



# Annual Report

2024–25







**The Climate Change Authority recognises the  
First Nations people of this land and their ongoing  
connection to Culture and Country. We acknowledge  
First Nations people as the Traditional Owners,  
Custodians and Lore Keepers of the world's oldest living  
cultures, and pay our respects to their Elders.**



## Ownership

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The Climate Change Authority's annual report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*.

The annual report is available online at <https://www.climatechangeauthority.gov.au/annual-reports>



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The Hon Chris Bowen MP  
Minister for Climate Change and Energy  
House of Representatives  
Parliament House  
CANBERRA ACT 2600

Dear Minister

I am pleased to provide you with the Climate Change Authority's annual report for the financial year 2024-25.

The report has been prepared in accordance with section 81 of the *Climate Change Authority Act 2011* and all applicable obligations of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) including section 46 which requires that you table the report in Parliament.

The report includes the authority's annual performance statements and audited financial statements, as required by sections 39(1)(b) and 43(4) of the PGPA Act.

I certify that the Authority has in place a fraud and corruption risk assessment and fraud and corruption control plan in accordance with section 10 of the *Public Governance, Performance and Accountability Rule 2014* and complies with the requirements of the Commonwealth Fraud and Corruption Control Framework.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Brad Archer'.

Brad Archer  
Chief Executive Officer

26 September 2025



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# Chief Executive Officer's review

# Chief Executive Officer's review



Brad Archer  
Chief Executive Officer

This past year has been pivotal for our work at the Climate Change Authority and for Australia's climate policy landscape, though it has also brought sobering climate milestones that reinforce the urgency of our mission.

The Bureau of Meteorology confirmed that 2024–25 was Australia's warmest year on record, both on land and at sea. We saw nationally-averaged mean temperatures reach 1.68 °C above the 1961–1990 average, while sea surface temperatures in the Australian region climbed 0.94 °C above that same baseline. These figures align with alarming global trends — calendar year 2024 became the world's warmest on record and the first to exceed 1.5 °C above pre-industrial levels. Behind these statistics lie the human costs: numerous deadly climate-related natural disasters that have affected communities across our continent and around the world.

These escalating impacts underscore why we continue to advocate for Australia and the global community to urgently accelerate emissions reduction efforts. Throughout 2024–25, we've witnessed the Australian Government build crucial policy foundations for reducing emissions and managing climate risk. We welcomed the commencement of the New Vehicle Emissions Standard on 1 January 2025, which will drive uptake of low- and zero-emissions light vehicles. Equally significant was the launch of mandatory climate-related financial disclosure requirements for Australia's largest companies and emitters on the same date.

These developments build on substantial earlier policy achievements we've supported, including reforms to the Safeguard Mechanism that are driving down emissions from Australia's largest industrial facilities while spurring land-based carbon sequestration. We've seen the introduction of the Capacity Investment Scheme and Rewiring the Nation measures, both critical for reducing electricity generation emissions. And the Government's Future Made in Australia initiatives are seeking to create conditions for private sector investment that will ensure Australia maximises opportunities from the transition to a net zero economy.

Australia's clean energy transition has continued at pace, with record-breaking investment in new renewable energy generation and surging rooftop solar installations. We're encouraged to see that one in three Australian homes now have rooftop solar. Yet we know more must be done to accelerate the rollout of renewables and the electricity network and storage infrastructure they require. Decarbonising electricity will address Australia's largest source of emissions and unlock emissions reductions across other sectors.



We're convinced the benefits of action far outweigh the risks of inaction and the lost opportunities that would impose lasting economic, social and environmental costs on Australia.

## The Authority's 2024–25 work program

During 2024–25, we continued fulfilling our role of providing independent, evidence-based advice to the Government on climate change.

In July 2024, we delivered our *Sector Pathways Review*, examining potential technology transitions and emissions pathways across six critical sectors: agriculture and land, built environment, electricity and energy, industry and waste, resources, and transport. This comprehensive review, which informs the Government's development of net zero and sector plans, identified key barriers and proposed targeted strategies to address them. We were gratified when Professor Frank Jotzo, the eminent ANU academic and Government adviser, described our review as 'the most important analysis to date on how the country might get to net zero.'

We submitted our *2024 Annual Progress Report* in November 2024—our key advice for the Minister's Annual Climate Change Statement to Parliament. In this report, we noted that Australia has made important progress in delivering new emissions reduction policies, increasing the likelihood of meeting our 2030 target. However, we emphasised that these policies must deliver forecast outcomes on schedule for emissions to fall fast enough to reach our goals. We were pleased that the Government agreed or agreed-in-principle to 7 of our 10 recommendations.

We also undertook three self-initiated research reports that we believe make important contributions to Australia's climate policy discourse. In February 2025, we released our assessment of how a nuclear pathway would impact Australia's emissions. Our analysis found that developing and deploying nuclear energy in Australia's grid while prolonging coal-fired power station operations could add at least 2 billion tonnes to national emissions.

In June 2025, we released *Home safe: National leadership in adapting to a changing climate*, which examines how climate change is intensifying the frequency and severity of flooding, bushfires, extreme storms and coastal erosion.

We documented the growing costs these events impose on all Australians and suggested practical steps we can take to build greater climate resilience.

We also released *Unlocking Australia's clean energy potential*, which builds on advice from our *2024 Annual Progress Report* to accelerate renewable energy deployment.

Throughout this period, we continued developing our advice to the Australian Government on 2035 emissions reduction targets for Australia's next Nationally Determined Contribution, which was announced in September 2024 and accepted by the Government. The Authority's recommended target, a 62-70% reduction in emissions from the 2005 level, is ambitious yet achievable, and positions Australia to play a responsible role in global emissions reduction while supporting our nation's prosperity.

Internally, we've continued investing in our capability and systems throughout 2024–25, with priority areas including staff training, our internal audit program, and external communications.

## Engagement

We want to thank the many individuals and organisations who contributed their time and expertise to inform our analyses and advice throughout 2024–25. We conducted over 420 engagements during this reporting period, including with business and industry representatives, community and regional organisations, academics, First Nations groups, and governments at all levels. These engagements, along with insights gathered from our previous public consultation processes, have provided invaluable knowledge that strengthens our work.

Throughout 2024–25, we continued our collaboration with climate councils worldwide through our membership in the International Climate Councils Network, including during our participation at COP29 in Azerbaijan. We also made significant progress toward establishing an equivalent Australian organisation—the Australian Climate Councils Network—securing in-principle support from our state and territory counterparts to formalise arrangements that will enhance communication and collaboration between us.

## Membership

The past year brought several important changes to our membership. We welcomed the Hon. Matt Kean, former NSW Treasurer and Minister for Energy and Environment, as our new chair, effective from 5 August 2024. Matt succeeded Grant King, who was the Authority Chair from April 2021 until August 2024.

In January 2025, Professor Tony Haymet became Australia’s tenth Chief Scientist, succeeding Cathy Foley AO PSM, and hence joined us as an ex-officio member. We farewelled Susie Smith and John McGee when they completed their terms in April 2025, and welcomed Gretta Theobald Stephens and Tim Reed to our team.

I want to personally thank Grant King for his outstanding leadership and all members who concluded their terms this past year for the expertise they shared and the contributions they made during their time with us.

I also want to thank Matt Kean and all our current members for their leadership and collegiality, and our dedicated staff for their continued professionalism and diligence. Together, we remain committed to meeting our obligation to provide expert, independent, evidence-based advice to the Australian Government that drives more ambitious climate action.





# About the Climate Change Authority

# About the Climate Change Authority

## Our purpose

The Climate Change Authority's purpose is to provide evidence-based advice on the response to climate change, to:

- accelerate emissions reductions and position Australia as a leader in the global effort to limit temperature increases
- guide Australia to new opportunities and new ways of doing things, to sustain Australia's prosperity as the world transitions to net zero emissions
- help Australia prepare for and adapt to the impacts of climate change, which have already begun and will continue to increase.

## Our functions and outcomes

The Authority's functions are set out in its enabling legislation, the *Climate Change Authority Act 2011* (the CCA Act), and can be summarised as follows:

- providing advice on achieving Australia's emissions reduction targets and the effectiveness of climate change policies for the Minister for Climate Change and Energy's annual statement to the Parliament under the *Climate Change Act 2022*
- providing advice to the Minister, as required by the *Climate Change Act 2022*, on Australia's emissions reduction targets to be included in nationally determined contributions under the Paris Agreement
- conducting reviews of the *Carbon Credits (Carbon Farming Initiative) Act 2011* (which creates the Australian Carbon Credit Unit (ACCU) Scheme) and the *National Greenhouse and Energy Reporting Act 2007* (which creates both the National Greenhouse and Energy Reporting Scheme and the Safeguard Mechanism)

- conducting special reviews of matters relating to climate change as requested by the Minister or the Parliament
- undertaking research into matters relating to climate change and other matters relating to the performance of our functions.

