



National Mental Health Commission

Annual Report

2023–2024



Australian Government
National Mental Health Commission

Acknowledgement of Country

The Commission acknowledges the traditional custodians of the lands throughout Australia. We pay our respects to their clans, and to the elders past and present, and acknowledge their continuing connection to land, sea and community.

Acknowledgement of Lived Experience

We acknowledge the individual and collective contributions of those with a lived and living experience of mental ill-health and suicide, and those who love, have loved and care for them. Each person's journey is unique and a valued contribution to Australia's commitment to mental health suicide prevention systems reform.

About this report

This report can be downloaded from our website: www.mentalhealthcommission.gov.au

Requests and enquiries concerning content should be directed to:

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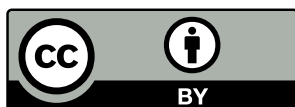
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Contents

Letter of transmittal	2
About the Commission	3
Our purpose	3
Our vision	3
Authority	4
Portfolio and Ministers	4
Our staff	4
Our values	5
Review by the Chief Executive Officer	6
Annual Performance Statement	8
Performance Framework	9
Analysis of performance against agency purpose	9
Performance Targets	10
Performance analysis	11
Key activities	15
Management and Accountability	21
Corporate Governance	21
Our Commissioners	31
Corporate Responsibility	34
Human Resources Statistics	42
Financial Management	53
Financial Statements	60
Navigation Aids	93
List of requirements	93
Glossary	100
Acronyms	102
Index	103

Letter of transmittal



The Hon. Mark Butler MP
Minister for Health and Aged Care
Parliament House
CANBERRA ACT 2600

Dear Minister

I am pleased to present the Annual Report of the National Mental Health Commission (the Commission) for the period ending 30 June 2024. The Report has been prepared in accordance with section 70 of the *Public Service Act 1999* and section 46 of the *Public Governance, Performance and Accountability Act 2013* and Division 3A of the *Public Governance, Performance and Accountability Rule 2014*. The Report has been prepared to meet the requirements of section 70(2) of the *Public Service Act 1999*.

I submit this Report in accordance with section 70(1) of the *Public Service Act 1999* for presentation to the Australian Parliament. The Report includes the Commission's annual performance statements and audited financial statements as required by section 39 and section 42 of the *Public Governance, Performance and Accountability Act 2013*.

I certify that the Commission has prepared fraud and corruption risk assessments and fraud and corruption control plans and has in place appropriate fraud and corruption prevention, detection, investigation and reporting mechanisms that meet the needs of the Commission, and that all reasonable measures have been taken to appropriately deal with fraud and corruption relating to the Commission.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Paul McCormack".

Paul McCormack
Acting Chief Executive Officer

27 September 2024



About the Commission

Our purpose

Our purpose, defined by our Portfolio Budget Statements Outcome is to:

Provide expert advice to the Australian Government and cross-sectoral leadership on the policy, programs, services and systems that support mental health in Australia, including through administering the Annual National Report Card on Mental Health and Suicide Prevention, undertaking performance monitoring and reporting, and engaging consumers and carers.

Our vision

Our vision is:

All people in Australia are enabled to lead contributing lives in socially and economically thriving communities.

The Commission achieves this purpose through actively monitoring the cross-sectoral policies, programs, services and systems that support mental health and wellbeing in Australia; impartially and objectively reporting on their effectiveness and on the impact of government policies and investment on that effectiveness; and providing impartial, practical and evidence-based advice to the Australian Government on national approaches to system improvements and how to cultivate the mental health and wellbeing of the Australian community.

This key monitoring, reporting and advising activity supports the Australian Government to deliver an efficient, integrated and sustainable mental health and suicide prevention system to improve mental health and wellbeing outcomes for Australians and help prevent suicide.

The National Suicide Prevention Office (NSPO) is a specialist non-statutory office established within the Commission to lead the adoption of a national whole-of-governments approach to suicide prevention. The NSPO is working to develop strategic policy advice on the actions required to enhance protective factors, address social determinants, intervene early in distress, and provide integrated, coordinated and compassionate care for those experiencing suicidality or suicidal crisis. The NSPO also supports the building of suicide prevention capacity and capability nationally by working to enhance the scope and consistency of data collection, refine approaches to populations disproportionately affected by suicide, identify research and translation gaps, and monitor and report on progress.

Authority

The National Mental Health Commission is an executive agency under the *Public Service Act 1999* and a non-corporate Commonwealth Entity under the *Public Governance, Performance and Accountability Act 2013*. The Chief Executive Officer (CEO) is the accountable authority under the *Public Governance, Performance, and Accountability Act 2013* and is responsible for the governance and performance of the Commission.

In the 2024-25 Budget, the Government announced the next steps in the reform of the Commission. As an interim step, the Commission's functions, resources, and associated appropriations will transfer into the Department of Health and Aged Care (the Department) as a non-statutory office on 30 September 2024. From that date, for the purposes of the *Public Service Act 1999* and the *Public Governance, Performance and Accountability Act 2013*:

- The Commission will cease to be an executive agency and a non-Corporate Commonwealth Entity.
- The Secretary of the Department will be the accountable authority.
- The CEO will be an officer of the Department.

Under the reform, structures will be put in place within the Department to safeguard the Commission's role in promoting transparency and accountability, and monitoring the impact of all governments' policies and investments. This will enable appropriate longer-term function and governance arrangements to be established following consultation with the mental health and suicide prevention sectors.

Activities of the Commission from 1 July 2024 will be reported on in future Department of Health and Aged Care Annual Reports.

Portfolio and Ministers

The Commission is part of the Health and Aged Care portfolio and reports to the Minister for Health and Aged Care, the Hon Mark Butler MP and the Assistant Minister for Mental Health and Suicide Prevention and Assistant Minister for Rural and Regional Health, the Hon Emma McBride MP.

Our staff

As at 30 June 2024, the Commission had 38 staff located across Sydney, Canberra, Melbourne and regional Queensland.

Our values

As an Executive Agency under the *Public Service Act 1999*, the Australian Public Service (APS) Values (also known as the ICARE principles) are the foundation for everything we do. They are brought to life in the Commission through a set of guiding principles which provide practical examples of how we undertake our work and model our desired behaviours. The Commission's guiding principles are:

Inclusion - our respect for all people and perspectives shapes the value we put on developing collaborative relationships. We do this through:

- Actively inviting and valuing everyone's contribution
- Recognising the centrality of lived experience
- Honouring a diversity of experience and expertise
- Working to address the impact of inequity on people's mental health and wellbeing

This aligns to the ICARE principle of Respectful.

Purposeful - to achieve our vision that all people in Australia are enabled to lead contributing lives, we prioritise:

- Measuring outcomes and impact to drive improvement
- Convening and working with all those with a stake in solving problems and coming up with improved ways of working
- Searching for and accelerating what works

This aligns to the ICARE principle of Committed to service.

Curiosity - we embrace learning to improve the mental health and wellbeing of all people in Australia. We do this through:

- Honest reflection, rigorous analysis and a commitment to incorporate what we've learned
- Humility, always seeking out opportunities to improve
- Exploring the best available and emerging evidence with genuine curiosity, including the full range of diverse perspectives

This aligns to the ICARE principle of Impartial.

Accountability - to be a catalyst for change, we provide authentic leadership and honour the trust others put in us by:

- Maintaining a disciplined focus on what will have the most positive impact for Australian communities' mental health
- Listening in a way that really hears others
- Doing what we say we'll do
- Communicating in a clear and transparent way

This aligns to the ICARE principles of Accountable and Ethical.

Review by the Chief Executive Officer



Paul McCormack
Acting Chief Executive Officer

I am pleased to present the National Mental Health Commission (the Commission) Annual Report 2023-2024. This report sets out the activities and achievements of the Commission, including the National Suicide Prevention Office (NSPO), from the past year.

This year has been an important year of reform for the Commission, responding to the report of the independent investigation and the accompanying report on the functional and efficiency review of the Commission that were tabled in Parliament on 14 September 2023 by the Minister for Health and Aged Care, the Hon Mark Butler MP. Of the 91 individual recommendations contained in those reports, the Commission had completed or substantially completed its response to 56 by 30 June 2024. Responses to the balance of the recommendations were either partially completed or commenced.

In the 2024-25 Budget the Government announced the next steps in the reform of the Commission. As an interim step, the Commission will transfer into the Department of Health and Aged Care (the Department) as a non-statutory office on 30 September 2024. This will enable appropriate longer-term functional and governance arrangements to be established following consultation with the mental health and suicide prevention sectors. This consultation will be led by the Department. The Commission will be a key participant in this consultation. Implementation of these next steps in the reform of the Commission will support completion of the Commission's response to the remaining report recommendations during 2024-25.

The professionalism and dedication of the Commission staff through this difficult and challenging reform period has been exemplary, and continues to be demonstrated every day. I offer my sincere thanks to all staff, both past and present, for their commitment to the important work of the Commission, and to its ongoing reform.

Alongside this reform work, a key focus for the Commission team in 2023-24 was our work to produce the National Report Card 2023. This iteration of our annual Report Card presents a refreshed approach to annual reporting on Australia's mental health system. Together with its accompanying 2023 Technical Report, our Report Card 2023 provides a concise, consistent, and data-driven view of mental health and wellbeing in Australia. It draws together relevant events and data on a set of core indicators to reflect on the 2023 calendar year and understand how the system is faring. Report Card 2023 was published on the Commission's website on 4 July 2024.

In April 2024, the Mental Health and Suicide Prevention Senior Officials group endorsed the Commission's first Annual National Progress Report on the National Agreement for consideration by the Health Chief Executives Forum followed by Health Ministers. The Report details progress achieved during 2022-23 including against the Agreement's 13 high-level outputs and updates the implementation status of the 81 initiatives being delivered under the Bilateral Schedules.

In May 2024, we released the Digital Technologies and Youth Mental Health 2023 consultation summary report following a three-phased consultation process including with mental health experts, young people, parents and carers, educators and digital technology professionals. This project was undertaken to better understand the ways in which young people are engaging with digital technology with a view to identifying how to better support them and their wellbeing.

In June 2024, we delivered the *National Guidelines for including mental health and wellbeing in early childhood health checks* to the Department. The Guidelines seek to support and advise health practitioners and governments on how to include mental health and wellbeing in existing early childhood health checks, fulfilling a key recommendation of the National Children's Mental Health and Wellbeing Strategy.

The NSPO has made significant progress in developing a comprehensive whole of Government National Suicide Prevention Strategy which seeks to describe a shared national direction for an effective suicide prevention system. The draft Strategy has been developed through extensive research, collaboration and consultation with experts in suicide prevention across academia, the suicide prevention sector and people and organisations with lived experience in suicide prevention. It has also been developed in close consultation with 23 national agencies and departments. It is fully aligned with the National Aboriginal and Torres Strait Islander Suicide Prevention Strategy and with suicide prevention reform underway in all states and territories. The NSPO released the Strategy as a draft for public consultation on 10 September 2024.

In 2023–24, the Commission also continued to operate the Mentally Healthy Workplaces digital platform developed under the National Workplace Initiative, providing tools, resources and best practice information to help organisations build mentally healthy workplaces.

I would like to thank all present and past Commission staff for their professionalism and dedication. I would also like to acknowledge the leadership of Professor Ngiare Brown as Chair of the Commission's Advisory Board throughout the year and Ms Kerry Hawkins for her contributions as an Advisory Board member. I would also like to thank all of the Commissioners whose terms expired in 2023–24, as well as the Audit and Risk Committee and individuals and groups we have engaged with, including expert advisory groups, community and sector leaders, and in particular, people with lived experience.

Annual Performance Statement



Australian Government
National Mental Health Commission

Statement of Preparation

I, Paul McCormack, as the accountable authority of the National Mental Health Commission (the Commission), present the 2023–24 annual performance statement of the Commission, as required under paragraph 39(1)(a) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act) and the Public Governance, Performance and Accountability Rule 2014. These results are reported against the performance measures in the Commission’s Corporate Plan 2022-26 and the 2023–24 Portfolio Budget Statements.

In my opinion, the annual performance statement is based on properly maintained records, accurately reflects the performance of the entity, and complies with subsection 39(2) of the PGPA.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Paul McCormack'.

Paul McCormack
Acting Chief Executive Officer

18 September 2024

Performance Framework

The Commission operates within the enhanced Commonwealth performance framework in accordance with the PGPA Act. In 2023–24, resources were provided to the Commission through the Government budget process as documented in the Portfolio Budget Statements (PBS) for the Health and Aged Care Portfolio. The PBS, available here: [health-portfolio-budget-statements-budget-2023-24.pdf](#) states the Commission's outcome and includes high-level performance requirements.

The PGPA Act requires each Commonwealth agency to produce a corporate plan at the beginning of the cycle that sets out its purpose, strategies for achieving its purpose and how success will be measured. The Commission's Corporate Plan 2023–24 is available here: mentalhealthcommission.gov.au/publications/corporate-plan-2023-2024.

At the end of the reporting cycle, agencies are required to produce an Annual Performance Statement and assess the extent they have succeeded in achieving their purpose. The Annual Performance Statement demonstrates the link between an agency's activities throughout the year and their contribution to achieving its purpose. The Commission's Annual Performance Statement for 2023–24 reports on results against the purpose and performance criteria published on pages 4-8 of Corporate Plan 2023–24 and on pages 390-391 of the 2023–24 PBS.

Analysis of performance against agency purpose

For 2023–24, the Commission's performance is measured using the 8 performance measures and targets outlined in its Corporate Plan 2023–24, which incorporate the two performance measures outlined in the 2023–24 PBS.

In the 2024–25 Budget, the Government announced the next steps in the reform of the Commission. As an interim step, the Commission will transfer into the Department of Health and Aged Care (the Department) as a non-statutory office on 30 September 2024. The Department has also been tasked with undertaking stakeholder consultation on the Commission's long-term governance arrangements and functions. To minimise the risk of confusion with this stakeholder consultation process, the Commission decided not to undertake the annual stakeholder survey for 2023–24 that had been planned for mid-2024.

The Commission achieved its purpose in 2023–24 by analysing and reporting on sector performance, providing advice to government, engaging with stakeholders and delivering initiatives that lead to positive change. The Commission's performance met expectations against three of eight measures, with expectations partially met for two measures. Performance measures were unable to be assessed for three measures due to the planned annual stakeholder survey not being conducted.



Performance Targets






Each section of the Annual Performance Statement focuses on a key activity area from the Commission's Corporate Plan 2023–24 and contains an analysis of the Commission's performance against the targets. More detail on the Commission's delivery of key activities commences on page 11.

Summary

The Commission's performance is considered against eight measures. For each measure, a critical assessment of relevant targets determined whether the Commission's performance met expectations, substantially met expectations, partially met expectations or did not meet expectations. In three cases, performance measures were unable to be assessed.

Performance rating	Number of measures
Performance met expectations – all targets have been achieved	3
Performance substantially met expectations – the majority of targets were achieved or substantially achieved	0
Performance partially met expectations – the majority of targets were substantially achieved or partially achieved	2
Performance did not meet expectations – the majority of targets were not achieved.	0
Not assessable – targets were not able to be assessed	3
Total	8

Target ratings Key

-  Met/Achieved – 100% of the target has been achieved.
-  Substantially met/achieved – 75-99% of the target has been achieved.
-  Partially met/achieved – 50-74% of the target has been achieved.
-  Not met/achieved – less than 50% of the target has been achieved.
-  Not assessable/assessed – the target was unable to be assessed.

Performance analysis

Key activity 1 – Report on performance of the mental health and suicide prevention system and reform progress to improve mental health, wellbeing and suicide prevention outcomes.

Performance measure 1.1

Annual national report on Mental Health and Suicide Prevention is released annually and meets stakeholders' needs

Performance met expectations

Target	Rating
1.1 The Commission's Annual National Report Card on Mental Health and Suicide Prevention is released annually.	Achieved

The National Report Card 2023 was completed by end-June and published on the NMHC website on 4 July 2024.

Performance measure 1.2

Stakeholders are satisfied that the Commission's Annual National Report Card provided:

- a relevant assessment of the mental health and suicide prevention systems, and
- identified issues needing to be addressed

Not assessable

Target	Rating
1.2 >75 per cent stakeholder satisfaction	Not assessable

The Commission's annual stakeholder survey was not conducted for 2023–24 to minimise the risk of confusion with separate stakeholder consultation on the Commission's long-term governance arrangements and functions.

The Commission did undertake some direct stakeholder discussions on Report Card 2023, including via a Mental Health Australia members webinar in late July 2024, which was positively received, but which in itself is not sufficient to appropriately assess performance against this measure.

Key activity 2 – Provide evidence-based mental health and suicide prevention policy advice to the Government to develop and promote national approaches to system improvement and investment.

