



ANNUAL REPORT 2023–2024

Public Sector Commission



**Queensland
Government**

Public Sector Commission annual report 2023–2024

The annual report provides detailed information about the Public Sector Commission’s financial and non-financial performance for 2023–24. It aligns to its [strategic plan 2023–2027](#)¹ and the [2023–24 Service Delivery Statements](#)².

Additional annual reporting requirements are published on the [Queensland Government Open Data portal](#)³ including information about consultancies and the Queensland Language Services Policy.

This annual report has been prepared for the Public Sector Commissioner to submit to Queensland Parliament, and to meet the needs of stakeholders including government agencies, business and industry, members of the community, media and employees.

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Attribution

Content from this annual report should be attributed as: The State of Queensland (Public Sector Commission) annual report 2023–24.

Interpreter service statement



The Queensland Government is committed to providing accessible services to Queenslanders from all culturally and linguistically diverse

backgrounds. If you have difficulty in understanding the annual report, you can contact us on 13 QGOV (13 74 68) and we will

arrange an interpreter to effectively communicate the report to you.

More information

Contact the Public Sector Commission:

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- (07) 3003 2800
- commission.psc@psc.qld.gov.au

An electronic version of this document is available on the [Public Sector Commission website](#)⁵.

Acknowledgement

We pay our respects to the Aboriginal peoples and Torres Strait Islander peoples of this land, their ancestors, and their legacy. The foundations laid by these ancestors—the First Australians—give strength, inspiration, and courage to current and future generations towards creating a better Queensland.

We recognise it is our collective efforts and responsibility as individuals, communities, and governments to ensure equality, recognition, and advancement of Aboriginal and Torres Strait Islander Queenslanders across all aspects of society and everyday life.

We are committed to working with, representing, advocating for and promoting the needs of Aboriginal and Torres Strait Islander Queenslanders with unwavering determination, passion and persistence.

As we reflect on the past and give hope for the future, we walk together on our shared journey of reconciliation where all Queenslanders are equal and the diversity of Aboriginal and Torres Strait Islander cultures and communities across Queensland are fully recognised, respected, and valued by all Queenslanders.

¹ https://www.psc.qld.gov.au/_publications/Public-Service-Commission-Strategic-Plan-2023-2027.pdf

² [https://s3.treasury.qld.gov.au/files/Budget_2022-](https://s3.treasury.qld.gov.au/files/Budget_2022-23_SDS_Department_of_the_Premier_and_Cabinet.pdf)

[23_SDS_Department_of_the_Premier_and_Cabinet.pdf](https://s3.treasury.qld.gov.au/files/Budget_2022-23_SDS_Department_of_the_Premier_and_Cabinet.pdf)

³ <https://www.data.qld.gov.au/>

⁴ <https://creativecommons.org/licenses/by/4.0/>

⁵ <https://www.psc.qld.gov.au/>

Financial Statements

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Statement of Comprehensive Income

	Note	2024 Actual \$'000	2023 Actual \$'000	2024 Original Budget \$'000	Budget Variances \$'000	Variance Note
OPERATING RESULT						
Income						
Appropriation revenue	B1-1	17,466	14,420	18,351	(885)	
User charges and fees		264	172	216	48	
Grants and other contributions	B1-2	1,462	1,231	895	567	1
Other revenue		952	428	345	607	2
Total Income		20,144	16,251	19,807	337	
Expenses						
Employee expenses	B2-1	14,288	11,036	14,391	(103)	
Supplies and services	B2-2	5,784	5,117	5,342	442	3
Grants and subsidies		21	46	29	(8)	
Depreciation and amortisation expense		4	9	1	3	
Other expenses	B2-3	46	43	44	2	
Total Expenses		20,144	16,251	19,807	337	
Operating Result for the Year		-	-	-	-	
TOTAL COMPREHENSIVE INCOME		-	-	-	-	

The accompanying notes form part of these financial statements.

Explanation of major budget variances

1. The variance is due to services received free of charge for staff seconded from other departments (\$0.412M), additional contributions received from other government departments (\$0.141M) and archiving costs (\$0.032M).
2. The variance is primarily due to unbudgeted cost recoveries of Director-General recruitment processes and appointments (\$0.547M), reimbursement for investigations and other services on behalf of government (\$0.086M).
3. The variance is primarily due to higher than budgeted costs related to capability development programs (\$0.252M) and increased Queensland Shared Services (QSS) costs (\$0.154M).

Statement of Financial Position

	Note	2024 Actual \$'000	2023 Actual \$'000	2024 Original Budget \$'000	Budget Variances \$'000	Variance Note
Current Assets						
Cash and cash equivalents	C1	2,157	3,297	246	1,911	4
Receivables	C2	863	445	976	(113)	5
Other current assets	C3	675	632	563	112	6
Total Current Assets		3,695	4,374	1,785	1,910	
Non-current Assets						
Intangible Assets		-	335	-	-	
Plant and equipment	C4	71	10	-	71	
Total Non-current Assets		71	345	-	71	
Total Assets		3,766	4,719	1,785	1,981	
Current Liabilities						
Payables	C5	2,342	3,132	495	1,847	7
Accrued employee benefits	C6	440	310	371	69	
Total Current Liabilities		2,782	3,442	866	1,916	
Total Liabilities		2,782	3,442	866	1,916	
Net Assets		984	1,277	919	65	
Equity						
Contributed equity		709	1,002	661	48	
Accumulated surplus		275	275	258	17	
Total Equity		984	1,277	919	65	

The accompanying notes form part of these financial statements.