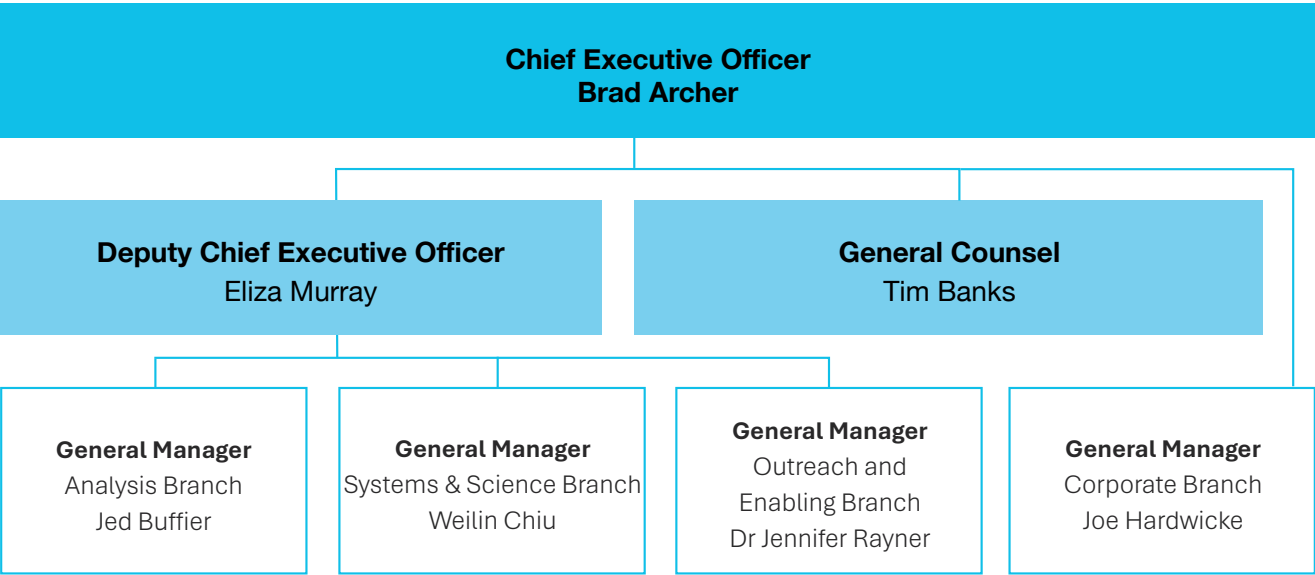
## Organisation structure

A fully constituted Authority comprises a Chair and up to seven part-time members, plus an ex officio member - Australia's Chief Scientist. Members are appointed by the Minister responsible for climate change under section 18 of the CCA Act.

Authority members are supported by the Chief Executive Officer (CEO) and Authority staff. The CEO and accountable authority, Mr Brad Archer, was appointed 1 April 2019 for a period of five years and his term was later extended to 15 December 2025. He is responsible for the day-to-day running of the Authority. The Authority has established structures, systems, and processes to meet its governance, compliance, and accountability responsibilities.



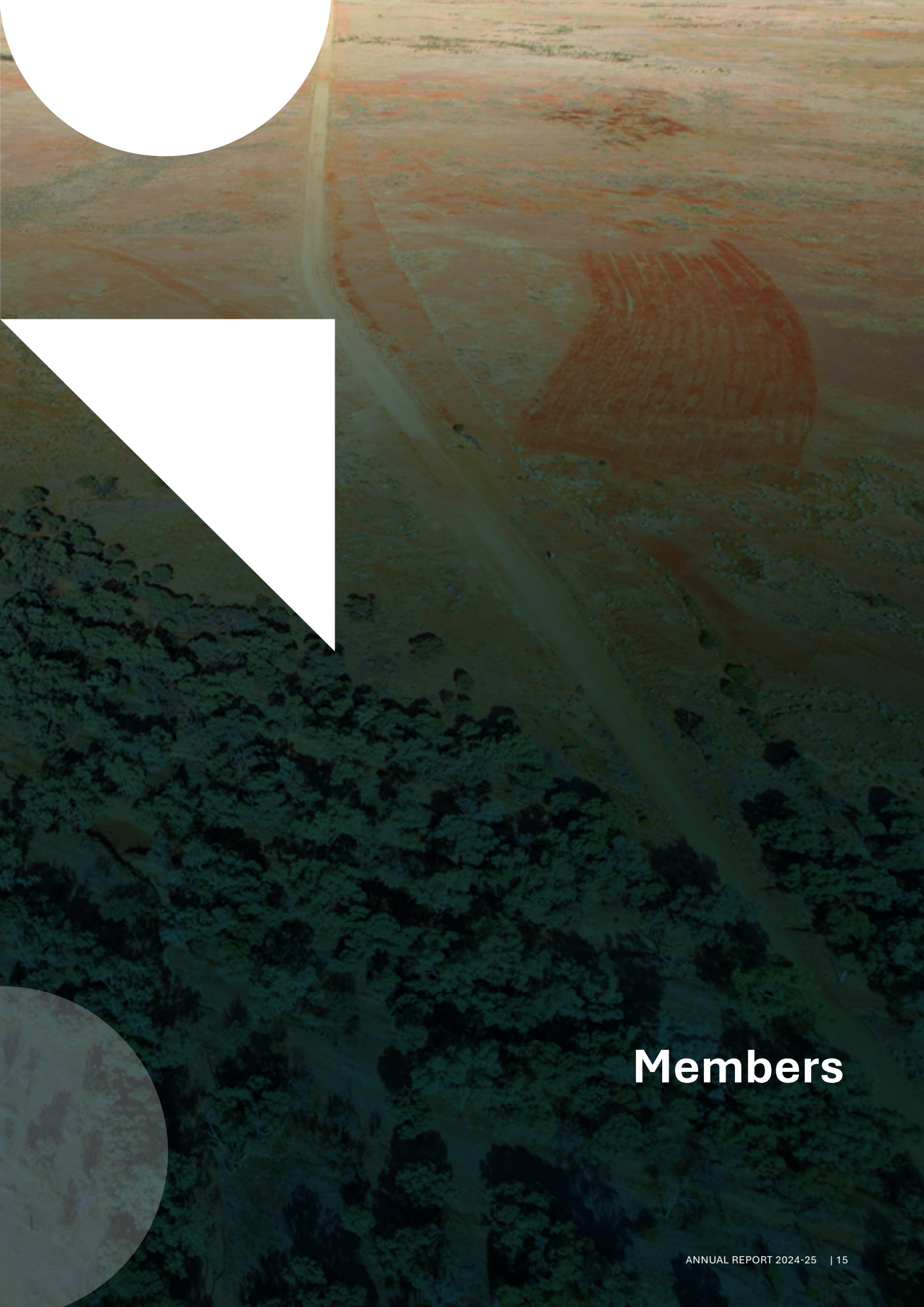
Figure 1: Staff structure as at 30 June 2025



Note: This management group of the Authority, in addition to the CEO, comprises SES and EL2 officers.







# Members



# Members

At the time of preparation of this annual report, the Authority's membership is as follows:

*Chair:* The Hon Matt Kean

*Member:* Ms Patty Akopiantz

*Member:* Mr Richard Bolt

*Member:* Professor Lesley Hughes

*Member:* Dr Virginia Marshall

*Member:* Ms Gretta Theobald Stephens

*Member:* Ms Fiona Simson

*Member:* Mr Tim Reed

*Member:* Professor Tony Haymet (Chief Scientist of Australia) (ex officio)

Details of members' qualifications and expertise can be found on the Authority's website at [www.climatechangeauthority.gov.au/about-authority/who-we-are](http://www.climatechangeauthority.gov.au/about-authority/who-we-are).

For the reporting year 2024–25, Grant King chaired the Authority until his resignation which took effect on 5 August 2024. The Hon Matt Kean was appointed by the Government to the role for a term of five years commencing on 5 August 2024.

Mr John McGee and Ms Susie Smith concluded their terms in April 2025. Dr Cathy Foley AO PSM concluded her term as Chief Scientist, and hence her term as a member of the Authority, in December 2024. With his appointment as Australia's Chief Scientist, Professor Tony Haymet commenced as a member of the Authority on 28 January 2025. Ms Gretta Theobald Stephens commenced a 5 year term effective on 9 April 2025. Mr Tim Reed commenced a 5 year term on 1 May 2025.











An aerial photograph of a road intersection, featuring a running track on the right side. Several cars are visible on the road. The image is overlaid with a dark blue gradient and white geometric shapes: a large circle in the top-left corner, a triangle in the middle-left, and a circle in the bottom-left corner.

# Annual performance statement

# Annual performance statement

## Introductory statement

As the accountable authority of the Climate Change Authority, I am pleased to present the Authority's 2024–25 annual performance statement, as required under s 39(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and s 16F of the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule). In my opinion, this performance statement is informed by properly maintained records, accurately reflects the Authority's performance and complies with s 39(2) of the PGPA Act.



Brad Archer  
Chief Executive Officer

## Report on performance

### Activities and targets

The 2024–25 reporting year was another busy year for the Authority, publishing its largest number of reports ever in a single year. As detailed in Table 1, the Authority submitted to the Government one statutory report and one special review, and published 3 self-initiated reports that directly inform our broader policy advice.

Throughout 2024–25, the Authority continued deep collaboration with and supported the creation of climate councils from around the world in our capacity as a member of the International Climate Councils Network. This included engaging with other member countries through technical working groups and knowledge sharing events, particularly at COP29 in Azerbaijan to help inform our 2035 targets advice. We also contributed to capacity building exercises with southeast Asian and African delegations visiting Canberra.

The Authority also collaborated with state and territory counterparts to discuss the establishment of an Australian Climate Councils Network. The network is a voluntary collaboration among Australia's independent government climate councils aimed at supporting one another to deliver our mandated work programs and enhance our collective impact in achieving national and global action that addresses the urgent, universal challenge of climate change.