Performance measure 2.1

Stakeholders are satisfied that the Commission's research, strategies and initiatives meet their objectives and inform mental health and suicide prevention policy considerations

Not assessable

Target

Rating

2.1 >75 per cent stakeholder satisfaction

Not assessable

The Commission's annual stakeholder survey was not conducted for 2023–24 to minimise the risk of confusion with separate stakeholder consultation on the Commission's long-term governance arrangements and functions.

Performance measure 2.2

The Government is satisfied with the Commission's policy advice

Not assessable

Target

Rating

2.2 >75 per cent stakeholder satisfaction

Not assessable

The Commission's annual stakeholder survey was not conducted for 2023–24 to minimise the risk of confusion with separate stakeholder consultation on the Commission's long-term governance arrangements and functions.

Performance measure 2.3

The Commission actively contributes to the development of mental health and suicide prevention policy and reform through its participation in forums and committees and contribution to relevant inquiries and consultations.

Performance met expectations

Target

Rating

2.3 Effective contributions, demonstrated by case studies.

Achieved

To inform its response to the Commonwealth COVID-19 Response Inquiry, the Commission drew on insights from mental health research funded by the Commission throughout the pandemic period. This research detailed the experiences and unique impact of key priority populations. The submission was made on 15 December 2023.

Performance measure 2.4

Deliver the National Workplace Initiative (NWI) to promote a nationally consistent approach to workplace mental health and transition the NWI to a new custodian

Performance partially met expectations

Target

Rating

2.4 Number of NWI resources available and level of uptake.

Partially achieved

The NWI's published resources (excluding the Blueprint) were downloaded 6,405 times.



Key activity 3 – Engage and collaborate with stakeholders, in particular people with lived experience and their families, carers and communities, to facilitate meaningful participation to understand their needs and inform the Commission’s work, and work towards achieving transformational change shaping the future – strategic reform and catalyst for change

Performance measure 3.1

Evidence gathered from engagement and collaboration informs and guides the Commission’s work.

Performance met expectations

Target	Rating
3.1 All Commission work is informed by lived experience, sector input, academia and/or other sources of evidence.	Achieved

The Commission undertook a three-pronged consultation consisting of a public consultation (via online survey), input from an Expert Advisory Group, and input from a Youth Advisory Group to inform the Youth Digital project and subsequent consultation summary report. The consultation summary was published on the Commission’s website on 31 May 2024 and details the evidence gathered from young people, parents and carers, educators, researchers, child and youth professionals, mental health professionals and federal, state and territory governments.

Key activity 4 – Build National Suicide Prevention Office operations

Performance measure 4.1

Delivery of the National Suicide Prevention Strategy

Performance partially achieved expectations

Target	Rating
4.1 Strategy released for public consultation by 31 December 2023	Partially achieved

The Consultation Draft of the National Suicide Prevention Strategy and request for approval for release for public consultation were submitted to the Minister for Health and Aged Care on 11 July 2024, following additional consultations with Commonwealth agencies and with jurisdictions undertaken during the first half of 2024. While the draft was substantially complete by the end of 2023, this additional consultation did assist to further refine the draft, and it was released for public consultation on 10 September 2024 via the Commission’s *Have Your Say* engagement platform.

Key activities

The Commission has four key activities set out in its Corporate Plan 2023–24.

Key Activity 1. Report on performance of the mental health and suicide prevention system, and the progress of reforms, to improve mental health, wellbeing and suicide prevention outcomes

Monitoring and reporting on Australia’s mental health system

Since 2012, the Commission has been tasked with delivering an annual report on mental health and suicide prevention in Australia. These reports hold a core accountability and transparency function for government and the public, providing an assessment of whether progress is being achieved.

The National Report Card 2023 (RC2023) and accompanying Technical Report were released via the Commission’s website on 4 July 2024. RC2023 represents a reset of the Commission’s reporting framework, to support consistent and objective monitoring and reporting on the performance of the Australian mental health system over the longer term. This refreshed approach combines reliable data and information relevant to overall system performance to present a unique view of the system at a national level.

RC2023 provides a solid foundation for further development of the Commission’s annual reporting and its monitoring and reporting framework more generally. Moving forward, the Commission intends to engage with a wide range of stakeholders to further develop the Report Card, including in the refinement and selection of existing and additional core indicators.

Reporting progress against the National Agreement

The National Mental Health and Suicide Prevention Agreement (National Agreement) came into effect in March 2022, building on the policy and reform directions contained in the Fifth National Mental Health and Suicide Prevention Plan, with associated Bilateral Schedules between the Commonwealth and Jurisdictions signed by May 2022. In September 2022, the Mental Health and Suicide Prevention Senior Officials group (MHSPSO) tasked the Commission with annual reporting on the National Agreement.

In 2023–24, the Commission developed its first Annual National Progress Report on the National Agreement, reporting on implementation activity and progress achieved during 2022–23. The report detailed progress against the 13 high-level outputs under the National Agreement and provided information about the implementation status of the 81 initiatives being delivered under the Bilateral Schedules.

The Commission has delivered the final 2022–23 Annual National Progress Report and Summary Report to the MHSPSO. The full Progress Report is intended for government use only, while the Summary Report is intended for publication. In April 2024, the MHSPSO endorsed both reports and agreed that the Commonwealth Department of Health and Aged Care, on behalf of the MHSPSO, would progress the reports to the intergovernmental Health Chief Executives Forum for endorsement, and then to Ministers for release of the Summary Report.

National Monitoring Framework for Mentally Healthy Workplaces

The National Monitoring Framework for Mentally Healthy Workplaces and Baseline Report was released in May 2024. The Framework and Baseline Report use 30 indicators to focus on the state of mentally healthy workplaces in Australia at the aggregated workplace level, providing measures and metrics that all interested stakeholders can use to track long-term changes and trends. The Monitoring Framework is relevant to government and public agencies, business and industry groups, unions, mental and workplace health organisations and research institutions. This initiative involved significant input from workplace mental health experts and stakeholders, ensuring a collaborative and evidence-based approach. The Framework is an iterative document that can evolve over time. A supplementary paper was produced to provide sector stakeholders with landscape mapping and additional information gathered in developing the Framework.

Key Activity 2. Provide evidence-based mental health and suicide prevention policy advice to the Government to develop and promote national approaches to system improvement and investment.

Continuing the Mentally Healthy Workplaces digital platform

The Commission continued to operate the public beta phase of the Mentally Healthy Workplaces digital platform that provides tools, resources and best practice information to help organisations build mentally healthy workplaces. The Mentally Healthy Workplaces digital platform provides a 'one stop shop' of trusted information and resources, for organisations of all sizes, industries and locations across Australia.

The Commission developed the platform in conjunction with the Mentally Healthy Workplace Alliance, as part of the National Workplace Initiative. The platform aims to support managers and staff, as well as human resources and occupational health and safety workers.

Platform features include:

- trusted information and resources to provide answers to specific issues or challenges
- a guided learning series to improve understanding of how to build and maintain mentally healthy workplaces, and
- an information and resources library covering a breadth of sectors, roles and topics.

Ensuring quality and relevance of third party mentally healthy workplaces platform content

All resources on the Mentally Healthy Workplaces digital platform have now been assessed against the NWI's Quality Assurance Framework. This comprehensive process ensures that all platform content meets agreed sector standards, enhancing its credibility and effectiveness in supporting workplaces to implement initiatives that support a mentally healthy workplace. The quality assurance process for platform content aims to ensure resources are evidence-based, relevant, and practical.

The Framework is available here: beta.mentallyhealthyworkplaces.gov.au/our-quality-assurance-framework.

Delivering New 'How-To' Guides to support Mentally Healthy Workplaces

The NWI has developed new 'how-to' guides for workplaces, providing practical steps for creating and maintaining mentally healthy workplaces. The following guide is available online:

- Managing Change and Disruption and the associated Stories from the Field: Case Studies of Managing Change and Disruption: haveyoursay.mentalhealthcommission.gov.au/mentally-healthy-workplaces-managing-change-and-disruption-guide.

and others will be available in early in 2024-25, including:

- A Mentally Healthy Workplace for Executives and Decision-Makers
- The Role of Managers in Creating Mentally Healthy Workplaces: A Practical Guide

These guides were developed in response to emerging issues identified by experts in workplace mental health and people with lived experience, ensuring they are comprehensive and user-friendly.

Enhancing Resource Accessibility Through Interactive Modules, Quick Reference Guides and Language Translations

The NWI has enhanced the usability of information on key topics by creating interactive modules, quick reference guides and translations into the top six non-English languages used by small business owners in Australia – Arabic, Cantonese, Greek, Korean, Mandarin and Vietnamese. These efforts ensure that the resources are easily understood and utilised by diverse workplaces.

Improving our understanding of young people's experiences with digital technologies

In May 2024, the Commission published the consultation summary *Digital technologies and youth mental health*, reporting on the Commission's three-phased consultation process, including with mental health experts, young people, parents, carers, educators, digital technology professionals, child and youth professionals, mental health policy and service workers, and governments.

The Commission initiated this consultation to better understand the ways in which young people are engaging with digital technology with a view to identifying how to better support them and their wellbeing. Findings from the consultation demonstrated the considerable skills young people have in navigating digital technology and the positive ways in which they are engaging with it. Gaps in existing research were identified, as was the need to collaborate with a broad range of stakeholders and co-design solutions with a diverse range of young people.

The Commission is committed to advancing the mental health outcomes of children and young people and has initiated collaboration with a number of Commonwealth government departments and agencies with expertise in children and youth, mental health and online and digital safety to support this work.

Including mental health and wellbeing in early childhood health checks

In June 2024, the Commission delivered the National Guidelines for including mental health and wellbeing in early childhood health checks to the Department of Health and Aged Care. The National Guidelines seek to support and advise health practitioners and state and territory government departments on how to include mental health and wellbeing in existing early childhood health checks, fulfilling a key recommendation of the National Children's Mental Health and Wellbeing Strategy.

This work was tasked to the Commission by the Department of Health and Aged Care in 2022 and concludes a robust two-year project overseen by a Project Advisory Group co-chaired by Chair of the Commission's Advisory Board, Professor Ngiare Brown, and the National Children's Commissioner, Anne Hollonds.

A consultation summary and two Implementation Insights reports were also delivered to the Department of Health and Aged Care to capture the wealth of information that, although outside the scope of the Commission's project, offered critical insight regarding implementation of the National Guidelines that will be of use to the Department as it considers next steps.

Informing mental health policy and research

In 2023–24, the Commission made submissions or provided feedback on mental health to the following inquiries and consultations:

- Joint Select Committee on Social Media and Australian Society
- Commonwealth Government COVID-19 Response Inquiry
- Department of Health and Aged Care LGBTIQ+ Health and Wellbeing 10 Year Action Plan
- Joint Select Committee on Social Media and Australian Society
- National Feasibility Study – 2024 Social prescribing in the Australia context
- Royal Commission into Defence and Veteran Suicide
- University of Melbourne Child Mental Health Research Priorities Study
- University of Queensland Gap Analysis of Evidence for Male Health Consultation Survey
- Working better for Medicare Review

Key Activity 3. Engage and collaborate with stakeholders, in particular people with lived experience and their families, carers and communities, through meaningful participation in an effort to understand their needs and inform the Commission’s work, and work towards achieving transformational change

Understanding the needs of families and health practitioners to inform National Guidelines

As part of its development of the National Guidelines for including mental health and wellbeing in early childhood health checks, the Commission undertook extensive consultation including:

- national consultation between July and September 2023, engaging around 570 stakeholders via workshops, online surveys and interviews. Participants included Commonwealth and state and territory governments, service providers, peak bodies, and professional associations. Interviews were conducted with parents, families and carers from priority populations to capture the diversity of experiences and an in-person focus group, led by an Aboriginal parent and a First Nations organisation, was also held with Aboriginal parents, carers and kin.
- further consultation with all state and territory governments between March and April 2024, with a final phase of public consultation between May and June 2024. The Commission received 40 submissions during this period via the online platform Have Your Say and encouraged the public to share their views using various social media promotions (see social media tile above).



Improving engagement through the Commission's website

The Commission's website continues to be a key source of information for stakeholders and the community, receiving nearly 400,000 views in 2023–24. In April 2024, the Commission migrated and rebuilt its website, moving from an externally hosted and managed site to a GovCMS platform hosted by the Department of Health and Aged Care's IT team. The benefits of this change have been:

- improved accessibility for readers through the inclusion of menus and subheadings
- enhanced ability to find and search for publications, with different subject tags
- increased sustainability and cost effectiveness, and
- reduced risk.

The website rebuild also included a branded “mini site” for the National Suicide Prevention Office.

Key Activity 4. Build National Suicide Prevention Office operations

Developing a National Suicide Prevention Strategy

In June, the National Suicide Prevention Office (NSPO) finalised the draft Advice on the National Suicide Prevention Strategy (the Strategy) ahead of its release for public consultation. The Strategy outlines, for the first time, a comprehensive whole of government approach to suicide prevention that reflects a contemporary evidence-based understanding of what contributes to suicidal distress and suicide. The Strategy emphasises that a more preventative and effective approach is needed – one that prevents people becoming trapped in circumstances that lead to feelings of hopelessness and provides guidance to build on factors that increase people’s opportunity to thrive. It also highlights what can be done to improve supports that are available to people who do experience suicidal thoughts and behaviours, and their families, carers and kin.

The development of the Strategy has been guided by the insights of people with a lived and living experience of suicide, academic experts, sector representatives and service providers gleaned through extensive targeted consultation conducted throughout 2023–24. Consultation with federal departments and agencies and states and territories was also undertaken from October 2023 through April 2024 to ensure an implementable whole of government approach and ensure alignment with suicide prevention reform underway in all states and territories.

Advisory Boards

The work of the NSPO is informed by people with lived and living experience of suicide under the guidance of the Lived Experience Partnership Group (LEPG). The NSPO supported monthly meetings of the LEPG throughout 2023–24, during which the group oversaw the development of the National Suicide Prevention Strategy and shaped the planned approach to the development of the National Suicide Prevention Outcomes Framework. In addition, members participated in several in-person workshops to refresh and co-design the Lived Experience Partnership Group’s operations, panels for the recruitment of all new NSPO positions, and activities to assist in design of other NSPO outputs.

The operations of the NSPO are also guided by the NSPO Advisory Board. The Board consists of a diverse group of academics with expertise in social and economic policy, representatives of groups disproportionately impacted by suicide and suicide prevention peak bodies. The NSPO continued to support monthly meetings of the Board throughout 2023–24.

Engaging with suicide prevention sector stakeholders

2023–24 saw a further expansion of the NSPO’s engagement with the suicide prevention sector and broader stakeholders, including through e-newsletters, the new branded website, social media and presentations. Staff also participated in panel representations at events such as Everymind’s ABS Cause of Death data release webinar (September 2023), the launch of the Support After Suicide Hub (December 2023), the National Suicide Prevention Conference (April 2024), and Gayaa Dhuwi (Proud Spirit) Australia’s suicide prevention webinar (June 2024).

The NSPO met regularly with suicide prevention policy leads from each state and territory through the Jurisdiction Collaborative Forum to ensure alignment nationally across reform work under development, as well as with Gayaa Dhuwi (Proud Spirit) Australia and international suicide prevention offices in New Zealand, Scotland and the United States. The NSPO also actively consulted with a large number of suicide prevention services and social service peak bodies, providing briefings and receiving feedback on the draft Strategy.

Establishing the National Suicide Prevention Office brand with Lived Experience



The NSPO brand was developed in 2023–24 in partnership with members of the NSPO Lived Experience Partnership Group. The values the group wished to reflect through the brand are hope, connection, compassion and inclusion. The diversity of colours has been chosen to represent inclusion and were inspired by the Australian landscape. The choice of organic shapes reflects the understanding that every person's experience is unique and valued. The many shapes form the nation in acknowledgement of the different people, services, policies and governments that are required to work collaboratively to prevent suicide.

The NSPO completed the roll-out of the use of the branding in all corporate and communication materials.

Developing a National Suicide Prevention Outcomes Framework

In late 2023, the NSPO commenced work on developing a National Suicide Prevention Outcomes Framework to inform the measurement of progress, impacts and achievements across the whole-of-community suicide prevention system, in line with the model of suicide prevention outlined in the Strategy. The Outcomes Framework will consist of:

- an outcomes map that describes the outcomes and indicators for the suicide prevention system and illustrate the links between data measures and paramount outcomes.
- a data improvement plan which identifies gaps in the data currently available, highlighting what is needed to address these gaps.
- a monitoring and reporting plan which defines the purpose, scope, and responsibilities for reporting against the Outcomes Framework. It will detail how to best meet the needs of intended users.

A paper outlining the approach to the development of the Outcomes Framework was produced in conjunction with the LEPPG and NSPO Advisory Board in February – May 2024. Development of the framework commenced in late 2023, commencing with the design, under the guidance of the LEPPG, of a lived and living experience consultation plan. The consultation will develop outcomes and indicators that will ensure the framework remains focused on measuring what matters. It is anticipated that the Outcomes Framework will be released for public consultation in 2025.

