Court Officer recruitments and initial training
- ongoing Court Officer refresher and upskilling training
- new associate inductions and in-court training
- new judge inductions and courtrooms training, and
- visiting chambers tool training provided to judicial support staff.

Digital Practice is also invested in the upskilling and professional development of court staff by sending team members to training courses, such as:

- Information Technology Infrastructure Library (ITIL 4)
- DevOps
- Building High Performance Teams
- SharePoint (Pages, Document Libraries and Lists), and
- Project Management.

Live streaming

Digital Practice continues to support the Federal Court by live streaming proceedings via the Federal Court YouTube channel. In 2023-24, 89 listings were live streamed, including high public interest matters such as *Ben Roberts-Smith v Fairfax Media Publications*, *Bruce Lehrmann v Network Ten Pty Limited*, *eSafety Commissioner v X Corp* and more.

Additionally, court and judicial events were live streamed including judicial welcome and farewell ceremonies, seminars and lectures such as In Conversation: Recovering and Revitalising Indigenous Laws, Employment and Industrial Relations Seminar, Richard Cooper Memorial Lecture, In Conversation event with Chief Justice Mortimer and Justice Joe Williams, International Fiscal Association x Federal Court of Australia Seminar, an MOU signing between the Federal Court and the Philippines Supreme Court and the Silk Bows ceremony.

Digital Practice will continue to support the Court to continue to live stream events to strengthen ties with the community and profession.

PART 3 Report on Corporate Services

Table 3.10 Selection of court proceedings and events live streamed in 2023-24

Event	Total views for hearing
Lehrmann v Network Ten Pty Ltd & Anor (NSD103/2023)	2,779,381
Employment and Industrial Law Seminar 2023	50,758
Al Muderis v Nine Network Australia Pty Ltd & Ors (NSD917/2022)	58,528
Roberts-Smith v Fairfax Media Publication Pty Ltd & Ors (NSD1485/2018)	18,592
Queensland Kings Counsel Ceremony	11,839
Bell & Ors on behalf of the Wakka Wakka People #4 & State of Queensland & Ors (QUD277/2019)	9,936
Victoria Silk Bows Ceremony	8,483
Pabai v Cth (VID622/2021)	6,014
In Conversation: From Treaty to Settlement, to Treaty Settlements	5,730
eSafety Commissioner v X Corp (NSD474/2024)	5,674
Haverkort v Qantas (VID650/2023); Nicholas v Qantas (VID893/2023)	5,152
Applications by ANZ and Suncorp – ACT 1 of 2023	4,220
Farewell Ceremony for Justice Middleton	4,184
Greenwich v William Latham (NSD475/2023)	3,927
Ceremonial Welcome Sitting for Chief Justice Mortimer	3,793
Transport Workers' Union of Australia v Qantas Airways Limited (NSD1309/2020)	3,518
Yindjibarndi Ngurra Aboriginal Corporation RNTBC v State of Western Australia & Ors (WAD37/2022)	3,146
Russell v Australian Broadcasting Corporation (NSD745/2022)	2,566
Senator Ralph Babet & Anor v Electoral Commissioner (NSD978/2023)	2,380
Australian Electoral Commission v Kelly (NSD375/2022)	1,980

National Court Support

The National Court Support team has been committed to providing ongoing support to the judiciary, particularly as it relates to their daily listings and the courts list publication. Along with having a part in ensuring the smooth running of court matters, the National Court Support team has also aided in the training and development of new court staff regarding in-court practices and procedures. The National Court Support team strives to ensure the smooth daily operation of court matters and streamline processes to ensure an improved yet consistent experience for judges, the practitioners and litigants.

Websites

The Court and Tribunal websites are the main sources of public information and a gateway to a range of online services such as the Commonwealth Courts Portal, eLodgment, eFiling and eCourtroom.

The Corporate Services National Communications team is responsible for managing and maintaining the following Court and Tribunal websites:

- Federal Court of Australia: www.fedcourt.gov.au
- Federal Circuit and Family Court of Australia: www.fcfa.gov.au
- National Native Title Tribunal: www.nntt.gov.au
- Australian Competition Tribunal: www.competitiontribunal.gov.au

PART 3 Report on Corporate Services

- Defence Force Discipline Appeal Tribunal:
www.defenceappeals.gov.au
- Copyright Tribunal: www.copyrighttribunal.gov.au.

The websites provide access to a range of information including court forms and fees, publications, practice notes, guides for court users, daily court lists and judgments.

In the reporting year, over 20,301,635 total hits to the sites were registered:

- Federal Court website: 9,519,397 – a 44 per cent increase from the previous reporting year
- Federal Circuit and Family Court of Australia: 9,795,503 – a 9.4 per cent increase from the previous reporting year
- National Native Title Tribunal website: 986,735 – a 7.5 per cent increase from the previous reporting year.

The Listed Entity supported the following enhancements to the websites:

- The commencement of system upgrades to the Federal Court and the National Native Title Tribunal website publishing platforms.
- The establishment of 15 new Federal Court online files. Online files are created in cases of high public interest and contain all court documents approved for public access by the judge.
- The expansion of the digital content on the Federal Circuit and Family Court website with the publication of three videos on family violence, parenting cases and the voice of the child. AUSLAN versions of each video were also published.
- The publication of 14 brochures in 10 languages on the Federal Circuit and Family Court website, along with improved functionality to find information by language.
- The launch of a new podcast series, ‘The lives and times of the judges’, which explores the lives and careers of former judges of the Federal Court.

Media

The Corporate Services media team handle media inquiries for the Federal Court of Australia and the National Native Title Tribunal. Enquiries usually involve access to court files and hearings, and requests for judgments. The role also includes dealing with issues that can require high-level contact and coordination.

The team is dependent on the close cooperation and support of registries, judges’ chambers, web team and those responsible for external webcasting.

In some cases, the Court establishes online files on to which material is placed once approved.

In the reporting year the following online files were the subject of intense public interest:

- NSD689, 690, 691/2023: Roberts-Smith Appeals
- NSD103/2023: *Lehrmann v Network Ten*
- VID1023/2023: *Deeming v Pesutto*
- NSD372/2023: *Faruqi v Hansen*, and
- NSD1148/2022: *Roxanne Tickle v Giggie for Girls*.

The *Lehrmann v Network Ten* online file had 405,908 page views during 2023-24 and – when judgment was delivered in April 2024, more than 47,000 people watched the YouTube broadcast.

During the reporting year the Federal Court established its first media committee, composed of judges, court staff and media representatives. Among its terms of reference, it was asked to ‘facilitate open and constructive dialogue between various parties with a common interest in and responsibility for open justice’. A key part of the committee’s work is to canvass ways to use digital platforms such as LinkedIn, YouTube and X to provide the public and profession with an insight into aspects of the Court’s work and facilitate open justice. The intention was for the profession and the public to have a greater understanding of the Court’s work. At the conclusion of the reporting year, the committee had met on five occasions.

PART 3 Report on Corporate Services

Social media

The Corporate Services National Communication team manage all Court and Tribunal social media channels on LinkedIn, X and YouTube. These include:

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>)

FCFCOA (Division 1) and FCFCOA (Division 2)

- 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 channels are leveraged to inform the public about the role and work of the Courts and Tribunal, including:

- legislation and rule changes
- latest news
- high-profile cases and significant decisions
- media releases
- selected job vacancies
- emergency notifications
- online service outages, and
- registry closures.

The accounts are monitored during business hours, Monday to Friday, and intermittently out of hours.

In addition to using social media to inform the public of the work of the Courts and Tribunal, social media is leveraged to maintain contact with our audiences and build trust with our community. It is recognised that social media is an essential mechanism to reach the public and prospective followers to effectively present the Courts and Tribunal, build trust and maintain the brands, and we will continue to build this into our strategy.

Our approach to the Courts, and Tribunal's social media channels growth is organic. We are focused on creating and sharing engaging and informative content that is relevant to our audience. Our channels are the source of truth for the Courts and Tribunal, with content designed to direct followers to the website for further information and reduce the need to contact us.

Overall, all of the Courts and Tribunal's social media accounts experienced growth during the reporting period, in relation to both follower count and overall engagement with the content shared. During the reporting period, the Federal Court's LinkedIn account gained 21,206 followers (37,155 at 30 June 2024) and the FCFCOA (Division 1) and FCFCOA (Division 2) account grew by 6,814 followers (22,620 at 30 June 2024). The industry demographic of those engaging with the Courts and Tribunal via social media continued to be dominated by those working within law practice and legal services, with most followers residing in metropolitan Australia.

The Federal Court's YouTube presence also continues to grow as increasingly high-profile matters are livestreamed to the public. During the reporting period the Federal Court YouTube follower count grew by more than double the previous year. The channel amassed approximately 3,000,000 views across all the live streamed and uploaded content. As at 30 June 2024, the Federal Court's YouTube channel had 40,394 subscribers. During the reporting period, 89 court proceedings and many other events were livestreamed. For more information about livestreaming, see page 32.

PART 3 Report on Corporate Services

Judgments publication

The Corporate Services Judgments team publishes judgments for the Federal Court of Australia, Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2).

This includes managing the production, anonymisation, publication and storage of judgments and other legislative requirements, as well as the timely publishing and wider dissemination of judgments to Court websites, publishers and AustLII.

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

Efforts are made to publish as many judgments as practical while also applying legal publishing standards and complying with legislative requirements restricting the publication of private information related to certain proceedings. The publication of these judgments is also seen to adequately reflect the work of the Courts.

To maintain and improve this administrative function, the Judgments team disseminate the Court's decisions as widely as possible and in a timely manner. All judgments that are suitable for external distribution are published to AustLII (the primary free-access resource for Australian legal information). 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) for inclusion in case citation databases.

Federal Court of Australia

In the reporting year, 1,851 settled judgments were received and published by the Judgments Publication Office. This figure includes 192 Full Court decisions.

The Judgments Publication Office also received and published a number of decisions from the Supreme Court of Norfolk Island (10), the Competition Tribunal (2), the Copyright Tribunal (2) and the Defence Force Discipline Appeal Tribunal (1).

The Judgments Publication Office provides copies of judgments to a number of free legal information websites including AustLII and JADE, legal publishers, media and other subscribers.

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 temporarily or permanently.

Email notifications of judgments are sent to subscribers via a subscription service on the Court's website.

Federal Circuit and Family Court of Australia (Division 1)

In 2023-24, 1,299 settled Division 1 judgments were received by the Judgments Publication Office. This comprised 235 from the appellate jurisdiction and 1,064 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).

After anonymisation, judgments are made available in full text on the Australasian Legal Information Institute (AustLII) website and provided to legal publishers. The Court's website provides links to recent decisions on AustLII at fcfcoa.gov.au/judgments.

In 2023-24, approximately 1,232 Division 1 decisions were published externally.

In 2023-24, 73 decisions of the Federal Circuit and Family Court of Australia (Division 1) were published in commercial law report series, including the Australian Family Law Cases (46), Federal Law Reports (3) and Family Law Reports (24). A link to the AustLII version of each judgment is also published on the Court's website.

Federal Circuit and Family Court of Australia (Division 2)

In 2023-24, 3,016 settled Division 2 judgments were received by the Judgments Publication Office. A breakdown of settled judgments, finalised by jurisdictional category, is below.

PART 3 Report on Corporate Services

Table 3.11 Federal Circuit and Family Court of Australia (Division 2) judgments by jurisdictional category, 2023-24

Jurisdictional category	Number finalised
Family law	1,769
Migration	900
Industrial law	181
Bankruptcy	49
Practice and procedure	66
Child support (includes Administrative Appeals Tribunal)	15
Consumer law	13
Human rights	12
Intellectual property (includes copyright and trade marks)	10
Administrative law	1
Admiralty law	0
TOTAL	3,016

A significant number of the Court's decisions are delivered ex tempore at the conclusion of the hearing or soon after. Not all these judgments are settled into written form due to the additional time required for this task. Those that are settled are done so in response to a request from the parties or a notice of appeal or if the judicial officer considers it appropriate to do so.

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, among other details. The Judgments Publication Office devotes a significant amount of time anonymising family law and child support decisions so that they are suitable to be published.

In 2023-24, approximately 519 Division 2 family law decisions and 1,000 Division 2 general federal law decisions were published externally.

In 2023-24, 40 decisions of the FCFCOA (Division 1) and FCFCOA (Division 2) were published in commercial law report series, including Federal Law Reports (14), Family Law Reports (2), Australian Industrial Law Reports (20) and Australian Torts Reports (4). A link to the AustLII version of each judgment is also published on the Court's website.

Recordkeeping and information management

Corporate coverage

Information management is a corporate service function providing information and records management services to support effective and compliant information and records management for the Federal Court of Australia, FCFCOA (Division 1), FCFCOA (Division 2), National Native Title Tribunal, Australian Competition Tribunal, Copyright Tribunal of Australia and Defence Force Discipline Appeal Tribunal.

Committees

The Information Governance Committee met during the reporting year to monitor information governance obligations that affect the Listed Entity. The committee continued to work on meeting the outcomes of the government's Building Trust in the Public Record policy and monitoring the Listed Entity's results from the National Archives of Australia Checkup 2023 survey.

Records Management System

The Listed Entity continues to look to modernise and improve the Records Management System. A discovery project was commenced during 2024 to review alternative software options for the Entity's Records Management System.

National Archives reporting

The National Archives annual check-up, reporting on digital benchmark targets, saw a small improvement in 2023 on the Listed Entity's 2022 overall information management maturity index results. This improvement was due to the implementation of the new information management system within the Listed Entity during 2023.

PART 3 Report on Corporate Services

Transfers to National Archives

No transfers to the National Archives were undertaken in 2023-24.

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 Federal Court of Australia, the FCFCOA (Division 1) and the FCFCOA (Division 2), and members and staff of the National Native Title Tribunal.

Specific services include:

- responding to requests for information from judges and all other 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, and
- 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 areas, and to children and families to support the court child experts working within the Federal Circuit and Family Court of Australia.

Details of items held in the collection are publicly available through the Library Catalogue and Native Title InfoBase and accessible from the Federal Court of Australia 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, encyclopedia 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 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.



REPORT
ON REGISTRY
SERVICES

PART
4

PART 4 Report on Registry Services

Overview of Registry Services

The registry services functions for the Federal Court, the FCFCOA (Division 1) and the FCFCOA (Division 2) are amalgamated into a program under Outcome 4 (Program 4.2) known as the Commonwealth Courts Registry Services (also known as Court and Tribunal Services or CTS).

This provides an opportunity to shape the delivery of administrative services and stakeholder support across the Listed Entity in a more innovative and efficient manner. A focus on maximising registry operational effectiveness through streamlined structures and digital innovations will significantly contribute to the future financial sustainability of the Courts.

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

This part of the report describes how Registry Services supports the judicial work of the Courts and Tribunal, as well as how it contributes to initiatives which are led by each court and the Tribunal.

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, and
- support the Courts to take full advantage of the benefits of the Digital Court Program.

Purpose

The purpose of Registry Services is to provide efficient and effective services to the Commonwealth Courts and Tribunals and their users.

Governance

A Registry Optimisation Committee has been established as an accountability forum, for the purposes of reporting to the jurisdiction Chief Executive Officers about the direction and performance of Court and Tribunal Services, noting that CTS is a shared service delivering services on behalf of the Courts.

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

Registry Services management structure

The Executive Director, Court and Tribunal Services has overarching responsibility for the delivery of registry services to support each of the Courts and the Tribunal. The Executive Director, Court and Tribunal Services reports to the Executive Director Strategy and Corporate Services and is supported by an Executive Assistant and a Project Officer.

Registries

Directors Court Services report to the Executive Director, Court and Tribunal Services. They lead and manage the Courts' registry operations and resources in their respective regions, and contribute to continuous business improvement. Directors Court Services work collaboratively with national service managers and other directors to lead and manage multi-disciplinary teams delivering a range of customer-driven professional and business support services to ensure national service excellence. The development and maintenance of key relationships with Aboriginal and Torres Strait Islander peoples, culturally diverse community groups and support services is an important responsibility of the role and ensures that all court services recognise the needs of our client groups.

PART 4 Report on Registry Services

Managers Court Services report to the Director Court Services in their respective region and are responsible for leading and managing the Courts' registry operations and resources in their location in accordance with the Courts' strategic and operational plans and national service standards. Liaising with the judiciary of all Courts in their location, together with the Directors Court Services, they ensure the judiciary are well supported in chambers and in court, and that the delivery of court services is consistent, responsive to client needs and provided in a courteous, timely and efficient manner.

Judicial and/or Registry Services Team Leaders and Chambers Coordinators report to the Manager Court Services, or in the absence of a Manager Court Services, the Director Court Services in their respective region. They are responsible for delivering high-quality, courtroom and chambers support to judicial officers (including training and development of associates) and registry services to clients, legal practitioners, registrars, and community groups that support court users. They have oversight of judicial and registry services in their location and provide information on appropriate avenues for addressing client needs and recommending appropriate options for effective resourcing and services for the Courts.



PART 4 Report on Registry Services

Strategic Support Hub

The Director Strategic Support Hub reports to the Executive Director, Court and Tribunal Services. The Director Strategic Support Hub is responsible for the strategic and operational management of the Courts' Enquiry Centre, as well as filed document processing for family law matters and the provision of in-court and administrative support of the work undertaken by Deputy Registrars in family law. In collaboration with the Directors Court Services, and national and local managers, the Director Strategic Support Hub is an important driver of and contributor to the identification of business and process enhancements linked to the delivery of improved customer interactions with the Courts and meeting service level standards associated with enquiries and document handling.

Court Support and Improvement (including Digital Practice)

In June 2024, the Digital Practice and Improvement function was moved from IT to Court and Tribunal Services and is now known as Court Support and Improvement. A report on the work of the Digital Practice team in 2023-24 can be found in the IT update on page 32.

Knowledge and Training

The Knowledge and Training team aims to engage, uplift, and develop the knowledge and capabilities of court and tribunal staff within the Federal Court of Australia and the Federal Circuit and Family Court of Australia in both general federal law and family law.

They achieve this by:

- engaging with stakeholders to develop and deploy standardised processes, procedures, and training materials that empower staff and support service delivery excellence
 - creating and maintaining comprehensive knowledge assets and training curricula, storing them in central repositories, and fostering continuous improvement through regular review of content and materials
 - equipping staff with the skills and knowledge needed to provide accurate, high-quality service, focusing on efficiency to support both internal and external stakeholders, and
 - implementing innovative learning solutions to ensure staff are well trained and equipped to handle their responsibilities effectively, utilising a variety of learning methodologies.
- The Knowledge and Training team is committed to providing an innovative, integrated approach to knowledge, training, and development within a nationally consistent framework. This approach supports the Courts' operations by ensuring the consistent delivery of knowledge and training resources, thereby enhancing service excellence and operational efficiency.

Court and tribunal registries

There are 22 court and tribunal registries across Australia, supported by 324 staff. The key functions of registries are to:

- provide information and advice about court procedures, services and forms, as well as referral options to community organisations that enable clients to take informed and appropriate action
- ensure that available information is accurate and provided in a timely fashion to support the best outcome for clients
- encourage and promote the filing of documents and management of cases online
- enhance community confidence and respect by responding to clients' needs and assisting with making the court experience a more positive one
- monitor and control the flow of cases through file management and quality assurance
- schedule and prioritise matters for court events to achieve the earliest resolution or determination, and
- manage external relationships to assist with the resolution of cases.