Explanation of major budget variances

- For variance explanation, refer to the Budget Variance in the Statement of Cash Flow on page 5.
- The variance is primarily due to the lower than budgeted trade debtors at year end (\$0.093M), lower long service leave (\$0.047M) receivables, and lower GST receivable (\$0.005M) than identified in budget estimates, partially offset by higher than anticipated annual leave (\$0.032M).
- The variance is due to higher accrued revenue for contract management services (\$0.203M) offset slightly by lower prepaid expenses (\$0.090M).
- The increase is primarily due to higher than anticipated payables, including appropriation payable for funding deferrals to 2024–25 (\$1.589M) for projects not completed prior to 30 June 2024.

Statement of Changes in Equity

	Note	2024 \$'000	2023 \$'000
Contributed equity			
Balance as at 1 July		1,002	661
Appropriated equity injections	C7	45	341
Transfer out to other Queensland Government entities	A1-2	(338)	-
Balance at 30 June		709	1,002
Accumulated surplus			
Balance as at 1 July		275	275
Operating result		-	-
Balance at 30 June		275	275
Total		984	1,277

The accompanying notes form part of these financial statements.

Statement of Cash Flows

	Note	2024 Actual \$'000	2023 Actual \$'000	2024 Original Budget \$'000	Budget Variances \$'000	Variance Note
Cash flows from operating activities						
<i>Inflows:</i>						
Service appropriation receipts		17,179	15,756	18,371	(1,192)	8
User charges and fees		167	260	210	(43)	
Grants and other contributions		915	889	895	20	
GST input tax credits from ATO		659	534	355	304	
GST collected from customers		231	158	96	135	
Other		501	872	345	156	9
<i>Outflows:</i>						
Employee expenses		(14,063)	(10,238)	(14,346)	283	
Supplies and services		(5,986)	(5,168)	(5,265)	(721)	10
Grants and subsidies		(7)	(46)	(29)	22	
GST paid to suppliers		(656)	(519)	(355)	(301)	
GST remitted to ATO		(171)	(176)	(96)	(75)	
Other		(23)	(47)	(44)	21	
Net cash provided by (used in) operating activities	CF1	(1,254)	2,275	137	(1,391)	
Cash flows from investing activities						
<i>Outflows:</i>						
Payments for plant and equipment		(45)	(8)	(2)	(43)	
Net cash provided by (used in) investing activities		(45)	(8)	(2)	(43)	
Cash flows from financing activities						
<i>Inflows:</i>						
Equity injections		159	263	-	159	
Net cash provided by (used in) financing activities		159	263	-	159	
Net increase (decrease) in cash and cash equivalents		(1,140)	2,530	135	(1,275)	
Decrease in cash and cash equivalents from restructuring		-	-	(13)	13	
Cash and cash equivalents - opening balance		3,297	767	124	3,173	
Cash and cash equivalents - closing balance	C1	2,157	3,297	246	1,911	

The accompanying notes form part of these financial statements.

Explanation of major budget variances

8. The variance primarily represents funding deferred to 2024–25 to complete projects (\$1.069M) as outlined in Note B1-1.
9. The increase in other inflows is due to timing of payments.
10. The variance is primarily due to higher than budgeted costs related to sector-wide capability development programs and increased corporate services costs provided by Queensland Shared Services (QSS).

Notes to the Financial Statements

CF1 Reconciliation of Operating Result to Net Cash Provided by Operating Activities	2024 \$'000	2023 \$'000
Operating surplus/(deficit)	-	-
Non-cash items included in operating results:		
Depreciation and amortisation expense	4	9
Change in assets and liabilities:		
(Increase)/decrease in receivables	(497)	508
(Increase)/decrease in other current asset	(44)	(39)
Increase/(decrease) in payables	(846)	1,761
Increase/(decrease) in accrued employee benefits	129	36
Net cash provided by (used in) operating activities	(1,254)	2,275

Section A: Basis of Financial Statement Preparation

A1 Compliance with the Prescribed Requirements

The Public Sector Commission (Commission) has prepared these general-purpose financial statements:

- in compliance with section 38 of the *Financial and Performance Management Standard 2019*
- in accordance with Australian Accounting Standards and Interpretations applicable to not-for-profit entities requirements
- in accordance with the minimum reporting requirements mentioned in the Financial Reporting Requirements for Queensland Government entities for reporting periods beginning on or after 1 July 2023 on an accrual basis (except for the statement of cash flows which is prepared on a cash basis) in accordance with Australian Accounting Standards and Interpretations applicable to not-for-profit entities.

A1-2 Presentation

Amounts included in the financial statements are in Australian dollars and rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required. Due to rounding, totals may not add exactly.

Comparative information reflects the audited 2022–23 financial statements.

Effective from 1 July 2023, the responsibility for the provision of administrative support services for the Office of the Queensland Integrity Commissioner (OQIC) was transferred from the Public Sector Commission to the Department of the Premier and Cabinet.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Commission does not have an unconditional right to defer settlements to beyond 12 months after the reporting date.