**Table 1: Summary of activities from 2024–25 Corporate Plan**

	Activities 2024–25	Published reports relevant to activities for this annual report
Corporate Plan 2024–25	<b>Activity 1:</b> Advice under the <i>Climate Change Act 2022</i> : <ul style="list-style-type: none"> <li>on emissions reductions targets to be included in Australia’s Nationally Determined Contribution under the Paris Agreement</li> <li>relating to the Minister’s annual climate change statement</li> </ul>	The Authority completed and delivered its <i>2024 Annual Progress Report</i> which informed the Minister’s 3rd annual climate change statement.
	<b>Activity 2:</b> Statutory reviews outlined in the: <ul style="list-style-type: none"> <li><i>Carbon Credits (Carbon Farming Initiative) Act 2011</i></li> <li><i>National Greenhouse and Energy Reporting Act 2007</i></li> </ul>	No statutory reviews were due for delivery within the reporting period.
	<b>Activity 3:</b> Special reviews outlined in <i>Climate Change Authority Act 2011</i>	The Authority completed and delivered the <i>Sectoral Pathways Review</i> on 1 August 2024. The review was published on the Authority’s website on 5 September 2024.
	<b>Activity 4:</b> Self-initiated research as outlined in <i>Climate Change Authority Act 2011</i>	<p>The Authority undertook and published 3 pieces of self-initiated research in the reporting period, as follows:</p> <ul style="list-style-type: none"> <li><i>Assessing the impact of a nuclear pathway on Australia’s emissions</i></li> <li><i>Unlocking Australia’s clean energy potential</i></li> <li><i>Home safe: National leadership in adapting to a changing climate</i></li> </ul> <p>This self-initiated research is directly relevant to the work of the Authority and informs its broader activities.</p>



**Table 2: Summary of performance indicators from the 2024–25 Corporate Plan**

Year	Key performance indicators	Target	Assessment
2024–25	1. The Authority’s advice, reviews and research are delivered and published on time and in accordance with other statutory requirements	Advice, reviews and research are submitted by the due date	Share of projects that are submitted by the due date
	2. The Authority’s advice, reviews and research lead to policy implementation that supports the achievement of Australia’s emissions reduction targets	The Government considers the Authority’s findings and advice	Number of Authority recommendations that have been translated into policy announcements / implementation
	3. The Authority’s engagement processes are inclusive, transparent, accountable and accessible	Stakeholders perceive the Authority’s engagement processes to be inclusive, transparent, accountable and accessible	Post-engagement Likert scale scores provided by stakeholders
	4. The Authority’s advice, reviews and research take account of the views, experiences and expertise of stakeholders	The Authority uses stakeholder submissions and other contributions in formulating its advice, reviews and research	<ul style="list-style-type: none"> <li>• Number of submissions received and referenced</li> <li>• Engagement data</li> <li>• Stakeholder survey</li> </ul>
	5. The Authority’s advice, reviews and research are independent, timely, rigorous, high quality, follow best practice and are based on the latest findings in climate science research and policy developments	All advice, reviews and research reports are subjected to a robust fact checking process	<ul style="list-style-type: none"> <li>• Number of references used</li> <li>• Share of projects subjected to APS fact check</li> <li>• Number of errors identified after publishing</li> </ul>

# 2024–25 Performance Report Card



**KPI 1.** The Authority’s advice, reviews and research are delivered and published on time and in accordance with other statutory requirements



**KPI 2.** The Authority’s advice, reviews and research lead to policy implementation that supports the achievement of Australia’s emissions reduction targets



**KPI 3.** The Authority’s engagement processes are inclusive, transparent, accountable and accessible



**KPI 4.** The Authority’s advice, reviews and research take account of the views, experiences and expertise of stakeholders



**KPI 5.** The Authority’s advice, reviews and research are independent, timely, rigorous, high quality, follow best practice and are based on the latest findings in climate science research and policy developments

- Met
- Partially met
- On track
- Not met
- Not yet available
- Not in scope for reporting period





**KPI 1: The Authority's advice, reviews and research are delivered and published on time and in accordance with other statutory requirements**

**Met**

<b>Target</b>	<ul style="list-style-type: none"><li>Advice, reviews and research are submitted by the due date</li></ul>
<b>Assessment</b>	<ul style="list-style-type: none"><li>Share of projects submitted by the due date</li></ul>
<b>Description</b>	<p>Within the reporting period the Authority delivered outputs against activity 1 and activity 3 as follows:</p> <ul style="list-style-type: none"><li>activity 1 output: <i>2024 Annual Progress Report</i></li><li>activity 3 output: <i>Sector Pathways Review</i></li></ul> <p>The Authority also delivered several outputs against activity 4 as follows:</p> <ul style="list-style-type: none"><li><i>Assessing the impact of a nuclear pathway on Australia's emissions</i></li><li><i>Unlocking Australia's clean energy potential</i></li><li><i>Home safe: National leadership in adapting to a changing climate</i></li></ul> <p>All outputs were delivered on time and in accordance with statutory requirements.</p>



**KPI 2: The Authority's advice, reviews and research lead to policy implementation that supports the achievement of Australia's emissions reduction targets**

**Partially Met**

<b>Target</b>	<ul style="list-style-type: none"><li>Government considers the Authority's findings and advice</li></ul>						
<b>Assessment</b>	<ul style="list-style-type: none"><li>Share of recommendations that have been implemented</li></ul>						
<b>Description</b>	<p>The Government considered 20 recommendations from the Authority's legislated 2024–25 Reports, as is required by legislation.</p> <p>Results for the reporting period:</p> <table><tr><td><b>Total recommendations from legislated and self-initiated reports</b></td><td><b>35</b></td></tr><tr><td>Percentage of recommendations translated to policy announcements or implementation</td><td>20%</td></tr><tr><td>Percentage of recommendations agreed or agreed-in-principle by Government</td><td>20%</td></tr></table>	<b>Total recommendations from legislated and self-initiated reports</b>	<b>35</b>	Percentage of recommendations translated to policy announcements or implementation	20%	Percentage of recommendations agreed or agreed-in-principle by Government	20%
<b>Total recommendations from legislated and self-initiated reports</b>	<b>35</b>						
Percentage of recommendations translated to policy announcements or implementation	20%						
Percentage of recommendations agreed or agreed-in-principle by Government	20%						

Case study: Expansion of the Capacity Investment Scheme was announced by the Australian Government in July 2025. This increase raised targets from 23 GW to 26 GW of renewable generation capacity and from 9 GW to 14 GW of clean, dispatchable capacity. This was a direct recommendation of the Authority's *2024 Annual Progress Report*



**KPI 3: The Authority’s engagement processes are inclusive, transparent, accountable and accessible**

Partially Met

**Target**                      • Stakeholders perceive the Authority’s engagement processes to be inclusive, transparent, accountable and accessible

**Assessment**             • Stakeholder survey

**Description**             Stakeholders were invited to rate the Authority’s 2024–25 engagement processes with a Likert score of 1 – 10. Responses were received from 37 stakeholders.



This KPI is rated as ‘partially met’ due to the stakeholder response rate being less than 10% of surveyed stakeholders.



#### KPI 4: The Authority’s advice, reviews and research take account of the views, experiences and expertise of stakeholders

Met

<b>Target</b>	<ul style="list-style-type: none"><li>• The Authority uses stakeholder submissions and other contributions in formulating its advice, reviews and research</li></ul>
<b>Assessment</b>	<ul style="list-style-type: none"><li>• Number of submissions received and referenced</li><li>• Engagement data</li></ul>
<b>Description</b>	<p>The Authority uses stakeholder input in its advice, reviews and research from a wide range of engagement activities and formats. Between July 2024 and June 2025, the Authority conducted over 420 engagements to support the delivery of its activities and their outputs.</p> <p>Analysis of consultation from the Authority’s 2024 Issues Paper, which closed in May 2024, and follow targeted stakeholder consultation was undertaken in the 2024–25 reporting period. These were used to inform the outputs of activities 1 and 3 published in this reporting period. The 2024 Issues Paper received 221 submissions from a range of stakeholders including individuals, businesses, peak bodies, industry groups, governments and non-profit organisations.</p> <ul style="list-style-type: none"><li>• A total of 86 submissions were referenced across the <i>Sector Pathways Review</i> and <i>2024 Annual Progress Report</i>.<ul style="list-style-type: none"><li>▪ 73 submissions were referenced in the <i>Sector Pathways Review</i>.</li><li>▪ 13 submissions were referenced in the <i>2024 Annual Progress Report</i>.</li></ul></li><li>• Stakeholder submissions were also reviewed to inform the self-initiated report <i>Assessing the impact of a nuclear pathway on Australia’s emissions</i>.</li></ul> <p>Results of the 2024–25 Stakeholder Pulse Survey identified that participants found the Authority’s reflection of stakeholder input and feedback in its advice was acceptable but has room for improvement. The Authority will be developing actions to provide clearer information and evidence to stakeholders on how the Authority has made use of their inputs and insights.</p>





**KPI 5: The Authority's advice, reviews and research are independent, timely, rigorous, high quality, follow best practice and are based on the latest findings in climate science research and policy developments**