Improving suicide prevention data and evidence

The NSPO is tasked with contributing to the improvement and dissemination of data, evidence and knowledge about suicide prevention. As part of this role, the NSPO continued to support ongoing improvement of the National Suicide and Self-harm Monitoring System (NSSHMS) in 2023–24, chairing both the Expert Advisory Group and Lived Experience Advisory Groups.

In addition, two papers, supported by grants provided by the NSPO in 2022–23, were published in 2023–2024. These were:

- Pirkis et al. A Public Health, Whole-of-Government Approach to National Suicide Prevention Strategies. *Crisis*. (Mar 2023). 44(2):85-92. doi: 10.1027/0227-5910/a000902.
- Coronial Responses to Suicide of Aboriginal and Torres Strait Islander People. (Oct 2023). Centre for Best Practice in Aboriginal and Torres Straits Islander Suicide Prevention, UWA.

These papers provide crucial insights into gaps and opportunities in suicide prevention efforts.

Management and Accountability

Corporate Governance

Authority

The Commission is an executive agency established under the *Public Service Act 1999* and is a non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Chief Executive Officer (CEO) is the accountable authority under the PGPA Act and is responsible for the governance and performance of the Commission. The Commission has an Advisory Board of Commissioners as determined by the Minister for Health and Aged Care.

The National Suicide Prevention Office (NSPO) was established within the Commission in 2021–22 to lead a national approach to suicide prevention. The Head of the NSPO is responsible for driving the NSPO priorities and work program, reporting to the Minister for Health and Aged Care through the Commission CEO.

Senior Executive and management structure

In 2023–24, the Commission senior executive was:

- Dr Ruth Vine – Interim Chief Executive Officer (July to August 2023)
- Mr Paul McCormack – Interim Chief Executive Officer (August 2023 to June 2024)
- Ms Lyndall Soper - Deputy Chief Executive Officer (July 2023 to January 2024)
- Dr Alex Hains – Executive Director and Acting Head, National Suicide Prevention Office
- Dr Rachel Earl – Acting Executive Director (October 2023 to March 2024)
- Ms Kim Eagle – Chief Operating Officer
- Dr Michael Gardner – Head, National Suicide Prevention Office

The Senior Executive are responsible for ensuring the Commission's operations are efficient and effective and carried out in accordance with statutory and government requirements, including financial management, resource management, people and culture management, stakeholder engagement and delivering outcomes against the Corporate Plan and Portfolio Budget Statements.

The Commission's Executive Committee, which includes all members of the Senior Executive, was established in August 2023 to provide strategic direction and leadership to ensure that the Commission delivers on the objectives set out in its Corporate Plan, Portfolio Budget Statements and Ministerial Statement of Expectations. Matters considered by the Executive Committee, which meets on a fortnightly basis, include strategic planning, organisational performance, organisational culture and capability, workforce planning and human resources, financial management and risk planning. The Executive Committee operates in an advisory capacity to the CEO as the Accountable Authority and has no legal status.

Corporate planning

The Commission's Corporate Plan 2023–24 was prepared in accordance with requirements of the PGPA Act and sets out the Commission's priorities, planned achievements and success measures for 2023–24 and the outlook to 2026–27. The Commission's Corporate Plan 2023–24 was published in August 2023 and is available on the Commission website here: [mentalhealthcommission.gov.au/publications/corporate-plan-2023-2024](https://www.mentalhealthcommission.gov.au/publications/corporate-plan-2023-2024).

Audit and Risk Committee

The Commission's Audit and Risk Committee provides independent advice and assurance to the CEO on the Commission's financial and performance reporting responsibilities, risk oversight and management, and system of internal control. The Committee membership was refreshed in 2023–24, and members are listed below. The Committee met four times in 2023–24 and reviewed and provided advice to the CEO (as accountable authority) on the preparation of the Commission's Financial Statements, the Internal Audit Report, Annual Performance Statements and Corporate Plan 2023–24.

The Committee also reviewed and endorsed new or revised versions of governance documents including: the Conflict of Interest Policy, Human Resources delegations and the Internal Audit Charter.

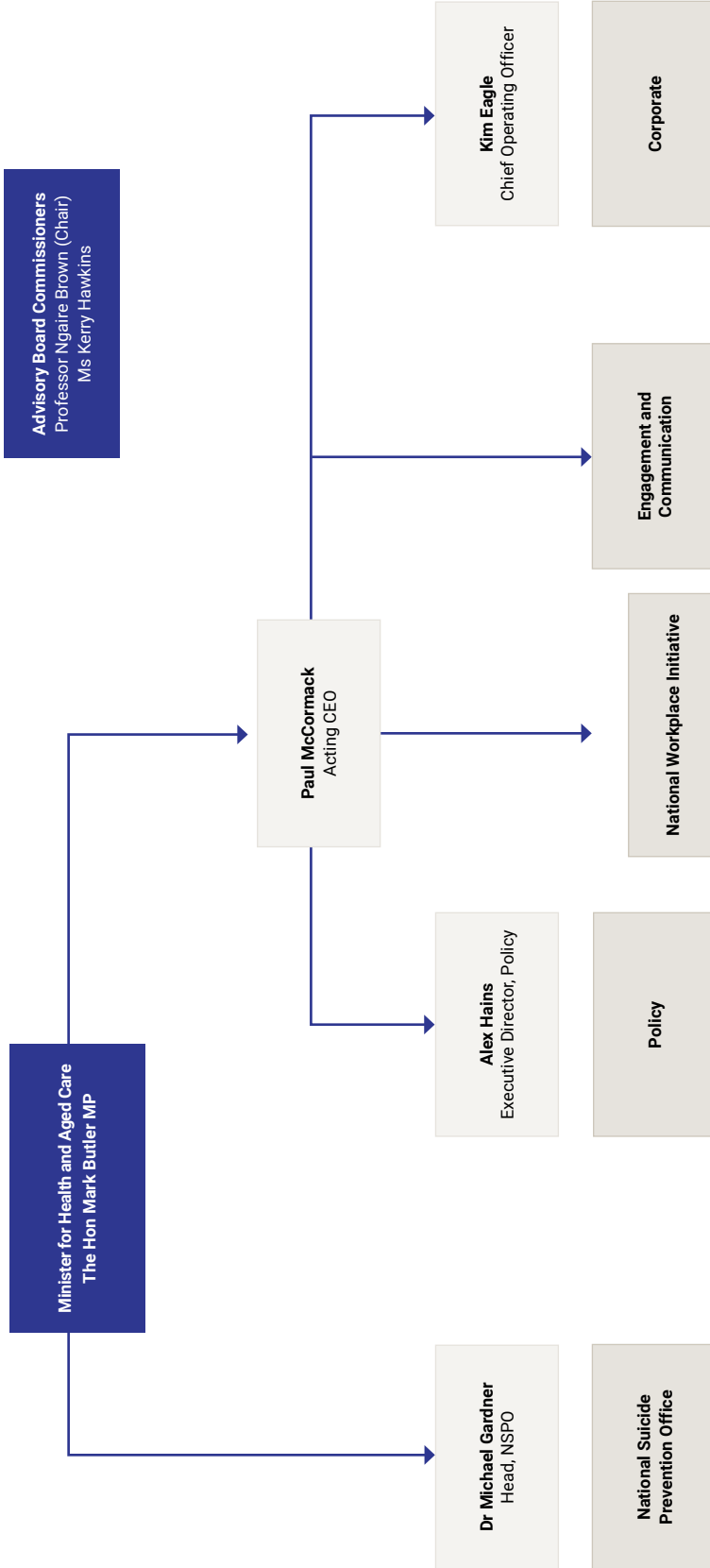
The Commission's Audit and Risk Committee Charter is at www.mentalhealthcommission.gov.au/getmedia/9d29d57c-0cc9-4d60-a2d1-8846b96ccbc3/NMHC-Audit-and-Risk-Committee-Charter.pdf.



Member name	Qualifications, knowledge, skills or experience (include formal and informal as relevant)	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional Information (including role on committee)
Mr William Northcote	Bill Northcote, B Bus, FCPA (Rtd), has worked for over 30 years in senior management and leadership positions for not-for-profit and government entities. His roles included CEO, CFO and General Manager Corporate Affairs with responsibility for finance, risk oversight and management, systems of internal control, human resources, compliance and security.	1	1	\$2,500	Chair to October 2023
Ms Maria Storti	Maria Storti is a member of several Commonwealth audit committees. She is a former EY advisory partner and worked with PwC in the areas of audit, consultancy and risk. Maria is a Fellow of Chartered Accountants Australia and New Zealand, Fellow of the Australian Institute of Company Directors, and member of the Institute of Internal Auditors – Australia. Maria has a Master of Business Administration and Bachelor of Economics.	3	3	\$9,900	Chair from November 2023
Mr Tony Krizan	Tony Krizan, FCPA, is a former senior public servant in the National Health and Medical Research Council, with 32 years' experience across a broad range of policy, program and corporate roles in the Finance, Employment, Education and Training and the Health and Ageing portfolios. Tony has extensive experience on governance, audit and risk committees across government and the professional and community sectors.	4	4	\$0	Member

Member name	Qualifications, knowledge, skills or experience (include formal and informal as relevant)	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional Information (including role on committee)
Mr Peter Achterstraat	Peter holds a Bachelor of Economics (Hons), a Bachelor of Laws and a Bachelor of Commerce from the Australian National University (ANU). He was appointed a Member of the Order of Australia for significant service to public administration through his financial management and governance roles. Peter is a member of several Commonwealth audit committees and is currently the NSW Commissioner for Productivity and > Chairman of Bankstown Airport Limited.	3	3	\$8,250	Member from November 2023
Ms Carol Lilley	Carol Lilley is an independent board member or chair of several Australian Government audit committees. She was a partner at PricewaterhouseCoopers and has over 20 years' experience in financial statement audit, internal audit, and project and risk management, with a particular focus on the government sector. Carol holds a Bachelor of Commerce from the University of Western Australia and is a graduate of the Australian Institute of Company Directors, a Fellow of Chartered Accountants Australia and New Zealand, and a certified internal auditor.	1	1	\$2,750	Member to October 2023

Organisational chart as at 30 June 2024



Risk management

Risk management is an essential component of sound business management and good corporate governance. Understanding risks and managing them appropriately enhances our ability to make better decisions, deliver on objectives and improve our performance.

The Commission's approach to risk management is documented in its risk management framework which aligns with section 16 of the PGPA Act 2013 and the Commonwealth Risk Management Policy.

The Commission's risk profile and tolerance is influenced by its role of providing robust reporting to Government and the community in relation to mental health and suicide prevention. The Commission's appetite for risk varies by the type of risk, with a greater willingness to accept risk in pursuit of some of our strategic objectives, such as to ensure that our policy advice is independent and evidence-based, than for operational matters. Accepting some degree of risk promotes innovation and recognises the limits of what the Commission can control.

The Commission develops and implements policies to support the risk management framework and provides training to staff in key areas of risk, including work health and safety, fraud awareness and protective security. Our enterprise risk register details key strategic and operational risks.

Risk Category	Risk Description	Key Mitigations	Risk Tolerance
Delivery	Inability to deliver committed work i) on time, or ii) to meet quality requirements.	Commission's internal governance arrangements supporting a culture of transparency and performance.	The Commission has a high risk tolerance for undertaking activities that contribute to supporting the mental health and wellbeing of the community through monitoring, reporting and advising on the policies, programs, services and systems that support mental health in Australia.
Resources	Failure to meet financial management responsibilities, including effective budget management. Fraud or corruption.	Commission's internal governance arrangements supporting a culture of transparency and performance. Emphasis on updating internal policies, procedures, instructions, and delegations to support effective management of Commission business.	The Commission has a low risk tolerance for the mismanagement of financial resources and fraud.
ICT and Data	Cyber breach or loss of sensitive information	Shared risk with the Department - Essential 8 monitoring and uplift. Staff training and awareness raising.	The Commission has a low risk tolerance for inappropriate, illegal, or fraudulent access to systems, which might result in the exposure of personal data and critical information.

Risk Category	Risk Description	Key Mitigations	Risk Tolerance
People	<p>Failure to ensure staff wellbeing, health and safety, including in management of the transition into the Department.</p> <p>Failure to achieve governance, workplace and delivery culture reforms.</p> <p>Inadequate workforce capability and utilisation.</p>	<p>Commission's internal governance arrangements supporting a culture of transparency and performance.</p> <p>Joint oversight of transition and reform progress with the Department.</p>	<p>The Commission has a low risk tolerance for any activities that may cause harm to the safety and wellbeing of our people.</p> <p>The Commission has a high risk tolerance for taking a flexible approach to recruiting and retaining an engaged, diverse and skilled workforce.</p>
Policy	<p>Inadequate corporate memory, sector knowledge, technical skill or professional expertise.</p> <p>Ineffective engagement by the Commission in the stakeholder consultation led by the Department on future governance arrangements and functions for the Commission.</p>	<p>Recruitment targets both sector and APS skills and expertise.</p> <p>On-the-job learning and induction materials.</p> <p>Commission's internal governance arrangements supporting a culture of transparency and performance.</p> <p>Joint oversight of transition and reform progress with the Department.</p>	<p>The Commission has a high risk tolerance for providing advice to the Australian Government that supports the best possible solutions to existing and emerging mental health and suicide prevention priorities and challenges.</p>
Compliance	<p>Failure to comply with legislative and governance requirements including WHS legislation, Public Service Act and PGPA Act.</p> <p>Badly managed Machinery of Government transition to the Department.</p>	<p>Commission's internal governance arrangements supporting a culture of transparency and performance.</p> <p>Joint oversight of transition and reform progress with the Department.</p>	<p>The Commission has a low risk tolerance for non-compliance with relevant legislation and requirements.</p>
Stakeholders	<p>Ineffective engagement with stakeholders, including individuals with lived experience.</p>	<p>Commission's internal governance arrangements supporting a culture of transparency and performance.</p> <p>Paid participation policy</p>	<p>The Commission has a high risk tolerance for stakeholder engagement activities, in particular people with lived experience, to inform its advice to Government and reporting on the mental health and suicide prevention systems.</p>

Significant non-compliance with Finance Law

During 2023–24, there were no significant issues reported to the Minister under paragraph 19(1)(e) of the PGPA Act that relate to non-compliance with Finance law and any action taken to remedy non-compliance.

Internal audit

In 2023–24, internal audit services were delivered by BellchambersBarrett in accordance with the Commission's Internal Audit Plan and under the guidance of the Audit and Risk Committee.

Cyclical testing of the Commission's financial controls relating to employee expenses was completed in July 2024, finding that the Commission has established effective controls for the processing of new starters, changes to employee data and for recording staff leaving the organisation.

A review of the Commission's approach to business continuity planning, including an ICT-outage scenario exercise, was conducted in February 2024, finding that key representatives across the Commission's incident management team demonstrated their ability to respond to business disruptions.

Other internal audit activities delivered in 2023–24 included updating the Commission's risk management framework and risk profile to practically implement the Commonwealth Risk Management Policy 2023.

Fraud control

The Commission's fraud control processes are set out in the Fraud and Corruption Control Plan, developed and managed in line with section 10 of the PGPA Rule 2014 and the Commonwealth Fraud Control Policy and Framework. General training on the Commission's fraud control processes is provided to staff annually.

The Director Corporate is the Commission's Fraud Control Officer, acting as a referral point for all allegations of fraud, is responsible for maintaining a fraud incident register and undertakes a preliminary assessment to determine whether reported behaviour is potentially fraudulent.

The Commission's fraud and corruption risk assessment identifies potential fraud and corruption risks and the controls in place to manage those risks. Where appropriate, additional treatments are set out to further mitigate risks. The Commission's fraud and corruption risk assessment was reviewed in 2023–24, taking into account the results of the independent investigation into the Commission initiated by the Minister for Health and Aged Care and actions taken in response to the investigation recommendations.

There were no instances of fraud in 2023–24.

In accordance with section 10 of the PGPA Rule, the Commission reported fraud data for 2023–24 to the Australian Institute of Criminology.

Shared services arrangement

The Commission operates in a shared corporate services environment provided by the Department of Health and Aged Care. An individual agency agreement between the agencies provides the framework for the delivery of the shared corporate services by the Department to the Commission. Shared services utilised by the Commission included information technology support, payroll services and access to workstations in the Department's Melbourne office.

Privacy

The Commission's personal information-handling practices comply with the requirements set out in the *Privacy Act 1988* and the Australian Privacy Principles. The Commission collects, holds, uses and discloses personal information to carry out its functions, including to seek the input of people with lived experience, their families and other support people to our work.

In May 2024, the Commission took part in Privacy Awareness Week, undertaking internal communications to raise privacy awareness across the organisation. During the reporting period, staff undertook mandatory privacy awareness training.

Freedom of Information

The *Freedom of Information Act 1988* (the FOI Act) grants people the right to access government-held information, unless it is exempt (for example, documents relating to national security or containing material obtained in confidence). The Commission complies with the legislative requirements set out in the FOI Act.