All other assets and liabilities are classified as 'non-current'.

A1-3 Basis of Measurement

Historical cost is used as the measurement basis in these financial statements.

Under historical cost, assets are recorded at the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire assets at the time of their acquisition. Liabilities are recorded at the amount of proceeds received in exchange for the obligation or at the amounts of cash or cash equivalents expected to be paid to satisfy the liability in the normal course of business.

A1-4 Authorisation of Financial Statements for Issue

The financial statements cover the Commission and are authorised for issue by the Public Sector Commissioner and Chief Finance Officer at the date of signing the management certificate.

A1-5 Accounting Estimates and Judgement

Reference should be made to the respective notes for more information on critical judgements, estimates and assumptions about the estimated uncertainty and the potential this could have to materially impact on the carrying amount of the Commission's assets and liabilities in the next reporting period. These are as follows:

Note C4 Plant and equipment, depreciation expense and impairment

Note D2 Financial risk disclosures

A1-5 Accounting Estimates and Judgement

The value of goods and services received free or below fair value have been reflected in the Commission's financial results if the value of the goods and services can be reliably determined and the goods and services would have been purchased if not donated.

A2 Objectives and Principal Activities of the Commission

The Commission's vision is for a high performing, future focused public sector which will deliver the best outcomes for Queenslanders. The Commission's role is to advise, connect, support and partner with Queensland Government agencies to enable them to deliver on the Government's objectives for the community.

As a central agency, the Commission works in partnership with the Department of the Premier and Cabinet and Queensland Treasury to oversee continuous improvement of the sector and collaborates with all government agencies to achieve its vision. Its strategic objectives are to:

- implement a modern employment framework
- build public sector capacity and capability to effectively serve the community
- ensure the public sector is equitable, diverse, inclusive and respectful
- ensure public sector leadership drives high performance, integrity and accountability.

The Commission contributes to the Government's objectives for the community by:

- implementing the recommendation from the Professor Coaldrake's *Let the Sunshine In: Review of culture and accountability in the Queensland public sector* report to rejuvenate the public sector
- providing dedicated and focused support to the sector to implement the *Public Sector Act 2022* requirements, including equity, diversity, respect and inclusion, and recruitment and selection, and reframing the relationship with First Nations people
- driving improved diversity and inclusion outcomes, through reporting against new sector-wide targets for key diversity groups including people with disability, and implementing programs to support safe, respectful and inclusive workplace cultures
- supporting the inclusion of the LGBTIQ+ cohort by increasing the evidence base on representation and work experience
- ensuring that agencies implement appropriate advisory and support services for officers who have experienced sexual harassment at work
- implementing the equity and diversity audit process that was piloted in 2022–23, as well as increase publicly available data on gender equality and the gender pay gap
- implementing the third stage of program expansion to support more Aboriginal and Torres Strait Islander employees into management and leadership positions by providing access to a range of capability development support pathways, and expand activities relating to cultural capability development in the sector
- implementing improved guidance and resources on strategic workforce planning, to build the capability of the sector
- continuing to provide data insights that inform sector-wide strategic workforce policy and programs, and monitor performance through the publication of a State of the Sector report
- working with the sector to improve approaches to strategic talent acquisition, through enhanced graduate programs and a new employment value proposition
- progressing the foundation phase of a complaints clearinghouse and work with agencies adopting a continuous improvement approach to complaints handling.

The Commission is a not-for-profit entity controlled by the State of Queensland.

The head office and principal place of business is: Level 27, 1 William Street, Brisbane QLD 4000.

**Public Sector Commission
Notes to the Financial Statements
for the year ended 30 June 2024**

For information in relation to the Commission's financial report please call (07) 3003 2800, email commission.psc@psc.qld.gov.au or visit the Commission's Internet site www.psc.qld.gov.au.

Section B: Notes about our Financial Performance

B1 Revenue

B1 Revenue

B1-1 Appropriation Revenue

**Reconciliation of Payments from Consolidated Fund to Appropriation Revenue
Recognised in Operating Result**

	2024	2023
	\$'000	\$'000
Original budgeted appropriation revenue	18,371	14,828
Unforeseen expenditure	-	928
Lapsed appropriation revenue	(1,069)	-
Transfers to equity	(123)	-
Total appropriation received (Cash)	17,179	15,756
Plus: Opening balance of deferred appropriation payable to Consolidated Fund	1,872	536
Less: Closing balance of deferred appropriation payable to Consolidated Fund	(1,585)	(1,872)
Net Appropriation Revenue	17,466	14,420
Appropriation Revenue recognised in Statement of Comprehensive Income	17,466	14,420

Appropriations provided under the *Appropriation Act 2023* are recognised as revenue when received. Where the Commission has an obligation to return unspent (or unapplied) appropriation receipts to Consolidated Fund at year end (a deferred appropriation repayable to Consolidated Fund), a liability is recognised with a corresponding reduction to appropriation revenue, reflecting the net appropriation revenue position with Consolidated Fund for the reporting period.

B1-2 Grants and Other Contributions

Contributions from Queensland government departments	1,018	889
Services received at below fair value ⁽¹⁾	444	342
Total	1,462	1,231

Contributions revenue arise from non-exchange transactions where the Commission does not directly give approximately equal value to the grantor.