Met

<b>Target</b>	<ul style="list-style-type: none"> <li>All advice, reviews and research reports are subjected to a robust fact checking process</li> </ul>								
<b>Assessment</b>	<ul style="list-style-type: none"> <li>Number of errors identified after publishing</li> <li>Number of references used</li> <li>Share of projects subjected to APS fact check</li> </ul>								
<b>Description</b>	<p>The Authority has released 5 activity outputs in the 2024–25 reporting period, as follows:</p> <table> <tr> <th>Activity</th><th>Published output</th></tr> <tr> <td> <b>Activity 1:</b> Advice under the <i>Climate Change Act 2022</i>: <ul style="list-style-type: none"> <li>on emissions reductions targets to be included in Australia's Nationally Determined Contribution under the Paris Agreement</li> <li>relating to the Minister's annual climate change statement</li> </ul> </td><td> ✓ <i>2024 Annual Progress Report</i> </td></tr> <tr> <td> <b>Activity 3:</b> Special reviews outlined in: <i>Climate Change Authority Act 2011</i> </td><td> ✓ <i>Sector Pathways Review</i> </td></tr> <tr> <td> <b>Activity 4:</b> Self-initiated research as outlined in: <i>Climate Change Authority Act 2011</i> </td><td> <ul style="list-style-type: none"> <li>✓ <i>Assessing the impact of a nuclear pathway on Australia's emissions</i></li> <li>✓ <i>Unlocking Australia's clean energy potential</i></li> <li>✓ <i>Home safe: National leadership in adapting to a changing climate</i></li> </ul> </td></tr> </table> <ul style="list-style-type: none"> <li>All published activity outputs underwent robust factchecking processes – including external APS factchecking.</li> <li>No significant errors were identified in any of the published activity outputs in the reporting period.</li> <li>A total of 1105 references were used across all published outputs for the reporting year: <ul style="list-style-type: none"> <li>723 references were used in the <i>Sector Pathways Review</i></li> <li>240 references were used in the <i>2024 Annual Progress Report</i></li> <li>12 references were used in the <i>Assessing the impact of a nuclear pathway on Australia's emissions</i> report</li> <li>14 references were used in the <i>Unlocking Australia's clean energy potential</i> report</li> <li>116 references were used in the <i>Home safe: National leadership in adapting to a changing climate</i>.</li> </ul> </li> </ul>	Activity	Published output	<b>Activity 1:</b> Advice under the <i>Climate Change Act 2022</i> : <ul style="list-style-type: none"> <li>on emissions reductions targets to be included in Australia's Nationally Determined Contribution under the Paris Agreement</li> <li>relating to the Minister's annual climate change statement</li> </ul>	✓ <i>2024 Annual Progress Report</i>	<b>Activity 3:</b> Special reviews outlined in: <i>Climate Change Authority Act 2011</i>	✓ <i>Sector Pathways Review</i>	<b>Activity 4:</b> Self-initiated research as outlined in: <i>Climate Change Authority Act 2011</i>	<ul style="list-style-type: none"> <li>✓ <i>Assessing the impact of a nuclear pathway on Australia's emissions</i></li> <li>✓ <i>Unlocking Australia's clean energy potential</i></li> <li>✓ <i>Home safe: National leadership in adapting to a changing climate</i></li> </ul>
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# Management and accountability



# Management and accountability

## Corporate governance

The Authority is a non-corporate advisory body created under Commonwealth legislation and reporting to the Minister for Climate Change and Energy. Its members are appointed by the Minister, and comprise the Chair, Australia's Chief Scientist and seven other members. The members are supported by a CEO and the Authority's staff. The CEO is a statutory appointee and, as the accountable authority under finance law, is responsible for the day-to-day running of the Authority. The staff of the Authority are engaged under the *Public Service Act 1999* (PS Act).

As a government agency, the Authority's officials and staff are also subject to the PS Act. The Authority is also subject to specific additional governance requirements under the CCA Act. As with other Commonwealth bodies where a significant degree of independence is required, the Authority is subject to ministerial direction on general matters only, not on the conduct or content of its reviews.

The Authority's CEO is responsible for its day-to-day administration. The CEO is supported by the other members of the senior management team, namely the Deputy CEO, the four general managers and the General Counsel (Figure 1 on page 13 refers). This team forms the membership of two senior management committees – the Executive Committee and the Project Steering Committee. A restructuring implemented mid-way through 2024–25 saw the establishment of the Deputy CEO position and the functions of the Strategy Branch split across two new branches – 'Systems and Science' and 'Outreach and Enabling'.

The Authority recently published its Corporate Plan for 2025–2026. This plan, along with the governance, direction and compliance requirements of the PGPA Act and the PS Act, provides the Authority with a strong corporate governance environment.

## Risk management

The Authority's Risk Management Framework is a key element in effective governance. The Authority takes a proactive approach in managing risk to drive a positive risk management culture across the organisation.

The Framework complies with the requirements of the Commonwealth Risk Management Policy 2023 and the PGPA Act and is regularly updated and reviewed by the senior management team and Audit Committee.

The strategic risk identification process begins with identifying risks that if realised would materially affect the Authority's ability to deliver on its objectives or functions. The Authority's strategic risks are managed through a risk register and action plan which includes risk ratings, treatments and mitigation strategies. The executive management team discuss the Authority's operating environment and the need for any changes in the Authority's risk profile on a regular basis. The Authority's Risk Management Framework is subject to review by its Audit Committee.

## Fraud and corruption control

The Authority's Fraud and Corruption Control Plan complies with the requirements of the Commonwealth Fraud and Corruption Control Policy and Resource Management Guide 201—preventing, detecting and dealing with fraud and corruption.

The Plan assists the Authority to ensure that it has the necessary practices and processes in place, which are in accordance with the PGPA Act, to protect public money, information and property under the Authority's control. The Plan provides a framework for the prevention, detection, investigation and reporting of actual, suspected and the risk of fraud and corruption, to the CEO and Audit Committee.

As part of ongoing fraud and corruption risk assessment activities, all Authority staff participated in internally developed fraud and corruption awareness training. The Authority also conducted a review of its fraud and corruption risks and formal risk assessment during the year, including consideration of control measures and risk treatments.

There were no incidents of suspected or actual fraud and corruption during 2024–25.

## Ethical standards

The Authority supports a culture of strong commitment to the Australian Public Service Values and Code of Conduct and ensures this is reflected in the Authority's day-to-day work.

A key element of the Authority's Corporate Plan is our guiding principles, which align to the Australian Public Service Values and Code of Conduct.

All new employees at the Authority receive clear guidance about expectations in addition to being provided induction materials and awareness training.

To ensure and maintain confidence in the integrity of the Authority's advice, we have strict procedures to identify and properly manage any personal interests that may cause an actual or perceived conflict of interest. These requirements include robust meeting management procedures for declaration and handling of material personal interests held by Authority members in accordance with requirements in the CCA Act and the PGPA Act and PGPA Rule. These procedures and other integrity-related matters applicable to members are detailed in the Authority Charter, which is published on the Authority's website. Authority staff abide by requirements to disclose material personal interests and avoid conflicts of interest set out in the Authority's Staff Conflict of Interest Policy. In addition to ongoing disclosure obligations, SES employees and staff in high-risk roles are required to complete periodic conflict of interest declarations. Staff also comply with the Authority's Gifts and Benefits Policy.

## Shared services

As a small agency, the Authority maintains agreements with other agencies for some corporate services. These services are performed on a fee-for-service basis and are appropriate for the size of the Authority and are consistent with the Government's shared services agenda.

The Department of Industry, Science and Resources provides payroll services and the delivery of financial and payroll system management and support services.

The arrangements with the Authority's portfolio department, Department of Climate Change, Energy, the Environment and Water (DCCEEW), include information technology system, office space for Authority staff based in Adelaide, Sydney and Melbourne, and other employee-related services including the Employee Assistance Program.

## Internal Audit

The internal audit function provides independent and objective assurance that the Authority is operating in an efficient, economical and ethical manner. The Authority's internal audit program is developed in consultation with the governance team, senior management team and Audit Committee. The 2024–25 internal audit work program included a Workforce Capability Review and a Risk Management Review.

The Authority's internal audit service provider is RSM Australia.

## Audit committee

The Audit Committee, established in accordance with section 45 of the PGPA Act and section 17 of the PGPA Rule, provides independent assurance, advice, support and assistance to the CEO on the appropriateness of the Authority’s financial and performance reporting, systems of risk oversight and management and system of internal control.

The Authority’s Audit Committee Charter sets out the committee’s role, authority, membership and functions, and its procedural, reporting and administrative arrangements.

The Charter is available on the Authority’s website at <https://www.climatechangeauthority.gov.au/about-authority/corporate-documents>.

The Authority’s Audit Committee for the majority of 2024–25 comprised Mr Darren Box (Chair), Mr Craig Jordan and Ms Alexandra Spark. Mr Jordan’s engagement concluded in December 2024, and Mr Darren Schaeffer joined the committee for the March 2025 meeting. All members of the committee are external to the Authority and the Australian Public Service.

**Table 3: Audit Committee Chair and members information**

<b>Mr Darren Box - Chair</b>
<i>Meetings attended: 3/3</i> <i>Total remuneration in 2024-25 (GST inclusive): \$9,000</i>
Darren Box is a highly experienced senior executive with over 30 years’ experience spanning social service to national security across the Commonwealth and United Kingdom. Darren has extensive financial management, organisational reform, Governance, and audit experience, committed to driving organisational change and building capability. In November 2020 Darren Box Pty Ltd was established, a consulting business with a focus on Management Consulting, Independent Assurance, Professional Coaching and Facilitation. Mr Box’s formal qualifications include Bachelor of Business (ACC), Certified Practising Accountant (CPA) fellow and is a Level 2 Professional Organisational Coach.
<b>Ms Alexandra Spark – member</b>
<i>Meetings attended: 3/3</i> <i>Total remuneration in 2024-25 (GST inclusive): \$7,500</i>
Alexandra Spark is an experienced Chartered Accountant (CA) and CA Risk Specialist. Ms Spark has 25 years of experience in risk management, regulation, corporate governance, audit and accounting. Ms Spark provides independent advisory services to the ACT Government and the Australian Government and is currently a member of several Commonwealth Government audit and risk committees including the Department of Employment and Workplace Relations, the Department of Agriculture, Fisheries and Forestry, and the Department of Veterans Affairs. She is a non-executive director with significant board experience. Ms Spark’s additional formal qualifications are as follows, a Bachelor of Commerce, Fellow Chartered Accountant and Graduate of the Australian Institute of Company Directors.