The service delivery principles of Registry Services are to provide services that are:

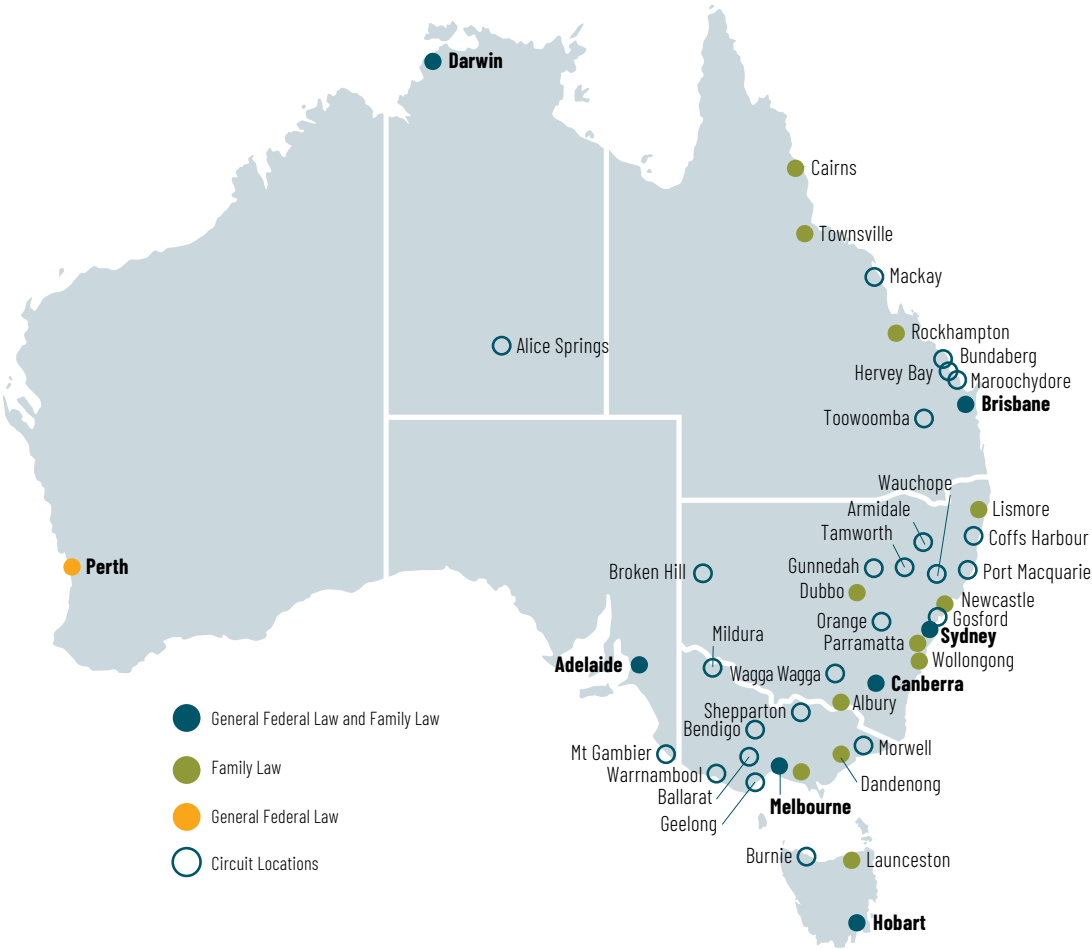
- safe and easy to access: all processes and services are streamlined so that they prioritise user safety and ease of access

PART 4 Report on Registry Services

- consistent and equitable: the level of service available to users is consistent irrespective of the location
- timely and responsive: services should meet the needs of each user and be delivered in a timeframe considered to be reasonable, and
- reliable and accurate: The Courts and Tribunal must have full confidence that the information provided by staff can be relied upon by the user.

Registry services locations

Figure 4.2 Registry services location map



PART 4 Report on Registry Services

Table 4.1 Snapshot of Registry Services performance against targets, 2023–24

Performance measure	Result 2023–24	Status
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	The customer enquiry satisfaction rate was 75 per cent.	Performance measure not achieved
Timely processing of documents		
75 per cent of documents processed within two working days	81 per cent of documents were processed within two working days.	Performance measure achieved
Efficient registry services		
All registry services provided within the agreed funding levels	All registry services were provided within the agreed funding levels.	Performance measure achieved

The work of Registry Services in 2023–24

Registry Services has three main 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.

Snapshot of 2023–24 performance targets

Registry Services staff support the Courts by managing enquiries, document lodgments, subpoenas, safety plans, interpreter bookings, hearing logistics and collection of court fees.

Throughout the year, Registry Services staff continued to process urgent enquiries and applications and provided support for difficult issues for a diverse range of clients with different needs both professionally and courteously. This included supporting vulnerable clients and ensuring people from non-English-speaking backgrounds are suitably supported.

Financial management

In 2023–24, the Registry Services budget allocation was \$30,694,000, with an under-spend of three per cent. Savings were achieved through lower employee costs due to staff vacancies.

Document processing

Registry Services 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 84 per cent of all documents received within two working days. (81 per cent of family law documents were processed within two working days).

PART 4 Report on Registry Services

Table 4.2 Documents processed within two working days

Jurisdiction	Documents received	Documents processed within two days	Percentage
All	178,610	150,570	84%
Federal Court and general federal law	56,574	51,929	92%
Family law	121,856	98,641	81%

Enquiries

Family law enquiries

Court and Tribunal Services staff manage counter enquiries in 18 locations across the country. Court users may send enquiries directly to family law court locations via email. The Enquiry Centre also acts as a triage point for email enquiries and refers to specific locations any enquiries that cannot be answered at the first point of contact. These enquiries are usually case-specific or require some form of local knowledge or decision. Staff also support the work of the FCFCOA (Division 1) and FCFCOA (Division 2) to implement important initiatives to support the safety for litigants and children, including safety planning.

Federal Court and general federal law enquiries

Since June 2021, Federal Court and Federal Circuit and Family Court general federal law phone, chat and email enquiries have been managed by the National Enquiry Centre.

Some registries also provide additional services to support other courts and tribunals:

- The New South Wales District Registry provides registry services to the Copyright Tribunal, the Defence Force Discipline Appeal Tribunal, the Australian Competition Tribunal, the National Native Title Tribunal, and the Supreme Court of Norfolk Island.
- The Queensland registry provides registry services to the Copyright Tribunal and the High Court of Australia.
- The South Australian registry provides registry services to the High Court of Australia.
- The Victorian registry provides registry services to the Australian Competition Tribunal.

- The Western Australian registry provides registry services to the High Court of Australia, the Australian Competition Tribunal, and the Defence Force Discipline Appeal Tribunal.

Local registry consultation and engagement

Court and Tribunal Services staff engage regularly with numerous external groups such as local family law pathways networks, family advocacy and support services, legal aid, bar associations and law societies, local practitioners and practitioners' associations, community legal centres, family relationship centres, community organisations and support groups, child protection agencies, family violence committees and organisations, state courts, universities, and police services.

Registries also work with other organisations who provide information to litigants requiring assistance with general federal law, such as the Consumer Action Law Centre, Justice Connect, LawRight, and providers of financial counselling and advice on migration matters.

Local engagement activities that occurred during the reporting period included:

- The Australian Capital Territory registry hosted the Biannual Courts and Legal Profession Meeting on 26 July 2023; a Canberra Co-location Stakeholder meeting on 7 August 2023; a meeting and luncheon with Chief Justice Mortimer and the ACT Bar Association and Law Society on 24 August 2023 and 5 March 2024; a Courts and ACT Family Law Legal Profession Training Session on 30 August 2023; and a court operation event for University of Canberra legal studies students in April 2024.

PART 4 Report on Registry Services

- The New South Wales registry hosted an Employment and Industrial Relations seminar in September 2023; the Australian Bar Association Advanced Trial Advocacy Intensive in January 2024; a migration pro-bono meeting in March 2024; and a class action users committee meeting in March 2024.
- The Queensland registry hosted a meeting with Chief Justice Mortimer, registry staff and the local profession in March 2024.
- The South Australian registry hosted four judicial/practitioner meetings throughout the year; a co-location/registrar's stakeholder meeting; and in March 2024, a meeting with Chief Justice Mortimer and members of the South Australian legal profession and bar.
- The Victorian registry hosted the Whitlam Institute CPD, an Australian Academy of Law Seminar, and the Deakin Law Competition in March 2024. In April 2024, the registry hosted a Readers' Course and a Readers' Course Appellate Advocacy Moot. In May 2024, the registry hosted an event for the International Fiscal Association, a Monash Moot, a Moot for the University of New England, and a morning tea for Court Network volunteers.
- The Tasmanian registry hosted a meeting with Chief Justice Mortimer and members of the Tasmanian legal profession and bar in February 2024; an Australian Advocacy Institute training session/moot in April 2024; and the Tasmanian Legal Practice Course run by Justice McElwaine in May 2024.
- The Western Australian registry hosted the annual court welfare service professional development day in May 2024.
- The Newcastle registry hosted a legal aid/independent children's lawyer promotion event in June 2024. The registry also regularly engages with Charles Sturt, Newcastle and New England universities with regard to work opportunities within chambers.
- The Dandenong registry hosts quarterly meetings of the Family Advocacy and Support Service stakeholder group.
- The Lismore registry hosted the Australian Financial Security Authority 'Statutory examination of a debtor, hearing and the NSW Law Society Chief Executive Officer and President's regional tour judicial meeting.
- The Brisbane registry hosted meetings of the Family Law Pathways network in October 2023, November 2023, March 2024, April 2024, May 2024 and June 2024. The registry also hosted several events including a Queensland Arbitration event in August 2023, the Family Law Practitioners Association Young Lawyers Advocacy Workshop in October 2023, and a family law information session and court tour in conjunction with the Department of Home Affairs and for multicultural and linguistically diverse community centres in March 2024.
- The Parramatta registry hosted 'Separated parents under the same roof' in November 2023 on behalf of the Greater Western Family Law Pathways Network. The registry also held two events for the Greater Western Family Law Practitioners Association: a seminar 'A conversation with Judge Dunkley and SJR Friend' in October 2023; and 'Substances addiction and its impact on parenting capacity' in June 2024.

Registry facilities were used for many Federal Circuit and Family Court of Australia activities, some of which are detailed below:

- The Lionel Bowen Building hosted numerous events throughout the year including the Australian Advocacy Institute on 26 August 2023, 4 November 2023, 3 December 2023, 9 March 2024 and 11 May 2024; the NSW Young Lawyers Confidence in the Courtroom event on 7 October 2023; moot training for the UTS Gibbs Constitutional moot team; Interrelate, relationship experts, on the topic 'Financial Abuse in the Family Law' on 30 November 2023; and the student advocacy practice for Jessup Moot, organised by Judge Monica Neville, on 23 March 2024.

Public education and engagement

Court and Tribunal Services staff engage in a range of strategies to support enhanced public understanding of the role of the Courts, and registry staff are involved in educational activities with schools and universities and, on occasion, with other organisations that have an interest in the Courts' work. Court facilities were also made available for many events, which include:

- Mahla Pearlman Oration (July 2023)
- Australian Law Students' Associationm Grand Final (August 2023)
- Minds Count Annual Lecture (August 2023)
- Employment and Industrial Law Seminar (September 2023)
- Essential Trial Advocacy Course (October 2023)

PART 4 Report on Registry Services

- Clayton Utz 22nd International Arbitration Lecture (October 2023)
- Australian Competition Tribunal Conference (February 2024)
- Australian Association of Constitutional Law Seminar (February 2024)
- Australian Judicial Officers Association Meeting (March 2024)
- Australian Academy of Law Seminar (March 2024)
- Whitman Institute CPD event (March 2024)
- Federation Press book launch (April 2024)
- Maritime Law Association of Australia and New Zealand Seminar (May 2024)
- University of New England Moot Court (September 2023 and May 2024)
- Council of Australasian Tribunals Whitmore Lecture (June 2024), and
- Legal Aid/Independent Children's Lawyer event (June 2024).

Overseas delegations

During the year, registries hosted numerous visiting delegations from overseas courts. These included:

- Nauru
- Indonesia
- Egypt
- Canada
- Vietnam, and
- Solomon Islands

Strategic Support Hub (Enquiry Centre)

The Strategic Support Hub (SSH) has national responsibility for enquiries management, filed document management and Deputy Registrar support for the Federal Circuit and Family Court of Australia. The SSH also handles general enquiries for the Federal Court of Australia..

In 2023-24 the following teams were operating within the Strategic Support Hub:

Divorce Consent and Enquiries

The Divorce Consent and Enquiries team manages the contact centre for the Courts which handles phone and live chat enquiries on behalf of 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). The team also has responsibility for the main email enquiries channel in family law,



and document processing and filing for divorce and consent order applications.

Family Law General Processing (family law only)

The Family Law General Processing team processes documents filed in family law (excluding divorce and consent order applications).

National Support Pool

The National Support Pool provides event and administrative support to Deputy Registrars operating in family law.

Training and Development

The Training and Development team was formed in 2022-23 as part of the Court and Tribunal Services restructure. During 2023-24, this team focused on the development and delivery of a consistent induction program for Court and Tribunal staff (beginning with enquiries-handling staff) as well as stand-alone subject matter training sessions.

Knowledge and Information

In collaboration with the Knowledge and Information Coordinator within the Court Support and Improvement team, this team assisted with the creation and documentation of internal practice and procedure in family law and general federal law.

PART 4 Report on Registry Services

During 2023–24, the SSH’s functions were expanded to include responsibility for the management of the majority of family law filed documents nationally, training and development of Court and Tribunal Services staff in family law, and Knowledge and Information officers developing practice and procedure documents and processes.

Phone and live chat enquiries for the Federal Court and the Federal Circuit and Family Court of Australia (Division 2) general federal law continued to be managed within the SSH as part of the Enquiry Centre. Two 1300 numbers split between general federal and family law jurisdictions receive enquiries to staff trained in family, law and general federal law processes and procedures, with assistance from registry staff as needed to supplement resourcing levels.

Live chat enquiries are available via the Federal Court of Australia, the Federal Circuit and Family Court of Australia, and the Commonwealth Courts Portal websites and were managed end-to-end within the Enquiry Centre and the SSH team. Additionally, the Enquiry Centre manages email enquiries received via the ‘enquiries’, ‘portal support’ and ‘portal registration’ email addresses and submitted via webform.

In 2023–24 the responsibility for the triage and delivery of requests for historic divorce orders was transferred to a rural and regional registry.

The management and administration of resourcing the Courts’ family law and general federal law after-hours service remained with the SSH during 2023–24.

During 2023–24, and as part of the broader Court and Tribunal Services operations, the SSH undertook the following projects:

- upgrading to cloud-based contact centre software (completion is scheduled for September 2024)
- implementation of the new national structure – introducing the SSH in full in family law.
- implementation of the Family Law Act Amendment (May 2024) changes, and
- transitioning to a new structure and single team for knowledge and training.

Table 4.3 Enquiry Centre performance, 2023–24

Type of communication	Volume
Total calls presented	181,203
Total calls actioned	108,616
Calls (average wait time) ¹	13:35 minutes
Calls (average handle time) ¹	8:37 minutes
Total live chats presented	124,639
Total live chats actioned	77,048
Live chats (average queue time) ¹	10:04 minutes
Live chats (average handle time)	14:51 minutes
Total emails received ²	27,396*
Total emails sent³	75,536

1 Based on calls/chats presented, includes calls/chats that may have abandoned prior to connecting to an Enquiry Centre staff member.

2 Based on manually collected data over 13 weeks and weekly average projected over reporting year.

3 Includes responses to client initiated emails and emails initiated by staff during phone and live chat interactions.

* See additional information provided below.

Phone calls

In 2023–24, phone calls to the Enquiry Centre increased by approximately 6,000. Waiting times to connect with an agent were similar to the previous reporting period, decreasing by 14 seconds on average. The longer wait time, particularly in family law, continues to be a significant contributor to the high abandonment rate for queued calls. Average handle time for phone calls remains relatively steady, with a mild increase of less than one minute on average from the 2022–23 reporting year.

It is expected that new contact centre software will be rolled out in quarter 1 of the 2024–25 reporting year. This initiative, together with further development of the CTS operating model, will lead to improvements in call wait times and satisfaction results.

PART 4 Report on Registry Services

Live chat

During the reporting period, live chat presentations increased by approximately 8,000. Live chats in family law increased by 7,400, with the remaining increase occurring in the general federal law or Federal Court of Australia practice areas.

Stability in live chats was a significant issue affecting the functionality of the chat platform. Whilst the most significant impacts occurred during September 2023, stability of the platform was an issue across the reporting year. These outages and issues pushed some enquiries to phones and otherwise required chats to be reinitiated by clients. This may explain part of the increase in volume reported due to clients needing to connect multiple times to resolve an enquiry during some periods of the year. The current upgrade to cloud-based contact centre software is expected to resolve these issues.

Live chat remains the most efficient channel for enquiries to the Enquiry Centre; however, during the reporting period the number of simultaneous chats managed by staff reduced from five to three to improve stability of the platform overall.

Abandonment rates in the chat queue increased during 2023-24. This may also be partially attributed to the live chat instability experienced at various times throughout the reporting period which also affected those waiting in the chat queue to be connected.

Average queue times for chat enquiries across family and general federal law increased by three minutes; however, this remains lower than the queue time for phone queries. This increase is largely attributable to the reduction in simultaneous chats being handled by agents to improve chat stability and connectivity.

Email

The number of emails received by the Enquiry Centre decreased significantly in 2023-24. It is important to note that this result is approximate in nature only and is based on manual counts of emails sent and received over a 12-week period projected across the entire year. Nonetheless, this reduction can be attributed in part to the realisation of improvements and efficiencies in enquiry handling across a number of areas.

The 2023-24 reporting year represents the first full year of operation of the email webform. This webform was implemented in May 2023 and in most instances,

captures the information required to answer the email enquiry at the point of submission. The webform also diverts a proportion of the enquiries submitted directly to registry locations which would otherwise have been managed and referred internally from the Enquiry Centre.

A total of 14,979 webform submissions were received in the reporting year – or 55 per cent of the approximate total email volume in 2023-24. In previous reporting years, the considerable volume of emails received often required multiple responses to clients due to agents having to locate court files and clarify information. The introduction of the webform has significantly reduced email traffic.

Similarly, a reduction in email volume was anticipated with the introduction of national document processing teams and the application of a more consistent approach to reviewing and checking documents. Anecdotal evidence suggests that there has been a significant reduction in emails from clients seeking clarification as to the meaning or intent of court correspondence related to filing issues. This can be attributed to the adoption of standard reviewing and actioning guidelines in the highest volume applications (divorce and consent orders) and the creation of pre-defined template text for correspondence.

The implementation of the SSH national document processing teams has also contributed to a significant reduction in time taken to review and action e-Filed documents nationally. Variable timeframes for actioning and inconsistent application of guidelines nationally were key drivers of much of the previous email traffic about existing court files.

It is important to recognise, however, that with the implementation of national teams, some email volume previously managed within the Enquiry Centre may have been redirected to new email channels managed by other national SSH teams. Each of the national e-Filing and email filing processing teams initiate and respond to client enquiries from separate email inboxes created as part of the SSH implementation. In particular, the Divorce Consent Enquiries team received approximately 17,780 and sent 16,060 additional emails. Similarly, the Family Law General Processing team received and sent approximately 61,672 and 66,105 respectively. This includes emails sent internally and family law general processing emails received – and therefore includes many emails that would not have previously been counted in the

PART 4 Report on Registry Services

Table 4.4 Business days taken to process eFiled documents, 2023-24

Month	Average business days to action		Median business days to action		Most business days to action	
	2022-23	2023-24	2022-23	2023-24	2022-23	2023-24
July 2023	1	1	0	1	72	147
August 2023	2	1	1	0	118	23
September 2023	1	0	1	0	118	113
October 2023	1	1	1	0	198	95
November 2023	2	1	1	0	230	26
December 2023	2	1	1	0	59	32
January 2024	1	1	0	1	76	12
February 2024	1	1	1	0	170	8
March 2024	2	1	1	0	100	11
April 2024	2	1	0	0	220	32
May 2024	2	1	1	0	39	29
June 2024	1	1	0	0	204	20

general email enquiries queues reported in previous years. It also includes a small proportion that would have initially been received and reported on in the general enquiries email queue. These numbers cannot be used to compare previous email volumes but do suggest an overall reduction nonetheless.