The contributions are accounted for under AASB 1058 *Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the contribution funding.

Contributions from Queensland Government departments are related party transactions.

⁽¹⁾ The Commission recognises goods/services received below fair value only if the services would have been purchased if they had not been donated and their value can be measured reliably. Where this is the case, an equal amount is recognised as revenue with a corresponding expense.

The Commission receives the following support provided free of charge from:

- Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts supporting the First Nations Leadership Reform
- Department of the Premier and Cabinet, Queensland Police Service and Department of Child Safety, Seniors and Disability Services for the Queensland Complaints Clearinghouse
- The Commission also receives free storage facilities from the Queensland State Archives which is an ongoing arrangement.

B2 Expenses

B2-1 Employee Expenses	2024	2023
	\$'000	\$'000
Employee benefits		
Wages and salaries	10,668	8,387
Employer superannuation contributions	1,479	1,070
Long service leave levy	240	214
Annual leave levy	1,093	856
Other employee benefits	734	445
Employee related expenses		
Workers' compensation premium	49	35
Fringe benefits tax	25	29
Total	14,288	11,036
Number of Full Time Equivalent (FTE) Employees ⁽¹⁾	83	70

⁽¹⁾ This number is based upon the fortnight ending 28 June 2024.

Wages and salaries are recognised based on the period where service has been received. Sick leave is non-vesting with expenses recognised when leave is taken.

The Commission's post-employment benefits for superannuation are provided through defined contribution (accumulation) plans or the Queensland Government's QSuper defined benefit plan as determined by the employee's conditions of employment.

Defined contribution plans - Contributions are made to eligible complying superannuation funds based on the rates specified in the relevant enterprise bargaining agreement or other conditions of employment. Contributions are expensed when they are paid or become payable following completion of the employee's service each pay period.

Defined benefit plans - The liability is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. The amount of contributions for defined benefit plan obligations is based upon the rates determined on the advice of the State Actuary. Contributions are paid by the Commission at the specified rate following completion of the employee's service each pay period. The Commission's obligations are limited to those contributions paid.

Under the Queensland Government's Annual Leave Central Scheme (ALCS) and Long Service Leave Central Scheme (LSLCS), the levies are expensed in the period in which they are payable. Amounts paid to employees for annual leave and long service leave are claimed quarterly in arrears. These schemes are administered by Queensland Treasury which is a related party.

The Commission pays premiums to WorkCover Queensland (which is a related party) in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees but is not counted in an employee's total remuneration package. It is not an employee benefit and is recognised separately as employee related expenses.

Key management personnel and remuneration disclosures are detailed in Note E1.

B2-2 Supplies and Services

Information technology bureau services	1,220	1,428
Office Accommodation and other building services ⁽¹⁾	1,491	1,339
Conference, workshop & training costs	852	803
Consultancies and contractors	1,360	875
Outsourced corporate support	367	290
Other	494	382
Total	5,784	5,117

**Public Sector Commission
Notes to the Financial Statements
for the year ended 30 June 2024**

B2-2 Supplies and Services (cont'd)

(1) Payments for non-specialised commercial office accommodation under the Queensland Government Accommodation Office (QGAO) framework arise from non-lease arrangements with the Department of Housing, Local Government, Planning and Public Works who has substantive substitution rights over the assets used within this scheme. Payments are expensed as incurred and categorised within office accommodation and other building services.

For a transaction to be recognised as supplies and services, the value of the goods and services received by the Commission must be approximately equal to the value of the consideration exchanged for those goods or services. Where this is not the substance of the arrangement, the transaction is classified as a grant or subsidy.

B2-3 Other Expenses	2024 \$'000	2023 \$'000
External audit fees	37	33
Other	9	10
Total	46	43

- Total audit fees payable to the Queensland Audit Office (QAO) relating to the 2023–24 financial year are quoted to be \$36,500 (2022–23: \$33,100). There are no non-audit services included in the amount.
- Other expenses include insurance premiums paid to the Queensland Government Insurance Fund (QGIF). QGIF is an internal Queensland Treasury managed fund to oversee the State Government's self-insurance scheme. Queensland Treasury is a related party.

Section C: Notes about our Financial Position

C1 Cash and Cash Equivalents

Imprest accounts	1	1
Cash at bank	2,156	3,296
Total cash and cash equivalents	2,157	3,297

For the purposes of the statement of financial position and the statement of cash flows, cash assets include all cash and cheques received but not banked at 30 June 2024.

C2 Receivables

Current

Trade debtors	540	1
Long service leave reimbursements	77	102
Annual leave reimbursements	251	204
	868	307
GST receivable/(payable)	(5)	58
Other receivables	-	80
Total current receivables	863	445

Receivables are recognised at amortised cost.

Trade debtors are recognised at the amounts due at the time of sale or service delivery i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days from invoice date.

The Commission's trade debtors are from Queensland Government agencies and no loss allowance is recorded for these receivables.

Long service leave and Annual leave reimbursements represent the amounts recoverable from the LSLCS and ALCS that are claimed quarterly in arrears (Refer Note C6).