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**Mr Darren Schaeffer – member (commenced March 2025)**

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*Meetings attended: 1/1*

*Total remuneration in 2024-25 (GST inclusive): \$1,980*

Darren Schaeffer is the Chief Financial Officer and Assurance Partner of Providence Consulting Group, where he oversees the group's finance functions, including financial statements, taxation, and treasury, as well as aspects of the governance, IT and assurance. Mr Schaeffer has over 30 years of experience across both private and Commonwealth entities and is known for his achievements in improving performance within large and complex businesses in both the private and public sectors. His work focuses on driving financial, operational, legal, and people initiatives, while fostering high-performing cultures that encourage innovation. With a strong background in financial management, risk management, and audit and assurance. Mr Schaeffer's formal qualifications include a graduate member of the Australian Institute of Company Directors and a professional member of the Institute of Internal Auditors and holds a Master of Business Administration (Public Administration), Bachelor of Business (Accounting) and is a Certified Government Auditing Professional. Mr Schaeffer also brings a significant understanding of Indigenous business issues in a Western Governance context and is currently studying toward a Doctorate of Business Administration (Research) in Indigenous Procurement.

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**Mr Craig Jordan – member (concluded December 2024)**

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*Meetings attended: 2/2*

*Total remuneration in 2024-25 (GST inclusive): \$0*

Craig Jordan has extensive experience in the public sector having worked in both the ACT and Commonwealth public sectors. His experience covers senior management roles in Government, Aviation, Telecommunications, and Fast-Moving Consumer Goods. Mr Jordan has extensive experience in leading multi-disciplinary teams across finance, human resources and information technology, as well as extensive experience in financial and risk management. Mr Jordan has held senior executive and/or Chief Financial Officer positions across Commonwealth entities such as the Civil Aviation Safety Authority and in the ACT Government with Transport Canberra. Mr Jordan's formal qualifications include a Master of Business Administration (MBA), Certified Practising Accountant (CPA) and a Bachelor of Business (Accounting).

## Asset and asset management

The Authority's asset management procedures and policies reflect relevant legislation and are maturing as the Authority settles into its premises. Major asset categories include leasehold improvements, plant and equipment and subscription prepayments. Assets are valued at fair value, with their carrying values and useful lives reviewed annually.

ICT equipment is owned and managed by DCCEEW under a Letter of Agreement and recorded in its asset register. A separate asset register is maintained by the Authority that contains portable and attractive items.

## External scrutiny

During 2024–25:

- No judicial, administrative tribunal or Australian Information Commissioner decisions relating to the Authority were handed down that had, or may have had, a significant effect on the Authority's operations.
- There were no performance reports by the Auditor-General on the operations of the Authority.
- The Authority complied with section 43 of the PGPA Act which deals with the Auditor-General's audit of the annual financial statements contained at Appendix A.
- There were no agency capability reviews or reports on the operations of the Authority conducted by a Parliamentary Committee or the Commonwealth Ombudsman.
- The Authority appeared before the Senate Standing Committees on Environment and Communications for Senate Budget and Additional Estimates.

## Freedom of information

The Authority is subject to the *Freedom of Information Act 1982* (FOI Act) and is required to publish information available to the public as part of the Information Publication Scheme. A plan detailing the information the Authority publishes in accordance with the scheme can be found at <https://www.climatechangeauthority.gov.au/about-authority/information-publication-scheme>.

## Environmental performance

The Authority is committed to implementing ecologically sustainable practices in its operations where practicable, and report publicly on those practices in accordance with section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*.

The Authority contributes to reducing its impact from its activities and administration on the environment through:

- providing downloadable publications on the Authority's website to reduce the need to print and distribute hard copy material
- minimising paper usage through electronic record keeping.

## Australian Public Service Net Zero 2030

APS Net Zero 2030 is the Australian Government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030 and transparently report on its emissions. As part of this, non-corporate and corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions (see Table 4) Inventory presents greenhouse gas emissions over the 2024–25 period. Results are presented on the basis of carbon dioxide equivalent (CO<sub>2</sub>-e) emissions. The Authority applies a greenhouse gas reporting methodology developed by the Government for use by all agencies to report under the APS Net Zero 2030 Strategy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.

**Table 4: 2024–25 Greenhouse Gas Emissions Inventory – location-based method**

Emission source	Scope 1 t CO <sub>2</sub> -e	Scope 2 t CO <sub>2</sub> -e	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e
Electricity ( <i>location-based method</i> )	N/A	22.83	1.38	24.21
Natural Gas	0.00	N/A	0.00	0.00
Solid Waste*	0.00	N/A	0.00	0.00
Refrigerants	0.00	N/A	N/A	0.00
Fleet and Other Vehicles	0.00	N/A	0.00	0.00
Domestic Commercial Flights	N/A	N/A	22.24	22.24
Domestic Hire Car <sup>#</sup>	N/A	N/A	0.00	0.00
Domestic Travel Accommodation*	N/A	N/A	5.71	5.71
Other Energy	0.00	N/A	0.00	0.00
<b>Total t CO<sub>2</sub>-e</b>	<b>0.00</b>	<b>22.83</b>	<b>29.33</b>	<b>52.16</b>

Note: The table above presents emissions related to electricity usage using the location-based accounting method.

CO<sub>2</sub>-e = Carbon Dioxide Equivalent.

\* Solid waste data was unable to be sourced and has not been included.

<sup>#</sup> Emissions from hire cars for 2024–25 is incomplete due to a lack of robust data. The quality of data is expected to improve over time as emissions reporting matures.

N/A = not applicable

**Table 5: 2024–25 Electricity greenhouse gas emissions**

Emission Source	Scope 2 t CO <sub>2</sub> -e	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e	Electricity kWh
Electricity (Location Based Approach)	22.83	1.38	24.21	34,582.55
Market-based electricity emissions	0.64	0.09	0.73	793.67
<b>Total renewable electricity consumed</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>33,788.88</b>
Renewable Power Percentage <sup>1</sup>	N/A	N/A	N/A	6,292.29
Jurisdictional Renewable Power Percentage <sup>2,3</sup>	N/A	N/A	N/A	27,496.59
GreenPower <sup>2</sup>	N/A	N/A	N/A	0.00
Large-scale generation certificates <sup>2</sup>	N/A	N/A	N/A	0.00
Behind the meter solar <sup>4</sup>	N/A	N/A	N/A	0.00
<b>Total renewable electricity produced</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0.00</b>
Large-scale generation certificates <sup>2</sup>	N/A	N/A	N/A	0.00
Behind the meter solar <sup>4</sup>	N/A	N/A	N/A	0.00

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods.

CO<sub>2</sub>-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh).

<sup>1</sup> Listed as Mandatory renewables in 2023-24 Annual Reports. The renewable power percentage accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

<sup>2</sup> Listed as Voluntary renewables in 2023-24 Annual Reports.

<sup>3</sup> The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage.

<sup>4</sup> Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.



## Emissions Reduction Plan

The Authority is responsible for managing and implementing emissions reduction initiatives set by the Australian Government's Net Zero in Government Operations Strategy (the Strategy). The Strategy sets out the Australian Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

The Authority is following the APS Net Zero 2030 target in accordance with the Strategy. The Emission Reduction Plan (ERP) sets out the Authority's priorities and actions to reduce emissions to reach net zero t CO<sub>2</sub>e by 2030.

The Strategy requires that an annual update to the ERP and a summary must be reported within entity annual reports. This, combined with annual emissions reporting, will be used as a measure of individual entity progress towards reducing their emissions. A summary of progress against priorities and actions identified within the ERP are summarised below:

### Buildings

- The Authority continues to work with the building landlord and property service provider for the Authority's Canberra headquarters to improve the building's NABERS rating.
- The Authority scheduled preventative maintenance on appliances such as heating, ventilation and air conditioning systems, to maintain efficient operation. This included adjustments to set temperature parameters to reduce energy consumption.

### Procurement

- The Authority updated its Sustainable Procurement Policy to comply with the Australian Government's Environmentally Sustainable Procurement Policy that commenced on 1 July 2024.
- The Authority continues to employ sustainable procurement and contract management practices that balance climate risk with other considerations. The Authority will continue to consider further work on processes with an aim to consistently apply these in practice.

### Travel

- The Authority continues to encourage teleconferencing and videoconferencing as effective options for communicating where appropriate, to reduce the need for travel.
- The Authority continues to promote the benefits of active and public transport to new staff during induction programs and familiarising them with end of journey facilities at the Authority's headquarters.
- In 2024–25, the Authority's landlord installed 6 electric vehicle charging stations in the building's basement. The Authority provided staff with guidance on how to use the new charging stations.

Additional priorities and actions or highlights from the reporting year include:

- Appointment of a Chief Sustainability Officer to champion the Authority's emissions reduction and sustainability initiatives.
- Implementation of Bintracker waste management system that logs and analyses the Authority's ACT office landfill and recycling streams and outputs.
- Commencement of an organic waste recycling stream with waste contributing to a multi-tenancy on-site worm farm.