Client satisfaction

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 2,270 court users, achieving a satisfaction rating of 75 per cent. This is a marginal improvement on the previous year's result.

Connectivity disruptions reported in the previous reporting period continued to affect the call centre software intermittently, including clients' access to frontline call and chat services, and may have affected performance against this target.

Additionally, difficulties in recruiting and retaining staff affected resourcing levels across client services. Not all vacancies were able to be successfully filled, resulting in some backlogs and, most specifically, affecting our ability to improve service levels related to queue waiting times across phones and live chat.

Document processing

During 2023-24, two national document processing teams were established within the SSH. In May 2023, a national divorce and consent orders processing team commenced, which combined the existing enquiries management functions of the Enquiry Centre with the processing of divorce and consent order applications. On 31 July 2023, the Family Law General Processing team commenced, which manages all other application and document filings in family law by Commonwealth Courts Portal and by email.

Since commencement, the teams have actioned between approximately 5,500 and 7,500 documents (divorce consent enquiries) and 10,000 to 14,000 documents (family law general processing) each week.

PART 4 Report on Registry Services

The implementation of national document processing teams in family law has led to significant improvements in the number of days taken to action e-Filed documents nationally. Tackling the backlogs of outstanding document processing work was a focus of the SSH teams in May and August 2023. Most of the backlog was cleared by October 2023, which can be seen reflected partially in the data reported for October 2023 and more fully from November 2023.

National Support Pool

The 2023–24 reporting period represents the first full year in which the National Support Pool assisting Deputy Registrars in family law fell under the responsibility of the SSH. In prior reporting years, this team was managed in various registry locations and was not reported separately.

The National Support Pool provides case management and event support for Deputy Registrars in family law. It provides support staff for divorce listings and undertakes the administrative work related to those listings. This team also prepares and publishes all orders made pursuant to an application for consent orders and assists with the administration, client communications and filing of documents in relation to contravention applications. Staff assisting registrars in this team also provide case management support for decisions flowing nationally from the duty registrar, which includes instances where urgency is considered in relation to the hearing of initiating or interlocutory applications.

Manual reporting of email volumes (below) has been collected for a portion of this year and allows an approximation of volume across some areas of responsibility for this team.

Table 4.5 Email volumes for National Support Pool

Email channel ¹	Received	Sent
Contravention	5,956	6,696
Divorce	15,094	37,260
Consent orders	6,599	4,817
National duty	15,893	25,773

¹ Email volumes are reflective of internally initiated and external client-initiated email volume. Volumes are based on manual data collected over a 12-week period projected annually.

Training and knowledge/information teams

During 2023–24, the SSH had responsibility for the Training and Development team. This team has responsibility for the development of a national induction program for Court and Tribunal Services and other bespoke training packages designed to enhance the learning and development of staff.

During 2023–24, the training team developed an induction pathway for enquiries and document processing staff as well as targeted sessions on specific subject matter areas. This team also assisted the FCFCOA (Division 1) and the FCFCOA (Division 2) with education sessions related to the May 2024 Family Law Act amendments.

A total of 41 training sessions were undertaken during the reporting period, with 35 new staff members being inducted using this national approach. The most highly attended sessions included those covering functionality of the Commonwealth Courts Portal, divorce and consent order processing training and topics related to Family Law Act changes in May 2024.

During 2023–24, additional Knowledge and Information roles sat within the responsibility of the SSH. These staff undertook work to document practice and procedure and provided supporting reference material across both family law and general federal law in the FCFCOA (Division1), the FCFCOA (Division 2) and the Federal Court of Australia.

Notable work undertaken during this period included the development of:

- national guidelines and FAQs for the review and actioning of divorce, divorce service and consent order applications
- national guidelines for managing e-Filed subpoena to produce documents
- Knowledge and Information sites for internal reference
- templates for actioning of documents
- documentation related to Family Law Act amendments, and
- fee exemption and waiver guidelines.

In June 2024, the management of the Knowledge and Information and the Training and Development teams moved from the SSH and Court Support and Improvement to a new centralised ‘Knowledge and Training team under the national direction of the Executive Director, Court and Tribunal Services.

PART 4 Report on Registry Services

Registry Services initiatives in 2023–24

Registry Services operating model

The structure and operations of the teams within Registry Services continues to evolve and adapt to ensure it is best placed to deliver services for the Courts and court users.

In the 2023–24 year, a post-implementation review of the reforms introduced in 2021–22 and 2022–23 was undertaken. The benefits of those reforms are particularly evident in file processing times, particularly in relation to divorce and consent proceedings. Work will continue throughout the 2024–25 year to optimise registry operations.

Communication and engagement strategy

As part of Court and Tribunal Services' 2023 Census Action Plan, a comprehensive communication and engagement strategy was developed and implemented. This has seen several initiatives come to fruition, such as the introduction of a bi-monthly newsletter for staff, the introduction of bi-monthly town halls for staff, the establishment of Federal Court/general federal law registry management meetings, a Federal Court/general federal law fortnightly stand-up meeting, a family law Practice and Procedure forum and a family law Small and Regional Registry forum.

CTS training plan

Court and Tribunal Services is committed to elevating training and development for all staff. A leadership training plan is in development in conjunction with the People and Culture team. A curriculum for family law and Federal Court/general federal law training and family violence training is also being developed. Court and Tribunal Services delivered extensive family law amendments training to support the introduction of the *Family Law Amendment Act 2023* and *Family Law Amendment (Information Sharing) Act 2023* in May 2024.

Mapping out and streamlining the subpoena process

Following a range of reforms across the FCFCOA (Division 1) and the FCFCOA (Division 2), there was a need to review the pathway for subpoena processing across the Courts' national operations stream and the registry stream. Process mapping activities were undertaken to identify all relevant 'pain points' in the process with a view to streamlining the process in 2024–25.

Improving the core knowledge base

The Knowledge and Training team focused on building up a knowledge base to support Client Service Officers in their roles. In the family law space, the team developed guidance and training for staff involved in processing of court documents, particularly where changes to litigant details have the potential to increase safety risks for those experiencing family violence. In the general federal law space, the team has developed resources to assist Client Service Officers when communicating with parties and with chambers.

Visiting chambers travel

Court Support, together with Digital Practice, designed a new nationally consistent process for managing Federal Court chambers travelling to different registries. The new process facilitates efficient allocation of visiting chambers and ensures that judges and staff are equipped with the necessary information before their arrival at the destination registry.

Webex pilot (FCFCOA)

A select group of family law judges and registrars are piloting the use of Webex for court listings. The pilot, which is running from June to September 2024, will:

- determine if Webex is fit for purpose as a video conferencing platform
- determine whether links can be communicated to parties more effectively by adding them to the Commonwealth Courts Portal and the daily court list

PART 4 Report on Registry Services



- address security/identity concerns with court staff full names being displayed during court hearings conducted electronically, and
- improve the formality of court proceedings conducted electronically via various customisation features.

Training

Training was offered to staff on a range of subjects during the year, in person, online and through the Court's eLearning platform.

Topics included:

- Overview of the Court, separation of powers, delegations and role of the Registry
- Family violence
- Emergency procedures
- First aid
- Being a warden
- Being a chief warden
- Security awareness
- Manual handling
- Adobe PDF
- New interpreter panel providers
- Work health and safety
- Leadership and communication
- Emotional intelligence
- CourtPath
- Migration
- Byte Sized Learning for Managers
- Court Officer duties
- Commonwealth Courts Portal
- Client Service Officer duties
- Document inspection
- Appropriate workplace behaviour
- Changed registry practices and new filing procedures
- Accidental counsellor
- Advanced leadership
- Physiology of influence
- Information sharing
- Privacy awareness
- Risk management
- Respectful workplaces
- Writing effective emails in the APS
- Essential writing for APS 5-6
- Leading hybrid teams
- Justice Connect services.



APPENDICES

PART
5

PART 5 Appendices

Appendix 1 Financial statements

**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 2024:

- (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 2024 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 2024 and for the year then ended:

- Statement by the Chief Executive Officer and Chief Financial Officer of the Federal Court of Australia;
- 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.

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 Financial 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 scepticism 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


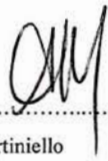
6 September 2024

PART 5 Appendices

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), as well as the National Native Title Tribunal, are made to the Entity, which is accountable for the financial management of those appropriations.

PART 5 Appendices

Statement by the Chief Executive Officer and Chief Financial Officer of the Federal Court of Australia	
In our opinion, the attached financial statements for the period ended 30 June 2024 comply with subsection 42(2) of the Public Governance, Performance and Accountability Act 2013 (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 will be able to pay its debts as and when they fall due.	
<div>Signed.....</div> <div>Alison Legge Acting Chief Executive Officer and Principal Registrar 5th September 2024</div>	<div>Signed.....</div> <div>Attilio Martiniello Chief Financial Officer 5th September 2024</div>

PART 5 Appendices

Statement of Comprehensive Income
for the period ended 30 June 2024

		2024	2023	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Judicial benefits	1.1A	122,164	117,415	112,335
Employee benefits	1.1A	172,974	155,082	166,239
Suppliers	1.1B	104,851	99,621	103,083
Depreciation and amortisation	3.2A	39,236	37,067	37,212
Finance costs	1.1C	2,265	2,139	1,562
Impairment loss on financial instruments	1.1D	3	2	-
Write-down and impairment of assets	1.1E	19	-	-
Total expenses		441,512	411,326	420,431
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	1,631	1,555	1,784
Resources received free of charge	1.2B	46,396	43,811	42,765
Other revenue	1.2B	229	436	-
Total own-source revenue		48,256	45,802	44,549
Other gains				
Liabilities assumed by other agencies		38,096	37,786	29,529
Other gains		50	16	-
Total gains	1.2C	38,146	37,802	29,529
Total own-source income		86,402	83,604	74,078
Net (cost of)/contribution by services		(355,110)	(327,722)	(346,353)
Revenue from Government	1.2D	341,299	315,438	329,487
Surplus/(Deficit) on continuing operations		(13,811)	(12,284)	(16,866)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		579	4,570	-
Total comprehensive income / (loss)		(13,232)	(7,714)	(16,866)

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

PART 5 Appendices

Statement of Comprehensive Income
for the period ended 30 June 2024

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.

Employee Benefits

Employee expenditure is higher than budget due to higher than anticipated costs arising from the APS-wide enterprise bargaining agreement. There were also non-judicial positions from new budget measures approved during the financial year. Additional appropriation was received from government to cover these costs.

Suppliers

Supplier expenses are greater than budgeted primarily due to costs incurred associated with additional budget measures funded by government during the year.

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.

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.

PART 5 Appendices

Statement of Financial Position
as at 30 June 2024

		2024	2023	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	3.1A	2,507	1,191	2,127
Trade and other receivables	3.1B	142,413	138,328	146,093
Total financial assets		144,920	139,519	148,220
Non-financial assets¹				
Buildings	3.2A	163,345	169,537	144,378
Plant and equipment	3.2A	35,004	36,235	29,093
Computer software	3.2A	13,105	10,860	8,315
Inventories	3.2B	-	-	3
Prepayments		7,490	5,534	3,959
Total non-financial assets		218,944	222,166	185,748
Total assets		363,864	361,685	333,968
LIABILITIES				
Payables				
Suppliers	3.3A	6,233	5,941	6,546
Other payables	3.3B	4,895	4,488	3,748
Total payables		11,128	10,429	10,294
Interest bearing liabilities				
Leases	3.4A	133,138	138,554	123,056
Total interest bearing liabilities		133,138	138,554	123,056
Provisions				
Employee provisions	6.1A	66,587	63,002	62,372
Other provisions	3.5A	4,731	5,287	3,754
Total provisions		71,318	68,289	66,126
Total liabilities		215,584	217,272	199,476
Net assets		148,280	144,413	134,492
EQUITY				
Contributed equity		185,054	167,955	183,717
Reserves		17,993	17,414	12,844
Accumulated deficit		(54,767)	(40,956)	(62,069)
Total equity		148,280	144,413	134,492

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 2024

Budget Variances Commentary

Statement of Financial Position

Trade and other receivables

Appropriation receivable is lower than budgeted. This is due to the drawdown of additional capital appropriation that was brought forward into the 2023-24 following approval to do so being received after the budget was completed,

Non-Financial Assets

Non financial assets are higher than budgeted as a result of new unbudgeted lease agreements that were entered into and the impact of the asset revaluation undertaken in 2023 after the budget was completed. The effect of the revaluation was not budgeted for due to the uncertainty in predicting the outcome of that independent process.

Leases

Lease liabilities are higher than budgeted due to the signing of new unbudgeted lease agreements.

Employee Provisions

Employee provisions are higher than budgeted due to the effect of judicial remuneration increases that were not budgeted for and higher than anticipated increases from the APS-wide enterprise bargaining agreement for staff.

PART 5 Appendices

Statement of Changes in Equity
for the period ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		167,955	153,304	167,955
Adjustment for errors		-	-	-
Adjusted opening balance		167,955	153,304	167,955
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		17,202	14,651	15,762
Total transactions with owners		17,099	14,651	15,762
Closing balance as at 30 June		185,054	167,955	183,717
RETAINED EARNINGS/(ACCUMULATED DEFICIT)				
Opening balance				
Balance carried forward from previous period		(40,956)	(28,672)	(45,203)
Rounding		-	-	-
Adjusted opening balance		(40,956)	(28,672)	(45,203)
Comprehensive income				
Surplus/(Deficit) for the period		(13,811)	(12,284)	(16,866)
Other comprehensive income		-	-	-
Total comprehensive income/(loss)		(13,811)	(12,284)	(16,866)
Transactions with owners				
Distributions to owners				
Closing balance as at 30 June		(54,767)	(40,956)	(62,069)
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		17,414	12,844	12,844
Adjusted opening balance		17,414	12,844	12,844
Comprehensive income				
Other comprehensive income		579	4,570	-
Total comprehensive income/(loss)		579	4,570	-
Closing balance as at 30 June		17,993	17,414	12,844

PART 5 Appendices

Statement of Changes in Equity
for the period ended 30 June 2024

	2024	2023	Original
Notes	\$'000	\$'000	Budget \$'000
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	144,413	137,476	135,596
Adjustment for errors	-	-	-
Adjusted opening balance	144,413	137,476	135,596
Comprehensive income			
Surplus/(Deficit) for the period	(13,811)	(12,284)	(16,866)
Other comprehensive income	579	4,570	-
Total comprehensive income/(loss)	(13,232)	(7,714)	(16,866)
Transactions with owners			
Distributions to owners			
Contributions by owners			
Equity injection – lapsed appropriation	(103)	-	-
Departmental capital budget	17,202	14,651	15,762
Total transactions with owners	17,099	14,651	15,762
Closing balance as at 30 June	148,280	144,413	134,492

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

Accumulated deficit

Further departmental capital appropriation received at additional estimates along with a lower than expected deficit has resulted in an improved equity position compared with budget.

PART 5 Appendices

Cash Flow Statement*for the period ended 30 June 2024*

	Notes	2024 \$'000	2023 \$'000	Original Budget \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		338,117	313,635	329,487
Sales of goods and rendering of services		1,471	1,242	1,784
GST received		9,079	9,265	-
Other		229	436	-
Total cash received		348,896	324,578	331,271
Cash used				
Employees		253,047	232,530	249,045
Suppliers		69,655	68,924	60,318
Interest payments on lease liabilities		2,242	2,213	1,562
Section 74 receipts transferred to OPA		1,520	1,422	-
Total cash used		326,464	305,089	310,925
Net cash from/(used by) operating activities		22,432	19,489	20,346
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		50	16	-
Total cash received		50	16	-
Cash used				
Purchase of property, plant and equipment		13,132	21,047	15,762
Purchase of intangibles		5,106	4,824	-
Total cash used		18,238	25,871	15,762
Net cash from/(used by) investing activities		(18,188)	(25,855)	(15,762)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		18,328	26,076	15,762
Total cash received		18,328	26,076	15,762
Cash used				
Repayment of borrowings		90	205	-
Principal payments of lease liabilities		21,166	19,921	20,346
Total cash used		21,256	20,126	20,346
Net cash from/(used by) financing activities		(2,928)	5,950	(4,584)
Net increase / (decrease) in cash held		1,316	(416)	-
Cash and cash equivalents at the beginning of the reporting period		1,191	1,607	2,127
Cash and cash equivalents at the end of the reporting period	3.1A	2,507	1,191	2,127

PART 5 Appendices

Cash Flow Statement*for the period ended 30 June 2024***Budget Variances Commentary****Statement of Cash Flow Statement***Cash used for operating activities.*

Cash used for employee expenses was higher due to salary increases associated with the unbudgeted APS-wide enterprise bargaining agreement and judicial remuneration increases.

Cash used by investing activities and contributed equity.

Asset purchases and contributed equity inflows were higher than expected due the completion of projects carried over from the prior financial year.

PART 5 Appendices

Administered Schedule of Comprehensive Income for the period ended 30 June 2024

		2024	2023	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Suppliers	2.1A	713	785	931
Impairment loss on financial instruments	2.1B	2,774	2,397	3,550
Other expenses - refunds of fees	2.1C	557	649	900
Total expenses		4,044	3,831	5,381
Income				
Revenue				
Non-taxation revenue				
Fees and fines	2.2A	96,487	87,907	101,874
Total non-taxation revenue		96,487	87,907	101,874
Total revenue		96,487	87,907	101,874
Total income		96,487	87,907	101,874
Net contribution by services		92,443	84,076	96,493
Total comprehensive income		92,443	84,076	96,493
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 relate to activities performed by the Entity on behalf of the Australian Government. Income is lower than budgeted due to reduced court filings.

Impairment loss on financial instruments

Write offs were lower than budgeted in line with the reduction in Court filings.

PART 5 Appendices

Administered Schedule of Assets and Liabilities*as at 30 June 2024*

		2024	2023	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial Assets				
Cash and cash equivalents	4.1A	266	128	136
Trade and other receivables	4.1B	1,578	1,266	870
Total assets administered on behalf of Government		1,844	1,394	1,006
LIABILITIES				
Payables				
Suppliers	4.2A	64	61	15
Other payables	4.2B	408	472	454
Total liabilities administered on behalf of Government		472	533	469
Net assets/(liabilities)		1,372	861	537

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

Budget Variances Commentary**Administered Schedule of Assets and Liabilities**

There is inherent uncertainty in estimating the cash balance and the balance of receivables, payables and suppliers on any particular day.

PART 5 Appendices

Administered Reconciliation Schedule

for the period ended 30 June 2024

	2024	2023
	\$'000	\$'000
Opening assets less liabilities as at 1 July	861	537
Net contribution by services		
Income	96,487	87,907
Expenses		
Payments to entities other than corporate Commonwealth entities	(4,044)	(3,831)
Transfers (to)/from the Australian Government		
Appropriation transfers from Official Public Account		
Annual appropriations		
Payments to entities other than corporate Commonwealth entities	709	739
Special appropriations (unlimited) s77 PGPA Act repayments		
Refunds to entities other than corporate Commonwealth entities	557	649
Refunds for incorrect deposits	2,204	92
GST increase to appropriations s74 PGPA Act		
Payments to entities other than corporate Commonwealth entities	71	74
Appropriation transfers to OPA		
Transfers to OPA	(95,473)	(85,306)
Closing assets less liabilities as at 30 June	1,372	861

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.