**Public Sector Commission
Notes to the Financial Statements
for the year ended 30 June 2024**

C3 Other Current Assets	2024	2023
	\$'000	\$'000
Prepayments	472	598
Contract assets	203	34
Total Other Current Assets	675	632

C4 Plant and Equipment and Depreciation Expense

Plant and equipment:

At cost	81	21
Less: Accumulated depreciation	(10)	(11)
Total plant and equipment	71	10

C4-1 Plant and Equipment Reconciliation

Represented by movements in carrying amount:

Plant and equipment:

Carrying amount at 1 July	10	5
Acquisitions	74	8
Disposals	-	-
Transfer out to other Queensland Government entities	(9)	-
Depreciation	(4)	(3)
Total carrying amount at 30 June	71	10

C4-2: Recognition and Measurement

Items of plant and equipment with a historical cost exceeding \$5,000 threshold in the year of acquisition are reported as plant and equipment. Items with lesser value are expensed in the year of acquisition.

Plant and equipment is measured at historical cost in accordance with Queensland Treasury's Non-Current Asset Policies for the Queensland Public Sector. The carrying amounts for such plant and equipment is not materially different from their fair value as the Commission does not hold significant levels of plant and equipment.

C4-3: Depreciation Expense and Impairment

Depreciation expense

Plant and equipment is depreciated on a straight-line basis so as to allocate the net cost of each asset, less any estimated residual value, progressively over its estimated useful life to the Commission.

Key judgement: Straight-line depreciation is used reflecting the progressive, even consumption of future economic benefits over their useful life to the Commission.

For depreciable assets, residual value is determined to be zero reflecting the estimated amount to be received on disposal at the end of their useful life. Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised, and the new depreciable amount is depreciated over the remaining useful life of the asset to the Commission. Maintenance expenditure that merely restores original service potential (lost through ordinary wear and tear) is expensed.

Key estimate: Plant and equipment is depreciated on a straight-line basis between 12.50–25% (2022–23: 20–25%). The estimation of useful life and resulting depreciation rates are based on a number of factors including the Commission's past experience, the planned replacement program and expected usage, wear and tear, obsolescence and fiscal capacity. Useful lives are reviewed on an annual basis.

C4-3: Depreciation Expense and Impairment

Impairment

Plant and equipment is assessed annually for impairment using a combination of external and internal impairment indicators.

**Public Sector Commission
Notes to the Financial Statements
for the year ended 30 June 2024**

An impairment loss is recognised immediately in the Statement of Comprehensive Income. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation surplus of the relevant class to the extent available. The Commission's assets are not carried at revalued amounts. Impairment assessment is performed and if an indicator of possible impairment exists, management determine the asset's recoverable amount.

No items of plant and equipment were impaired at 30 June 2024.

C5 Payables

	2024	2023
	\$'000	\$'000
Current		
Trade creditors and accruals	757	1,260
Deferred appropriation refundable to Consolidated Fund	1,585	1,872
Total Current Payables	2,342	3,132

Trade creditors are recognised upon receipt of the goods and services ordered and are measured at the purchase contract price, net of applicable trade and other discounts. Amounts owing are unsecured and are recognised as a current liability. The Commission has adopted the Queensland Government On-Time Payment Policy where eligible invoices from small businesses are paid within 20 calendar days.

C6 Accrued Employee Benefits

Current

Annual leave levy payable	362	234
Long service leave levy payable	78	56
Accrued superannuation	-	20
Total Current Accrued Employee Benefits	440	310

No provision for annual leave or long service leave is recognised in the Commission's financial statements as the liability is held on a whole of government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

C7 Appropriations Recognised in Equity

Reconciliation of payments from consolidated fund to equity adjustment

Original budgeted equity adjustment appropriation	36	-
Supplementary Amounts:		
Transfer to other departments	123	-
Unforeseen expenditure	-	263
Equity adjustment receipts (payments)	159	263
Less: Opening balance of equity adjustment receivable	(78)	-
Plus: Closing balance of equity adjustment receivable	-	78
Less: Closing balance of equity adjustment payable	(36)	-
Equity adjustment recognised in contributed Equity	45	341

Section D: Notes about our Risks and other Accounting Uncertainties

D1 Contingencies

The Commission is insured with the Queensland Government Insurance Fund (QGIF). Under the QGIF, the Commission would be able to claim back, less a \$10,000 deduction, the amount paid to successful litigants.

There are no legal actions or insurance claims that have been undertaken by or against the Commission at reporting date.

D2 Financial Risk Disclosures

D2-1 Financial Instruments Categories

Financial assets and financial liabilities are recognised in the Statement of Financial Position when the Commission becomes party to the contractual provisions of the financial instrument. No financial assets and financial liabilities have been offset and presented net in the Statement of Financial Position.

The Commission has the following categories of financial assets and financial liabilities:

	Note	2024 \$'000	2023 \$'000
Financial Assets			
Cash and cash equivalents	C1	2,157	3,297
Receivables	C2	863	445
Total financial assets		3,020	3,742
Financial Liabilities			
Payables	C5	2,342	3,132
Total financial liabilities		2,342	3,132

D2-2 Financial Risk Management

Financial risk management is implemented pursuant to government and the Commission's policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the Commission.

The Commission measures risk exposure using a variety of methods as follows:

Risk Exposure	Measurement Method
Credit risk	Ageing analysis, earnings at risk
Liquidity risk	Sensitivity analysis
Market risk	Interest rate sensitivity analysis

Credit risk

Credit risk is the risk that the Commission may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.