Agencies subject to the FOI Act are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a Section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements. The Commission's Information Publication Scheme statement can be found at: www.mentalhealthcommission.gov.au.



External Scrutiny

On 18 April 2023, the Minister for Health and Aged Care, the Hon Mark Butler MP announced an independent investigation into the Commission's culture and capability. The investigation was led by Professor Deb Picone AO. The Minister tabled the independent investigation report and the accompanying functional and efficiency review in Parliament on 14 September 2023. Of the 91 individual recommendations contained in those reports, the Commission had completed or substantially completed its response to 56 by 30 June 2024. Responses to the balance of the recommendations were either partially completed or commenced.

No judicial, administrative tribunal decisions or decisions from the Australian Information Commissioner relating to the Commission were handed down during 2023–24. There were no reports by the Auditor-General on the operations of the agency, other than the report on the financial statements contained in this annual report.

In 2023–24 there were no reports on the operations of the Commission by a Parliamentary Committee or the Commonwealth Ombudsman.

Corrections

The National Mental Health Commission Annual Report 2022–23 contained an omission in the 'Emissions Reporting' subsection. While the report included the market-based table for the Commission's emissions, the 'location-based' table was not included as required.

The 2022–23 location-based emissions are below.

Emission Source	Scope 1 kg CO2-e	Scope 2 kg CO2-e	Scope 3 kg CO2-e	Total kg CO2-e
Electricity (Market Based Approach)*	N/A	24,128	1,983	26,111
Natural Gas	-	N/A	-	0
Fleet Vehicles	-	N/A	-	0
Domestic Flights	-	N/A	80,572	80,572
Other Energy	-	N/A	-	0
Total kg CO2-e	-	24,128	82,556	106,683

*The electricity emissions reported above are calculated using the location-based approach.

Our Commissioners

The Commission's Advisory Board contributed to setting the Commission's strategic direction and priorities, and provided independent expertise and advice to the CEO.

As at 30 June, the Advisory Board's Commissioners were:

- Professor Ngiare Brown, Chair
- Ms Kerry Hawkins

Former commissioners who served in 2023–24 were:

- Ms Heather D'Antoine
- Ms Pheobe Ho
- Ms Christine Jones
- Dr Mark Wenitong

Commissioner biographies



Professor Ngiare Brown, Chair

Chair: August 2022 – present

Co-Chair: April 2022 – July 2022

Commissioner: August 2017 – March 2022

Professor Ngiare Brown is a Yuin nation woman from the south coast of NSW. She is a senior Aboriginal medical practitioner with qualifications in medicine, public health and primary care, and has studied bioethics, medical law and human rights. She was the first identified Aboriginal medical graduate from NSW, and is one of the first Aboriginal doctors in Australia. Ngiare is the first female and first Indigenous Chancellor of James Cook University, commencing in April 2023.

Ngiare is a founding member and was Foundation CEO of the Australian Indigenous Doctors' Association (AIDA). She serves as a Director on the Bangarra Aboriginal Dance Theatre Board, The Australian Research Alliance for Children and Youth (ARACY) Board and the National Centre for Indigenous Genomics Board.



Ms Kerry Hawkins

September 2018 – present

Kerry Hawkins is the current president of Western Australian Association for Mental Health (WAAMH). She was a carer representative on the WAAMH board for four years and was appointed president of WAAMH in November 2016. This experience is complemented by her professional career in the private, education and public sectors, including working as a project management consultant at KPMG, a high school teacher, and a strategic advisor for the National Native Title Tribunal.

She has previously worked as a senior program manager for the National Disability Insurance Scheme, the WA Mental Health Commission, and as a Carer Consultant for North Metro Adult Health Service. Her other board appointments include Vice President of Helping Minds and WA Director for Emerging Minds.



Ms Heather D'Antoine

March 2022 – July 2023

Heather has 25 years of experience in health services as a registered nurse and midwife and as a health service manager in both Aboriginal health services and general health services across Western Australia. Heather has worked extensively in health research: at the Institute for Child Health Research and at Menzies School of Health Research. She has clinical qualifications in general nursing and midwifery and academic qualifications in health economics.

Heather's research interest is in maternal and child health. She is particularly focused on the area of fetal alcohol spectrum disorders (FASD) and other birth defects. Heather has worked with a research team on a number of projects in this area including describing what health professionals and women know and do about alcohol and pregnancy and FASD.



Ms Pheobe Ho

March 2022 – July 2023

Pheobe Ho has had a lived experience of eating disorders. This has led her to becoming a passionate lived experience advocate, speaker, researcher, and now Clinical Psychologist Registrar in the area of eating disorders. She has previously also worked with headspace National on the Youth National Reference Group, and as a National Youth Advisor.

Pheobe is focused on assisting others lead meaningful lives, ensuring that lived experience voices are incorporated as part of mental health service delivery, and reducing mental health stigma amongst mental health professionals. Her contributions and work in the area of eating disorders and mental health more broadly saw her as a Finalist in the 2019 WA Young Achiever Awards, as well as being a Mental Health Leaders Fellow with the Commission in 2020.



Ms Christine Jones

March 2022 – July 2023

Christine Jones has been a lawyer for three decades practising in family law, and domestic and family violence. Her focus continues to be alternative dispute resolution, where she works with families, organisations and communities experiencing conflict. Her work extends to specialised areas of restorative and therapeutic justice in matters involving abuse and violence.

She has a long-standing commitment to the not-for-profit sector, and has a voluntary position in an organisation supporting people with a lived experience in mental health. Christine considers herself fortunate to be an educator in multidisciplinary approaches to human services practice, given the importance of the sector to the development of a strong and resilient community.



Dr Mark Wenitong

March 2022 – July 2023

Dr Mark Wenitong (Professor Adjunct, Queensland University of Technology) is from the Kabi Kabi tribal group of South Queensland. He is the strategic advisor for the Lowitja Institute, Research Knowledge Translation, and the inaugural co-chair of the QH Aboriginal and Torres Strait Islander State-wide clinical network. He has been the Public Health Medical Advisor and senior medical officer, at Apunipima Cape York Health Council since 2008, where he practiced clinical medicine and remote health service program delivery.

Prof (Adjunct) Wenitong is involved in a variety of policy forums including: the national Aboriginal and Torres Strait Islander genomics advisory group and the Australian Institute of Health and Welfare Aboriginal and Torres Strait Islander advisory group. Dr Wenitong was the medical advisor for the Office of Aboriginal and Torres Strait Islander Health (OATSIH) in Canberra and past president and founding member of the Australian Indigenous Doctors Association.

Advisory Board Meeting Attendance

Commissioner	Meetings attended	Membership period 2023–24
Prof. Ngiare Brown	6/6	Chair July 2023 to June 2024
Ms Kerry Hawkins	6/6	Commissioner July 2023 to June 2024
Ms Heather D’Antoine	1/1	Commissioner July 2023
Ms Pheobe Ho	1/1	Commissioner July 2023
Ms Christine Jones	1/1	Commissioner July 2023
Dr Mark Wenitong	1/1	Commissioner July 2023

Corporate Responsibility

In fulfilling its duties, the Commission has a responsibility to engage stakeholders, consumers and carers, operate sustainably, ethically and safely and manage resources effectively.

Stakeholder participation and feedback

The Commission seeks to foster open and collaborative partnerships through:

- participation in national and jurisdictional sector committees and forums
- establishing advisory and reference groups with representation of key stakeholders that meet regularly to inform and guide our work
- utilising partnerships for projects and initiatives, and
- undertaking consultation and engagement via workshops, surveys, public forums and interviews.

In 2023–24, the Commission collaborated and consulted with the following groups:

Peak Bodies and Committees

- Age assurance Cross-Government Working Group
- AIHW Suicide Prevention Expert Advisory Group
- Australian College of Midwives
- Australian College of Nurse Practitioners
- Australian Council of Social Services
- Australian Local Government Association
- Australian Medical Association
- Australian Nursing and Midwifery Federation
- Australian Youth Affairs Coalition
- Carers Australia
- Child Voice Community of Practice (convened by Emerging Minds)
- Children and Young People with Disability Australia
- Digital Mental Health Advisory Group
- Equally Well Alliance
- Evaluation Project Group
- Expert Advisory Group for Lifeways: Developing a suicide prevention service planning model
- Full Stop Foundation
- Gayaa Dhuwi (Proud Spirit) Australia
- Head to Health Kids Evaluation Advisory Group
- Indigenous Allied Health Australia
- Interdepartmental Committee for Youth
- Maternal, Child and Family Health Nurses Australia
- Mental Health and Suicide Prevention Data Governance Forum
- Mental Health Australia
- Mentally Healthy Workplace Alliance
- National Aboriginal Community Controlled Health Organisation
- National Ethnic Disability Alliance
- National Infant and Child Disaster Mental Health Advisory Committee
- National Mental Health Consumer Alliance
- National Mental Health Sector Reference Group
- National Rural Health Alliance
- Perinatal Anxiety and Depression Australia
- Queensland Mental Health Commission's Suicide Prevention Oversight Group
- Royal Australasian College of Physicians
- Royal Australian College of General Practitioners
- Safety and Quality Group
- SNAICC
- Wellbeing Promotion Policy and Implementation Discussion Group

Government agencies

- ACT Education
- ACT Health
- ACT Human Rights Commission
- Attorney-General's Department
- Australian Bureau of Statistics
- Australian Electoral Commission
- Australian Institute of Health and Welfare
- Australian Small Business And Family Enterprise Ombudsman
- Children's Health Queensland
- Department of Defence
- Department of Education
- Department of Employment and Workplace Relations
- Department of Health and Aged Care
- Department of Infrastructure, Transport, Regional Development and Communications and the Arts
- Department of Prime Minister and Cabinet
- Department of Social Services
- eSafety Commissioner
- Fair Work Ombudsman
- Mental Health and Wellbeing Commission, New Zealand
- Mental Health and Wellbeing Commission, Victoria
- Mental Health Commission of NSW
- National Children's Commissioner (Australian Human Rights Commission)
- National Disability Insurance Agency
- National Indigenous Australians Agency
- National Suicide Prevention Office
- NSW Department of Communities and Justice
- NSW Ministry of Health
- NT Health
- Office for Mental Health and Wellbeing, ACT
- Office for Youth
- Office of the Chief Psychiatrist, Tasmania
- Office of the Gene Technology Regulator
- Office of the National Rural Health Commissioner
- Queensland Department of Child Safety, Seniors and Disability Services
- Queensland Health
- Queensland Family and Child Commission
- Queensland Mental Health Commission
- SA Commissioner for Children and Young People
- SA Health
- SA Office for the Early Years
- Safe Work Australia
- South Australian Mental Health Commission
- Tasmanian Health Service
- The Treasury
- Victorian Department of Health
- WA Child and Adolescent Community Health
- WA Country Health Service
- WA Office of the Chief Psychiatrist
- Wellbeing SA
- Western Australian Mental Health Commission

The Commission also receives feedback by way of email, our website contact form and phone. In 2023–24, the Commission received more than 1,000 enquiries via our website contact form and general email inbox, as well as more than 200 phone calls through the main phone line. These enquiries included requesting information about our projects, providing feedback and complaints about the mental health system and requests for support during crisis.

Diversity and inclusion

The Commission is an inclusive organisation that values fairness, equity and diversity consistent with the APS Values and Code of Conduct. The Commission is committed to embedding diversity and inclusion into all aspects of our culture, processes, policies and procedures by:

- bringing together people with different backgrounds and perspectives, especially those with lived and living experience
- undertaking merit-based recruitment from a broad talent pool that reflects Australian communities, and
- supporting flexible work arrangements to ensure staff can have adequate work-life balance.

Recognising lived experience

The contribution of people with a lived or living experience of mental health issues, their families and support people is at the heart of the Commission's work. Our Paid Participation Policy ([mentalhealthcommission.gov.au/publications/paid-participation-policy-2020](https://www.mentalhealthcommission.gov.au/publications/paid-participation-policy-2020)) provides a daily or pro-rata payment for people's time when they are personally invited by the Commission to give expert advice and share their experiences to inform our work. Under the policy the Commission also covers travel and accommodation costs and reimburses reasonable out-of-pocket expenses.

Carer recognition

The Commission places engagement with Australians living with mental health difficulties, and their families, friends and other support people, at the centre of its work. While the Commission is not a public service care agency as defined by the *Carer Recognition Act 2010*, it supports the Act's Statement for Australia's Carers and its 10 key principles that set out how carers should be treated and considered in policy, program and service delivery settings.

Staff engagement

Following the release of the 2023 Australian Public Service (APS) Census and identifying a need for sustained cultural change, increased transparency and supports, the Commission developed an organisation-wide Staff Engagement Framework (the Framework). The Framework encompasses a 4 step process (see below) to ensure the consistency and predictability of engaging with staff.



Ethical standards

The Commission undertakes a range of activities to meet ethical standards, including:

- promoting the APS code of conduct, values and employment principles, and awareness of working with integrity and workplace discrimination, through communication with staff, training and induction packages for new employees
- updating and promoting internal integrity-related policies to staff, such as those relating to conflicts of interests, fraud prevention and public interest disclosures
- providing employees with access to information on ethical standards via the intranet, and through the APS Commission's website, and
- reporting to and oversight by the Audit and Risk Committee on the Commission's systems of internal control including fraud prevention, and ethical and lawful conduct.

Environmental sustainability

In 2023–24, the Commission continued to mitigate the effects of our operations on the environment through:

- using videoconferencing for communication and engagement to reduce the need for local and interstate travel
- favouring electronic mediums for publications
- reduction of the Commission's leased property footprint
- energy efficient lighting solutions, including a smart lighting system that activates only when work areas are occupied
- ensuring equipment such as desktop computers, photocopiers, dishwashers and printers incorporate energy-saving features
- using follow-me printing and two-sided, black and white printing as the default option
- recycling of paper and e-waste

The Commission's consumption of resources, particularly energy and paper, remained low due to a continuation of flexible, remote working arrangements and use of digital workflows.

The Commission does not provide any capital funding, project or grant funding for activities that have a measurable impact on ESD.



Emissions reporting

The Commission supports the APS Net Zero 2030 Policy and aims to further reduce its greenhouse gas emissions. The Commission’s 2023–24 report on emissions from our operations is set out below:

2023–24 Greenhouse Gas Emissions Inventory – Location-based method

<u>Emission Source</u>	Scope 1 t CO2-e	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e
Electricity (Location Based Approach)	N/A	21.729	1.734	23.462
Natural Gas	0.000	N/A	0.000	0.000
Solid Waste*	N/A	N/A	1.422	1.422
Refrigerants*†	0.000	N/A	N/A	0.000
Fleet and Other Vehicles	0.000	N/A	0.000	0.000
Domestic Commercial Flights^	N/A	N/A	17.439	17.439
Domestic Hire Car*	N/A	N/A	0.000	0.000
Domestic Travel Accommodation**	N/A	N/A	4.156	4.156
Other Energy	0.000	N/A	0.000	0.000
Total t CO2-e	0.000	21.729	24.751	46.480

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.

^ Domestic travel emissions may contain some reservations for non-Commission employees. While not within the scope of the APS Net Zero Emissions Reporting Framework, these emissions have been included as they were unable to be separated from the Commission’s data.

2023–24 Electricity Greenhouse Gas Emissions

Emission Source	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e	Percentage of electricity use
Electricity (Location Based Approach)	21.729	1.734	23.462	100.00%
Market-based electricity emissions	12.678	1.565	14.244	48.75%
Total renewable electricity	-	-	-	51.25%
Mandatory renewables ¹	-	-	-	18.72%
Voluntary renewables ²	-	-	-	32.53%

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.

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

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

The Commission's greenhouse gas emissions reporting methodology is consistent with the Whole-of-Australian Government approach as part of its APS Net Zero 2030 policy.



Human Resources

The Commission is committed to fostering a flexible, efficient and high-performing workplace by operating within the Australian Public Sector Employment Framework, supporting good practice and being responsive to staff needs.

Staff are appointed under the *Public Service Act 1999* and remuneration and other employment terms of non-SES staff are set out under the conditions of the National Mental Health Commission Enterprise Agreement 2024–2027 which came into effect on 18 April 2024.

Non-salary benefits include:

- access to flexible working arrangements
- an annual end-of-year shutdown period
- access to annual leave at half pay
- access to maternity, parental, adoption and foster leave for eligible employees, and
- secondary caregiver leave.

The Commission engages highly skilled staff and has a culture of professionalism and continuous learning, primarily delivered through on-the-job training and e-learning. The Commission actively encourages and promotes a mentally healthy workplace with a staff committee meeting regularly with the CEO and Executive.

All staff participate in the Commission's performance and development scheme with performance reviewed periodically during each reporting period. In accordance with the Enterprise Agreement, employees receiving a rating of fully effective or higher are eligible for incremental salary progression up to the maximum salary range in their classification.