PART 5 Appendices

Administered Cash Flow Statement
for the period ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000
OPERATING ACTIVITIES			
Cash received			
Fees		94,375	81,930
Fines		1,161	3,304
GST received		75	64
Total cash received		95,611	85,298
Cash used			
Suppliers		780	813
Refunds of fees		557	649
Other		2,204	92
Total cash used		3,541	1,554
Net cash from operating activities		92,070	83,744
Net increase in cash held		92,070	83,744
Cash from Official Public Account for:			
Appropriations		3,541	1,554
Total cash from official public account		3,541	1,554
Cash to Official Public Account for:			
Transfer to OPA		(95,473)	(85,306)
Total cash to official public account		(95,473)	(85,306)
Cash and cash equivalents at the beginning of the reporting period		128	136
Cash and cash equivalents at the end of the reporting period	4.1A	266	128
The above statement should be read in conjunction with the accompanying notes.			

PART 5 Appendices

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 corporate 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/amending 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.

PART 5 Appendices

1. Financial Performance

This section analyses the financial performance of the Federal Court of Australia (the Entity) for the year ended 30 June 2024.

1.1 Expenses

	2024	2023
	\$'000	\$'000
Note 1.1A: Judicial and Employee Benefits		
Judges remuneration	79,229	75,051
Judicial superannuation defined contribution	4,839	4,578
Judges notional superannuation	38,096	37,786
Total judge benefits	122,164	117,415
Wages and salaries	128,952	113,905
Superannuation		
Defined contribution plans	18,493	15,680
Defined benefit plans	5,354	4,879
Leave and other entitlements	19,568	18,759
Separation and redundancies	607	1,859
Total employee benefits	172,974	155,082
Total judge and employee benefits	295,138	272,497

Accounting Policy

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

	2024	2023
	\$'000	\$'000
Note 1.1B: Suppliers		
Goods and services supplied or rendered		
Audit fees (paid)	226	194
IT services	10,116	8,353
Consultants	1,292	853
Contractors	2,081	1,797
Property operating costs	10,936	11,741
Courts operation and administration	13,138	12,327
Travel	8,671	8,772
Library purchases	4,953	4,852
Other	6,457	6,042
Total goods and services supplied or rendered	57,870	54,931
Goods supplied	3,257	4,394
Services rendered	54,613	50,537
Total goods and services supplied or rendered	57,870	54,931
Other suppliers		
Short-term leases	48	122
Property resources received free of charge	46,296	43,686
Workers compensation expenses	637	882
Total other suppliers	46,981	44,690
Total suppliers	104,851	99,621

The Entity has short-term lease commitments of \$24,487 as at 30 June 2024 (2023: \$13,574).

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

PART 5 Appendices

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).

	2024	2023
	\$'000	\$'000
Note 1.1C: Finance Costs		
Interest on lease liabilities - buildings	2,148	2,157
Interest on lease liabilities - plant and equipment	94	56
Unwinding of discount - make good	23	(74)
Total finance costs	2,265	2,139

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

Accounting Policy

All borrowing costs are expensed as incurred.

	2024	2023
	\$'000	\$'000
Note 1.1D: Impairment Loss on Financial Instruments		
Impairment on financial instruments	3	2
Total impairment loss on financial instruments	3	2

	2024	2023
	\$'000	\$'000
Note 1.1E: Write-Down and Impairment of Other Assets		
Impairment of plant and equipment	19	-
Total write-down and impairment of other assets	19	-

1.2 Own-Source Revenue and Gains

	2024	2023
	\$'000	\$'000
Own-Source Revenue		
Note 1.2A: Revenue from contracts with customers		
Rendering of services	1,631	1,555
Total revenue from contracts with customers	1,631	1,555
Disaggregation of revenue from contracts with customers		
Court administration services	363	394
Government related services	1,268	1,161
Total	1,631	1,555

PART 5 Appendices

	2024	2023
	\$'000	\$'000
Note 1.2B: Other Revenue		
Resources received free of charge		
Rent in Commonwealth Law Courts buildings	46,296	43,686
Remuneration of auditors	100	125
Other	229	436
Total other revenue	46,625	44,247

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.

	2024	2023
	\$'000	\$'000
Note 1.2C: Other Gains		
Liabilities assumed by other agencies	38,096	37,786
Other	50	16
Total other gains	38,146	37,802

Accounting PolicyLiabilities 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.

PART 5 Appendices

	2024	2023
	\$'000	\$'000
<u>Note 1.2D: Revenue from Government</u>		
Appropriations		
Departmental appropriation	<u>341,299</u>	<u>315,438</u>
Total revenue from Government	<u>341,299</u>	<u>315,438</u>

Accounting Policy
<u>Revenue from Government</u>
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.

PART 5 Appendices

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

	2024	2023
	\$'000	\$'000
Note 2.1A: Suppliers		
Services rendered		
Supply of primary dispute resolution services	713	785
Total suppliers	713	785
Note 2.1B: Impairment Loss on Financial Instruments		
Impairment of financial instruments	2,774	2,397
Total impairment loss on financial instruments	2,774	2,397
Note 2.1C: Other Expenses		
Refunds of fees	557	649
Total other expenses	557	649

2.2 Administered – Income

	2024	2023
	\$'000	\$'000
Note 2.2A: Fees and Fines		
Revenue		
Non-Taxation Revenue		
Hearing fees	7,027	5,705
Filing and setting down fees	88,299	78,898
Fines	1,161	3,304
Total fees and fines	96,487	87,907

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.

PART 5 Appendices

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

	2024	2023
	\$'000	\$'000
Note 3.1A: Cash and Cash Equivalents		
Cash at bank	2,507	1,189
Cash on hand	-	2
Total cash and cash equivalents	2,507	1,191
	2024	2023
	\$'000	\$'000
Note 3.1B: Trade and Other Receivables		
Goods and services receivables		
Goods and services	1,413	515
Total goods and services receivables	1,413	515
Appropriation receivables		
Appropriation receivables - operating	126,078	121,376
Appropriation receivables - departmental capital budget	14,072	15,301
Total appropriation receivables	140,150	136,677
Other receivables		
GST receivable	853	1,136
Total other receivables	853	1,136
Total trade and other receivables (gross)	142,416	138,328
Less impairment loss allowance	(3)	-
Total trade and other receivables (net)	142,413	138,328

Credit terms for goods and services were within 30 days (2023: 30 days)

Reconciliation of the Impairment Allowance Account:

Movements in relation to 2024

	Goods and services \$'000	Other receivables \$'000	Total \$'000
As at 1 July 2023	-	-	-
Amounts written off	-	-	-
Estimated Provision 23/24	(3)	-	(3)
Total as at 30 June 2024	(3)	-	(3)

Movements in relation to 2023

	Goods and services \$'000	Other receivables \$'000	Total \$'000
As at 1 July 2022	1	-	1
Amounts written off	(1)	-	(1)
Increase/decrease recognised in net surplus	-	-	-
Total as at 30 June 2023	-	-	-

PART 5 Appendices

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.

PART 5 Appendices

3.2 Non-Financial Assets

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

	Buildings - Leasehold Improvements \$'000	Plant and equipment \$'000	Intangibles \$'000	Total \$'000
As at 1 July 2023				
Gross book value	238,774	40,817	36,921	316,512
Accumulated depreciation, amortisation and impairment	(69,237)	(4,582)	(26,061)	(99,880)
Total as at 1 July 2023	169,537	36,235	10,860	216,632
Additions				
Purchase or internally developed	6,106	7,026	5,106	18,238
Right-of-use assets	14,215	1,711	-	15,926
Depreciation and amortisation	(6,677)	(7,402)	(2,861)	(16,940)
Depreciation on right-of-use assets	(19,836)	(2,460)	-	(22,296)
Write-down and impairment of assets	-	(19)	-	(19)
Disposals - ROU	-	(87)	-	(87)
Total as at 30 June 2024	163,345	35,004	13,105	211,454
Total as at 30 June 2024 represented by				
Gross book value	255,824	47,580	42,027	345,431
Accumulated depreciation and impairment	(92,479)	(12,576)	(28,922)	(133,977)
Total as at 30 June 2024	163,345	35,004	13,105	211,454
Carrying amount of right-of-use assets	123,042	3,262	-	126,304

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 2024.

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

Capital commitments for property, plant and equipment are \$3.176 million (2023: \$2.588million). Plant and equipment commitments were primarily contracts for purchases of furniture and IT equipment.

PART 5 Appendices

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 2024.

PART 5 Appendices

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:

	2024	2023
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 2024. 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 (2023: 5 years).

	2024	2023
	\$'000	\$'000

Note 3.2B: Inventories

Inventories held for distribution

-

-

Total inventories

-

-

During 2023-24, Nil inventory was recognised as an expense (2023: 3,318).

Accounting Policy

Inventories held for sale are valued at the lower of cost and net realisable value.

Inventories held for distribution are valued at cost, adjusted for any loss of service potential.

Costs incurred in bringing each item of inventory to its present location and condition are assigned as follows:

- raw materials and stores - purchase cost on a first-in-first-out basis; and
- finished goods and work in progress - cost of direct materials and labour plus attributable costs that can be allocated on a reasonable basis.

Inventories acquired at no cost or nominal consideration are initially measured at current replacement cost at the date of acquisition.

PART 5 Appendices

3.3 Payables

	2024	2023
	\$'000	\$'000

Note 3.3A: Suppliers

Trade creditors and accruals	6,233	5,941
Total suppliers	6,233	5,941

Settlement was usually made within 30 days.

Note 3.3B: Other Payables

Salaries and wages	3,896	3,417
Superannuation	636	552
Separations and redundancies	194	365
Unearned income	-	-
Other	169	154
Total other payables	4,895	4,488

3.4 Interest Bearing Liabilities

	2024	2023
	\$'000	\$'000

Note 3.4A: Leases

Lease Liabilities		
Buildings	129,831	134,347
Plant and equipment	3,307	4,207
Total leases	133,138	138,554

Maturity analysis - contractual undiscounted cash flows

Within 1 year	20,438	19,566
Between 1 to 5 years	95,256	89,505
More than 5 years	18,353	34,345
Total leases	134,047	143,416

Total cash outflow for leases for the year ended 30 June 2024 was \$21.166 m (2023: \$19.921m)

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

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.

PART 5 Appendices

3.5 Other Provisions		
	2024	2023
	\$'000	\$'000
<u>Note 3.5A: Other Provisions</u>		
Provision for restoration obligations	<u>4,731</u>	<u>5,287</u>
Total other provisions	<u>4,731</u>	<u>5,287</u>
	Provision for restoration	Total
	\$'000	\$'000
As at 1 July 2023	5,287	5,287
Additional provisions made	-	-
Amounts reversed	(579)	(579)
Unwinding of discount or change in discount rate	23	23
Total as at 30 June 2024	4,731	4,731

PART 5 Appendices

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

	2024	2023
	\$'000	\$'000
Note 4.1A: Cash and Cash Equivalents		
Cash on hand or on deposit	266	128
Total cash and cash equivalents	266	128
Note 4.1B: Trade and Other Receivables		
Goods and services receivables	6,096	6,316
Total goods and services receivables	6,096	6,316
Other receivables		
GST receivable	6	11
Total other receivables	6	11
Total trade and other receivables (gross)	6,102	6,327
Less impairment loss allowance account:		
Goods and services	(4,524)	(5,061)
Total impairment loss allowance	(4,524)	(5,061)
Total trade and other receivables (net)	1,578	1,266

Credit terms for goods and services receivable were in accordance with the Federal Courts Legislation Amendment (Fees) Regulation 2015 and the Family Law (Fees) Regulations 2022.

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 uses 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 (2023: 30 days).

4.2 Administered – Payables

	2024	2023
	\$'000	\$'000
Note 4.2A: Suppliers		
Trade creditors and accruals	64	61
Total supplier payables	64	61
Note 4.2B: Other Payables		
Unearned income	408	472
Total other payables	408	472

The contracted liabilities are associated with family dispute resolution services.

PART 5 Appendices

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 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). They form part of ordinary annual services, and are not separately identified in the Appropriation Acts. Section 51 of the *PGPA Act* quarantined funds of \$1,102k for withdrawn criminal jurisdiction 2021-22 and \$4,230k for appropriations that were reappropriated between Entity outcomes during 2021-22.

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.

PART 5 Appendices

Annual Appropriations for 2023

	Annual Appropriation ¹ \$'000	Adjustments to Appropriation ² \$'000	Total appropriation \$'000	Appropriation applied in 2023 (current and prior years) \$'000	Variance ³ \$'000
Departmental					
Ordinary annual services	315,438	1,422	316,860	313,958	2,902
Capital Budget	14,651	-	14,651	21,390	(6,739)
Other services					
Equity Injections	-	-	-	4,687	(4,687)
Total departmental	330,089	1,422	331,511	340,035	(8,524)
Administered					
Ordinary annual services	926	-	926	739	187
Administered items	926	-	926	739	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. Section 51 of the *PGPA Act* quarantined funds of \$1,102k for withdrawn criminal jurisdiction 2021-22 and \$4,230k for appropriations that were reappropriated between Entity outcomes during 2021-22.

2. Adjustments to appropriation have included receipts collected under Section 74 of the *PGPA Act* and Section 51 quarantined funds.

3. The variance in the expenditure for ordinary annual services is due to timing differences of payments.

PART 5 Appendices

Note 5.1B: Unspent Annual Appropriations ('Recoverable GST exclusive')

	2024	2023
	\$'000	\$'000
Departmental		
Appropriation Act (No. 1) - Operating (2020-21)	-	2,036
Appropriation Act (No. 2) - Equity Injections (2020-21)	-	103
Appropriation Act (No. 1) - Operating (2021-22)	5,332	5,332
Appropriation Act (No. 4) - Equity Injections (2021-22)	-	2,901
Appropriation Act (No. 1) (2022-23)	-	55
Supply Act (No. 1) - Operating (2022-23)	-	15,858
Supply Act (No. 3) - Operating (2022-23)	-	105,464
Appropriation Act (No. 1) - Departmental Capital Budget (DCB) (2022-23)	-	2,461
Supply Act (No. 1) - Departmental Capital Budget (DCB) (2022-23)	-	2,725
Supply Act (No. 3) - Departmental Capital Budget (DCB) (2022-23)	4,284	7,111
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	-
Cash at bank	2,507	1,191
Total departmental	147,989	145,236
Administered		
Appropriation Act (No 1)	222	187
Total administered	222	187

- \$103k unspent appropriation expired on 1 July 2023.

Note 5.1C: Special Appropriations ('Recoverable GST exclusive')

	Appropriation applied	
	2024	2023
	\$'000	\$'000
Authority		
Public Governance, Performance and Accountability Act 2013, Section 77, Administered	2,761	741
Total special appropriations applied	2,761	741

PART 5 Appendices

5.2 Special Accounts**Note 5.2A: Special Accounts ('Recoverable GST exclusive')**

	Departmental		Administered			
	Services for other entities and Trust Moneys Special Account ¹		Federal Court of Australia Litigants Fund Special Account ²		Federal Circuit and Family Court Litigants' Fund Special Account ³	
	2024	2023	2024	2023	2024	2023
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance brought forward from previous period	122	20	69,900	46,189	1,529	2,372
Increases	1,675	3,943	62,826	73,510	1,398	1,659
Total increases	1,675	3,943	62,826	73,510	1,398	1,659
Available for payments	1,797	3,963	132,726	119,699	2,927	4,031
Decreases						
Departmental	1,709	3,841	-	-	-	-
Administered	-	-	56,400	49,799	1,112	2,502
Total decreases	1,709	3,841	56,400	49,799	1,112	2,502
Total balance carried to the next period	88	122	76,326	69,900	1,815	1,529
Balance represented by:						
Cash held in entity bank accounts	88	122	76,326	69,900	1,815	1,529
Total balance carried to the next period	88	122	76,326	69,900	1,815	1,529

- 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.

PART 5 Appendices

- 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)* This special account replaces the *Litigants' Fund Special Account*, established by the *FMA Act (Litigants' Fund Special Account) Determination 2013/06* which was due for sunset on 1 October 2023.

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;
- (c) the proceeds of an investment of an amount debited from the 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

	2024	2023
	\$'000	\$'000
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	(13,232)	(7,714)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections)	16,940	16,055
Plus: depreciation of right-of-use assets	22,296	21,012
Less: lease principal repayments	(21,166)	(19,921)
Net Cash Operating Surplus/ (Deficit)	4,838	9,432

PART 5 Appendices

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

	2024	2023
	\$'000	\$'000
Note 6.1A: Employee Provisions		
Leave	36,173	33,340
Judges leave	30,414	29,662
Total employee provisions	66,587	63,002

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 service. 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 \$38.10 million (2023: \$37.79 million). The contribution rate has been provided by the Department of Finance following an actuarial review.

PART 5 Appendices

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 has determined the key management personnel to be 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 and the Executive Director of Corporate Services.

Note 6.2A: Key Management Personnel Remuneration

	2024 \$'000	2023 \$'000
Short-term employee benefits	3,291	2,879
Post-employment benefits	1,145	1,087
Other long-term employee benefits	165	137
Total key management personnel remuneration expenses	4,601	4,103

The total number of key management personnel that are included in the above table is 8 (2023: 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, totalling \$2.246m. 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 2024 (2023: 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 Federal Court of Australia (the Entity) has no quantifiable contingent assets or liabilities as at 30 June 2024 (2023: none).

Unquantifiable Contingencies

The Federal Court of Australia (the Entity) has no unquantifiable contingent assets or liabilities as at 30 June 2024 (2023: 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 2024 (2023: none).

PART 5 Appendices

7.2 Financial Instruments

	2024	2023
	\$'000	\$'000
<u>Note 7.2A: Categories of Financial Instruments</u>		
Financial assets		
Financial assets at amortised cost		
Cash and cash equivalents	2,507	1,191
Trade and other receivables	1,413	515
Total financial assets at amortised cost	3,920	1,706
Total financial assets	3,920	1,706
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	6,233	5,941
Total financial liabilities	6,233	5,941

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.

PART 5 Appendices

Accounting Policy (continued)**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

	2024	2023
	\$'000	\$'000
<u>Note 7.3A: Categories of Financial Instruments</u>		
Financial assets at amortised cost		
Cash and cash equivalents	266	128
Other receivables	1,578	1,266
Total financial assets at amortised cost	1,844	1,394
Total financial assets	1,844	1,394
	2024	2023
	\$'000	\$'000

Note 7.3B: Net Gains or Losses on Financial Liabilities**Financial liabilities measured at amortised cost**

Interest expense	2,242	2,213
Net gains/(losses) on financial liabilities measured at amortised cost	2,242	2,213

PART 5 Appendices

7.4 Fair Value Measurement

Accounting Policy

AASB 13 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 independent valuer in 2023. A subsequent materiality review was undertaken by an independent valuer as at 30 June 2024.

Note 7.4A: Fair Value Measurement

	Fair value measurements at the end of the reporting period	
	2024	2023
	\$'000	\$'000
Non-financial assets		
Leasehold improvements	40,303	40,874
Plant and equipment	31,741	32,137

The Court'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 Court 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.