There is minimal credit risk exposure for all of the Commission's financial assets. The maximum exposure to credit risk at balance date in relation to each class of recognised financial assets is the gross carrying amount of those assets inclusive of provisions for impairment.

Liquidity risk

Liquidity risk is the risk that the Commission may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or other financial assets.

The Commission manages liquidity risk through the use of a liquidity management strategy. This strategy aims to reduce the exposure to liquidity risk by ensuring the Commission has sufficient funds available to meet employee and supplier obligations as they fall due.

**Public Sector Commission
Notes to the Financial Statements
for the year ended 30 June 2024**

This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the employee and supplier liabilities.

D2-2 Financial Risk Management

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.

The Commission does not trade in foreign currency, nor is it materially exposed to interest rate risk and commodity price changes or other market prices.

D3 Events After the Balance Date

There are no matters of significance to the financial statements which occurred after 30 June 2024.

Section E: Other information

E1 Key Management Personnel (KMP)

E1-1 Details of Key Management Personnel

The Commission's responsible Minister is identified as part of the Commission's KMP, consistent with additional guidance included in the revised version of AASB 124 *Related Party Disclosures*. That Minister is the Premier.

The following details for non-ministerial KMP include those positions that had authority and responsibility for planning, directing, and controlling the activities of the Commission during 2023–24 and 2022–23. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Responsibilities
Public Sector Commissioner, Public Sector Governance Council Member	The Public Sector Commissioner is responsible for the system leadership and stewardship of Queensland's public sector focusing on workforce performance, integrity, capability and culture.
Deputy Commissioner	The Deputy Commissioner is responsible for the system leadership and stewardship of Queensland's public sector, incorporating: <ul style="list-style-type: none"> • an effective public sector system of governance and stewardship; • frameworks that support fairness, performance, integrity and employee engagement in the public sector; • a public sector workforce that consistently enacts the principles of equity, diversity, respect and inclusion; • an enhanced public sector workforce capability for future generations.
Special Commissioner, Equity and Diversity	The Special Commissioner is responsible for implementing and supporting the Inclusion and Diversity Strategy 2021-25 and progressing the Equity and Diversity work plan approved by the Premier.
Assistant Commissioner	The Assistant Commissioner is responsible for supporting the development of options for a complaints clearinghouse.
A/Executive Director	The Executive Director is responsible for implementing the Foundation Stage of the complaints clearinghouse.
Executive Director	The Executive Director is responsible for sector-wide strategies and services in workforce futures, strategic talent acquisition and mobility, diversity and inclusion, organisational improvement and analysis of workforce data.
Executive Director	The Executive Director is responsible for delivery of sector-wide workforce legislation and policy including the implementation of public sector workforce reforms, the performance and conduct framework, and Chief and Senior Executive policy and employment.
Executive Director	The Executive Director is responsible for developing and implementing the strategies for a <i>Public Sector of Excellence</i> , supporting agencies to develop highly capable leaders, and building sector-wide capability in collaboration and place-based service delivery.

Under the *Public Sector Act 2022*, the Public Sector Governance Council provides system leadership and stewardship of the public sector and oversees public sector governance. On 7 March 2024, two remunerated community representative members were appointed under section 242 of the *Public Sector Act 2022* and have been paid \$7,500 each for 2023–24 and are not Key Management Personnel of the Commission.

Further information on the Public Sector Governance Council, please refer to the Public Sector Commission Annual Report 2023–24 under the Governance section.

E1-2 Remuneration Policies

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland Members' Remuneration Handbook. The Commission does not bear any cost of remuneration of the Ministers. The majority of Ministerial entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers are disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements, which are published as part of Queensland Treasury's Report on State Finances.

Remuneration policy for the Commission's KMP is provided for under the *Public Sector Act 2022*. Individual remuneration and other terms of employment (including motor vehicle entitlements and performance payments if applicable) are specified in employment contracts.

Remuneration expenses for KMP comprise the following components:

1. Short term employee expenses, including:
 - salaries, allowances and leave entitlements earned and expensed for the entire year, or for that part of the year during which the employee occupied a KMP position; and
 - non-monetary benefits - consisting of provision of vehicles together with fringe benefits tax applicable to the benefit.
2. Long term employee expenses include amounts expensed in respect of long service leave entitlements earned.
3. Post-employment expenses include amounts expensed in respect of employer superannuation obligations.
4. Termination benefits include payments in lieu of notice on termination and other lump sum separation entitlements (excluding annual and long service leave entitlements) payable on termination of employment or acceptance of an offer of termination of employment.

There were nil termination payments in 2023–24 (2022–23: nil).

The remuneration package for the Commissioner or other KMP does not provide for any performance or bonus payments.