The Authority's updated ERP has been signed by the accountable authority and published at <https://www.climatechangeauthority.gov.au/emissions-reduction-plan>.





# Financial overview

## Financial performance

For the year ended 30 June 2025, the overall financial result for the Authority is an operating surplus of \$0.675m.

Expenses for the Authority are predominantly related to employee benefits which accounted for a total of 75% of total expenditure.

The Authority's supplier expenses include professional services (engagement of experts

to assist with technical research and analysis), property expenses and the provision of corporate shared services.

The Authority received its funding for the 2024–25 financial year through direct appropriations.

The Authority met all its financial obligations during the 2024–25 financial year.

## Resource statement

	Actual Available Appropriation – current year (a)	Payments made (b)	Balance remaining (a)-(b) <sup>1</sup>
Ordinary annual services	\$'000	\$'000	\$'000
Prior year appropriations available	5,039	5,039	-
Departmental appropriation <sup>2</sup>	13,886	8,707	5,179
Section 74 retained revenue receipts <sup>3</sup>	335	335	-
<b>Total departmental resourcing and payments for Outcome 1</b>	<b>19,260</b>	<b>14,081</b>	<b>5,179</b>

1. Remaining balance will be applied to meeting the future settlement of current period expenses and provisions.

2. *Appropriation Act* (No.1) 2024–25

3. Receipts received under s. 74 of the PGPA Act

## Purchasing

The Authority sourced all goods and services in 2024–25 in accordance with the PGPA Act, the Commonwealth Procurement Rules, and relevant internal policies.

The Authority's approach to purchasing and procurement is consistent with the Commonwealth Procurement Rules. The rules are applied to our operations through the Accountable Authority Instructions and supporting procurement policies, which are reviewed on a regular basis for consistency with the Commonwealth Procurement Framework.

The Authority operates in line with the Australian Government Strategic Commissioning Framework.

Core work is done in-house in most cases, and any outsourcing of core work is minimal and aligns with the limited circumstances permitted under the framework.

The Authority's procurement framework outlines the core principle underlining procurement as value for money, which is enhanced by:

- encouraging competition by ensuring non-discrimination in procurement and competitive procurement processes
- commitment to procuring from First Nations businesses



- promoting the use of resources in an efficient, effective, and ethical manner
- making decisions in an accountable and transparent manner
- supporting and promoting sustainable procurement practices

In 2024–25, the Authority did not exempt any standing offer or contract in excess of \$10,000 (inclusive of GST) from being published on AusTender.

## Small business

The Authority 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: <https://www.finance.gov.au/government/procurement/statistics-australian-government-procurement-contracts->

The Authority encourages increased participation by SMEs in its procurement activities by:

- complying with the Commonwealth Procurement Framework
- communicating in clear, simple language and presenting information in an accessible format through adopting the Small Business Engagement Principles
- using credit cards for procurements valued under \$10,000
- applying Australian Industry Participation plans in whole-of-government procurement where applicable
- using the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000 (inclusive of GST).

## Grant programs

The Authority did not administer any grant programs in 2024–25.

## Advertising and marketing

The Authority conducted no advertising campaigns or undertook any market research activities in 2024–25.

## Consultancy and non-consultancy expenditure reporting

Decisions for engaging consultants in 2024–25 were made in accordance with relevant internal policies, the PGPA Act and related regulations such as the Commonwealth Procurement Rules.

### Reportable consultancy contracts

During 2024–25, the Authority did not enter into any reportable consultancy contracts. There was one ongoing reportable consultancy contract during 2024–25, the total expenditure of this contract during the financial year was \$64,200.

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.

The Authority selects consultants using panel arrangements or by making an open approach to market. The Authority engages consultants when it requires specialist expertise or when independent research, review or assessment is required.

**Table 6: Expenditure on reportable consultancy contracts in 2024–25**

Reportable consultancy contracts	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	0	0
Ongoing contracts entered into during a previous period	1	64
<b>Total</b>	<b>1</b>	<b>64</b>

**Table 7: Organisations receiving a share of consultancy expenditure, 2024–25**

Supplier company name	ABN	Expenditure \$'000 (GST inc.)
The Trustee for Birdanco Practice Trust	65 319 382 479	64
<b>Total</b>		<b>64</b>

### Reportable non-consultancy contracts

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.

**Table 8: Expenditure on reportable non-consultancy contracts in 2024–25**

Reportable non-consultancy contract	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	36	1,566
Ongoing contracts entered into during a previous period	19	850
<b>Total</b>	<b>55</b>	<b>2,416</b>

**Table 9: Organisations receiving a share of non-consultancy expenditure, 2024–25**

Supplier company name	ABN	Expenditure \$'000 (GST inc.)
Department of Climate Change, Energy, the Environment and Water (DCCEEW)	63573932849	737
ISPT Pty Ltd	28064041283	315
Commonwealth Scientific and Industrial Research Organisation (CSIRO)	41687119230	200
Department of Industry, Science and Resources (DISR)	74599608295	170
89 Degrees East Pty Ltd	41140993415	113
<b>Total</b>		<b>1,535</b>







# Human resource management

## Remuneration for Chief Executive Officer and Senior Executive Service

The CEO is a principal executive officeholder, as defined in the *Remuneration Tribunal Act 1973*. The office-holder’s remuneration is set by the Remuneration Tribunal.

Details of CEO remuneration are provided at Appendix B.

There is one substantive Senior Executive Service officer employed at the Authority at 30 June 2025 under an individual common law contract under the PS Act.

## Remuneration for Authority Chair and members

The remuneration of the Authority Chair and members is governed by section 25 of the CCA Act and the Remuneration Tribunal.

Authority members, excluding the Chief Scientist as an ex officio member, receive an annual salary and are engaged on a part-time basis.

The below table shows remuneration levels of the Authority Chair and members as at 30 June 2025.

**Table 10: Remuneration levels of the Authority Chair and members as at 30 June 2025**

Member Status	Base Salary – Annual
Chair	\$67,460
Members	\$33,740

## Employment arrangements

The CEO of the Authority and the Fair Work Commissioner made a determination under subsection 24(1) of the PS Act stating that all non-SES Authority staff were to be employed under the conditions of the Climate Change Authority Enterprise Agreement 2024-2027, endorsed on 20 March 2024.

In 2024–25, there were 25 non-SES staff members employed on an individual flexibility arrangement.

The Authority does not offer performance pay and no employee of the Authority was employed under performance-based remuneration conditions in 2024–25.

## Staffing statistics

At 30 June 2025, the Authority had a headcount of sixty-one staff members (excluding the CEO). Tables provided in Appendix C provide a comparison of the Authority’s ongoing and non-ongoing staffing profile as at 30 June 2025.

**Table 11: Salary Bands for APS Staff FY 2024–25**

	Minimum salary	Maximum salary <sup>1</sup>
EL 2	127,226	233,772
EL 1	110,115	143,792
APS 6	90,199	116,312
APS 5	80,341	91,809
APS 4	71,560	82,751
APS 3	63,740	72,837
<b>Range of minimum and maximum salaries</b>	<b>63,486</b>	<b>160,935</b>

<sup>1</sup> The maximum salary range includes IFAs as per PGPA Rule Section 17AG(4)(c)(ii) Salary Ranges by Classification level. The salary ranges available for APS employees by classification level (the range should reflect the full span of salaries available under an enterprise or collective agreement, individual flexibility agreement, subsection 24(1) determination, common law contract and/or Australian Workplace Agreement)

## Performance management

The Authority is committed to fostering an organisational culture that values high performance and supports the development of staff skills and overall capability.

The Authority's Performance Development Framework (PDF) plays a key role in this effort by guiding skills development and career planning, to improve performance and contribute to Authority outcomes.

All employees participate in the Authority's PDF, which is designed to help employees achieve results and manage their performance on an ongoing basis. Through the PDF and individual performance development agreements, staff gain a clear understanding of their work tasks, responsibilities and performance standards expected of them. Regular feedback and performance discussions between employees and supervisors enhance communication, provide support, and help staff members identify learning and development needs.

The PDF also informs decisions related to incremental advancements and career planning, ensuring individual growth is considered during the performance cycle. In addition, the PDF provides a structured and constructive approach to identifying and managing underperformance when it arises.

## Learning and development

The Authority encourages employees to undertake learning and development to build competencies relevant to their roles. These opportunities are formally discussed between employees and their managers tri-annually, as part of the performance development cycle. Learning and development opportunities supported by the Authority include (but are not limited to) training and conferences, formal qualifications, coaching and mentoring, and professional memberships.

The Authority's study assistance policy provides financial and leave assistance to staff enrolled in study or training relevant to the operational needs of the Authority. Each staff member also can identify and access appropriate training through the organisation's learning and development platform.

## Work health and safety

The Authority is committed to meeting its responsibilities under the *Work Health and Safety Act 2011*, *Work Health and Safety Regulations 2011* and the *Safety, Rehabilitation and Compensation Act 1988* to provide a safe and healthy workplace.

The Authority continued to contribute to and support the health, safety, and wellbeing of its workforce in 2024–25 through:

- access to funded influenza vaccinations
- flexible working arrangements
- two additional days of leave (pro-rata for part-time employees) for wellbeing purposes
- workstation assessments conducted by occupational therapists and provision of appropriate ergonomic equipment as required
- an Employee Assistance Program (EAP) that provides free and confidential counselling services to all employees and their families
- work health and safety (WHS) workplace contact officers including health and safety representatives, first aid officers and emergency wardens
- reviewing and developing WHS Policy and Guidelines to align with legislative requirements and current best practice
- personalised support for staff returning to work after extended leave due to illness or injury, and
- risk assessments for activities outside of the Authority's usual work practices and ensuring relevant mitigations are implemented and reviewed.