PART 5 Appendices

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

	2024	2023
	\$'000	\$'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	2,507	1,191
Trade and other receivables	142,413	138,326
Prepayments	6,019	5,102

Total no more than 12 months

150,939	144,619
---------	---------

More than 12 months

Trade and other receivables	-	2
Buildings	163,345	169,537
Plant and equipment	35,004	36,235
Computer software	13,105	10,860
Prepayments	1,471	432

Total more than 12 months

212,925	217,066
---------	---------

Total assets

363,864	361,685
---------	---------

Liabilities expected to be settled in:**No more than 12 months**

Suppliers	6,233	5,941
Other payables	4,791	4,406
Leases	20,364	19,734
Employee provisions	17,171	16,393
Other provisions	986	955

Total no more than 12 months

49,545	47,429
--------	--------

More than 12 months

Other payables	104	82
Leases	112,774	118,820
Employee provisions	49,416	46,609
Other provisions	3,745	4,332

Total more than 12 months

166,039	169,843
---------	---------

Total liabilities

215,584	217,272
---------	---------

PART 5 Appendices

	2024	2023
	\$'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	266	128
Trade and other receivables	1,578	1,266
Total no more than 12 months	1,844	1,394
Total more than 12 months	-	-
Total assets	1,844	1,394
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	64	61
Other payables	408	472
Total no more than 12 months	472	533
Total more than 12 months	-	-
Total liabilities	472	533

Appendix 2 Listed Entity resource statement

	Actual available appropriations for 2023-24 \$'000	Payments made 2023-24 \$'000	Balance remaining \$'000
ORDINARY ANNUAL SERVICES¹			
Departmental appropriation			
Departmental appropriation ¹	503,737	361,080	142,657
Total	503,737	361,080	142,657
Outcome 3			
Total	931	709	222
Total ordinary annual services	504,668	361,789	142,879
Special appropriations limited by criteria/entitlement			
<i>Public Governance, Performance and Accountability Act 2013, s77</i>	3,000	2,761	239
Total	3,000	2,761	239
Total net resourcing and payments for Court	507,668	364,550	143,118

¹ Includes a Departmental Capital Budget of \$17.202 million.

PART 5 Appendices

Appendix 3 Staffing statistics

The Chief Executive Officer and Principal Registrar of the Federal Court of Australia, together with officers and staff identified under the *Federal Court of Australia Act 1976* (Cth), the *Federal Circuit and Family Court of Australia Act 2021* (Cth) and the *Native Title Act 1993* (Cth), constitute a single statutory agency for the purposes of the *Public Service Act 1999* (Cth).

Employees are engaged to work in support of the following Courts or Tribunal:

- Federal Court of Australia
- Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2), and
- National Native Title Tribunal.

Employees are covered by the *Federal Court of Australia Enterprise Agreement 2024-2027*.

The Federal Court, the FCFCOA (Division 1) and the FCFCOA (Division 2) each maintain a distinct statutory identity, with separate functions and judicial independence.

The total staffing number for the Listed Entity as at 30 June 2024 is 1,462 employees. This includes 899 ongoing and 563 non-ongoing employees.

The following tables provide more information. The CEO and Principal Registrars and the National Native Title Tribunal Registrar are holders of public office and are not included in this appendix.

Judges are also not included in any staffing numbers.

PART 5 Appendices

Table A3.1 All ongoing employees, current 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 Territories	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 A3.2 All non-ongoing employees, current 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 Territories	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

PART 5 Appendices

Table A3.3 All ongoing employees, previous reporting period (2022-23)

	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	70	4	74	169	34	203	0	0	0	0	0	0	0	0	0	277
Qld	36	1	37	97	22	119	0	0	0	0	0	0	0	0	0	156
SA	14	2	16	55	5	60	0	0	0	0	0	0	0	0	0	76
Tas	2	0	2	19	6	25	0	0	0	0	0	0	0	0	0	27
Vic	40	5	45	108	26	134	0	0	0	0	0	0	0	0	0	179
WA	17	1	18	40	5	45	0	0	0	0	0	0	0	0	0	63
ACT	12	1	13	22	4	26	0	0	0	0	0	0	0	0	0	39
NT	1	1	2	2	1	3	0	0	0	0	0	0	0	0	0	5
External Territories	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	192	15	207	512	103	615	0	0	0	0	0	0	0	0	0	822

Table A3.4 All non-ongoing employees, previous reporting period (2022-23)

	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	124	48	172	0	0	0	0	0	0	0	0	0	236
Qld	29	7	36	64	19	87	0	0	0	0	0	0	0	0	0	119
SA	20	4	24	32	14	46	0	0	0	0	0	0	0	0	0	68
Tas	2	0	2	4	2	4	0	0	0	0	0	0	0	0	0	8
Vic	33	6	39	84	29	113	0	0	0	0	0	0	0	0	0	152
WA	5	4	9	14	7	21	0	0	0	0	0	0	0	0	0	30
ACT	7	0	7	13	4	17	0	0	0	0	0	0	0	0	0	24
NT	1	0	1	6	1	7	0	0	0	0	0	0	0	0	0	8
External Territories	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	36	182	341	124	467	0	0	0	0	0	0	0	0	0	645

PART 5 Appendices

Table A3.5 Australian Public Service Act ongoing employees, current 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 A3.6 Australian Public Service Act non-ongoing employees, current 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

PART 5 Appendices

Table A3.7 Australian Public Service Act ongoing employees, previous reporting period (2022–23)

	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	5	0	5	0	0	0	0	0	0	0	0	0	7
SES 1	5	0	5	5	0	5	0	0	0	0	0	0	0	0	0	10
EL 2	43	1	44	70	15	85	0	0	0	0	0	0	0	0	0	129
EL 1	36	4	40	93	26	119	0	0	0	0	0	0	0	0	0	159
APS 6	33	1	34	91	16	107	0	0	0	0	0	0	0	0	0	141
APS 5	34	2	36	110	12	122	0	0	0	0	0	0	0	0	0	158
APS 4	38	5	43	139	30	169	0	0	0	0	0	0	0	0	0	212
APS 3	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	2
APS 2	0	0	0	1	4	5	0	0	0	0	0	0	0	0	0	5
APS 1	1	0	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	193	14	207	514	103	617	0	0	0	0	0	0	0	0	0	824

Table A3.8 Australian Public Service Act non-ongoing employees, previous reporting period (2022–23)

	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	11	2	13	25	24	49	0	0	0	0	0	0	0	0	0	62
EL 1	12	1	13	38	21	59	0	0	0	0	0	0	0	0	0	72
APS 6	7	1	8	19	6	25	0	0	0	0	0	0	0	0	0	33
APS 5	46	2	48	127	13	140	0	0	0	0	0	0	0	0	0	188
APS 4	68	4	72	128	16	144	0	0	0	0	0	0	0	0	0	216
APS 3	2	5	7	1	11	13	0	0	0	0	0	0	0	0	0	19
APS 2	0	20	20	1	33	34	0	0	0	0	0	0	0	0	0	54
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	146	35	181	340	124	465	0	0	0	0	0	0	0	0	0	645

PART 5 Appendices

Table A3.9 Australian Public Service Act employees by full-time and part-time status, current 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 A3.10 Australian Public Service Act employees by full-time and part-time status, previous reporting period (2022-23)

	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	7	0	7	1	0	1	8
SES 1	10	0	10	0	0	0	10
EL 2	113	16	129	36	26	62	191
EL 1	129	30	159	50	22	72	231
APS 6	124	17	141	26	7	33	174
APS 5	144	14	158	173	15	188	346
APS 4	177	35	212	196	20	216	428
APS 3	1	1	2	3	16	19	21
APS 2	1	4	5	1	53	54	59
APS 1	1	0	1	0	0	0	1
Other	0	0	0	0	0	0	0
TOTAL	707	117	824	486	159	645	1,469

PART 5 Appendices

Table A3.11 Australian Public Service Act employment type by location, current 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 Territories	0	0	0
Overseas	0	0	0
TOTAL	903	564	1,467

Table A3.12 Australian Public Service Act employment type by location, previous reporting period (2022–23)

	Ongoing	Non-ongoing	Total
NSW	277	236	513
Qld	157	119	276
SA	76	68	144
Tas	27	8	35
Vic	179	152	331
WA	63	30	93
ACT	39	24	63
NT	6	8	14
External Territories	0	0	0
Overseas	0	0	0
TOTAL	824	645	1,469

Table A3.13 Australian Public Service Act Indigenous employment, current reporting period (2023–24)

	Total
Ongoing	22
Non-ongoing	21
TOTAL	43

Table A3.14 Australian Public Service Act Indigenous employment, previous reporting period (2022–23)

	Total
Ongoing	22
Non-ongoing	15
TOTAL	37

PART 5 Appendices

Table A3.15 Australian Public Service Act employment arrangements, current reporting period (2023-24)

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

Table A3.16 Australian Public Service Act employment arrangements previous reporting period (2022-23)

	SES	Non-SES	Total
Enterprise Agreement	0	1,160	1,160
Determination	18	0	18
Australian Workplace Agreement	0	1	1
Individual Flexibility Arrangement	0	290	290
TOTAL	18	1,451	1,469

Table A3.17 Australian Public Service Act employment salary ranges by classification level, current 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 A3.18 Australian Public Service Act Employment salary ranges by classification level (Minimum/Maximum), previous reporting period (2022-23)

	Minimum salary	Maximum salary
SES 3	\$0	\$0
SES 2	\$276,506	\$350,000
SES 1	\$200,898	\$265,740
EL 2	\$122,007	\$309,649
EL 1	\$105,834	\$247,720
APS 6	\$82,689	\$122,601
APS 5	\$76,560	\$104,484
APS 4	\$68,643	\$84,888
APS 3	\$61,586	\$66,469
APS 2	\$54,069	\$59,959
APS 1	\$47,776	\$52,800
Other	\$0	\$0
Minimum/Maximum range	\$47,776	\$350,000

PART 5 Appendices

Table A3.19 Australian Public Service Act employment performance pay by classification level, current 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			

Table A3.20 Australian Public Service Act employment performance pay by classification level, previous reporting period (2022–23)

	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			

Table A3.21 Details of accountable authority during the reporting period (2023–24)

Name	Position title/ Position held	Period as the accountable authority or member within the reporting period	
		Start date (1 July 2023 or after)	End date (30 June 2024 or before)
Ms Sia Lagos	Chief Executive Officer and Principal Registrar	1 July 2023	20 August 2023
Mrs Alison Legge	Acting Chief Executive Officer and Principal Registrar	21 August 2023	29 September 2023
Ms Sia Lagos	Chief Executive Officer and Principal Registrar	30 September 2023	4 February 2024
Mr Tim Luxton	Acting Chief Executive Officer and Principal Registrar	5 February 2024	9 February 2024
Ms Sia Lagos	Chief Executive Officer and Principal Registrar	10 February 2024	30 June 2024

Appendix 4 Annual performance statement

Introductory statement

I, Sia Lagos, as the accountable authority of the Federal Court Listed Entity, present the 2023-24 annual performance statements for the Federal Court Listed Entity, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the Listed Entity, and comply with subsection 39(2) of the PGPA Act (section 16F of the PGPA Rule).

A handwritten signature in black ink, appearing to read 'Sia Lagos', with a stylized flourish at the end.

Sia Lagos

Chief Executive Officer and Principal Registrar
Federal Court Listed Entity

PART 5 Appendices

Federal Court Listed Entity programs

Program 1.1 – Federal Court of Australia

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

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 2.1 – Federal Circuit and Family Court of Australia (Division 1)

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

Outcome 2

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 encouragement of appropriate dispute resolution processes through the effective management of the administrative affairs of the Court.

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

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

Outcome 3

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 4.1 – Commonwealth Courts Corporate Services

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

Program 4.2 – Commonwealth Courts Registry Services

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

Outcome 4

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 shared corporate and registry services.

Outcome 1 – Program 1.1: 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.

Results

Performance measure	Result 2023-24
85 per cent of cases completed within 18 months of commencement.	83 per cent of cases were completed within 18 months of commencement.
Judgments to be delivered within three months.	79 per cent of judgments were delivered within three months.

The following is an extract from the Federal Court of Australia's Annual Report 2023-24, limited to the specified performance measures. The Court's 2023-24 annual report includes full detail of its performance.

Analysis

For the 2023-24 financial year, the Federal Court of Australia had two performance measures that relate to the timely completion of cases. The Court achieved one out of two performance measures.

- *Eighty-five per cent of cases completed within 18 months of commencement*

During the reporting year, the Court completed 83 per cent of cases in less than 18 months.

- *Judgments to be delivered within three months*

During the reporting year, the Court delivered 1,841 published judgments, an increase from 1,787 in 2022-23. Of these, 79 per cent were delivered within three months of being reserved.

Performance measures

Timely completion of cases

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

Source

- Table 2.1.3: Performance measure for Outcome 1, Federal Court of Australia Portfolio Budget Statements 2023-24.
- Federal Court of Australia Corporate Plan 2023-2024.

In 2023-24, there has been an overall 29 per cent increase in filings in the Federal Court compared to the same time last year. The Court has seen an increase in filings in both the original jurisdiction work of the Court (six per cent) and the appellate work of the Court (nine per cent). In the same period, the Court has seen a significant increase in Registrar filings (corporations and bankruptcy filings), noting that these filings saw a dramatic decrease over the COVID-19 years (2019-20; 2020-21) and are steadily increasing each year, with a 69 per cent increase (+800 filings) in 2023-24 from the previous year.

PART 5 Appendices

Overall, the Federal Court has continued to finalise proceedings in an effective and efficient manner. In 2023-24, 74 per cent of proceedings finalised were finalised within 12 months of filing, an improvement from 68 per cent in the previous year, with a finalisation rate of 99 per cent (the number of proceedings finalised compared to the number filed in the fiscal year).

In 2023-24, the Court recorded a significant improvement in the delivery of outstanding reserved judgments. At the end of this reporting period, 14 judgments had been reserved for 12 months or longer, which is down from 38 judgments at the same time the previous year (30 June 2023).

The judges of the Court delivered 1,841 published judgments in 2023-24 (both single judge and Full Court judgments), being an increase from 1,787 in 2022-23. Of these delivered judgments, 79 per cent were delivered within three months of being reserved, with 86 per cent delivered within six months. The Court continues to deliver all judgments at an average of two months from the date they were reserved.

The Court's judges holding other commissions also delivered judgments in other courts and tribunals during the reporting period as follows – in the Supreme Court of Norfolk Island (10), the Australian Competition Tribunal (two), the Copyright Tribunal of Australia (two) and the Defence Force Discipline Appeal Tribunal (one).

The Court's registrars were allocated 501 mediations in 2023-24, an 11 per cent decrease from the last financial year. In 2023-24 the registrars resolved 54 per cent of mediations, an increase from 51 per cent in 2022-23. This equates to approximately 270 proceedings being resolved through mediation conducted by registrars of the Court, delivering more timely final outcomes to the parties, helping to reduce the trial workload of the Court, and reducing both the potential costs and delays associated with trial processes, for all parties. In addition to mediation, the Court's registrars also managed over 880 referrals from judges and other registrars, which included activities such as expert conferrals, discovery disputes and claims of privilege, general case management and costs related issues in proceedings. This is vital work performed to a high standard by the Court's registrars.

The Court continues to work through reviewing and maintaining its practice notes, which are a critical method of communication with litigants and the profession about how the Court will deal with matters of practice and procedure, as well as trial and appellate case management, in all or some of its national practice areas.

During the reporting period, on 13 October 2023, a practice note was issued in relation to schemes of arrangement after consultation with the Australian Securities and Investments Commission, the profession and the Harmonisation of Rules Committee. The practice note aims to promote uniform procedures across Australian courts and has been well received by the profession and regulators.

In addition, at the end of the financial year, the Court established a national General Protections List, which is designed to extend nationally a similar list that has operated in the Court's Victorian registry since 2019. The purpose of the list (which will commence on a trial basis in September 2024) is to:

- promote consistency and efficiency in the case management of general protections proceedings
- ensure that general protections proceedings are heard in the appropriate court, having regard to any points of principle and the quantum of claims
- ensure that the resources of the Court in relation to mediation are targeted towards the most appropriate proceedings, and
- ensure early and appropriate case management and timetabling of any interlocutory or procedural matters before the proceeding is allocated to a docket judge.

The Court continues to extend the National Court Framework to all matters across the Court including the work undertaken by Judicial Registrars. The allocation of judicial registrar work is now undertaken on a national basis with national systems and processes (such as a national duty registrar system and national practice guides) to support and enhance the work undertaken.

In February 2024, following consultation with the judges of the Court and the profession, the Court announced changes to the Full Court and appellate sitting periods in 2025 by moving to three sitting periods in March (four weeks), August (five weeks) and November (four weeks). This change will assist members of the profession, as well as judges and court staff, in managing family commitments over the January period and enabling people to take sufficient

PART 5 Appendices

leave to return energised for the start of the next legal year. The change will also allow more time during the year for the listing of trials.

During the reporting period, the Court welcomed budget announcements for additional funding to support two key areas of the Court's work. The Federal Court of Australia and Native Title Tribunal will be funded a total of \$20.2 million over four years to support the digitisation of culturally and historically significant records in the native title practice area, especially proceeding records from the Court's early years in its native title work. This funding will also support the Court's dedicated objective of increasing traditional owner led agreement making in native title claims and compensation applications. The Court will receive additional funding during the 2024-25 and 2025-26 financial years to support an expected significant increase in its caseload of migration work, and to enable the Court to provide important support services to vulnerable litigants in this jurisdiction – including cultural liaison, increased interpreter services and pro bono and litigants in person coordinators.

On 12 June 2024, the Court's criminal jurisdiction was expanded to enable it to hear and determine a range of summary and indictable offences relating to conduct within the regulatory remit of the Australian Securities and Investments Commission, such as dishonest conduct as a director of a corporation and dishonest conduct of financial services. The Court also has jurisdiction in relation to various indictable offences including money laundering and accounting record offences. For indictable offences, this will involve the conduct of jury trials.

The Federal Court has a longstanding and proud commitment to international cooperation and to supporting the rule of law and the independence of the judiciary. The Court is committed to assisting and cooperating in the development of judicial processes and practices designed to suit the communities and culture of the nations of our regional judicial colleagues. We have been able to involve a wider cross-section of judges, working across a number of national practice areas. Cooperation has involved visits to our registries by foreign judicial delegations, visits by some of our judges to regional courts or regional workshops and a significant use of online delivery for cooperation programs. Practice areas have included fraud and corruption prevention measures and proceedings, intellectual property litigation, competition law and class actions law.

In May 2024, the Federal Court of Australia and the Supreme Court of the Philippines signed a Memorandum of Understanding (MOU). In June 2024, a Federal Court delegation travelled to Indonesia to celebrate 20 years of working with the Supreme Court of Indonesia under our MOU. A new MOU for the next five years was also signed.

In addition to these MOUs, the judges on this Court have continued to develop and strengthen international relationships including with the National and Supreme Court of Papua New Guinea and the National High Court of Brazil. In February 2024, Chief Justice Mortimer attended, as an observer, the Pacific Chief Justices' Leadership Forum in Samoa, this year organised by the New Zealand based Pacific Justice Sector Program.

A detailed analysis of the performance of the Federal Court of Australia in 2023-24 can be found in the Federal Court of Australia's 2023-24 annual report.

National Native Title Tribunal

The 2023-24 financial year has been a period of consolidation for the work of the Tribunal following the appointments of Mr Kevin Smith as President and Ms Katie Stride as Registrar in July and August 2023 respectively. Under new leadership, a significant whole of organisation review and planning process was conducted. This resulted in a substantial restructure aimed at liberating the capacity of the Executive and Members to provide strategic guidance and re-build capacity to provide complex assistance functions, providing for clearer succession and career pathways and fostering internal business support.