E1-3 Non-Ministerial KMP Remuneration Expense

The following disclosures focus on the expenses incurred by the Commission that are attributable to non-ministerial key management positions during the respective reporting periods. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Current Year (1 July 2023 - 30 June 2024)	Short Term Employee Expenses		Long Term Employee Expenses	Post Employee Expenses	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000
Public Sector Commissioner	635	11	15	73	734
Deputy Commissioner	290	11	7	40	348
Assistant Commissioner 23 October 2023 - 17 May 2024	134	7	3	17	161
Special Commissioner	261	11	7	34	313
Executive Director	202	11	5	30	248
Executive Director	210	11	5	30	256
Executive Director	218	11	6	31	266
A/Executive Director 20 May 2024 - 30 June 2024	25	-	1	3	29
Total Remuneration	1,975	73	49	258	2,355

E1-3 Non-Ministerial KMP Remuneration Expense (cont'd)

Previous Year (1 July 2022 - 30 June 2023)	Short Term Employee Expenses		Long Term Employee Expenses	Post Employee Expenses	Total Expenses
	Monetary Expenses \$'000	Non- Monetary Benefits \$'000	\$'000	\$'000	\$'000
Public Sector Commissioner 1 May 2023 - 30 June 2023	90	5	2	9	106
Public Sector Commissioner/Commission Chief Executive 1 July 2023 - 30 April 2023	499	9	13	23	544
Deputy Commissioner 27 March 2023 - 30 June 2023	63	3	2	8	76
Deputy Commissioner 21 November 2022 - 21 June 2023	148	6	4	19	177
Deputy Commissioner 1 July 2022 - 4 November 2022	119	4	3	12	138
Special Commissioner	238	11	6	25	280
Executive Director	194	11	5	21	231
Executive Director	202	11	5	22	240
Executive Director	212	11	5	23	251
Total Remuneration	1,765	71	45	162	2,043

E2 Related Party Transactions

There were no transactions with related parties of the Commission's KMP during 2023–24 and 2022–23.

The Commission transacts with other Queensland Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions. Where transactions with other Queensland Government controlled entities are considered individually significant or material, these have been disclosed as related party transactions below.

Note B1-1 Appropriation Revenue

The Commission's primary ongoing source of funding from Government for its services are appropriation revenue which is provided in cash via Queensland Treasury.

User Charges and Fees

User charges and fees include related party transactions of \$0.166M received by the Commission in 2023–24. Approximately 97% are for the provision of workforce reporting data to Queensland Treasury for determining the actuarial review of employee long service leave entitlements (91% in 2022–23) and 3% are for the fees as coordinator of the Public Sector Management Program (PSMP) delivered by the Queensland University of Technology.

Note B1-2 Grants and Other Contributions

All grants and contributions received by the Commission in 2023–24 and 2022–23 are from Queensland Government departments. No transactions are individually significant to disclose.

Other Revenue

Other revenue includes related party transactions of \$0.639M received by the Commission in 2023–24 and \$0.142M in 2022–23, mainly from various Queensland Government departments for Director-General recruitment costs recoveries and recoveries for costs incurred for investigation services. No transactions are individually significant to disclose.

Note B2-1 Employee Expenses

Employee expenses include related party transactions of \$0.7M in 2023–24 and \$0.527M in 2022–23, primarily for the Department of the Premier and Cabinet's Policy Futures Graduate Program.

E2 Related Party Transactions (cont'd)

Note B2-2 Supplies and Services

Supplies and services include related party transactions of \$2.491M in 2023–24 and \$2.12M in 2022–23. The material transaction below for Department of Housing, Local Government, Planning and Public Works primarily relate to the property rent and utilities and the rental fees for car parks (charged at market rates). The other material transaction relates to the Service Level Agreement expenses for corporate support provided by the Department of the Premier and Cabinet.

Department Name	2023-24 \$'000	2022-23 \$'000
Department of Housing, Local Government, Planning and Public Works	1,470	1,311
Department of the Premier and Cabinet	686	564

Note B2-3 Other Expenses

The majority of other expenses incurred by the Commission in 2023–24 and 2022–23 are from Queensland Government departments. No transactions are individually significant to disclose.

E3 New Accounting Standards or Change in Accounting Policy

E3-1 Accounting Standards Early Adopted

No Australian Accounting Standards have been early adopted for 2023–24 by the Commission.

The Commission did not voluntarily change any of its accounting policies during 2023–24.

E3-2 Accounting Standards Applied for the First Time and Changes to Policies

No new accounting standards, interpretations or policies that apply to the Commission for the first time in 2023–24 had any material impact on the financial statements.

E4 Taxation

The Commission is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only taxes accounted for by the Commission. Any GST credits receivable from, or GST payable to the ATO, are recognised in the Statement of Financial Position (refer Note C2).

E5 Climate Risk Disclosure

Whole-of Government Climate Reporting

The State of Queensland, as the ultimate parent of the Commission, has published a wide range of information and resources on climate related risks, strategies, and actions accessible via <https://www.energyandclimate.qld.gov.au/climate>.

The Queensland Sustainability Report outlines how the Queensland Government measures, monitors, and manages sustainability risks and opportunities, including governance structures supporting policy oversight and implementation. To demonstrate progress, the QSR also provides time series data on key sustainability policy responses. The QSR is available via Queensland Treasury's website at <https://www.treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report>.

Climate Risk Assessment

The Commission has not identified any material climate related risks relevant to the financial report at the reporting date, however, constantly monitors the emergence of such risks under the Queensland Government's Climate Transition Strategy.