Determinations under section 24(1) of the *Public Service Act 1999* are used to set the remuneration and conditions for staff. As at 30 June 2024, no section 24(1) determinations were in operation.

In accordance with the Enterprise Agreement and where appropriate, individual flexibility agreements are used to supplement the benefits or remuneration provided to non-SES employees. These arrangements are agreed between the CEO, or delegate, and employees. As at 30 June there were two agreements in place. The remuneration and conditions of the CEO and the Head of NSPO are set by the Remuneration Tribunal.

No employees were covered by common law contracts this year or received performance pay.

Work Health and Safety

The Commission has a strong commitment to the health and wellbeing of all staff, along with those impacted by our work. To support the health, safety and welfare of its employees, the Commission has a Harassment Contact Officer, Health and Safety Representatives (HSRs), First Aid Officers and Emergency Wardens in each of its offices. Staff also have access to free Employee Assistance Program (EAP) services, which offer staff and their immediate family members confidential counselling for personal or work-related matters.

Work, health and safety (WHS) is a standing item on the Commission's Executive Committee agenda and the HSRs meet periodically with the Interim CEO. WHS risks are reflected in both the enterprise risk register and dedicated WHS risk registers.

The Commission's Mentally Healthy Workplace Committee (MHWC) promotes a positive and respectful culture, focusing on representing the voices of all staff, including in relation to psychological safety and risks, and being a catalyst for improvement.

In 2023–24 the Commission updated its WHS Policy following consultation with staff. Information sessions were delivered to all staff on the WHS policy, psychosocial risks and the role of HSRs. New starters are required to undertake mandatory WHS e-learning.

There were no notifiable incidents recorded in 2023–24, and no investigations conducted under Part 10 of the *Work Health Safety Act 2011*.

Disability reporting

Australia's Disability Strategy 2021-2031 (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability 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 progress of the Strategy's actions and outcome areas will be published and available at www.disabilitygateway.gov.au.

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

Human Resources Statistics

Details of Accountable Authority during the reporting period (2023–24)

Name	Position Title/Position held	Start Date (1 July 2023 or after)	End Date (30 June 2024 or before)
Ruth Vine	Interim Chief Executive Officer	1 July 2023	17 August 2023
Paul McCormack	Interim Chief Executive Officer	18 August 2023	30 June 2024

All Ongoing Employees current report 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	9	0	9	9	3	12	-	-	-	-	-	-	-	-	-	21
Qld	0	0	0	1	0	1	-	-	-	-	-	-	-	-	-	1
SA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Tas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Vic	0	0	0	1	0	1	-	-	-	-	-	-	-	-	-	1
WA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
ACT	3	0	3	8	1	9	-	-	-	-	-	-	-	-	-	12
NT	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
External Territories	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Overseas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	12	0	12	19	4	23	-	-	-	-	-	-	-	-	-	35

All Ongoing Employees previous report 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	6	0	6	10	3	13	-	-	-	-	-	-	-	-	-	19
Qld	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Tas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Vic	0	0	0	3	0	3	-	-	-	-	-	-	-	-	-	3
WA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
ACT	5	0	5	8	0	8	-	-	-	-	-	-	-	-	-	13
NT	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
External Territories	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Overseas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	11	0	11	21	3	24	-	-	-	-	-	-	-	-	-	35

All Non-Ongoing Employees current report 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	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Qld	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Tas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Vic	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
WA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
ACT	2	1	3	0	0	0	-	-	-	-	-	-	-	-	-	3
NT	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
External Territories	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Overseas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	2	1	3	0	0	0	-	-	-	-	-	-	-	-	-	3

All Non-Ongoing Employees previous report 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	1	0	1	0	2	2	-	-	-	-	-	-	-	-	-	3
Qld	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Tas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Vic	1	0	1	1	0	1	-	-	-	-	-	-	-	-	-	2
WA	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
ACT	2	0	2	1	1	2	-	-	-	-	-	-	-	-	-	4
NT	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
External Territories	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Overseas	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	4	0	4	2	3	5	-	-	-	-	-	-	-	-	-	9

Australian Public Service Act Ongoing Employees current report 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
SES 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SES 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
EL 2	3	0	3	7	1	8	-	-	-	-	-	-	-	-	-	11
EL 1	5	0	5	7	1	8	-	-	-	-	-	-	-	-	-	12
APS 6	3	0	3	4	2	6	-	-	-	-	-	-	-	-	-	10
APS 5	0	0	0	1	0	1	-	-	-	-	-	-	-	-	-	1
APS 4	1	0	1	0	0	0	-	-	-	-	-	-	-	-	-	1
APS 3	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Other	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	12	0	12	19	4	23	-	-	-	-	-	-	-	-	-	35

Australian Public Service Act Ongoing Employees previous report 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
SES 2	0	0	0	1	0	1	-	-	-	-	-	-	-	-	-	1
SES 1	0	0	0	1	0	1	-	-	-	-	-	-	-	-	-	1
EL 2	4	0	4	8	2	10	-	-	-	-	-	-	-	-	-	14
EL 1	4	0	4	6	1	7	-	-	-	-	-	-	-	-	-	11
APS 6	2	0	2	5	0	5	-	-	-	-	-	-	-	-	-	7
APS 5	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 4	1	0	1	0	0	0	-	-	-	-	-	-	-	-	-	1
APS 3	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Other	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	11	0	11	21	3	24	-	-	-	-	-	-	-	-	-	35

Australian Public Service Act Non-Ongoing Employees current report 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
SES 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SES 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
EL 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
EL 1	1	0	1	0	0	0	-	-	-	-	-	-	-	-	-	1
APS 6	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 5	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 4	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 3	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Other	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	1	0	1	0	0	0	-	-	-	-	-	-	-	-	-	1

Australian Public Service Act Non-Ongoing Employees previous report 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
SES 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
SES 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
EL 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
EL 1	1	0	1	1	1	2	-	-	-	-	-	-	-	-	-	3
APS 6	1	0	1	0	2	2	-	-	-	-	-	-	-	-	-	3
APS 5	0	0	0	0	1	1	-	-	-	-	-	-	-	-	-	1
APS 4	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 3	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 2	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
APS 1	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Other	0	0	0	0	0	0	-	-	-	-	-	-	-	-	-	0
Total	2	0	2	1	4	5	-	-	-	-	-	-	-	-	-	7

Australian Public Service Act Employees by Full time and Part time Status current report 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	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0
EL 2	10	1	11	0	0	0	11
EL 1	12	1	13	1	0	1	13
APS 6	7	2	9	0	0	0	10
APS 5	1	0	1	0	0	0	1
APS 4	1	0	1	0	0	0	1
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	31	4	35	1	0	1	36

Australian Public Service Act Employees by Full time and Part time Status previous report 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	1	0	1	0	0	0	1
SES 1	1	0	1	0	0	0	1
EL 2	12	2	14	0	0	0	14
EL 1	11	1	12	2	1	3	14
APS 6	6	0	6	1	2	3	10
APS 5	0	0	0	0	1	1	1
APS 4	1	0	1	0	0	0	1
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	32	3	35	3	4	7	42

Australian Public Service Act Employment type by location current report period (2023–24)

	Ongoing	Non-Ongoing	Total
NSW	21	0	21
Qld	1	0	1
SA	0	0	0
Tas	0	0	0
Vic	1	0	1
WA	0	0	0
ACT	12	1	13
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
Total	35	1	36

Australian Public Service Act Employment type by location previous report period (2022–23)

	Ongoing	Non-Ongoing	Total
NSW	19	3	22
Qld	0	0	0
SA	0	0	0
Tas	0	0	0
Vic	3	2	5
WA	0	0	0
ACT	13	2	15
NT	0	0	0
External Territories	0	0	0
Overseas	0	0	0
Total	35	7	42

Australian Public Service Act Indigenous Employment current report period (2023–24)

	Total
Ongoing	1
Non-Ongoing	0
Total	1

Australian Public Service Act Indigenous Employment previous report period (2022–23)

	Total
Ongoing	0
Non-Ongoing	0
Total	0

Australian Public Service Act Employment arrangements current report period (2023–24)

	SES	Non-SES	Total
National Mental Health Commission Enterprise Agreement 2024-2027	0	36	36
Individual 24/1 Determinations	0	0	0
Total	0	36	36

Australian Public Service Act Employment arrangements previous report period (2022–23)

	SES	Non-SES	Total
National Mental Health Commission Enterprise Agreement 2017-2020	0	40	40
Individual 24/1 Determinations	2	0	2
Total	2	40	42

Australian Public Service Act Employment salary ranges by classification level (Minimum/Maximum) (2023–24)

	Minimum Salary	Maximum Salary
SES 3	-	-
SES 2	\$275,714	\$334,674
SES 1	\$217,032	\$261,843
EL 2	\$142,381	\$169,457
EL 1	\$122,328	\$139,420
APS 6	\$95,190	\$106,973
APS 5	\$83,410	\$90,480
APS 4	\$74,929	\$81,522
APS 3	\$67,389	\$72,570
APS 2	\$58,905	\$65,499
APS 1	\$52,309	\$57,490
Other	-	-
Minimum/Maximum range	\$52,309	\$334,674

Australian Public Service Act Employment Performance Pay by classification level (2023–24)

No Commission employees received performance pay during 2023–24.

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		Long service leave	Other long term benefits		
Paul McCormack	Interim Chief Executive Officer	375,294	-	-	44,836	36,038	-	-	456,168
Lyndall Soper	Deputy Chief Executive Officer	152,046	-	16,562	26,799	7,038	-	220,561	423,006
Kim Eagle	Chief Operating Officer	233,159	-	24,920	35,923	8,852	-	-	302,854
Alex Hains	Executive Director Policy	244,087	-	-	29,671	5,788	-	-	279,546
Michael Gardner	Head of National Suicide Prevention Office	183,032	-	-	16,588	5,175	-	-	204,795
Rachel Earl	Acting Executive Director Policy	74,040	-	-	10,799	1,884	-	-	86,723
Ruth Vine	Interim Chief Executive Officer	55,383	-	-	3,479	317	-	-	59,179

Information about remuneration for senior executives

	Number of senior executives ¹	Short term benefits \$		Post employment benefits \$		Other long term benefits \$		Termination benefits \$	Total remuneration \$
Total remuneration bands		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave ²	Average other long term benefits	Average termination benefits	Average total remuneration
\$0- \$220,000	1	79,397	-	10,201	12,521	7,902	-	51,286	161,308
\$220,001- \$245,000									
\$245,001- \$270,000									
\$270,001- \$295,000									
\$295,001- \$320,000									
\$320,001- \$345,000									
\$345,001- \$370,000									
\$370,001- \$395,000									
\$395,001- \$420,000									
\$420,001- \$445,000									
\$445,001- \$470,000									
\$470,001- \$495,000									
\$495,001-									

Notes:

1. Any employee who held a substantive senior executive or equivalent position during 2023–24 is represented as one. This excludes those executives who have been disclosed in the Remuneration for Key Management Personnel table.
2. Excludes bond rate impact on long service leave
3. Termination payments were made to one (1) senior executive or equivalent employee during 2023–24.

4. The table includes the part year impact of senior executives who either commenced or separated during the year.
Information about remuneration for other highly paid staff

Total remuneration bands	Short term benefits \$			Post employment benefits \$			Other long term benefits \$			Termination benefits \$	Total remuneration \$
	Number of senior executives	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave ¹	Average other long term benefits	Average termination benefits	Average total remuneration		
\$250,000- \$270,000											
\$270,001- \$295,000											
\$295,001- \$320,000											
\$320,001- \$345,000											
\$345,001- \$370,000											
\$370,001- \$395,000											
\$395,001- \$420,000											
\$420,001- \$445,000											
\$445,001- \$470,000											
\$470,001- \$495,000											
\$495,001-											

Notes:

1. Excludes bond rate impact on long service leave

Financial Management

Report on Finance Performance 2023-24

The Commission recorded a departmental comprehensive surplus of \$1.1m in 2023-24 before the adjustment for unfunded depreciation.

There was a year-on-year reduction in expenditure for employee and supplier related costs as work on the National Workplace Initiative was scaled back and the agency's work program was reduced as a result of the functional and cultural reform that stemmed from the independent investigation and functional and efficiency review. This also contributed to an overall reduction in own-source income due to a reduction in work completed under Memorandum of Understandings with other Commonwealth Agencies in 2023-24.

Savings were also made through changes in the right-of-use assets (accommodation leases) in Sydney and Canberra.

	Actual available appropriation for 2023-24 \$'000	Payments made 2023-24 \$'000	Balance remaining 2023-24 \$'000
DEPARTMENTAL			
Annual appropriations - ordinary annual services ¹	14,513	11,068	3,446
Annual appropriations - other services - non-operating ²	98	21	77
Total departmental resourcing	14,612	11,089	3,523
ADMINISTERED			
Annual appropriations - ordinary annual services ¹	5,783	888	
Total administered resourcing	5,783	888	
Total resourcing and payments for National Mental Health Commission	20,395	11,977	3,523

¹ Supply Act (No. 1) 2023-24 and Supply Act (No. 3) 2023-24. This also includes prior year departmental unspent appropriations and section 74 retained revenue receipts.

² Supply Act (No. 2) 2023-24 and Supply Act (No. 4) 2023-24

Expenses for Outcome 1

Outcome 1:

Provide expert advice to the Australian Government and cross-sectoral leadership on the policy, programmes, services and systems that support mental health in Australia, including through administering the Annual National Report Card on Mental Health and Suicide Prevention, undertaking performance monitoring and reporting, and engaging consumers and carers.

	Budget¹	Actual	Variance
	2023-24	2023-24	2023-24
	\$'000	\$'000	\$'000
Program 1: National Mental Health Commission			
Administered expenses			
Ordinary annual services (Appropriation Act 1)	5,783	626	5,157
Administered total	5,783	626	5,157
Departmental expenses			
Departmental appropriation ²	10,339	9,539	800
Expenses not requiring appropriation in the Budget year ³	1,198	831	367
Departmental total	11,537	10,370	1,167
Total for Program 1	17,320	10,996	6,324
Total for Outcome 1	17,320	10,996	6,324

¹ Budget information represents the budgeted expenses for Outcome 1 as per the 2023-24 Portfolio Budget Statements.

² Departmental appropriation combines 'Ordinary annual services Appropriation Bill (No. 1)' and 'Revenue from independent sources (s74).

³ Expenses not requiring appropriation in the Budget year are made up of depreciation expense, amortisation expense, makegood expense and audit fees.

Procurement

The Commission made all purchases in accordance with relevant procurement policies and principles, including the *Public Governance, Performance and Accountability Act 2013* and the Commonwealth Procurement Rules.

Further information on the Commission's financial performance is available in the audited Financial Statements and accompanying notes of this Annual Report.

Consultancies and reportable non-consultancies

During 2023–24, one new consultancy contract was entered into involving total actual expenditure of \$116,993 (GST inclusive). In addition, there were 4 ongoing consultancy contracts from 3 separate suppliers active during the period, involving total actual expenditure of \$149,412 (GST inclusive).

Details of consultancy contract expenditure during 2023–24 are set out in the table below.

Expenditure on Reportable Consultancy Contracts in 2023–24

	Number	Expenditure \$ (GST inc.)
New contracts entered into during the reporting period	1	116,993
Ongoing contracts entered into during a previous reporting period	4	149,412
Total	5	266,405

Organisations Receiving a Share of Reportable Consultancy Contract Expenditure in 2023–24

Name of Organisation	Organisation ABN	Expenditure \$ (GST inc.)
KPMG	51 194 660 183	116,993
Pryan Pty Ltd	48 153 393 358	76,780
Deloitte Touche Tohmatsu	74 490 121 060	44,000
Barrett Family Trust No 2 & Others T/A Bellchambers Barrett	14 942 509 138	28,632

This Annual Report contains information about actual expenditure on contracts for consultancies. Information on the value of contracts and consultancies is available on the AusTender website: www.tenders.gov.au.

Decisions to engage consultants during 2023–24 were made in accordance with the PGPA Act and related regulations including the Commonwealth Procurement Rules.

The Commission engages consultants to provide professional, independent and expert advice or services, where those services involve the development of an intellectual output that assists with agency decision-making, and/or the output reflects the independent views of the service provider.

Reportable non-consultancy contracts

During 2023–24, the Commission entered into 21 new reportable non-consultancy contracts, with a total actual expenditure of \$455,388 (inclusive of GST). In addition, the Commission had 33 ongoing reportable non-consultancy contracts, with total actual expenditure during 2023–24 of \$2,298,744 (inclusive of GST).

In total, during 2023–24 the Commission had 54 new and ongoing reportable non-consultancy contracts, with a total actual expenditure of \$2,754,132 (inclusive of GST). The organisations receiving the largest share of reportable non-consultancy contract expenditure during 2023–24 are set out in the table below.