Twenty-five stakeholder engagement and educative presentations sessions were conducted both in person and virtually by Tribunal officers. These included the President's addresses at the Centre for Native Title Anthropology conference, the Supreme Court ACT land rights summit, Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) and the Planning Institute Australia. The Registrar and members of her staff have presented regional information sessions about claims in notification at Townsville, Queensland and Geelong, Victoria. She has also addressed the Attorney-General's Department native title team, the Native Title Senior Officers meeting, the AIATSIS, and played a key leadership role in the Commonwealth Native Title Committee.

PART 5 Appendices

The Tribunal has driven a focused agenda to enhance native title sector capacity in partnership with the other key Commonwealth agencies. It has also contributed to the preservation of evidence national working group.

A primary function of the Tribunal is the resolution, by mediation or arbitration, of disputes relating to proposed future acts (generally, the grant of exploration and mining tenements) on land over which native title has been determined to exist, or over which there is a claim by a native title party as defined in sections 29 and 30 of the *Native Title Act 1993* (Cth) (NTA).

Under section 29(7) of the NTA, the Commonwealth government, or a state or territory government, may assert that a proposed future act is an act that will have minimal impact on native title and therefore should be fast-tracked through the expedited procedure. Where a future act attracts the expedited procedure, it does not give rise to procedural rights to negotiate that would otherwise vest in native title parties. If a native title party considers that the expedited procedure should not apply to the proposed future act, it may lodge an expedited procedure objection application (objection application) with the Tribunal. A total of 1,097 objection applications were lodged during the reporting period, compared to 1,290 previously reported. The number of active objections at the end of the reporting period was 982, compared with 792 at the end of June 2023. During the reporting period, the Tribunal finalised 868 objection applications compared to 1,479 in the previous period.

Approximately 351 objections were withdrawn following agreement between the native title party and the relevant proponent. A further 271 objection applications were finalised by withdrawal of the tenement applications. One hundred and five objection applications were subject to a Tribunal determination or dismissal during the reporting period. The expedited procedure was determined to apply in 12 cases, and on eight occasions, the expedited procedure was determined not to apply.

If the expedited procedure does not apply, or is not asserted by the state, the parties must negotiate in good faith about the proposed future act. Any party may request Tribunal assistance in mediating among the parties in order to reach agreement. There were 34 requests for mediation made in the reporting period.

The NTA prescribes a minimum six-month negotiation period. After that time, any party to the negotiation may lodge a future act determination application if no agreement has been reached. During the reporting period, seven applications were lodged. If there has been a failure to negotiate in good faith by any party, other than a native title party, the Tribunal has no power to determine the application. If any party asserts that negotiations in good faith have not occurred, the Tribunal will hold an inquiry to establish whether that is the case. During the reporting period, there were three decisions of the Tribunal that one of the relevant negotiation parties had not negotiated in good faith.

Fifteen future act determination applications were finalised during the reporting period. Five of these applications did not proceed to a determination because the parties reached agreement. There were no applications in which the Tribunal determined that the future act may be done subject to conditions. In six applications, the Tribunal issued a determination that the future act may be done, all of which were made on the basis that the parties had reached agreement but were unable to formalise section 41A (State Deed) agreement. The remaining applications were either withdrawn or dismissed.

In 2023–24, the Tribunal responded to 68 requests for assistance received under section 60AAA, 45 of which were one-off post-determination related enquiries. The Tribunal conducted preliminary conferencing with participants in 20 matters. Throughout the reporting period, facilitation or information exchange continued in two matters and mediation assistance continued in two other matters. Mediation assistance in two matters, initiated in previous reporting periods, has been finalised this reporting period.

Under section 185(2) of the NTA, the Native Title Registrar has responsibility for establishing and keeping a Register of Native Title Claims. This register records the details of claimant applications that have met the statutory conditions for registration prescribed by sections 190A–190C of the NTA. At 30 June 2024, there were 96 claimant applications on this register.

Under section 192(2) of the NTA, the Native Title Registrar must establish and keep a National Native Title Register, recording approved determinations of native title. At 30 June 2024, a total of 616 determinations have been registered, including 114 determinations that native title does not exist.

PART 5 Appendices

Under section 199A(2) of the NTA, the Native Title Registrar must establish and keep a Register of Indigenous Land Use Agreements (ILUAs), in which area agreement, body corporate and alternative procedure ILUAs are registered. At 30 June 2024, there were 1,487 ILUAs registered on the Register of ILUAs. During the reporting period, the Native Title Registrar received 47 ILUAs, 21 more than in the previous year. Twenty-one body corporate and 17 area agreement ILUAs were accepted for registration and entered in the Register.

Sections 190A-190C of the NTA require the Native Title Registrar to decide whether native title determination applications (claimant applications) and applications for certain amendments to claimant applications, should be accepted for registration on the Register of Native Title Claims. To that end, the CEO and Principal Registrar of the Federal Court provides the Native Title Registrar with a copy of each new or amended claimant application and accompanying documents that have been filed in the Federal Court.

During the reporting period, the Native Title Registrar received 16 new claimant applications, a decrease of nine compared to the previous year. In addition to new claims, the Native Title Registrar received 19 amended claimant applications, 11 less than the previous year. There was a corresponding decrease in the volume of registration testing in the reporting period. There were 25 applications considered for registration, 17 less than the previous year. Of the 25 decisions, 21 were accepted for registration and four were not accepted.

During the reporting period, five applications for preliminary assessment of native title applications were received.

There was a significant increase in the number of new non-claimant applications filed in the Federal Court during this reporting period, with 15 New South Wales applications, one Northern Territory application and six Queensland applications filed in the Federal Court. One revised determination application was filed in Western Australia during the reporting period, compared with two in the previous year. The Native Title Registrar received one compensation application, as in the previous year. That application was made in Queensland.

Since the 2020-21 reporting year, the Tribunal has been required to maintain a record of all deeds of agreement provided to it from future act negotiation parties pursuant to section 31 of the NTA. During the 2023-24 reporting year, 57 section 31 deeds were recorded by the Tribunal. A total of 240 deeds have been recorded by the Tribunal since it took on that statutory function.

Section 78(1) of the NTA authorises the Native Title Registrar to give such assistance as they think reasonable to people preparing applications and at any stage in subsequent proceedings. That section also provides that the Native Title Registrar may help other people in relation to those proceedings.

During the reporting period, such assistance was provided on 125 occasions. As in previous years, the requests comprised provision of geospatial products and review of draft native title determination applications.

PART 5 Appendices

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) 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 Federal Circuit and Family Court of Australia (Division 1).

The Federal Circuit and Family Court of Australia (Division 1) is a separate Chapter III Court under the Australian Constitution and the performance criteria applicable to the Court are identified in the 2023-24 Federal Court of Australia Portfolio Budget Statements.

Performance measures

Timely completion of cases

- 70-90 per cent of final order applications resolved within 12 months.
- 75 per cent of all judgments delivered within three months.

Source

- Table 2.2.2: Performance measure for Outcome 2, Federal Court of Australia Portfolio Budget Statements 2023-24.
- Federal Court of Australia Corporate Plan 2023-2024.

Results

Performance measure	Result 2023-24
70-90 per cent of final order applications* resolved within 12 months.	40 per cent of new pathway final order applications have been resolved within 12 months of filing.
75 per cent of all judgments to be delivered within three months.	90 per cent of judgments were delivered within three months.

* The performance measures were updated to reflect the new operations of the Court, and therefore the measure is being applied to those cases that have been through the new case management pathway (i.e. those filed on or after 1 September 2021).

The following is an extract from the FCFCOA (Division 1) Annual Report 2023-24, limited to the specified performance measures. The Court's 2023-24 annual report includes full detail of its performance.

PART 5 Appendices

Analysis

For the 2023-24 financial year, the Federal Circuit and Family Court of Australia (Division 1) had two performance measures that relate to the timely completion of cases.

The first performance measure has been impacted by the Court's focus on resolving the legacy caseload, being cases that were pending in the Court prior to 1 September 2021. In focusing on finalising the oldest, most difficult cases, the Court is ensuring that they do not continue to use a disproportionate amount of court resources into the future. This has impacted the proportion of the new pathway caseload that has been resolved within a 12-month period in the Federal Circuit and Family Court of Australia (Division 1).

Further, it has always been the Court's expectation that at least 10 per cent of the Court's total family law caseload 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 reality is that the majority of these complex cases that require additional time, are likely to be heard in the Federal Circuit and Family Court of Australia (Division 1), and hence the 70-90 per cent target may not be met. However, in a global sense, across both the Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2), the Courts anticipate meeting this target in the future.

In 2023-24, 2,482 applications were filed in the Court's original jurisdiction, or transferred to the Court to enliven its original jurisdiction. The majority of applications filed were applications in a proceeding.

In 2023-24, the Court received 819 applications for final orders by way of transfer from the Federal Circuit and Family Court of Australia (Division 2) and finalised 1,202 applications. As a result, the number of pending applications for final orders decreased by 24 per cent compared to the number of applications pending at 30 June 2023. This is the lowest number of final order applications the Court has had on hand in recent years.

The clearance rate as at the end of the year was 147 per cent. As the Court receives matters transferred from the Federal Circuit and Family Court of Australia (Division 2) rather than filings of new applications into its original jurisdiction, the clearance rate here represents the ratio of matters transferred during the financial year to matters finalised during the financial year.

The Federal Circuit and Family Court of Australia (Division 1) also had approximately 10 per cent of its judicial positions vacant throughout 2023-24. To continue to achieve a decrease in the pending caseload in these circumstances is a credit to the judges, registrars and staff of the Court.

In 2023-24, the Court received 1,448 applications for interim orders (also referred to as applications in a proceeding) and finalised 1,776 applications. As a result, the number of pending applications for interim orders decreased by 33 per cent compared to the number of applications pending at 30 June 2023. This represents a significant year on year decrease in the number of pending interim applications, which as at 30 June 2021, were sitting at more than 2,100 applications pending. The clearance rate as at the end of the financial year was 123 per cent.

The Court receives a small volume of other types of family law applications, the largest being contravention applications. Since 1 September 2021, the Court has had a particular focus on the timely resolution of contravention applications following the creation of the National Contravention List. In 2023-24, the Court received 65 contravention applications and finalised 104 contravention applications, with a clearance rate of 160 per cent. The number of contravention applications pending decreased by 53 per cent compared to the number pending at 30 June 2023.

The Court is committed to ensuring that as far as possible, all applications are finalised in a timely way taking into account the particular needs of each matter, its complexity and the available court resources.

Whilst the median time from filing to finalisation (or the median age of matters at finalisation) has increased, this was expected. It reflects two important considerations. Firstly, that the Court is not receiving new filings, only a small number of matters transferred up prior to trial, and therefore there are

PART 5 Appendices

no matters resolving early in the litigation pathway in this court as there previously were. Secondly, the Court is focusing on finalising ageing matters in the pending caseload, which effectively crystallises the delay experienced over previous financial years. Legacy cases make up the majority of the matters finalised in the Court in the reporting period. Given the median time to finalisation and median time to judgment are almost the same, it illustrates that the majority of those older cases remaining pending in the Court require a final hearing and judgment to be resolved. As the Court indicated in the Annual Report for 2022–23, it was anticipated that these figures would increase again before they decrease, as most of the ageing legacy cases were finalised in this financial year.

Consistently with the previous two financial years, the Court has delivered at least 90 per cent of judgments within three months, as a proportion of all judgments delivered, exceeding its performance measure target of 75 per cent delivered within three 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 appellate jurisdiction changed from 1 September 2021 from a separate Appeal Division to a Full Court model. The appellate jurisdiction of the Court is set out in Divisions 2 and 4 of Part 2 in Chapter 3 of the *Federal Circuit and Family Court of Australia Act 2021* (Cth).

The Court has continued to perform efficiently in its appellate jurisdiction in financial year 2023–24, with a number of outstanding results being achieved.

Last financial year, the Court significantly reduced the average time from filing to finalisation of an appeal from 6.7 months three 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.

Similarly, the average time from filing to delivery of judgment, which was nine months three years ago and 4.5 months in 2022–23, was also further reduced to 4.2 months in 2023–24.

For the second consecutive year, 100 per cent of appeals were finalised within 12 months, 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.

The efficient and effective administration of the appellate jurisdiction of the Court, which is responsible for the resolution of appeals across the family law system, is fundamental to the effective operation of the broader justice system. The timely resolution of appeals ensures the swift correction of any errors but is also indicative of a responsive and well-functioning court system.

A detailed analysis of the performance of the Federal Circuit and Family Court of Australia (Division 1) can be found in Part 3 of the Federal Circuit and Family Court of Australia's 2023–24 Annual Report.

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 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.

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 Federal Circuit and Family Court of Australia (Division 2).

The Federal Circuit and Family Court of Australia (Division 2) remains a separate Chapter III Court under the Australian Constitution and the

performance criteria applicable to the Court are identified in the 2023-24 Federal Court of Australia Portfolio Budget Statements.

Performance measures

Timely completion of cases

- 70-90 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 three months.

Source

- Table 2.3.2: Performance criteria for Outcome 3, Federal Court of Australia Portfolio Budget Statements 2023-24.
- Federal Court of Australia Corporate Plan 2023-2024.

Results

Performance measure	Result 2023-24
70-90 per cent of final order family law applications resolved within 12 months.	70 per cent of new pathway final order applications were resolved within 12 months.
90 per cent of general federal law applications (excluding migration) resolved within 12 months.	78 per cent of general federal law applications were finalised within 12 months.
75 per cent of all judgments delivered within three months.	73 per cent of general federal law judgments were delivered within three months. 87 per cent of migration judgments were delivered within three months. 96 per cent of family law judgments were delivered within three months.

The following is an extract from the FCFCOA (Division 2) Annual Report 2023-24, limited to the specified performance measures. The Court's 2023-24 annual report includes full detail of its performance.

PART 5 Appendices

Analysis

For the 2023-24 financial year, the Court had three performance measures that relate to the timely completion of cases. The Court achieved two out of three performance measures. Whilst the percentage of general federal law applications finalised within 12 months was slightly lower than the target, the vast majority of applications, at 78 per cent, were finalised within 12 months, which is a positive achievement and not significantly lower than the previous financial year.

In the 2023-24 financial year, 95,557 family law applications were filed in the Court. The majority of applications filed were applications for divorce, followed by interim applications, now called applications in a proceeding, then applications for consent orders, and then applications for final orders.

Prior to 1 September 2021, all applications for consent orders were filed in the then Family Court of Australia.

In 2023-24, the Court received 13,856 applications for final orders, on par with financial year 2022-23, and finalised 13,541 applications.

The clearance rate in the Federal Circuit and Family Court of Australia (Division 2) (FCFCOA (Division 2)) as at the end of the year was 98 per cent. However noting that the FCFCOA (Division 2) is the single point of entry for all filings of final order applications, the clearance rate needs to be viewed as the ratio of filings into the FCFCOA (Division 2) to finalisations by both the FCFCOA (Division 1) and the FCFCOA (Division 2). On that metric, the clearance rate was 104 per cent, which indicates that the total number of cases pending across both courts decreased in 2023-24.

The Court had a number of Judge positions vacant in 2023-24 for a sustained period of time. This contributed to the lower finalisations in this financial year compared to previous years. For example in the Brisbane registry, the second largest filing registry of the Court, more than 20 per cent of the Court's family law Judge positions were vacant for the duration of the financial year.

As a result, there were also slightly fewer matters resolved at trial compared to 2022-23, but still a volume on par with 2021-22.

In 2023-24, the Court received 18,649 applications for interim orders (also referred to as applications in a proceeding), a two per cent increase compared to the volume filed in 2022-23, and finalised 18,702 applications. As a result, the number of pending applications for interim orders was steady compared to the number of applications pending at 30 June 2023. The clearance rate as at the end of the financial year was 100 per cent. This is consistent with the nature of interim applications, which are likely to be resolved within any reporting period when the court is operating efficiently, without any backlog accumulating, and therefore the clearance rate is ideally close to 100 per cent.

Over the last three years the Court has reduced the number of interim applications pending year on year, despite filing volumes being relatively constant, which is one indicator of the efficient handling of interim applications in the Court.

The highest number of filings the Court receives in the family law jurisdiction are applications for divorce. In 2023-24, the Court received 44,199 applications for divorce and finalised 44,851 applications. This was approximately three per cent fewer filings than 2022-23. The Court's clearance rate for divorce applications was 101 per cent. Consequently, the number of applications for divorce pending in the Court decreased by eight per cent as compared to the number of applications pending at 30 June 2023.

Applications for divorce are heard by Deputy Registrars, who can hear divorces where the application is made jointly, or if a sole application is uncontested. They are heard electronically by audioconference using Webex to ensure their efficient finalisation, as parties are no longer required to physically attend in person. In cases of sole applications where there are children under 18, parties are required to attend electronically.

From 1 September 2021, applications for consent orders are filed in the Federal Circuit and Family Court of Australia (Division 2), reflecting the establishment of a single point of entry for the filing of all new family law applications from that date. Applications for consent orders were previously filed in the then Family Court of Australia. Applications for consent orders continue to be dealt with by registrars and are considered on a national basis to ensure consistent timeframes for the making of consent orders.

PART 5 Appendices

Prior to the legislative changes to the Family Law Act commencing on 6 May 2024, the Court ensured that there were no outstanding applications for consent orders pending at close of business on 3 May 2024, to minimise the need to requisition matters filed according to the old provisions. This is one example of the way the national, electronic allocation of applications for consent orders enables them to be flexibly and efficiently managed.

In 2023-24, 16,388 applications for consent orders were filed in the Federal Circuit and Family Court of Australia (Division 2), and 16,289 applications were finalised. This is a four per cent increase in the volume of filings received in the previous financial year.

The Court receives a small volume of other types of family law applications, mainly comprising contravention and enforcement applications, applications to register other orders and applications to review the decision of a registrar.

In 2023-24, the Court received 723 contravention applications and finalised 807 contravention applications, with a clearance rate of 112 per cent. The number of contravention applications pending decreased by 20 per cent compared to the number pending at 30 June 2023, and at 30 June 2024 was the lowest in more than five years. On 1 September 2021, the Courts established a National Contravention List to deal, consistently and responsively, with contravention applications. This financial year, almost 40 per cent of contravention applications filed were resolved within three months, and a further 28 per cent were resolved between three and six months from filing.

The Court is committed to ensuring that as far as possible, all applications are finalised in a timely way taking into account the particular needs of each matter, its complexity and the available court resources. The median time from filing to finalisation has decreased from 11 months to nine months this financial year 2023-24, compared to 2022-23. The average time to finalisation has also decreased by two months over the same time period, from 15 months to 13 months.

The Court is pleased to see that the results that were anticipated through the introduction of the new case management pathway are beginning to be realised – the Court anticipated that the median and average finalisation timeframes would increase initially whilst the Court focused on resolving the oldest, most difficult cases, which crystallised the delay in those cases. These cases required significant judicial time and court resources; however, the resolution of these matters is of great benefit to the parties and to the ability of the Court, in the future, to resolve matters within a 12-month timeframe as far as is possible.

Now that the majority of those cases have been dealt with, the average and median timeframes are beginning to improve. In fact, when looking only at cases filed into the new case management pathway and finalised in 2023-24, the median time from filing to finalisation is a mere 6.5 months.