Certificate of the Public Service Commission

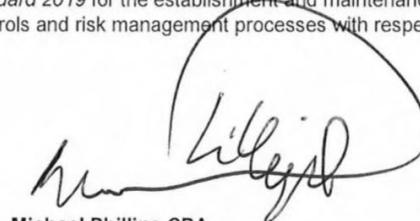
These general-purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 38 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with section 62(1)(b) of the Act we certify that in our opinion:

- a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Public Sector Commission for the financial year ended 30 June 2024 and of the financial position of the Commission at the end of that year.

The Public Sector Commissioner, as the Accountable Officer of the Commission, acknowledges responsibility under section 7 and section 11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



Jenny Lang
Acting Public Sector Commissioner
26 August 2024



Michael Phillips CPA
Chief Finance Officer
26 August 2024

INDEPENDENT AUDITOR'S REPORT

To the Accountable Officer of the Public Sector Commission

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of the Public Sector Commission.

The financial report comprises the statement of financial position as at 30 June 2024, the statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In my opinion, the financial report:

- a) gives a true and fair view of the department's financial position as at 30 June 2024, and its financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General 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 Report* section of my report.

I am independent of the department in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key audit matters

I have determined that there are no key audit matters to communicate in our report.

Responsibilities of the department for the financial report

The Accountable Officer is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and for such internal control as the Accountable Officer determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Accountable Officer is also responsible for assessing the department's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the department or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of my auditor's report.

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2024:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the department's transactions and account balances to enable the preparation of a true and fair financial report.



Rachel Vagg
Auditor-General

28 August 2024

Queensland Audit Office
Brisbane

Glossary

AASB	Australian Accounting Standards Board
AL	Annual leave
ANZSOG	Australia and New Zealand School of Government
ARMC	Audit and Risk Management Committee
ARRs	Annual report requirements for Queensland Government agencies
CE	Chief executive
CHRO	Chief human resources officer
CaPE	Conduct and Performance Excellence
DFV	Domestic and family violence
DPC	Department of the Premier and Cabinet
EEO	Equal employment opportunity
ELT	Executive Leadership Team
EMS	Employee mobilisation service
FAA	<i>Financial Accountability Act 2009</i>
FBT	Fringe Benefits Tax
FPMS	<i>Financial and Performance Management Standard 2019</i>
FTE	Full-time equivalent
GST	Goods and Services Tax
GU	Griffith University
HR	Human resources
ICT	Information communications and technology
IPAA	Institute of Public Administration Australia
KMP	Key management personnel
LEAD4QLD	Leadership assessment and development program
LSL	Long service leave
MOHRI	Minimum Obligatory Human Resource Information
NLI	National Leadership Institute
OIR	Office of Industrial Relations
PSE Act	<i>Public Sector Ethics Act 1994</i>
QAO	Queensland Audit Office

QGIF	Queensland Government Insurance Fund
QT	Queensland Treasury
QUT	Queensland University of Technology
SES	Senior executive service
SMG	Senior Management Group
SoS report	State of the sector report 2024
SWC	Strategic Workforce Council
the Act	<i>Public Sector Act 2022</i>
the Bridgman Review	<i>Review of public sector employment laws – A Fair and Responsive Public Service for All report</i>
the Coaldrake Report	<i>Let the Sunshine In: Review into Queensland public sector workforce Final Report</i>
the Commission	Public Sector Commission
the Council	Public Sector Governance Council
the sector	Queensland public sector
UQ	University of Queensland
the survey	Working for Queensland survey

Annual report compliance checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs – section 7	1
Accessibility	Table of contents Glossary	ARRs – section 9.1	ii-iii
	Public availability	ARRs – section 9.2	i
	Interpreter service statement	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	i
	Copyright notice	<i>Copyright Act 1968</i> ARRs – section 9.4	i
	Information Licensing	<i>QGEA – Information Licensing</i> ARRs – section 9.5	i
General information	Introductory Information	ARRs – section 10	2–8
Non-financial performance	Government’s objectives for the community and whole-of-government plans/specific initiatives	ARRs – section 11.1	11–18
	Agency objectives and performance indicators	ARRs – section 11.2	11–18
	Agency service areas and service standards	ARRs – section 11.3	19
Financial performance	Summary of financial performance	ARRs – section 12.1	9–10
Governance – management and structure	Organisational structure	ARRs – section 13.1	21
	Executive management	ARRs – section 13.2	21–23
	Government bodies (statutory bodies and other entities)	ARRs – section 13.3	Nil
	Public Sector Ethics	<i>Public Sector Ethics Act 1994</i>	23

		ARRs – section 13.4	
	Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	24
	Queensland public service values	ARRs – section 13.6	5
Governance – risk management and accountability	Risk management	ARRs – section 14.1	24
	Audit committee	ARRs – section 14.2	24–26
	Internal audit	ARRs – section 14.3	26
	External scrutiny	ARRs – section 14.4	26
	Information systems and recordkeeping	ARRs – section 14.5	26–27
	Information Security attestation	ARRs – section 14.6	27
Governance – human resources	Strategic workforce planning and performance	ARRs – section 15.1	20 28
	Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	28
Open data	Statement advising publication of information	ARRs – section 16	i
	Consultancies	ARRs – section 33.1	27
	Overseas travel	ARRs – section 33.2	27
	Queensland Language Services Policy	ARRs – section 33.3	27
Financial statements	Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	49
	Independent Auditor’s Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	50–51

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*