Expenditure on Reportable Non-Consultancy Contracts in 2023–24

	Number	Expenditure \$ (GST inc.)
New contracts entered into during the reporting period	21	455,388
Ongoing contracts entered into during a previous reporting period	33	2,298,744
Total	54	2,754,132

Organisations Receiving a Share of Reportable Non-Consultancy Contract Expenditure in 2023–24

Name of Organisation	Organisation ABN	Expenditure \$ (GST inc.)
Far East Townhall Pty Ltd	63 167 962 923	672,729
PreviousNext Pty Ltd	69 135 290 309	364,541
Save the Children Australia	99 008 610 035	274,797
The Australian Centre for Social Innovation Inc	90 528 422 430	211,411
Shera Pty Ltd	60 008 587 282	147,125

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.

Australian National Audit Office Access Clauses

All contracts entered into by the Commission during 2023–24 provided access for the Auditor-General to the contractor’s premises where the contract value was above \$100,000 including GST.

Exempt Contracts

There were no contracts entered into by the Commission during 2023–24 that were exempt from being published in AusTender on the basis that it would disclose exempt matters under the *Freedom of Information Act 1982*.

Procurement Initiatives to Support Small Business

The Commission supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SMEs) and Small Enterprise participation statistics are available on the Department of Finance’s website.

Consistent with paragraph 5.4 of the Commonwealth Procurement Rules (CPRs), the Commission’s procurement practices support SMEs, including via the following initiatives or practices:

- Using the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000.
- Australian Industry Participation Plans in whole-of-government procurement where applicable.
- Making use of the SME exemption from Division 2 of the CPRs (exemption 17 in Appendix A of the CPRs) to facilitate streamlined procurements from SMEs between \$80,000-\$200,000, wherever appropriate.
- Observing the Small Business Engagement Principles (outlined in the government’s Industry Innovation and Competitiveness Agenda), such as communicating in clear, simple language and presenting information in an accessible format.
- Making use of electronic systems or other processes used to facilitate on-time payment performance, including the use of payment cards.

Advertising and market research

During 2023–24, the Commission did not conduct any advertising campaigns. Further information on the survey and Commission advertising campaigns greater than \$250,000 in value are available at www.mentalhealthcommission.gov.au 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.

Grants

Information on grants awarded during the 2023–24 year is available at www.mentalhealthcommission.gov.au and on GrantConnect at: www.grants.gov.au.



INDEPENDENT AUDITOR'S REPORT

To the Minister for Health and Aged Care

Opinion

In my opinion, the financial statements of the National Mental Health Commission (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 Acting Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to and forming part of 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 Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the assessment indicates that it is not appropriate.

GPO Box 707, Canberra ACT 2601
38 Sydney Avenue, Forrest ACT 2603
Phone (02) 6203 7300

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



Sally Bond

Executive Director

Delegate of the Auditor-General

Canberra

27 September 2024

Financial Statements

CONTENTS

Certification

Primary financial statement

- 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

Budget Variance

Overview

Notes to the financial statements:

1. Financial Performance

- 1.1 Expenses
- 1.2 Own-Source Revenue and Gains

2. Income and Expenses Administered on Behalf of Government

- 2.1 Administered - Expenses

3. Financial Position

- 3.1 Financial Assets
- 3.2 Non-Financial Assets
- 3.3 Payables
- 3.4 Interest Bearing Liabilities

4. Assets and Liabilities Administered on Behalf of Government

- 4.1 Administered - Financial Assets
- 4.2 Administered - Payables

5. Funding

- 5.1 Appropriations
- 5.2 Net Cash Appropriation Arrangements

6. People and Relationships

- 6.1 Employee Provisions
- 6.2 Key Management Personnel Remuneration
- 6.3 Related Party Disclosures

7. Managing Uncertainties

- 7.1 Financial Instruments
- 7.2 Administered - Financial Instruments
- 7.3 Contingent Assets and Liabilities
- 7.4 Fair Value Measurement

8. Other Information

- 8.1 Current/Non-Current Distinction for Assets and Liabilities

NATIONAL MENTAL HEALTH COMMISSION

STATEMENT BY THE ACTING CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year 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 National Mental Health Commission will be able to pay its debts as and when they fall due.



Paul McCormack
Acting Chief Executive Officer
27 September 2024



Elizabeth Walsh
Chief Financial Officer
27 September 2024

Statement of Comprehensive Income

for the period ended 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	7,303,000	8,783,442	5,963,000
Suppliers	1.1B	2,200,684	7,759,912	4,376,000
Finance costs	1.1C	97,210	33,725	33,000
Other expenses	1.1D	-	13,194	-
Depreciation and amortisation	3.2A	768,833	1,176,701	1,165,000
Loss on disposal of asset		-	3,505	-
Total expenses		10,369,727	17,770,479	11,537,000
Own-source revenue				
Revenue from contracts with customers	1.2A	150,000	454,356	285,000
Other revenue	1.2B	62,000	59,000	-
Total own-source revenue		212,000	513,356	285,000
Gains				
Other gains		-	-	33,000
Total gains		-	-	33,000
Total own-source income		212,000	513,356	318,000
Net cost of services		(10,157,727)	(17,257,123)	(11,219,000)
Revenue from Government	1.2C	11,122,000	11,023,000	11,122,000
Surplus/(Deficit) attributed to the Australian Government		964,273	(6,234,123)	(97,000)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve	3.2A	176,849	-	-
Total other comprehensive income		176,849	-	-
Total comprehensive surplus attributable to the Australian Government		1,141,122	(6,234,123)	(97,000)

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Statement of Financial Position

as at 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
ASSETS				
Financial assets				
Cash and cash equivalents	3.1A	2,329	454,041	8,000
Trade and other receivables	3.1B	3,708,544	2,764,596	3,272,000
Total financial assets		3,710,873	3,218,637	3,280,000
Non-financial assets				
Buildings - Right-of-use asset	3.2A	2,209,932	2,867,509	2,736,000
Leasehold improvements	3.2A	500,428	348,257	-
Plant and equipment	3.2A	54,231	87,719	118,000
Prepayments		99,337	85,290	1,000
Total non-financial assets		2,863,929	3,388,775	2,855,000
Total assets		6,574,801	6,607,412	6,135,000
LIABILITIES				
Payables				
Suppliers	3.3A	130,951	1,008,383	300,000
Other payables	3.3B	333,895	196,608	178,000
Total payables		464,846	1,204,991	478,000
Interest bearing liabilities				
Leases	3.4	2,491,967	3,114,505	2,823,000
Total interest bearing liabilities		2,491,967	3,114,505	2,823,000
Provisions				
Employee provisions	6.1	1,722,327	1,558,376	1,232,000
Other provisions		-	-	70,000
Total provisions		1,722,327	1,558,376	1,302,000
Total liabilities		4,679,140	5,877,872	4,603,000
Net assets		1,895,662	729,540	1,532,000
EQUITY				
Contributed equity		708,933	683,933	709,000
Asset revaluation reserve		176,849	-	-
Retained surplus		1,009,880	45,607	823,000
Total equity		1,895,662	729,540	1,532,000

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Statement of Changes in Equity

for the period ended 30 June 2024

	2024	2023	Original Budget
	\$	\$	\$
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	683,933	609,933	684,000
Adjusted opening balance	683,933	609,933	684,000
Transactions with owners			
Contributions by owners			
Departmental capital budget	25,000	24,000	25,000
Equity injection - Appropriations	-	50,000	-
Total transactions with owners	25,000	74,000	25,000
Closing balance as at 30 June	708,933	683,933	709,000
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	45,607	6,279,730	920,000
Adjusted opening balance	45,607	6,279,730	920,000
Comprehensive income			
Surplus/(deficit) for the period	964,273	(6,234,123)	(97,000)
Total comprehensive income	964,273	(6,234,123)	(97,000)
Closing balance as at 30 June	1,009,880	45,607	823,000
ASSET REVALUATION RESERVE			
Opening balance			
Other Comprehensive Income - Revaluation Increments	176,849	-	-
Total Other Comprehensive Income	176,849	-	-
Closing balance as at 30 June	176,849	-	-
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	729,540	6,889,663	1,604,000
Adjusted opening balance	729,540	6,889,663	1,604,000
Comprehensive income			
Surplus/(deficit) for the period	964,273	(6,234,123)	(97,000)
Asset revaluation increments	176,849	-	-
Total comprehensive income	1,141,122	(6,234,123)	(97,000)
Transactions with owners			
Contribution by owners			
Departmental capital budget	25,000	74,000	25,000
Total transactions with owners	25,000	74,000	25,000
Closing balance as at 30 June	1,895,662	729,540	1,532,000

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Accounting Policy

Equity Injections

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

Cash Flow Statement

for the period ended 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
OPERATING ACTIVITIES				
Cash received				
Appropriations		11,442,379	18,167,684	11,122,000
Rendering of services		100,876	730,000	285,000
Other		533,588	20,669	-
Net GST received		162,452	20,417	-
Total cash received		12,239,295	18,938,770	11,407,000
Cash used				
Employees		7,354,616	8,486,008	5,963,000
Suppliers		3,256,632	7,235,010	4,343,000
Interest payments on lease liabilities		97,210	33,725	33,000
Section 74 receipts transferred to the Official Public Account (OPA)		1,107,377	1,648,922	-
Appropriations returned to OPA		454,124	-	-
Total cash used		12,269,959	17,403,665	10,339,000
Net cash from/(used by) operating activities		(30,664)	1,535,105	1,068,000
INVESTING ACTIVITIES				
Cash used				
Purchase of property, plant and equipment		53,089	354,020	25,000
Total cash used		(53,089)	(354,020)	(25,000)
Net cash used by investing activities		(53,089)	(354,020)	(25,000)
FINANCING ACTIVITIES				
Cash received				
Appropriations - Departmental capital budget - Bill 1		3,141	-	25,000
Appropriations - Equity injections - Bill 2		17,839	120,420	-
Total cash received		20,980	120,420	25,000
Cash used				
Principal payments of lease liabilities		388,939	855,587	1,068,000
Total cash used		388,939	855,587	1,068,000
Net cash used by financing activities		(367,959)	(735,167)	(1,043,000)
Net increase/(decrease) in cash held		(451,712)	445,918	-
Cash and cash equivalents at the beginning of the reporting period		454,041	8,123	8,000
Cash and cash equivalents at the end of the reporting period	3.1A	2,329	454,041	8,000

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Administered Schedule of Comprehensive Income

for the period ended 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
NET COST OF SERVICES				
Expenses				
Suppliers	2.1	626,427	3,299,014	5,783,000
Total expenses		626,427	3,299,014	5,783,000
Net cost of services		(626,427)	(3,299,014)	(5,783,000)
Deficit		(626,427)	(3,299,014)	(5,783,000)

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Administered Schedule of Assets and Liabilities

as at 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
ASSETS				
Financial assets				
Cash and cash equivalents	4.1A	1,846	8,120	1,000
Trade and other receivables	4.1B	4,070	77,709	46,000
Total financial assets		5,916	85,829	47,000
Total assets administered on behalf of Government		5,916	85,829	47,000
LIABILITIES				
Payables				
Suppliers	4.2	70,275	470,625	1,154,000
Total payables		70,275	470,625	1,154,000
Total liabilities administered on behalf of Government		70,275	470,625	1,154,000
Net liabilities		(64,359)	(384,796)	(1,107,000)

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

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Administered Reconciliation Schedule

for the period ended 30 June 2024

	2024	2023	Original Budget
	\$	\$	\$
Opening assets less liabilities as at 1 July	(384,796)	(1,106,871)	-
Net cost of services			
Expenses	(626,427)	(3,299,014)	(5,783,000)
Transfers from the Australian Government			
Appropriations transfers from OPA	1,056,783	4,370,914	5,783,000
Appropriation transfers to OPA			
Transfers to OPA	(109,919)	(349,825)	-
Closing assets less liabilities as at 30 June	(64,359)	(384,796)	-

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 National Mental Health Commission (the Commission) for use by the Government rather than the Commission 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 Commission on behalf of the Government and reported as such in the Schedule of Administered Cash Flows and in the Administered Reconciliation Schedule.

Administered Cash Flow Statement

for the period ended 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
OPERATING ACTIVITIES				
Cash received				
Net GST received		62,592	-	-
Total cash received		62,592	-	-
Cash used				
Suppliers		1,015,729	3,993,341	5,783,000
Net GST paid		-	20,331	-
Total cash used		1,015,729	4,013,672	5,783,000
Net cash used by operating activities		(953,137)	(4,013,672)	(5,783,000)
Cash from Official Public Account				
Appropriations		1,056,782	4,370,914	5,783,000
Total cash from Official Public Account		1,056,782	4,370,914	5,783,000
Cash to Official Public Account				
Appropriations		109,919	349,825	-
Total cash to Official Public Account		109,919	349,825	-
Net increase/(decrease) in cash held		(6,274)	7,417	-
Cash and cash equivalents at the beginning of the reporting period		8,120	703	1,000
Cash and cash equivalents at the end of the reporting period	4.1A	1,846	8,120	1,000

This schedule should be read in conjunction with the accompanying notes.

The original budget is the budget published in the 2023-24 Portfolio Budget Statements and accompanying notes include budget variance analysis.

Budget Variances

The table below provides explanations for the major variances between the National Mental Health Commission's (The Commission) original budget estimates, as published in the 2023-24 Portfolio Budget Statements, and the actual financial performance and position.

The information presented below should be read in the context of the following:

1. Variance commentary has been included when the variance is greater than 10% and \$100,000 of the original estimate and it has been considered important for the reader's understanding or is relevant to the assessment of the discharge of accountability and for the analysis of the Commission's performance. Variances below this threshold are not included unless considered significant by their nature.

2. Variances attributable to factors which would not reasonably have been identifiable at the time of Budget preparation, such as impairment of assets or impacts of Australian Government Bond rates, have not been included in the explanations unless they have been considered important for a reader's understanding of the Commission's performance.

3. Variances relating to cash flow are a result of the factors explained for variances related to net cost of services, or assets and liabilities.

4. The original budget are based on submissions as part of portfolio budget statements. The Commission in its budget papers expected a breakeven position after accounting for depreciation and amortisation expenses.

5. The Budget is not audited.

Departmental budget variances

Budget Variance Explanation	Affected line items
The variance in the Commission's net cost of services is a result of:	
(a) Reduction in work completed on behalf of the Department of Health and Aged Care under Memorandum of Understanding.	Own Source Revenue
(b) There was additional expenditure incurred above budget was contributed to payments to departing senior management following restructure as a result of the Investigation and the Functional and Efficiency review as well as rebalancing between supplier and employee expenses not reflected in budget.	Employee benefits
(c) There has been a reduction in expenditure to suppliers as the work on the National Workplace Initiative was scaled back and the agency's work program was reduced as a result of the functional and cultural reform that stemmed from the investigation.	Suppliers
(d) The Commission entered into new lease arrangements (right-of-use assets) in Sydney in March 2023 and in Canberra in June 2023 after the 2023-24 Portfolio Budget Statements were finalised that were of lower value, reducing the annual amortisation.	Depreciation and Amortisation
The variance in the Commission's net asset position is a result of:	
(a) Appropriation receivable makes up the majority of the Trade and other receivable. Due to a reduction in expenses, less appropriations were utilised compared to budget assumptions. Suppliers payable and retained surplus is also lower due to there being less expenditure.	Trade and other receivables / Suppliers payable / Retained surplus
(b) Other payables, made up of employee payables, variance is due to an accrual timing difference compared to the budget assumptions and the employee provisions, including an unbudgeted redundancy and new employees with large long service leave balances.	Other payables / Employee provisions
(c) The Commission entered into lease arrangements in Sydney and in Canberra after 2023-24 Portfolio Budget Statements were finalised. Both of these new arrangements were on more favourable terms than was budgeted.	ROU Assets / Leasehold improvements / Leases

Administered budget variances

Budget Variance Explanation	Affected line items
<p>The variance in the Commission's net cost of services is a result of:</p> <p>(a) There has been a reduction in expenditure as the agency's work program was reduced as a result of the functional and cultural reform that stemmed from the investigation.</p>	Suppliers
<p>The variance in the Commission's net asset position is a result of:</p> <p>(b) Lower than expected payables in line with the reduction in costs outlined above.</p>	Suppliers payable

Overview

The National Mental Health Commission (the Commission) is a not-for-profit Australian Government controlled entity with its principal place of business being Level 12, 570 George Street, Sydney NSW. The objective of the Commission is to contribute to the Government's agenda to deliver an efficient, integrated and sustainable mental health system to improve mental health outcomes for Australians and help prevent suicide.

The Commission's purpose and primary activities are to monitor and report on investment in mental health and suicide prevention initiatives, provide evidence based policy advice to Government and disseminate information on ways to continuously improve Australia's mental health and suicide prevention systems, and act as a catalyst for change to achieve those improvements. This includes increasing accountability and transparency in mental health through the provision of independent reports and advice to the Australian Government and the community.