The Court aims to have a clearance rate of 100 per cent for applications in general federal law (excluding migration). In 2023-24, the Court achieved a clearance rate of 99 per cent. This is an increase from the clearance rate of 96 per cent in 2022-23. The Court also finalised an additional 724 matters compared to the last financial year.

In the 2023-24 financial year, 3,079 applications were filed in the Court's general federal law jurisdiction. This is an increase from the 2,378 filed in 2022-23.

The Court aims to resolve 90 per cent of general federal law applications within 12 months of filing. In 2023-24, the Court finalised 78 per cent of general federal law matters within 12 months.

Whilst this is a decline from the previous financial year, it is noted that the Court undertook an exercise of reviewing and finalising dormant matters in the 2023-24 financial year. This exercise has also resulted in a slight increase in the median time from filing to finalisation in the 2023-24 financial year, with the median timeframe for finalisation being 4.6 months.

In contrast, for those matters that proceed to judgment, the median time to finalisation in 2023-24 was 14.1 months, which is a decrease from the 2022-23 financial year.

PART 5 Appendices

The Court has established a benchmark for the handing down of judgments within three months of the hearing or receipt of written submissions. In 2023-24, 77 per cent of judgments were delivered within this timeframe. This figure includes judgments that are delivered *ex tempore* at the conclusion of the hearing.

Bankruptcy remains the highest volume area of the Court's general federal law jurisdiction (45 per cent of all filings). This is followed by fair work applications (37 per cent).

The Court received 1,382 bankruptcy applications in 2023-24, and finalised 1,412. Compared with 1,031 filings in 2022-23, this is an increase in bankruptcy filings of 34 per cent. However, filing figures have not yet returned to pre-COVID-19 pandemic filing levels.

The Federal Circuit and Family Court of Australia (Division 2) has jurisdiction concurrent with the Federal Court, for matters under the:

- *Fair Work Act 2009* (Cth)
- *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth), and
- *Workplace Relations Act 1996* (Cth) (in so far as it continues to apply).

The Court received 1,133 applications in 2023-24. This represents an increase in filings of 19 per cent, compared with 952 filings in 2022-23. However, filings in this area of the Court's jurisdiction have not yet returned to pre-COVID-19 pandemic filing levels. Prior to the pandemic, the filings in this area of the Court's jurisdiction had steadily grown since the conferral of jurisdiction.

The *Australian Human Rights Commission Act 1986* (Cth) establishes the statutory framework for making complaints of unlawful discrimination. Once a complaint of unlawful discrimination is terminated by the President of the Australian Human Rights Commission, a person affected may make an application to the Federal Court of Australia or Federal Circuit and Family Court of Australia (Division 2) alleging unlawful discrimination by one or more respondents to the terminated complaint.

In 2023-24, there were 109 applications filed under this head of jurisdiction. This is a 40 per cent increase from the previous year.

A detailed analysis of the performance of the Federal Circuit and Family Court of Australia (Division 2) can be found in Part 4 of the Federal Circuit and Family Court of Australia's 2023-24 Annual Report.

Outcome 4 – Program 4.1: Commonwealth Courts Corporate 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 shared corporate and registry services.

Purpose

To provide efficient and effective corporate services to the Commonwealth Courts and Tribunals to support them in achieving their purposes and achieving their key activities.

Delivery

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

Performance measures

- Optimise technology to support judicial, registry and corporate services functions.
- Implement a Cyber Security Program.
- Efficient and effective corporate services.
- Gender equality – 50 per cent female representation in the senior executive service (SES) and executive level (EL) classifications.
- Indigenous representation — proportion of staff who identify as Indigenous (three per cent).

Source

- Table 2.4.2: Performance criteria for Outcome 4, Federal Court of Australia Portfolio Budget Statements 2023–24.
- Federal Court of Australia Corporate Plan 2023–2024.

Results

Performance measure	Result 2023–24	Status
Optimise technology to support judicial, registry and corporate services functions.	The second phase of CourtPath was completed in early 2024, with CourtPath now in use across both the federal law and family law jurisdictions.	Performance measure achieved.
Implement a cyber security program.	Work continued on 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.	Performance measure achieved.
Efficient and effective corporate services.	Corporate Services did not operate within the agreed budget for the year.	Performance measure not achieved.
Gender equality – 50 per cent female representation in the senior executive service and executive level classifications.	Female representation in the SES was 61 per cent and in the EL classifications was 74 per cent.	Performance measure achieved.
Indigenous representation – proportion of staff who identify as Indigenous (three per cent).	The percentage of staff who identify as Indigenous was 2.9 per cent.	Performance measure not achieved.

PART 5 Appendices

Analysis

For the 2022-23 financial year, Corporate Services had five performance measures and achieved three out of five performance measures.

The work of Corporate Services is focused on supporting the evolving needs of judges and staff across the Courts and Tribunal, while delivering on required efficiencies to meet reduced appropriations.

Corporate Services finished with an overall budget deficit of \$2.925 million for 2023-24. The major factors that caused this result were:

- the investment of additional resources to deal with additional governance and legislative requirements particularly in the areas of general security, cyber security and people and culture, and
- the continual increase in costs particularly for property and information technology above the indexed rate of increase to appropriation received.

Corporate Services is committed to a diverse and inclusive workplace, which includes ensuring the Entity's workforce reflects the broader communities in which our employees work. Corporate Services focuses on ensuring it creates a safe and supporting environment in which 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 fill 65 per cent of positions at Senior Executive Service classifications and 90 per cent of positions at Executive Level classifications.

To further support and promote inclusion, Corporate Services 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. There is 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.

Work has continued on creating employment opportunities for Aboriginal and Torres Strait Islander people, with our Aboriginal and Torres Strait Islander employment rate increasing from 2.5 per cent in 2022-23 to 2.9 per cent in 2023-24. The Listed Entity is currently working on its next RAP at the Innovate level, which it is aiming to launch in 2024.

The Digital Court Program continues to be a key priority, streamlining core business systems to enhance flexibility and operational efficiency. The program is modernising critical case management tools to support the delivery of quality, timely court services to the Australian community. The current focus of the program is the build and implementation of CourtPath, which will progressively replace a number of internal-facing case management systems with a single platform that will streamline court activity and reduce costs associated with maintaining multiple legacy systems.

CourtPath is being developed by an in-house team in partnership with judges, registrars and court staff to support sustainable improvements to workflows and efficient case handling.

User-centred design principles have been adopted to ensure CourtPath is intuitive to use while providing timely, accurate and secure access to critical materials. It uses familiar, predictable design patterns seen in many modern applications to minimise the need for user training.

The second phase of the program was completed in early 2024, with CourtPath now in use across both the federal law and family law jurisdictions. The CourtPath application continues to be developed as it replaces multiple legacy systems.

Throughout 2023-24, the Digital Court Program also undertook early discovery work in preparation for a future migration of the CourtPath application and associated document storage to the cloud which will provide further benefits including performance and scalability.

Protecting our valuable assets and promoting a culture of cyber security awareness has remained a focus for the Cyber Security team. During the 2023-24 reporting period, cyber security has remained a constant area of attention and investment. As threats and threat actors to digital systems and infrastructure grow and adapt globally using new technologies and methods designed to disrupt important business activities, steal sensitive information, and cause damage, the Courts and Tribunals are committed to operating and delivering services in a secure manner.

Capability development and improvement has been achieved by investing in the Cyber Security team and by uplifting security tools to identify and respond to cyber security events.

PART 5 Appendices

Areas of development include:

- **Incident detection:** The introduction of a centralised logging platform has increased the monitoring, detection, and response ability. Being able to quickly analyse events from many sources improves response activities, including automated alerting for risky activities to highlight areas for investigation.
- **Staff training:** Building and maintaining cyber security skills in the areas of risk management, cloud services, and modern security tools has helped create a resilient cyber security capability.
- **Staff awareness:** Regular communication and targeted awareness sessions have increased the ability and confidence of Courts and Tribunal staff to maintain secure behaviours. All staff play an important role protecting ICT systems and services, including the information entrusted to the Courts and Tribunals.

The cyber team is committed to the protection of information and ICT systems. Implementation of the Protective Security Policy Framework and Information Security Manual remains a priority and initiatives such as vulnerability remediation, risk management, and endpoint protection are important initiatives helping to achieve that goal.

During 2023-24, the Digital Solutions team focused on continuing to enhance video conferencing capabilities within courtrooms. This initiative aimed to improve both the video and audio quality for internal and external participants, ensuring seamless communication and proceedings.

Key projects included:

1. Installation of video conferencing equipment:

- State-of-the-art video conferencing systems were successfully installed in 21 courtrooms.
- All installations met the highest standards for video clarity and reliability.
- The Courts now have a total of 167 video conference enabled courtrooms.
- There is new functionality to improve visualisation of evidence, with the ability to set up monitors for the judge, bar and witness.

2. Upgraded video and audio equipment:

- Video and audio equipment was upgraded in 15 courtrooms.

- Enhancements included high-definition cameras and advanced audio systems to improve overall quality.

3. Core audio component upgrades:

- Core audio components were upgraded in 60 courtrooms.
- Upgrades focused on improving audio clarity within the courtroom and for remote participants, facilitating better communication and understanding.

The upgrades have significantly improved access to justice whilst providing a better in-room experience for judges, staff and the profession. The new systems have streamlined courtroom operations with intuitive control panels, reducing technical issues and downtime. As video conferencing technology continuing to evolve rapidly, these installations and upgrades have positioned our courtrooms to handle future technological advancements with ease.

Digital Practice continues to provide advice and support to judges, chambers staff, court staff, the profession, and litigants, formulating a way towards improvement and innovation aligning with the Courts' strategic direction. With the increase in demand for digital and improved practices, and scope of improvement opportunities, the team has expanded with roots now in Queensland, New South Wales, Victoria and South Australia. In June 2024, this function was moved from Corporate Services to Court and Tribunal Services.

The focus of Digital Practice is on the promotion and adoption of digital practices and implementing process improvements. Key activities this financial year have included Webex to YouTube live streaming, a booking system for subpoena inspections, a booking system for recruitment, data visualisation for courtroom usage, a judges' calendar and Strategic Support Hub task tracking, video conferencing and Adobe Acrobat training, process mapping for subpoenas (FCFCOA), non-party file access requests, safety at court and the Webex pilot for FCFCOA judges and registrars.

PART 5 Appendices

Digital Practice continues to support the Federal Court by live streaming proceedings via the Federal Court YouTube channel. In 2023-24, 89 listings were live streamed, including high public interest matters such as *Ben Roberts-Smith v Fairfax Media Publications*, *Bruce Lehmann v Network Ten Pty Limited*, *eSafety Commissioner v X Corp* and more.

The majority of capital works delivered in 2023-24 were projects addressing the urgent and essential business needs of the Courts. Projects undertaken or commenced included the following:

- Completed construction for the joint project between the Family Court of Western Australia and the Federal Courts, which was project managed by the Federal Courts. The project saw an additional three courtrooms, a conference room, mediation suites, chambers, and support staff areas to meet the growing needs of the community.
- Completed construction of new judicial and registrar accommodation at the Melbourne Commonwealth Law Courts.
- Completed metering upgrade works at 80 William Street as required under the lease and for improved data capture.
- Completed 45 other minor works activities including lifecycle replacements, office modifications, office equipment, security equipment and an EV charger installation.
- Completed concept and detailed design for new registrar accommodation in the Adelaide Commonwealth Law Courts. Construction works have commenced and will be completed in the first quarter of 2024-25.
- Completed concept design works to modify the Dandenong registry to improve safety and increase the accommodation capacity for registrars and legal case manager facilities. Design works were put on hold while lease negotiations were finalised. Detailed design works will commence in early 2024-25, with construction estimated to be completed by the end of the financial year.
- Completed concept and detailed design to modify and improve court functions, patron comfort and undertake lifecycle renewal at the Wollongong registry. Construction has commenced and will be completed in first quarter of 2024-25.
- Commenced concept and detailed design for new mediation suites in the Perth Commonwealth Law Courts. Construction works are anticipated to commence in early 2024-25 and be completed by the end of the financial year.
- Commenced concept design of new judicial accommodation at 80 William Street. Detailed design will be completed in early 2024-25 financial year. Construction is estimated for completion in early 2025.
- Commenced Safe Room audits and gap analysis to identify where improvements to facilities can be made. The review will be completed in early 2024-25 financial year with works to improve the spaces progressing through the financial year.
- Worked with the building owner, the Department of Finance, who completed painting works in the Parramatta and Adelaide Commonwealth Law Courts. Painting is currently underway in the Melbourne Commonwealth Law Courts.
- Worked with the building owner, the Department of Finance, to progress key compliance, infrastructure, Disability Discrimination Act and lifecycle upgrades across a number of Commonwealth Law Courts, which will continue into the 2024-25 financial year.
- Worked with the building owner on the design, consultation and completion for approximately 47 projects.

A detailed analysis of the performance of Corporate Services can be found in Part 3 (Report on Corporate Services) of this report.

Outcome 4 – 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 Federal Circuit and Family Court of Australia, and parties in the National Native Title Tribunal through efficient and effective provision of shared corporate and registry services.

Purpose

To provide efficient and effective registry services to the Commonwealth Courts and Tribunals to support them in achieving their purposes and achieving their key activities.

Delivery

Providing efficient and effective registry services for the Commonwealth Courts and Tribunals.

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 rating).
- Timely processing of documents (75 per cent of documents processed within two working days).
- Efficient registry services (all registry services provided within the agreed funding levels).

Source

- Table 2.4.2: Performance criteria for Outcome 4, Federal Court of Australia Portfolio Budget Statements 2023–24.
- Federal Court of Australia Corporate Plan 2023–2024.

Results

Performance measure	Result 2023-24	Status
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.	The customer enquiry satisfaction rate was 75 per cent.	Performance measure not achieved.
Timely processing of documents		
75 per cent of documents processed within two working days.	81 per cent of documents were processed within two working days.	Performance measure achieved.
Efficient registry services		
All registry services provided within the agreed funding levels.	All registry services were provided within the agreed funding levels.	Performance measure achieved.

Analysis

Since 2019–20, the registry services functions for the Federal Court, the Federal Circuit and Family Court of Australia (Division 1) and the Federal Circuit and Family Court of Australia (Division 2) have been amalgamated into a separate program under Outcome 4: Program 4.2 Commonwealth Courts Registry Services.

This has provided the Court with the opportunity to shape the delivery of administrative services across all federal courts in a more innovative and efficient manner. A focus on maximising registry operational effectiveness through streamlined structures and digital innovations will significantly contribute to the future financial sustainability of the Courts.

PART 5 Appendices

In 2023–24, Registry Services had three performance measures and achieved two out of three performance measures.

In 2023–24, the Registry Services budget allocation was \$30,694,000, with an under-spend of three per cent. Savings were achieved through lower employee costs due to staff vacancies.

Registry Services 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 84 per cent of all documents received within two working days (81 per cent of family law documents were processed within two working days).

Registry Services staff manage enquiries, document lodgements, subpoenas, safety plans, interpreter bookings, hearing logistics and collection of court fees.

Throughout the year, Registry Services staff continued to process urgent enquiries and applications and provided support for difficult issues for a diverse range of clients with different needs both professionally and courteously. This included supporting vulnerable clients and ensuring people from non-English speaking backgrounds are suitably supported.

The Strategic Support Hub (SSH) has national responsibility for enquiries management, filed document management and Deputy Registrar support for the Federal Circuit and Family Court of Australia. The SSH also handles general enquiries for the Federal Court of Australia.

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 2,270 court users, achieving a satisfaction rating of 75 per cent. This is a marginal improvement on the previous year's result. Connectivity disruptions reported in the previous reporting period continued to affect the call centre software intermittently, including clients' access to frontline call and chat services, and may have affected performance against this target. Additionally, difficulties in recruiting and retaining staff affected resourcing levels across client services. Not all vacancies were able to be successfully filled, resulting in some backlogs and,

most specifically, affecting our ability to improve service levels related to queue waiting times across phones and live chat.

In 2023–24, phone calls to the Enquiry Centre increased by approximately 6,000. Waiting times to connect with an agent were similar to the previous reporting period, decreasing by 14 seconds on average. The longer wait time, particularly in family law, continues to be a significant contributor to the high abandonment rate for queued calls. Average handle time for phone calls remains relatively steady, with a mild increase of less than one minute on average from the 2022–23 reporting year. It is expected that new contact centre software will be rolled out in quarter 1 of the 2024–25 reporting year. This initiative, together with further development of the CTS operating model, will lead to improvements in call wait times and satisfaction results.

During the reporting period, live chat presentations increased by approximately 8,000. Live chats in family law increased by 7,400, with the remaining increase occurring in the general federal law or Federal Court of Australia practice areas.

Stability in live chats was a significant issue affecting the functionality of the chat platform. Whilst the most significant impacts occurred during September 2023, stability of the platform was an issue across the reporting year. These outages and issues pushed some enquiries to phones and otherwise required chats to be reinitiated by clients. This may explain part of the increase in volume reported due to clients needing to connect multiple times to resolve an enquiry during some periods of the year. The current upgrade to cloud-based contact centre software is expected to resolve these issues.

Live chat remains the most efficient channel for enquiries to the Enquiry Centre; however, during the reporting period the number of simultaneous chats managed by staff reduced from five to three to improve stability of the platform overall. Abandonment rates in the chat queue increased during 2023–24. This may also be partially attributed to the live chat instability experienced at various times throughout the reporting period which also affected those waiting in the chat queue to be connected.

PART 5 Appendices

The 2023-24 reporting year represents the first full year of operation of the email webform. This webform was implemented in May 2023 and in most instances, captures the information required to answer the email enquiry at the point of submission. The webform also diverts a proportion of the enquiries submitted directly to registry locations which would otherwise have been managed and referred internally from the Enquiry Centre.

A total of 14,979 webform submissions were received in the reporting year – or 55 per cent of the approximate total email volume in 2023-24. In previous reporting years, the considerable volume of emails received often required multiple responses to clients due to agents having to locate court files and clarify information. The introduction of the webform has significantly reduced email traffic.

During 2023-24, two national document processing teams were established within the SSH. Additionally, in May 2023, a national divorce and consent orders processing team commenced which combined the existing enquiries management functions of the Enquiry Centre with the processing of divorce and consent order applications. On 31 July 2023, the Family Law General Processing team commenced, which manages all other application and document filings in family law by Commonwealth Courts Portal and by email.

Since commencement, the teams have actioned between approximately 5,500 and 7,500 documents (divorce consent enquiries) and 10,000 to 14,000 documents (family law general processing) each week.

The implementation of national document processing teams in family law has led to significant improvements in the number of days taken to action e-Filed documents nationally. Tackling the backlogs of outstanding document processing work was a focus of the SSH teams in May and August 2023. Most of the backlog was cleared by October 2023, which can be seen reflected partially in the data reported for October 2023 and more fully from November 2023.

During 2023-24, the SSH had responsibility for the Training and Development team. This team has responsibility for the development of a national induction program for Court and Tribunal Services and other bespoke training packages designed to enhance the learning and development of staff.

During 2023-24, the training team developed an induction pathway for enquiries and document processing staff as well as targeted sessions on specific subject matter areas. This team also assisted with education sessions related to the May 2024 Family Law Act amendments.

A total of 41 training sessions were undertaken during the reporting period, with 35 new staff members being inducted using this national approach. The most highly attended sessions included those covering functionality of the Commonwealth Courts Portal, divorce and consent order processing training and those related to Family Law Act changes in May 2024.

A detailed analysis of the performance of Registry Services can be found in Part 4 (*Report on Registry Services*).