During 2024–25 there were no notifiable incidents and no investigations under Part 10 of the *Work Health and Safety Act 2011*.

During 2024–25 there were no accepted compensation claims, and no rehabilitation programs under the *Safety, Rehabilitation and Compensation Act 1988*.

## Employee assistance program

The Authority provides employees and their immediate family members with access to confidential EAP counselling services through shared service arrangements. EAP includes a dedicated manager assistance helpline, Indigenous support helpline, domestic and family violence helpline, health and nutritional hotlines, and support for working parents.

During 2024–25, the Authority was provided access to the EAP reporting dashboard. This dashboard provides de-identified information which may assist the Authority identify general trends in EAP usage to implement relevant workplace supports as appropriate.

## Workplace diversity

The Authority is committed to fostering an inclusive environment that values employee diversity, supporting employees to achieve their full potential and celebrating individuals' differences. This is demonstrated through:

- mandatory cultural capability training for all EL2 staff
- participation in Indigenous Apprenticeship program recruitment
- acknowledging key days of significance including International Day Against Homophobia, Biphobia, Intersex and Transphobia, Neurodiversity Pride Day and Reconciliation Week
- providing cultural leave for staff to support participation in events of cultural significance
- providing workplace adjustments including flexible working arrangements and ergonomic equipment
- additional day of disability leave (pro-rata for part-time employees)
- providing EAP services that include specific diversity support hotlines, and
- continuously improving and developing strategies and policies to ensure they are accessible, inclusive and promote a safe, respectful, and supportive workplace.

## Disability reporting

The Australian Government's Disability Strategy 2021-2031 (the Strategy) is the overarching framework for inclusive, policies, programs and infrastructure that will support people with a 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. The Authority has adopted the Strategy in line with all levels of government. A range of Government reports on progress against the Strategy's actions and outcomes areas will be published and available at <https://www.disabilitygateway.gov.au/ads>.

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



## Reflect reconciliation action plan

The Authority recognises the significant contribution First Nations people make to Australia's culture and heritage.

The Authority values the unique relationship First Nations people have with the environment and their cultural obligation to care for country, the sea and waterways and acknowledge the role that reconciliation efforts can play in developing meaningful mitigation and adaptation policies in response to a changing climate.

In climate change policy, as in other areas, the voice of our First Nations people is critical. With respect to our work program, we continue to seek to ensure that the research and reviews we undertake and policy advice we provide align with reconciliation efforts, and incorporate First Nations priorities, knowledge, and cultural considerations.

The Authority completed its second Reconciliation Action Plan (RAP) in February 2025. In 2024–25 the Authority implemented a number of initiatives including:

- The Authority hosted an online forum with key First Nations stakeholders to seek input to the *Sector Pathways Review*, *2024 Annual Progress Report*, and the Authority's 2035 Targets advice.
- The Authority supported the application process and successful placement of a staff member in the Jawun Secondment program.
- The Authority registered to participate in the Australian Public Service's Indigenous Apprenticeships Program.
- The executive actively encouraged all staff to attend and participate in RAP activities and built awareness for National Reconciliation Week and National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week through organising a range of cultural learning activities and communications materials.
- The Authority completed an update of its Indigenous Procurement Strategy.
- The RAP Working Group met consistently throughout the reporting period to ensure RAP priorities were progressed.

The Authority's RAP includes key actions to be implemented and strategies for how in the workplace we can better understand, value, and engage First Nations perspectives, knowledge and cultures and foster a highly inclusive workplace and strengthen cultural capabilities. These elements are considered on an ongoing basis as the Authority reviews its policies and procedures.







# Appendix A





# Appendix A: Audited 2024–25 financial statements

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## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Climate Change and Energy

#### Opinion

In my opinion, the financial statements of the Climate Change Authority (the Entity) for the year ended 30 June 2025:

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

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

- Statement by the Accountable Authority and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

#### Basis for opinion

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

#### Accountable Authority's responsibility for the financial statements

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

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for



disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### **Auditor's responsibilities for the audit of the financial statements**

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

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



Naveed Nisar  
Audit Principal  
Delegate of the Auditor-General

Canberra  
17 September 2025



Australian Government  
Climate Change Authority

## STATEMENT BY THE ACCOUNTABLE AUTHORITY AND THE CHIEF FINANCE OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2025 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 Climate Change Authority will be able to pay its debts as and when they fall due.

A handwritten signature in black ink, appearing to read 'Brad Archer'.

Brad Archer  
Chief Executive Officer

17 September 2025

A handwritten signature in black ink, appearing to read 'Joe Hardwicke'.

Joe Hardwicke  
Chief Finance Officer

17 September 2025

**Statement of Comprehensive Income**  
for the period ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	10,325	9,297	10,814
Suppliers	1.1B	2,695	3,160	2,654
Depreciation and amortisation	2.2A	711	494	702
Finance costs	1.1C	50	58	67
<b>Total expenses</b>		<b>13,781</b>	<b>13,009</b>	<b>14,237</b>
<b>Own-source revenue</b>				
Payments from Australian Government Entities	1.2A	500	13	-
Other revenue	1.2B	70	66	-
<b>Total own-source revenue</b>		<b>570</b>	<b>79</b>	<b>-</b>
<b>Net cost of services</b>		<b>(13,211)</b>	<b>(12,930)</b>	<b>(14,237)</b>
Revenue from Government (Departmental Appropriation)	1.2C	13,886	13,396	13,886
<b>Surplus/(Deficit)</b>		<b>675</b>	<b>466</b>	<b>(351)</b>
<b>Total comprehensive income</b>		<b>675</b>	<b>466</b>	<b>(351)</b>



**Statement of Financial Position**  
for the period ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	2.1A	400	424	847
Trade and other receivables	2.1B	5,222	5,168	4,470
<b>Total financial assets</b>		<b>5,622</b>	<b>5,592</b>	<b>5,317</b>
<b>Non-financial assets</b>				
Leasehold improvements	2.2A	1,171	1,562	-
Buildings <sup>1</sup>	2.2A	877	1,170	2,025
Plant and equipment	2.2A	179	206	168
Prepayments		101	61	13
<b>Total non-financial assets</b>		<b>2,328</b>	<b>2,999</b>	<b>2,206</b>
<b>Total assets</b>		<b>7,950</b>	<b>8,591</b>	<b>7,532</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	411	1,133	1,426
Other payables	2.3B	302	770	727
<b>Total payables</b>		<b>713</b>	<b>1,903</b>	<b>2,153</b>
<b>Interest bearing liabilities</b>				
Leases	2.4A	878	1,120	1,235
<b>Total interest bearing liabilities</b>		<b>878</b>	<b>1,120</b>	<b>1,235</b>
<b>Provisions</b>				
Employee provisions	4.1A	2,121	2,060	1,591
Other provisions	2.5A	245	235	245
<b>Total provisions</b>		<b>2,366</b>	<b>2,295</b>	<b>1,836</b>
<b>Total liabilities</b>		<b>3,957</b>	<b>5,318</b>	<b>5,224</b>
<b>Net Assets</b>		<b>3,993</b>	<b>3,273</b>	<b>2,299</b>
<b>EQUITY</b>				
Contributed equity		2,778	2,778	2,778
Retained surplus/ (Accumulated deficit)		1,215	495	(479)
<b>Total Equity</b>		<b>3,993</b>	<b>3,273</b>	<b>2,299</b>

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

<sup>1</sup> Right-of-use assets are included in Buildings line items.

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

	Notes	2025 \$'000	2024 \$'000	Original Budget \$'000
<b>CONTRIBUTED EQUITY</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		2,778	2,778	2,778
<b>Adjusted opening balance</b>		<b>2,778</b>	<b>2,778</b>	<b>2,778</b>
<b>Transactions with owners</b>				
<b>Contributions by owners</b>				
<b>Total transactions with owners</b>		-	-	-
<b>Closing balance as at 30 June</b>		<b>2,778</b>	<b>2,778</b>	<b>2,778</b>
<b>RETAINED EARNINGS</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		495	29	(128)
Adjustment for errors		45	-	-
<b>Adjusted opening balance</b>		<b>540</b>	<b>29</b>	<b>(128)</b>
<b>Comprehensive income</b>				
Surplus/(Deficit) for the period		675	466	(351)
<b>Total comprehensive income</b>		<b>675</b>	<b>466</b>	<b>(351)</b>
<b>Closing balance as at 30 June</b>		<b>1,215</b>	<b>495</b>	<b>(479)</b>
<b>TOTAL EQUITY</b>				
<b>Opening balance</b>				
Balance carried forward from previous period		3,273	2,807	2,650
Adjustment for errors		45	-	-
<b>Adjusted opening balance</b>		<b>3,318</b>	<b>2,807</b>	<b>2,650</b>
<b>Comprehensive income</b>				
Surplus/(Deficit) for the period		675	466	(351)
<b>Total comprehensive income</b>		<b>675</b>	<b>466</b>	<b>(351)</b>
<b>Transactions with owners</b>				
<b>Contributions by owners</b>				
<b>Total transactions with owners</b>		-	-	-
<b>Closing balance as at 30 June</b>		<b>3,993</b>	<b>3,273</b>	<b>2,299</b>