The Commission's activities are classified as either departmental or administered. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the Commission in its own right. Administered activities involve the management or oversight by the Commission, on behalf of the Government, of items controlled or incurred by the Government.

Going Concern

In the Commonwealth Budget 2024-25 the Government announced a reform process to reset and strengthen the Commission. As an initial step, the Commission will transfer into the Department of Health and Aged Care (DoHAC) as a non-statutory office on 30 September 2024. Under the reform Commission's purpose and primary activities will remain to promote transparency and accountability and monitoring the impact of all governments' policies and investment in mental health. The Government's decision to transfer the Commission's functions to DoHAC has been careful to articulate that all functions, activities and outcomes will continue.

Under the Machinery of Government provisions all of the Commission's assets and liabilities will be transferred to DoHAC on 30 September 2024. In respect with these requirements, all assets and liabilities of the Commission will become the assets and liabilities of DoHAC on or before 30 September 2024 without the need for any conveyance, novation, transfer or assignment and will be settled in the ordinary course of business.

Transfer of assets and liabilities:

- The Commission appropriations from 30 September 2024 were transferred to DoHAC within the 2024-25 Federal budget. All remaining appropriation, both departmental and administered, including appropriation from Commonwealth Budget 2024-25 will be transferred to DoHAC on 27 September 2024 under section 75 of the *Public Governance, Performance and Accountability Act 2013*.
- All permanent Australian Public Services employees will be transferred to DoHAC on 30 September 2024 under section 72 of the *Public Service Act 1999*. The associated employee liabilities in full will also be transferred.
- All other assets and liabilities will be transferred to DoHAC.

Based on the complete transfer of the entity to another Non-Corporate Commonwealth Entity and the ongoing nature of functions, AASB 101 Presentation of Financial Statements, paragraph 25 has been applied and the financial statements have been prepared on a going concern basis of accounting.

The Basis of Preparation

The financial statements 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 held 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.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

The Department adopted all new, revised and amending standards and interpretations that were issued by the AASB prior to the sign-off date and are applicable to the current reporting period. The adoption of these standards and interpretations did not have a material effect, and are not expected to have a future material effect on the Department's financial statements.

No accounting standard has been adopted earlier than the application date as stated in the standard.

Taxation

The Commission 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

In line with the government's decision in the Commonwealth Budget 2024-25 the Commission will cease to be an executive agency on 30 September 2024 and all functions, assets, liabilities and employees will be transferred to DoHAC.

Financial Performance

This section analyses the financial performance of the National Mental Health Commission for the period ended 30 June 2024

1.1 Expenses

	2024	2023
	\$	\$
1.1A: Employee Benefits		
Wages and salaries	4,646,991	6,340,405
Superannuation:		
Defined contribution plans	642,012	856,738
Defined benefit plans	190,247	265,010
Leave and other entitlements	1,345,340	1,303,713
Separations and redundancies	443,617	-
Other employee benefits	34,793	17,576
Total employee benefits	7,303,000	8,783,442

Accounting Policy

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

1.1B: Suppliers

Goods and services supplied or rendered

Contracts for service	1,736,801	6,140,268
Contractors and consultants	3,104	469,104
Property expenses	80,687	308,919
Travel	67,470	246,573
Legal costs	21,592	152,878
Other employee costs	52,968	81,249
IT services	57,366	45,485
Committees	7,150	68,564
Conferences and seminars	18,770	70,620
Audit fees	62,000	59,000
Other supplier expenses	65,245	65,391
Total goods and services supplied or rendered	2,173,153	7,708,051
Goods supplied	9,427	29,263
Services rendered	2,163,726	7,678,788
Total goods and services supplied or rendered	2,173,153	7,708,051

Other suppliers

Workers compensation expenses	19,867	22,953
Short-term leases	4,278	19,723
Variable lease payments	3,386	9,185
Total other suppliers	27,531	51,861
Total suppliers	2,200,684	7,759,912

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

Accounting Policy

Contract for services

The contract for services include payments to the service providers of the Commission in delivery of the funded programs from the Department of Health and Aged Care and also payments to the Department of Health and Aged Care under a shared services agreement.

Short-term leases and leases of low-value assets

The Commission 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). The Commission recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

	2024	2023
	\$	\$
<u>1.1C: Finance Costs</u>		
Interest on lease liabilities	<u>97,210</u>	<u>33,725</u>
Total finance costs	<u>97,210</u>	<u>33,725</u>
<u>1.1D: Other expenses</u>		
Loss on early termination of lease	<u>-</u>	<u>13,194</u>
Total other expenses	<u>-</u>	<u>13,194</u>

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

1.2 Own Source Revenue and Gains

	2024	2023
	\$	\$
1.2A: Revenue from Contracts with Customers		
Rendering of services	150,000	454,356
Total revenue from contracts with customers	150,000	454,356
Disaggregation of revenue from contracts with customers		
Type of customer:		
Australian Government entities (related parties)	150,000	454,356
	150,000	454,356
Timing of transfer of goods and services:		
Over time	150,000	454,356
	150,000	454,356

The Commission works across all areas with its main focus being to assist the government in developing policies that will improve the mental health system of the nation.

Accounting Policy

Revenue from the rendering of services is recognised when control has been transferred to the buyer. The Commission has determined that enforceable contracts exist and has recognised revenue progressively over the period of the schedule due to the specific activities required, milestone, budget management and reciprocal benefit to the customer. As the performance obligations are satisfied over time, revenue is recognised on a straight-line basis in the reporting period in which the services are rendered.

The transaction price is the total amount of consideration which the Commission expects to be entitled in exchange for transferring promised goods or services to the customer. The consideration promised in a contract with a customer includes only fixed amounts.

1.2B: Other Revenue

Resources received free of charge:		
Remuneration of external auditors	62,000	59,000
Total other revenue	62,000	59,000

Accounting Policy

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. Resources received free of charge are recorded as either revenue or gains depending on their nature.

1.2C: Revenue from Government

Appropriations		
Departmental appropriations	11,122,000	11,023,000
Total Revenue from Government	11,122,000	11,023,000

Accounting Policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the entity gains control of the appropriation, except for certain amounts that relate 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.

Income and Expenses Administered on Behalf of Government

This section analyses the activities that the National Mental Health Commission does not control but administers on behalf of the Government.

2.1 Administered - Expenses

	2024	2023
	\$	\$
2.1: Suppliers		
Goods and services supplied or rendered		
Outsourced providers and contractors	548,954	2,869,707
Travel	10,893	137,453
Committees	62,743	141,457
Memberships and subscriptions	-	81,390
IT services	-	1,296
Other supplier expenses	3,837	67,711
Total goods and services supplied or rendered	626,427	3,299,014
Services rendered	626,427	3,299,014
Total goods and services supplied or rendered	626,427	3,299,014
Total suppliers	626,427	3,299,014

Financial Position

This section analyses the National Mental Health Commission's 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
	\$	\$
3.1A: Cash and Cash Equivalents		
Cash on hand or on deposit	2,329	454,041
Total cash and cash equivalents	2,329	454,041

Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand and any deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

3.1B: Trade and Other Receivables

Goods and services receivables

Goods and services	148,089	286,832
Total goods and services receivables	148,089	286,832

Appropriations receivables

For existing programs	3,394,209	2,153,086
Equity injection & Departmental capital budget	126,391	122,371
Total appropriations receivables	3,520,600	2,275,457

Other receivables

GST receivable from the Australian Taxation Office	39,855	202,307
Total other receivables	39,855	202,307
Total trade and other receivables (gross)	3,708,544	2,764,596
Total trade and other receivables (net)	3,708,544	2,764,596

Accounting Policy

Trade and Other Receivables

Trade and other receivables excluding appropriations 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, and are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance. Receivables for goods and services, which have 30 day terms (2022-23: 30 days), are recognised at the nominal amounts.

3.2. Non-Financial Assets

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

	Buildings - Right- of-use asset	Leasehold improvements	Plant and equipment	Total
	\$	\$	\$	\$
As at 1 July 2023				
Gross book value	3,533,124	754,957	162,756	4,450,837
Accumulated depreciation, amortisation and impairment	(665,615)	(406,700)	(75,037)	(1,147,352)
Total as at 1 July 2023	2,867,509	348,257	87,719	3,303,485
Additions:				
Purchased	-	49,948	3,141	53,089
Revaluations and impairments recognised in other comprehensive income	-	176,849	-	176,849
Depreciation and amortisation	-	(74,626)	(36,630)	(111,256)
Depreciation on right-of-use assets	(657,577)	-	-	(657,577)
Total as at 30 June 2024	2,209,932	500,428	54,231	2,764,591
Net book value as at 30 June 2024 represented by				
Gross book value	3,057,813	505,983	165,898	3,729,694
Accumulated depreciation, amortisation and impairment	(847,881)	(5,555)	(111,667)	(965,103)
Total as at 30 June 2024	2,209,932	500,428	54,231	2,764,591
Carrying amount of right-of-use assets	2,209,932	-	-	2,209,932

No indicators of impairment were found for property plant and equipment.

In line with the Governments decision in in the Commonwealth Budget 2024-25, the Commission will transfer all its property, plant and equipment to the Department of Health and Aged Care on 30 September 2024.

There are no contractual commitments for the acquisition of leasehold improvements and property, plant and equipment at year end.

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

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 costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

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 Commission where there exists an obligation to restore the property to its original condition. These costs are included in improvements with a corresponding provision for the 'make good' recognised.

Leased 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 the Commission as separate asset classes to corresponding assets owned outright.

On initial adoption of AASB 16 the Commission has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised. 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. Leased ROU assets continue to be measured at cost after initial recognition in the Commission's financial statements.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did 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 reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Leasehold improvements are predominantly measured at fair value. This has been determined based on the professional judgement of JLL with regard to physical, economic and external obsolescence factors. For all leasehold improvement assets, the consumed economic benefit is determined based on the term of the associated lease.

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.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the Commission 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 rates applying to each class of depreciable asset are based on the following useful lives:

- Buildings - Right-of-use assets: Lease term (2023: Lease term)
- Leasehold improvements: Lease term (2023: Lease term)
- Plant and equipment: 3 to 5 years (2023: 3 to 5 years)

The depreciation rates for ROU assets are based on the commencement date 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 of disposal 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 Commission 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 Commission's intangibles would be normally comprise software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

The Commission's software assets were fully depreciated and disposed in prior years.

3.3 Payables

	2024	2023
	\$	\$
3.3A: Suppliers		
Trade creditors and accruals	130,951	1,008,383
Total suppliers	130,951	1,008,383

Settlement is usually made within 21 days (2022-23: 30 days).

3.3B: Other Payables

Salaries and wages	312,709	170,040
Superannuation	21,186	26,568
Total other payables	333,895	196,608

Accounting Policy

Financial Liabilities

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).

3.4 Interest Bearing Liabilities

	2024	2023
	\$	\$
Leases		
Lease liabilities - Buildings	2,491,967	3,114,505
Total interest bearing liabilities	<u>2,491,967</u>	<u>3,114,505</u>

Total cash outflow for leases for the year ended 30 June 2024 was \$486,149 (30 June 2023: \$889,312).

Maturity analysis - contractual undiscounted cash flows

Within 1 year	747,391	486,149
Between 1 to 5 years	1,901,031	2,648,421
Total leases	<u>2,648,422</u>	<u>3,134,570</u>

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

The Commission in its capacity as lessee, has entered into lease agreements for its offices in Sydney and Canberra. These both include an extension option and regular fixed increases in rent on the anniversary of the commencement date.

Accounting Policy

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.

Assets and Liabilities Administered on Behalf of Government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result. The National Mental Health Commission does not control these assets and liabilities but administers them on behalf of the Government.

4.1 Administered - Financial Assets

	2024	2023
	\$	\$

4.1A: Cash and Cash Equivalents

Cash on hand or on deposit	1,846	8,120
Total cash and cash equivalents	1,846	8,120

4.1B: Trade and Other Receivables

Other receivables

GST receivable from the Australian Taxation Office	4,070	77,709
Total other receivables	4,070	77,709
Total trade and other receivables	4,070	77,709

4.2 Administered - Payables

4.2 Suppliers

Trade creditors and accruals	70,275	470,625
Total suppliers	70,275	470,625

Settlement is usually made within 21 days (2022-23: 30 days).

Funding

This section identifies the National Mental Health Commission's funding structure.

5.1 Appropriations

5.1A: Annual Appropriations ('Recoverable GST exclusive')

Annual Appropriations for 2024

	Annual Appropriation ¹ \$	Adjustments to appropriation ² \$	Total appropriation \$	Appropriation applied in 2024 (current and prior years) \$	Variance ³ \$
Departmental					
Ordinary annual services	11,122,000	735,355	11,857,355	11,067,945	789,410
Capital Budget ⁴	25,000	-	25,000	3,141	21,859
Other services					
Equity injections	-	-	-	17,838	(17,838)
Total departmental	11,147,000	735,355	11,882,355	11,088,924	793,431
Administered					
Ordinary annual services	5,783,000	-	5,783,000	888,356	4,894,644
Administered items					
Total administered	5,783,000	-	5,783,000	888,356	4,894,644

Commentary:

¹ There was nil funds withheld from departmental appropriations under section 51 of the PGPA Act in 2023-24 as per the Budget measures in *Budget Paper No. 2* (2023: \$245,000). No amounts were withheld under section 51 of the PGPA Act in 2023-24 (2022-23: Nil) from administered appropriations.

² Adjustments to appropriations relate to receipts retained under PGPA Act Section 74.

³ There was \$793,431 variances to an underspend on employee and supplier expenses. The variance of \$4,894,644 for administered ordinary annual services relates to unspent funding for the year.

⁴ Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1 & 3) and Supply Acts (No. 1 & 3).

Annual Appropriations for 2023

	Annual Appropriation ¹ \$	Adjustments to appropriation ² \$	Total appropriation \$	Appropriation applied in 2024 (current and prior years) \$	Variance ³ \$
Departmental					
Ordinary annual services	11,268,000	2,103,046	13,371,046	18,175,890	(4,804,844)
Capital Budget*	24,000	-	24,000	-	24,000
Other services					
Equity injections	50,000	-	50,000	120,420	(70,420)
Total departmental	11,342,000	2,103,046	13,445,046	18,296,310	(4,851,264)
Administered					
Ordinary annual services	5,498,000	-	5,498,000	4,039,291	1,458,709
Administered items					
Total administered	5,498,000	-	5,498,000	4,039,291	1,458,709

Commentary:

¹ An amount of \$245,000 was withheld from departmental appropriations under section 51 of the PGPA Act in 2022-23 as per the Budget measures in Budget Paper No. 2 (2022: Nil). No amounts were withheld under section 51 of the PGPA Act in 2022-23 (2021-22: Nil) from administered appropriations.

² Adjustments to appropriations relate to receipts retained under PGPA Act Section 74.

³ The variance of (\$4,851,264) for departmental ordinary annual services primarily represents the timing difference of payments to suppliers or employees and available unspent appropriations. The variance of \$1,458,709 for administered ordinary annual services relates to unspent funding for the year (the former section 11 of the Appropriation Acts).

⁴ Departmental Capital Budgets are appropriated through Appropriation Acts (No. 1 & 3) and Supply Acts (No. 1 & 3). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

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

	2024	2023
	\$	\$
Departmental		
Appropriation Act (No. 2) 2021-2022 - Equity injection	30,532	48,371
Supply Act (No. 1) 2022-2023 - Departmental Capital Budget	6,859	10,000
Supply Act (No. 2) 2022-2023 - Equity injection	21,000	21,000
Supply Act (No. 3) 2022-2023	-	2,398,086
Supply Act (No. 3) 2022-2023 - Cash at bank	-	454,041
Supply Act (No. 3) 2022-2023 - Departmental Capital Budget	14,000	14,000
Supply Act (No. 4) 2022-2023 - Equity injection	29,000	29,000
Appropriation Act (No. 1) 2023-24 - Cash at bank	2,329	-
Appropriation Act (No. 1) 2023-24	3,394,209	-
Appropriation Act (No. 1) 2023-24 - Departmental Capital Budget	25,000	-
Total departmental	3,522,929	2,974,498
Administered		
Supply Act (No. 1) 2020-2021	-	85,392
Appropriation Act (No. 1) 2021-2022	1,598,719	1,598,719
Supply Act (No. 3) 2022-2023	2,140,206	2,553,430
Supply Act (No. 3) 2022-2023 - Cash at bank	-	8,120
Appropriation Act (No. 1) 2023-24	5,211,626	-
Appropriation (No. 1) 2023-2024 - Cash at bank	1,846	-
Total administered	8,952,398	4,245,661

5.2 Net Cash Appropriation Arrangements

	2024	2023
	\$	\$
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	964,273	(6,234,123)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	111,256	274,710
Plus: depreciation of right-of-use assets ²	657,577	901,991
Less: lease principal repayments ²	(388,939)	(855,587)
Net Cash Operating Surplus/(Deficit)	1,344,167	(5,913,009)

1. From 2010-11, the Government introduced net cash appropriation arrangements where revenue appropriations for depreciation/amortisation expenses of non-corporate Commonwealth entities and selected corporate Commonwealth entities were replaced with a separate capital budget provided through equity appropriations. Capital budgets are to be appropriated in the period when cash payment for capital expenditure is required.