PART 5 Appendices

Appendix 5 Executive remuneration

Table A5.1 Information about remuneration for key management personnel

Name / Position title	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	\$550,342		\$19,301	\$504,113	\$55,029			\$1,128,785
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)	\$550,342		\$18,528	\$504,113	\$55,029			\$1,128,012
Sia Lagos CEO and Principal Registrar, Federal Court of Australia	\$511,767		\$21,770	\$38,358	\$11,919			\$583,814
David Pringle CEO and Principal Registrar, Federal Circuit and Family Court of Australia	\$415,261			\$27,398	\$9,679			\$452,338
Kevin Smith President, National Native Title Tribunal	\$464,811			\$40,482	\$11,309			\$516,602
Catriona Stride Native Title Registrar	\$297,122		\$2,944	\$47,544	\$7,180			\$354,790
Paul Kennedy* Executive Director Strategy and Corporate Services	\$256,035		\$22,050	\$36,450	\$6,311			\$320,846
Marnie Williams* Executive Director Strategy and Corporate Services	\$150,287		\$9,957	\$19,011	\$8,750			\$188,004

* These positions reflect remuneration for only part of the reporting period.

PART 5 Appendices

Table A5.2 Information about remuneration for senior executives

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	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	
\$0-\$220,000	1	\$163,246	\$0	\$0	\$29,191	\$2,451	\$0	\$0	\$194,888
\$220,001-\$245,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$245,001-\$270,000	2	\$224,353	\$0	\$8,033	\$32,232	\$2,699	\$0	\$0	\$267,317
\$270,001-\$295,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$295,001-\$320,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$320,001-\$345,000	4	\$268,340	\$0	\$11,513	\$43,198	\$5,262	\$0	\$0	\$328,313
\$345,001-\$370,000	2	\$303,900	\$0	\$12,082	\$39,936	\$5,770	\$0	\$0	\$361,688
\$370,001-\$395,000	3	\$322,136	\$0	\$184	\$50,322	\$4,442	\$0	\$0	\$377,085
\$395,001-\$420,000	3	\$324,855	\$0	\$29,050	\$51,098	\$4,630	\$0	\$0	\$409,633
\$420,001-\$445,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$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-....	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

PART 5 Appendices

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

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	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	
\$250,000-\$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	\$260,958	\$0	\$2,276	\$39,944	\$5,744	\$0	\$0	\$308,921
\$320,001-\$345,000	6	\$285,179	\$0	\$203	\$42,871	\$3,780	\$0	\$0	\$332,033
\$345,001-\$370,000	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
\$370,001-\$395,000	2	\$333,370	\$0	\$0	\$47,683	\$3,742	\$0	\$0	\$384,795
\$395,001-\$420,000	2	\$341,618	\$0	\$0	\$52,973	\$4,103	\$0	\$0	\$398,693
\$420,001-\$445,000	1	\$368,038	\$0	\$80	\$52,641	\$4,698	\$0	\$0	\$425,458
\$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-....	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>	16
<i>Courts Administration Legislation Amendment Act 2016 (Cth)</i>	2, 5, 27
<i>Environment Protection and Biodiversity Conservation Act 1999 (Cth)</i>	24, 27
<i>Freedom of Information Act 1982 (Cth)</i>	6, 22
<i>Public Governance, Performance and Accountability Act 2013 (Cth)</i>	i, 6, 19, 21, 56, 72, 88, 109
<i>Public Service Act 1999 (Cth)</i>	6, 27, 29, 100

PART 5 Appendices

Appendix 7 Committees

Committee	Purpose
Audit 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 Entity.
Digital CourtPath Steering Committee	Provide strategic guidance and oversight to the Digital Court Program, ensuring alignment with the goals and objectives of the 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.
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

General Federal Law Registries (Federal Court and FCFCOA (Division 2)).

*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

Australian Capital Territory*

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

Phone: 1300 720 980
Fax: (02) 6267 0625

Email: actreg@fedcourt.gov.au

Counter hours: 9.00am-4.30pm
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 3,
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

PART 5 Appendices

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 callers: +612 8833 7402

Family law registries (Federal Circuit and Family Court)

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

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, Commonwealth Centre
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

Indexes

PART
6

PART 6 Indexes

List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	i	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)	iv	Table of contents (print only).	Mandatory
17AJ(b)	143	Alphabetical index (print only).	Mandatory
17AJ(c)	viii-ix	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	138	List of requirements.	Mandatory
17AJ(e)	IFC	Details of contact officer.	Mandatory
17AJ(f)	IFC	Entity's website address.	Mandatory
17AJ(g)	IFC	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	7	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	2-5	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	3, 14, 40	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	3-5	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	2	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	2, 108	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	2, 108	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	108	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	110	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

PART 6 Indexes

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(c)	Report on the Performance of the entity		
	<i>Annual performance Statements</i>		
17AD(c)(i); 16F	109-129	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	<i>Report on Financial Performance</i>		
17AF(1)(a)	15	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	99	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		
	<i>Corporate Governance</i>		
17AG(2)(a)	16	Information on compliance with section 10 (fraud systems).	Mandatory
17AG(2)(b)(i)	16	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	16	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)	16	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)	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)	19	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
	<i>Audit Committee</i>		
17AG(2A)(a)	19	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	17-19	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	17-19	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	17-19	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	17-19	The remuneration of each member of the entity's audit committee.	Mandatory
	<i>External Scrutiny</i>		
17AG(3)	6	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory

PART 6 Indexes

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(3)(a)	6	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	6	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	6	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
<i>Management of Human Resources</i>			
17AG(4)(a)	27	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	100-108	Statistics on the entity's employees on an ongoing and non-ongoing 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)	100-108	Statistics on the entity's APS employees on an ongoing and non-ongoing 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)	29, 107	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)	107	Information on the number of SES and non-SES employees covered by agreements etc. identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	107	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	29	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	108	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	108	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	108	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	108	Information on aggregate amount of performance payments.	If applicable, Mandatory
<i>Assets Management</i>			
17AG(5)	22-24	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory

PART 6 Indexes

PGPA Rule Reference	Part of Report	Description	Requirement
<i>Purchasing</i>			
17AG(6)	21	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
<i>Reportable consultancy contracts</i>			
17AG(7)(a)	21	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)	21	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)	21	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
17AG(7)(d)	21	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
<i>Reportable non-consultancy contracts</i>			
17AG(7A)(a)	22	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)	21	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)	<i>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</i>		
17AGA	21	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
<i>Australian National Audit Office Access Clauses</i>			
17AG(8)	21	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory

PART 6 Indexes

PGPA Rule Reference	Part of Report	Description	Requirement
<i>Exempt contracts</i>			
17AG(9)	21	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
<i>Small business</i>			
17AG(10)(a)	22	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
17AG(10)(b)	22	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	22	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
<i>Financial Statements</i>			
17AD(e)	56-98	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
<i>Executive Remuneration</i>			
17AD(da)	130-132	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)	16	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	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)	28	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	6	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)	19	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	133	Information required by other legislation.	Mandatory

Alphabetical index

A

Aboriginal and Torres Strait Islander peoples
country, acknowledgement of, ii
employment, 10
National Agreement on Closing the Gap, 29
National Native Title Tribunal, 3, 113–15
acronyms and abbreviations, viii
advertising, 16
annual performance statement, 109
Federal Court Listed Entity programs, 110
introductory statement, 109
 National Native Title Tribunal, 113–15
 Outcome 1, 110, 111–13
 Outcome 2, 110, 116–18
 Outcome 3, 110, 119–22
 Outcome 4, 110, 123–9
annual report 2022–23
 error correction, 19
 requirements, 133, 138–42
asset management, 22–4
 Commonwealth Law Court buildings, 22
 projects and capital works (2023–24), 23–4
 Queens Square, Sydney, 23
 regional registries, co-located, 23
 registries, leased, 23
audit and risk, 16
 annual report 2022–23 error correction, 19
 Audit Committee, 17–19
 compliance report, 19
Audit Committee, 16, 17–19, 134
Auditor's report, 56
Australian Public Service
 staffing statistics, 103–8
Australian Public Service Net Zero 2030, 27
 carbon dioxide equivalent, 27

C

capital works (2023–24), 11, 23–4
Chief Executive Officer, 6
Closing the Gap, 29
committees, 134
Commonwealth Courts Corporate Services *see* Corporate Services
Commonwealth Courts Registry Services *see* Registry Services
Commonwealth Electoral Act 1918 (Cth), 16
consultancy services, 21
 consultancy contract expenditure, organisations receiving, 22
 contracts, 21
contracts, 21–2
 consultancy, 21
 exempt, 21
 expenditure, organisations receiving, 22
Corporate Services, 14–38

asset management, 22–4
audit and risk, 16–19
environmental management, 24–6
finance, 15–16
human resources management, 27–9
information technology, 30–7
library and information services, 38
media, 34
objectives, 15
organisation chart, 14
Outcome 4, 110, 123–6
overview, 14–15
purchasing and procurement, 21–2
purpose, 15
recordkeeping and information management, 37–8
security, 20
country, acknowledgement of, ii
Court and Tribunal Services *see* Registry Services
Courts Administration Legislation Amendment Act 2016 (Cth), 2, 5, 27
cyber security, 9, 30–1

D

Digital Court Program, 9, 30
Digital CourtPath Steering Committee, 134
digital future, 9
digital practice and improvement, 9, 32, 42
disability reporting mechanism, 28
Disability Strategy 2021–2031, 28
diversity and inclusion, 10, 28
document processing
 Registry Services, 44–5
 Strategic Support Hub, 50–1

E

education *see also* training
 public education and engagement, 46–7
electric vehicles, 26, 27
Enquiry Centre *see* Strategic Support Hub of Registry Services
environmental management, 24–6
 Australian Public Service Net Zero 2030, 27
 ecologically sustainable development implications, additional, 25–6
 energy, 24
 environmental management system, 23
 information technology, 24
 monitoring of actual environment impacts, 24
 paper, 24–5
 property, 25
 travel, 25
 waste/cleaning, 25
Environment Protection and Biodiversity Conservation Act 1999 (Cth), 24, 27
executive, 6
 Chief Executive Officer, 6
 remuneration, 130–2

PART 6 Indexes

F

Family Law Act 1975 (Cth), 36, 37, 90
Family Law Amendment Act 2023, 52
Family Law Amendment (Information Sharing) Act 2023, 52
 family law enquiries, 45
Federal Circuit and Family Court of Australia Act 2021, 90, 92, 100, 118
 Federal Circuit and Family Court of Australia (FCFCOA)
 Division 1 judgments publication, 36
 Division 2 judgments publication, 36-7
 social media, 35
 subpoena process, 52
 Webex, 32, 52
 website, 33, 34
Federal Court of Australia Act 1976 (Cth), 3, 5, 6, 58, 72, 92, 100
 Federal Court of Australia Listed Entity, 8
 about, 2-3
 budget, 3-5, 8
 diagram, 3
 establishment, 2
 executive, 6
 external scrutiny, 6
 Federal Circuit and Family Court of Australia, 3
 Federal Court of Australia, 3
 freedom of information, 6
 governance, 5
 National Native Title Tribunal, 3
 objectives, 2
 outcome and program structure, 3-5
 Outcome 1, 3
 Outcome 2, 4
 Outcome 3, 4-5
 purpose, 2
 Reconciliation Action Plan (RAP), 8, 10, 28
 Resource Statement, 99
 social media, 35
 staff, 6, 10, 27, 100-8
 website, 33, 34
 finance, 15-16
 advertising, 16
 financial accounts, 15-16
 financial management, 8-9, 15
 grant programs, 16
 market research, 16
 financial management, 8-9
 Corporate Services, 15
 Registry Services, 44
 financial statements, 8, 56-9, 72
 administered cash flow statement, 71
 administered reconciliation schedule, 70
 administered schedule of assets and liabilities, 69
 administered schedule of comprehensive income, 68
 assets and liabilities, current/non-current distinction for, 97-8
 assets and liabilities administered on behalf of government, 85
 cash flow statement, 66-7
 financial performance, 73-6
 financial position, 78-84
 funding, 86-90

income and expenses administered on behalf of government, 77
 people and relationships, 91-2
 statement of changes in equity, 64-5
 statement of comprehensive income, 60-1
 statement of financial position, 62-3
 uncertainties, managing, 93-6

First Nations peoples *see* Aboriginal and Torres Strait Islander peoples

Freedom of Information Act 1982 (Cth), 6

G

glossary, ix
 greenhouse gas emissions
 electricity, 26
 inventory, 26

H

human resources management, 27-9 *see also* people and culture; staff
 disability reporting mechanism, 28
 employee wellbeing, 10, 28
 employment arrangements, 29
 National Agreement on Closing the Gap, 29
 people and culture, 10
 staffing statistics, 100-8
 work health and safety, 29

I

inclusion and diversity, 10, 28
 Indigenous peoples *see* Aboriginal and Torres Strait Islander peoples
 infographics, x
 Information Governance Committee, 37, 134
 information management *see* library and information service; recordkeeping and information management
 Information Publication Scheme, 6
 information required by other legislation, 133
 information technology, 24, 30-7
 access to justice - livestreaming, 32-3
 cyber security, 9, 30-1
 Digital Court Program, 9, 30
 Digital CourtPath Steering Committee, 134
 digital future, 9
 digital practice and improvement, 9, 32, 42
 digital solutions, 31-2
 environmental management, 24
 IT Governance Committee, 134
 judgments publication, 36-7
 livestreaming, 32-3
 media, 34
 National Court Support, 33
 social media, 35
 Webex, 32, 52
 websites, 33-4
 IT Governance Committee, 134

PART 6 Indexes

J

- judgments publication, 36-7
 - Federal Circuit and Family Court of Australia (Division 1), 36
 - Federal Circuit and Family Court of Australia (Division 2), 36-7
 - Federal Court of Australia, 36

L

- letter of transmittal, i
- library and information services, 38
 - Asia-Pacific region, assistance to, 38
 - National Archives, 37-8
- Listed Entity *see* Federal Court of Australia Listed Entity
- Listed Entity Resource Statement, 99
- locations
 - family law registries, 136
 - general federal law registries, 135-6
 - Registry Services map, 43

M

- market research, 16

N

- National Archives
 - reporting, 37
 - transfers to, 38
- National Consultative Committee, 134
- National Native Title Tribunal, 2, 3, 5, 6, 8, 15, 27, 32, 34, 111, 113-15
 - social media, 35
 - website, 33, 34
- Native Title Act 1993* (Cth), 16, 100, 114-15
- Net Zero 2030 *see* Australian Public Service Net Zero 2030

O

- organisational performance, 8-9
- outcome and program structure, 3-5
- Outcome 1, 3, 110, 111
 - analysis, 111-13
 - delivery, 111
 - performance measures, 111
 - purpose, 111
 - results, 111
 - source, 111
- Outcome 2, 4, 110, 116
 - analysis, 117-18
 - delivery, 116
 - performance measures, 116
 - purpose, 116
 - results, 116
 - source, 116
- Outcome 3, 4-5, 110, 119
 - analysis, 120-2

- delivery, 119
- performance measures, 119
- purpose, 119
- results, 119
- source, 119

- Outcome 4 (Commonwealth Courts Corporate Services), 110, 123
 - analysis, 124-6
 - delivery, 123
 - performance measures, 123
 - purpose, 123
 - results, 123
 - source, 123
- Outcome 4 (Commonwealth Courts Registry Services), 110, 127
 - analysis, 127-9
 - delivery, 127
 - performance measures, 127
 - purpose, 127
 - results, 127
 - source, 127
- overview, 2-6

P

- paper, 24-5
 - usage data, 25
- people and culture, 10 *see also* human resources management; staff
 - diversity and inclusion, 10, 28
 - wellbeing, 10
- Principal Registrar, 6
- property and procurement, 11
- Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act), 2, 6, 19, 21, 58, 59, 72, 86, 87, 89, 90, 133
- Public Service Act 1999* (Cth), 6, 27, 29, 100, 133
- purchasing and procurement, 21-2
 - competitive tendering and contracting, 21-2
 - consultancy services, 21
 - consultants, 21
 - contracts, exempt, 22
 - small businesses, procurement initiatives to support, 22

R

- reader's guide, iii
- Reconciliation Action Plan (RAP), 8, 10, 28
- recordkeeping and information management, 37-8
 - committees, 37
 - corporate coverage, 37
 - National Archives, transfers to, 38
 - National Archives reporting, 37
 - Records Management System, 37
- Records Management System, 37
- Registrar, Principal, 6
- registries
 - Court and Tribunal, 42-4
 - Directors Court Services, 40
 - governance flow chart, 41

PART 6 Indexes

leased, 23
 local registry consultation and engagement, 45–6
 Managers Court Services, 41–2
 regional, co-located, 23
 Registry Optimisation Committee, 41, 134
 Registry Services, 11, 40–53
 Commonwealth Courts Registry Services, 11
 communication and engagement strategy, 52
 core knowledge base, improving, 52
 Court and Tribunal registries, 42–4
 Court and Tribunal Services Training Plan, 52
 document processing, 44–5
 enquiries, 45
 Enquiry Centre *see* Strategic Support Hub of Registry Services
 family law enquiries, 45
 Federal Court and general federal law enquiries, 45
 financial management, 44
 governance, 40
 initiatives in 2023–24, 52–3
 local registry consultation and engagement, 45–6
 locations, 43, 135–6
 management structure, 40–2
 objectives, 40
 Operating Model, 52
 Outcome 4, 110, 127–9
 overseas delegations, 47
 overview, 40
 performance against targets, snapshot of, 44
 performance criteria, 44
 performance targets 2023–24, snapshot of, 44
 public education and engagement, 46–7
 purpose, 40
 Registry Services Operating Model, 52
 Strategic Support Hub *see* Strategic Support Hub of Registry Services
 subpoena process of FCFCOA, 32, 52
 training, 53
 travelling chambers, 52
 Webex, 52
 work in 2023–24, 44–51
 Registry Services management structure, 40
 court support and improvement, 42
 digital practice and improvement, 42
 Directors Court Services, 40
 Executive Director, Court and Tribunal Services, 40
 governance flow chart, 41
 Knowledge and Training team, 42
 Managers Court Services, 41–2
 registries, 40–2
 Strategic Support Hub *see* Strategic Support Hub of Registry Services
 Resource Statement, 99

S

security, 20
 enforcement warrants issued 2023–24, 20
 Future Security Service project, 20
 Security Committee, 134
 Sheriff and Marshal, 20

small businesses
 contract expenditure, organisations receiving, 22
 procurement initiatives to support, 22
 staff, 6, 27 *see also* human resources management; people and culture
 Australian Public Service staffing statistics, 103–8
 female employees, 10
 statistics, 100–8
 travel, 25
 Strategic Support Hub (SSH) of Registry Services, 42, 47–8
 client satisfaction, 50
 court support and improvement, 42
 Director, 42
 divorce consent and enquiries, 47
 document processing, 50–1
 eFiled documents, 50
 email, 49–50, 51
 family law general processing, 47
 knowledge and information, 47, 51
 live chat, 49
 National Support Pool, 47, 51
 performance, 2023–24, 48
 phone calls, 48
 training and development, 47, 51

T

training
 Court and Tribunal Services Training Plan, 52
 Registry Services, 53
 Registry Services Knowledge and Training team, 42
 SSH training and development, 47, 51
 transmittal letter *see* letter of transmittal
 travel
 chambers, 52
 staff, 25

W

warrants issued 2023–24, 20
 websites, 33–4
 wellbeing, 10, 28
 work health and safety, 29

Y

year in review, 8–11
 Commonwealth Courts Registry Services, 11
 digital future, 9
 financial management and organisational performance, 8–9
 people and culture, 10
 property and procurement, 11