2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 Leases, which does not directly reflect a change in appropriation arrangements.

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
	\$	\$
6.1: Employee Provisions		
Leave	1,554,171	1,558,376
Separation and Redundancy	168,156	-
Total employee provisions	1,722,327	1,558,376

Accounting Policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as 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 Commission'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 long service leave has been calculated using the Australian Government short hand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy

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

6.2 Key Management Personnel Remuneration

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the Commission, directly or indirectly. The Commission has determined the key management personnel in 2023-24 to be the Chief Executive Officer (CEO), the Head of the National Suicide Prevention Office (NSPO) and the members of the executive. Key management personnel remuneration is reported in the table below:

	2024 \$	2023 ¹ \$
Short-term employee benefits	1,358,523	1,118,793
Post-employment benefits	168,094	142,241
Other long-term employee benefits	65,093	22,380
Termination benefits	220,561	-
Total key management personnel remuneration expenses²	1,812,271	1,283,414

The total number of key management personnel that are included in the above table is seven (2023: six).

¹ Due to a change in the operations of the Commission's executive during the year additional roles have been included within the definition of KMP in 2022-23. The CEO and Head of the NSPO have been determined to be KMP for the full-year, while the remaining members of the executive have been included from 24 January 2023.

² 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 Commission.

Prior Period Error

The KMP Remuneration reported in the 2022-23 financial statement was understated as some KMP were omitted. An adjustment to the 2022-23 remuneration amounts has been made in these financial statements to correct this error in which is summarised below. The adjustment does not impact the reported financial performance or position of the National Mental Health Commission.

	Previously Reported \$	2023 Adjustment for Error \$	After Adjustment \$
Short-term employee benefits	767,276	351,517	1,118,793
Post-employment benefits	90,575	51,666	142,241
Other long-term employee benefits	14,832	7,548	22,380
Termination benefits	-	-	-
Total key management personnel remuneration expenses	872,683	410,731	1,283,414

6.3 Related Party Disclosures

Related party relationships:

The Commission is an Australian Government controlled entity. Related parties to the Commission are Key Management Personnel, including the Portfolio Minister, the Commission's Chief Executive Officer, the Head of the NSPO the members of the 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 for shared services. These transactions have not been separately disclosed in this note.

Significant transactions with related parties can include:

- purchases of goods and services; and
- asset purchases, sales transfers or leases

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

Managing Uncertainties

This section analyses how the Commission manages financial risks within its operating environment.

7.1 Financial Instruments

	2024	2023
	\$	\$
7.1:A Categories of Financial Instruments		
Financial assets at amortised cost		
Cash and cash equivalents	2,329	454,041
Goods and services receivable	148,089	286,832
Total financial assets at amortised cost	150,418	740,873
Financial liabilities		
Financial liabilities measured at amortised cost		
Suppliers	130,951	1,008,383
Total financial liabilities measured at amortised cost	130,951	1,008,383

Accounting Policy

Financial Assets

Financial assets are recognised when the Commission becomes a party to the contract, and has a legal right to receive cash. Financial assets are 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. The simplified approach for trade and contract receivables is used whereby the loss allowance is measured as the amount equal to the lifetime expected credit losses.

Financial Liabilities at Amortised Cost

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).

7.2 Administered - Financial Instruments

	2024	2023
	\$	\$
7.2A : Categories of Financial Instruments		
Financial assets at amortised cost		
Cash and cash equivalents	1,846	8,120
Total financial assets at amortised cost	1,846	8,120
Financial liabilities measured at amortised cost		
Suppliers	70,275	470,625
Total financial liabilities measured at amortised cost	70,275	470,625

7.3. Contingent Assets and Liabilities

7.3A: Departmental - Contingent Assets and Liabilities

There are no contingent assets or liabilities for current year or prior year.

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.

7.3B: Administered - Contingent Assets and Liabilities

There are no contingent assets or liabilities in the current year or prior year.

7.4: Fair Value Measurement

The following tables provides an analysis of assets that are measured at fair value. The remaining assets and liabilities disclosed in the statement of financial position do not apply the fair value hierarchy.

	2024	2023
	\$	\$
Non-financial assets		
Leasehold improvements	500,428	348,257
Plant and equipment	54,231	87,719
Total non-financial assets	554,659	435,976

Accounting Policy

The Commission's assets are held for operational purposes and not held for the purposes of deriving a profit. The current use of all non-financial assets is considered their highest and best use.

Following initial recognition at cost, property, plant and equipment is carried at fair value less subsequent accumulated depreciation and accumulated impairment losses.

Valuations are conducted with sufficient frequency to ensure 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.

The categories of fair value measurement are:

- (a) Level 1: quoted prices (unadjusted) in active markets for identical assets that the entity can access at measurement date.
- (b) Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset, either directly or indirectly.
- (c) Level 3: unobservable inputs.

Leasehold improvements are predominately measured at category Level 3 and the valuation methodology used is Depreciation Replacement Cost (DRC). Under DRC the estimates cost to replace the asset is calculated, with reference to new replacement price per square metre, and then adjusted to take into account its consumed economic benefit (accumulated depreciation). The consumed economic benefit has been determined based on professional judgement of JLL with regard to physical, economic and external obsolescence factors. For all leasehold improvement assets, the consumed economic benefit is determined based on the term of the associated lease.

The Commission's policy is to recognise transfers into and transfers out of fair value hierarchy levels as at the end of the reporting period. There have been no transfers between different hierarchy levels during the year.

Other Information

8.1 Current/Non-Current Distinction for Assets and Liabilities

8.1A: Current/non-current distinction for assets and liabilities

	2024	2023
	\$	\$
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	2,329	454,041
Trade and other receivables	3,708,544	2,764,596
Prepayments	99,337	85,290
Total no more than 12 months	3,810,210	3,303,927
More than 12 months		
Building - Right of use assets	2,209,932	2,867,509
Leasehold improvements	500,428	348,257
Plant and equipment	54,231	87,719
Total more than 12 months	2,764,592	3,303,485
Total assets	6,574,801	6,607,412
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	130,951	1,008,383
Other payables	333,895	196,608
Employee provisions	464,471	375,380
Leases	672,729	486,149
Total no more than 12 months	1,602,046	2,066,520
More than 12 months		
Employee provisions	1,257,856	1,182,996
Leases	1,819,238	2,628,356
Total more than 12 months	3,077,094	3,811,352
Total liabilities	4,679,140	5,877,872

8.1B: Administered - Aggregate Assets and Liabilities

	2024	2023
	\$	\$
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	1,846	8,120
Trade and other receivables	4,070	77,709
Total no more than 12 months	5,916	85,829
Total assets	5,916	85,829
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	70,275	470,625
Total no more than 12 months	70,275	470,625
Total liabilities	70,275	470,625

Navigation Aids

List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	Page 2	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)	Page 1	Table of contents (print only).	Mandatory
17AJ(b)	Page 103	Alphabetical index (print only).	Mandatory
17AJ(c)	Page 100	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	Page 93	List of requirements.	Mandatory
17AJ(e)	Page ii	Details of contact officer.	Mandatory
17AJ(f)	Page ii	Entity's website address.	Mandatory
17AJ(g)	Page ii	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	Page 6	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	Page 3	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Page 25	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	Page 3	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Page 3	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	Page 42	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	Page 42	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	Page 42	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the Performance of the entity		
	Annual performance Statements		
17AD(c)(i); 16F	Page 8–20	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	Page 53–54	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Page 53–54	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	Page 53–54	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.
17AD(d)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Page 28	Information on compliance with section 10 (fraud systems).	Mandatory
17AG(2)(b)(i)	Page 2	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Page 2	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

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2)(b)(iii)	Page 2	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)	Page 21	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	Page 28	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	Page 22	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Page 23–24	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Page 23–24	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Page 23–24	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Page 23–24	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	Page 30	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	Page 30	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)	Page 30	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)	Page 30	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Management of Human Resources			
17AG(4)(a)	Page 40	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Page 42–49	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: <ul style="list-style-type: none"> a. statistics on full-time employees; b. statistics on part-time employees; c. statistics on gender; d. statistics on staff location. 	Mandatory
17AG(4)(b)	Page 42-49	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> • Statistics on staffing classification level; • Statistics on full-time employees; • Statistics on part-time employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous. 	Mandatory
17AG(4)(c)	Page 40	<i>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.</i>	Mandatory
17AG(4)(c)(i)	Page 49	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)	Page 49	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Page 40	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	N/A	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, Mandatory
Purchasing			
17AG(6)	Page 55	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Page 55	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)	Page 55	<i>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]".</i>	Mandatory
17AG(7)(c)	Page 55	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)	Page 55	<i>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."</i>	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Page 56	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

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7A)(b)	Page 56	<i>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.”</i>	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Pages 55–56	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	Page 57	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
Exempt contracts			
17AG(9)	Page 57	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Page 57	<i>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.”</i>	Mandatory
17AG(10)(b)	Page 57	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(10)(c)	N/A	<i>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.”</i>	If applicable, Mandatory
Financial Statements			
17AD(e)	Page 60–92	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Pages 50–51	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
Other Mandatory Information			
17AH(1)(a)(i)	N/A	<i>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.”</i>	If applicable, Mandatory
17AH(1)(a)(ii)	Page 57	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	Page 57	<i>A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”</i>	If applicable, Mandatory
17AH(1)(c)	Page 41	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Page 29	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)	Page 30	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	Page 29	Information required by other legislation.	Mandatory

Glossary

Carer:	In this document, the term carer refers to an individual who provides ongoing personal care, support, advocacy and/or assistance to a person with mental illness.
Commission:	The National Mental Health Commission.
Consumers:	People who identify as having a living or lived experience of mental illness or mental ill health, irrespective of whether they have a formal diagnosis, who have accessed mental health services and/or received treatment. This includes people who describe themselves as a 'peer', 'survivor' or 'expert by experience'.
Co-design:	An approach to design that includes all stakeholders (for example, consumers, carers, researchers, health workers, clinicians, funders, policy-makers).
Discrimination:	The unjust or prejudicial treatment of a person based on the group, class or category to which the person is perceived to belong.
Early intervention:	Identifying signs and risks of mental illness early, followed by appropriate, timely intervention and support that can reduce the severity, duration and recurrence of mental ill health and its associated social disadvantage.
LGBTIQ+:	The collective term for people who identify as lesbian, gay, bisexual, transgender, gender diverse, intersex, queer and questioning. Many subgroups form part of the broader LGBTIQ+ movement. (There are several variations of this term—for example, LGBTQIA.)
Lived experience:	In this report, refers to people who have either current or past experience of mental ill health, trauma or distress.
Lived experience (peer) workforce:	People who are employed, either part-time or full-time, on the basis of their lived experience, to provide support to people experiencing a similar situation. The people who make up the peer workforce may be called peer workers, consumer workers, carer workers or lived experience workers.
Mental health:	The World Health Organization defines mental health as a state of wellbeing in which every person realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute to their community.
Mental illness:	A wide spectrum of diagnosable health conditions that significantly affect how a person feels, thinks, behaves, and interacts with other people. Mental illness can vary in both severity and duration. In this report, 'mental illness' is used in place of 'mental health disorder' and 'mental health disease'.
National Agreement:	The National Mental Health and Suicide Prevention Agreement 2022-2025 sets out the shared intention of the Commonwealth, state and territory governments to work in partnership to improve the mental health of all Australians and ensure the sustainability and enhance the services of the Australian mental health and suicide prevention system.

National Suicide and Self-Harm Monitoring System:	Established by the Australian Institute of Health and Welfare and the Commission, the National Suicide and Self-Harm Monitoring System (aihw.gov.au/suicide-self-harm-monitoring) brings together all existing and extensive new data from across states and territories on a website that is regularly updated and improved. It improves the coherence, accessibility, quality and timeliness of national data and information on suicide, suicide attempts and self-harm. The suicide monitoring system plays a key role in better informed public conversations about suicide prevention.
Peer workforce:	See ' Lived experience (peer) workforce '.
Prevention:	In this report, refers to approaches that work to reduce incidence, prevalence and recurrence of mental ill health.
Primary Health Network (PHN):	A PHN is an administrative health region established to deliver access to primary care services for patients, as well as co-ordinate with local hospitals to improve the operational efficiency of the network. The six key priorities for targeted work for PHNs are: mental health, Aboriginal and Torres Strait Islander health, population health, health workforce, eHealth and aged care.
Psychosocial disability:	A term used in the context of the NDIS to describe a disability arising from a mental illness, that is likely to make the person eligible for an individual support package under the scheme.
Social and emotional wellbeing:	A holistic concept that reflects the Aboriginal and Torres Strait Islander understanding of health and recognises the importance of connection to land, culture, spirituality, ancestry, family and community and how these affect the individual.
Stigma:	The disapproval of, or poor treatment of, an individual or group based on characteristics that serve to distinguish them from other members of a society. Stigma results from complex social, political and psychological processes. It can include negatively stereotyped characteristics, attitudes and responses that are personally internalised, community socialised and/or structural, which harm a person's day-to-day health and wellbeing by excluding, devaluing or shaming them.
Suicide:	The act of ending one's own life.
Suicide attempt:	The National Ambulance Surveillance System defines suicide attempt as 'non-fatal intentional injury with suicidal intent, regardless of likelihood of lethality'.
Support person:	A person whose life is affected by virtue of a family or close relationship role with a person with mental illness.

Acronyms

AASB:	Australian Accounting Standards Board	NMHC:	National Mental Health Commission
ABS:	Australian Bureau of Statistics	NSPO:	National Suicide Prevention Office
AIDA:	Australian Indigenous Doctors' Association	NWI:	National Workplace Initiative
AIHW:	Australian Institute of Health and Welfare	OATSIH:	Office of Aboriginal and Torres Strait Islander Health
ARACY:	Australian Research Alliance for Children and Youth	OPA:	Official Public Account
ASL:	Average Staffing Level	PBS:	Portfolio Budget Statements
CEO:	Chief Executive Officer	PGPA Act:	<i>Public Governance, Performance and Accountability Act 2013</i> (Cth)
CFO:	Chief Financial Officer	PHN:	Primary Health Network
COO:	Chief Operating Officer	SME:	Small and Medium Enterprises
CP:	Corporate Plan	WAAMH:	Western Australian Association for Mental Health
CPR:	Commonwealth Procurement Rules	WHO:	World Health Organization
DCB:	Departmental Capital Budget		
EAP:	Employee Assistance Program		
ESD:	Ecologically Sustainable Development		
FASD:	Fetal Alcohol Spectrum Disorders		
FOI:	Freedom of Information		
FOI Act:	<i>Freedom of Information Act 1982</i>		
FRR:	Financial Reporting Rule		
GST:	Goods and Services Tax		
IPS:	Information Publication Scheme		
LEPG:	Lived Experience Partnership Group		
MHSPSO:	Mental Health and Suicide Prevention Senior Officials		
MHWA:	Mentally Healthy Workplace Alliance (the Alliance)		
MHWC:	Mentally Healthy Workplace Committee		
NACCHO:	National Aboriginal Community Controlled Health Organisation		
NDIS:	National Disability Insurance Scheme		
NDIA:	National Disability Insurance Agency		

Index

About the Commission	3	Key activities	15–20
Acronyms	102	Letter of Transmittal	2
Advisory Board	31	List of requirements	93–99
Annual Performance Statement	8	Lived experience	36
Audit and Risk Committee	22	Management and Accountability	21
Authority	4	Mentally healthy workplaces	15,16
Carer recognition	36	Ministers	2,4
CEO's Review	6	National Agreement	15
Commissioners	31–33	National Workplace Initiative	13, 15–16
Consultancies	55	National Suicide Prevention Office	14, 19–20
Contents	1	Organisational chart	25
Corporate governance	21	Performance	8
Corporate responsibility	34	Planning	9,22
Corrections	30	Procurement	55
Disability reporting	41	Purpose	3
Diversity and inclusion	36	Remuneration	50–52
Emissions	38–39	Reportable Non-Consultancy Contracts	56
Environmental sustainability	37	Risk management	26–27
Ethical standards	36	Staff	4, 42–52
Executive	21	Stakeholders	34–35
External Scrutiny	30	Values	5
Financial management	53	Vision	3
Financial performance	53	Work Health and Safety	41
Financial Statements	60–92		
Fraud	2,28		
Freedom of Information	29		
Funding	53–54		
Glossary	100–101		
Grants	57		
Human resources	40		
Human resources statistics	42–52		
Independent Auditor's Report	58–59		
Internal audit	28		
Investigation	6,30		