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

## Cash Flow Statement

for the period ended 30 June 2025

	2025	2024	Original Budget
	\$'000	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Appropriations	13,746	11,720	13,886
Receipts from Australian Government Entities	335	14	-
Net GST received	158	76	-
<b>Total cash received</b>	<b>14,239</b>	<b>11,810</b>	<b>13,886</b>
<b>Cash used</b>			
Employees	10,172	7,894	10,814
Suppliers	3,306	3,421	2,664
Finance costs	50	58	57
Section 74 receipts transferred to OPA	493	14	-
<b>Total cash used</b>	<b>14,021</b>	<b>11,387</b>	<b>13,535</b>
<b>Net cash from operating activities</b>	<b>218</b>	<b>423</b>	<b>351</b>
<b>INVESTING ACTIVITIES</b>			
<b>Cash used</b>			
Purchase of Leasehold Improvement	-	1,470	-
Purchase of property, plant and equipment	-	220	-
<b>Total cash used</b>	<b>-</b>	<b>1,690</b>	<b>-</b>
<b>Net cash used by investing activities</b>	<b>-</b>	<b>(1,690)</b>	<b>-</b>
<b>FINANCING ACTIVITIES</b>			
<b>Cash received</b>			
Contributed equity	-	1,690	-
<b>Total cash received</b>	<b>-</b>	<b>1,690</b>	<b>-</b>
<b>Cash used</b>			
Principal payments of lease liabilities	242	342	351
<b>Total cash used</b>	<b>242</b>	<b>342</b>	<b>(351)</b>
<b>Net cash from/ (used by) financing activities</b>	<b>(242)</b>	<b>1,348</b>	<b>(351)</b>
<b>Net increase/(Decrease) in cash held</b>	<b>(24)</b>	<b>81</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period	424	343	847
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>400</b>	<b>424</b>	<b>847</b>



## Overview

### Objectives of the Climate Change Authority

The Climate Change Authority (the Authority) is an independent statutory body established to provide evidence-based advice and engage with the community on the response to climate change, to:

- accelerate emissions reductions and position Australia as a leader in the global effort to limit temperature increases.
- guide Australia to new opportunities and new ways of doing things, to sustain Australia's prosperity as the world transitions to net zero emissions.
- help Australia prepare for and adapt to the impacts of climate change, which have already begun and will continue to increase.

The Authority's functions are set out in its enabling legislation, the *Climate Change Authority Act 2011*, and can be summarised as follows:

- Providing advice to the Minister, as required by the *Climate Change Act 2022*, on emissions reduction targets for Australia's Nationally Determined Contributions under the Paris Agreement.
- Providing advice on progress towards Australia's emissions reduction targets and the effectiveness of climate change policies, for the Minister for Climate Change and Energy's annual statement to the Parliament under the *Climate Change Act 2022*.
- Conducting reviews of the *Carbon Credits (Carbon Farming Initiative) Act 2011* (which creates the Australian Carbon Credit Unit (ACCU) Scheme) and the *National Greenhouse and Energy Reporting Act 2007* (which creates the National Greenhouse and Energy Reporting Scheme and the Safeguard Mechanism).
- Conducting special reviews of matters relating to climate change as requested by the Minister or the Parliament.
- Undertaking research into matters relating to climate change and other matters relating to the performance of our functions.

The Authority is structured to meet a single outcome:

*Provide expert advice to the Australian Government on climate change initiatives, including through conducting regular and specifically commissioned reviews and through undertaking climate change research.*

Activities contributing toward this outcome are classified as departmental. Departmental activities involve the use of assets, liabilities, income and expenses controlled or incurred by the Authority in its own right.

## **Basis of Preparation of the Financial Statements**

The financial statements are general purpose financial statements and are required by section 42 of the PGPA Act.

The financial statements have been prepared in accordance with:

- The Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR) made under the PGPA Act; and
- Australian Accounting Standards and Interpretations – Simplified Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities carried at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

## **New Australian Accounting Standards**

New and modified Australian Accounting Standard Requirements

All new and modified standards and interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect and are not expected to have future material effect on the Authority's financial statements.

## **Taxation**

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

## **Events after the Reporting Period**

There were no subsequent events between balance date and signing of the financial statements that had the potential to significantly affect the ongoing structure and financial activities of the Authority.

## Budget Variance Commentary

The financial statements provide a comparison of the original budget as presented in the 2024-25 Portfolio Budget Statements (PBS) to the 2024-25 final outcome, in accordance with the Australian Accounting Standards for the Authority. The Budget is not audited.

Variances are considered to be 'major' based on the following criteria:

- (a) The variance between budget and actual is greater than +/-10% of the budget for the line item; or
- (b) The variance between budget and actual is greater than +/-2% of the sub-total (i.e. total expenses, total income, total assets or total liabilities); or
- (c) The variance between budget and actual is below this threshold but is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of performance of the Authority.

Item	Variance %	Variance \$'000	Explanation
<b>Statement of Comprehensive Income</b>			
Employee benefits	-5%	(489)	Lower than budgeted due to transfers of leave and other entitlements, staff turnover and recruitment challenges given the competitive labour market causing delays to recruit and onboard staff.
Finance costs	-25%	(17)	Lower than budgeted interest on the lease right of use asset due to a change in the application of the lease incentive.
Payments from Australian Government Entities	100%	500	Not originally budgeted as arrangement for funding from Department of Climate Change, Energy, the Environment and Water (DCCEEW) remained unearned revenue at time of PBS development.
Other revenue	100%	70	Not originally budgeted, relating to services received free of charge for audit services from the Australian National Audit Office (ANAO).
<b>Total own-source revenue</b>	<b>100%</b>	<b>570</b>	<b>Higher than budgeted due to the timing of revenue recognition for DCCEEW funding and ANAO resources receive free of charge not reported.</b>
<b>Statement of Financial Position</b>			
Cash and cash equivalents	-53%	(447)	Originally budgeted for higher cash working balance reserve to be held in the Authority's bank account for unanticipated expenses incurred during reestablishment of the Authority.
Trade and other receivables	17%	752	Higher than budgeted given unspent appropriation reserve held as the Authority continues to use prior year remaining balances.
<b>Total financial assets</b>	<b>6%</b>	<b>305</b>	<b>Higher than budgeted due mainly to the Authority carrying a larger than budgeted appropriation receivable balance.</b>
Leasehold improvements	100%	1,171	Higher than budgeted due to leasehold improvements originally being included in the buildings line item budget.
Buildings (ROU Asset)	-57%	-1,148	Lower than originally budgeted due to the reclassification of the Authority's leasehold improvement as a separate line item.
Prepayments	677%	88	Higher than budget due to an increase in the number of memberships and subscriptions, an increase in pricing which has pushed more prepayments over the prepayment threshold, and timing with a significant number being renewed closer to the end of financial year.
<b>Total Assets</b>	<b>6%</b>	<b>427</b>	<b>Total assets held by the Authority are higher than estimated in the 2024-25 PBS due mainly to continuing to carry unspent appropriations reserves caused by operating expenditure delays.</b>



Suppliers	-71%	(1,015)	Lower than budgeted due to reduced professional services contracts and less accruals required at year end.
Other payables	-58%	(425)	Lower than budgeted due to unearned revenue being recognised in line with delivery of projects late in the 2024 calendar year.
Leases	-29%	(357)	Lower than budgeted due to a decision to apply the lease incentive as rent abatement.
Employee provisions	33%	530	Variance primarily attributed to the increased staffing level and leave balances associated with the Authority's establishment of complete staffing profile.
Other provisions	0%	0	Nil commentary required.
<b>Total liabilities</b>	<b>-24%</b>	<b>(1,267)</b>	<b>Total liabilities held by the Authority is lower than estimated in the 2024-25 PBS due mainly to decreased supplier and other payables and lease estimates.</b>
<b>Equity</b>			
<b>Total Contributed</b>	<b>0%</b>	<b>0</b>	<b>Nil commentary required.</b>
<b>Retained Earnings</b>	<b>354%</b>	<b>1,694</b>	<b>Variance reflects the impact of the change in net cash appropriation arrangements, prior year balance carried forward and current year operating surplus.</b>
<b>Total Equity</b>	<b>74%</b>	<b>1,694</b>	<b>Variance due to retained surplus.</b>
<b>Cash Flow</b>			
Net cash from/ (used by) operating activities	-38%	(133)	Both the cash received, and cash used are higher than budgeted. Increased cash received primarily relates to leave liabilities and the increase in cash used reflects the performance obligation for funding from DCCEEW was budgeted to occur in 2023-24 at the time of PBS development.
Net cash from/ (used by) investing activities	0%	0	Nil commentary required.
Net cash from/ (used by) financing activities	-31%	(109)	Lower than budgeted principal payments of lease liabilities due to a change in the application of the lease incentive.
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>-53%</b>	<b>(447)</b>	<b>Lower than budgeted due to decreased working balance in the Authority's bank account for unanticipated expenses incurred during reestablishment of the Authority.</b>

## Financial Performance

This section analyses the financial performance of Climate Change Authority for the year ended 2025.

### 1.1 Expenses

	2025	2024
	\$'000	\$'000
<b>1.1A: Employee benefits</b>		
Wages and salaries	7,459	7,305
Superannuation		
Defined contribution plans	1,080	1,028
Defined benefit plans	217	185
Leave and other entitlements	1,508	727
Other employee expenses	61	52
<b>Total employee benefits</b>	<b>10,325</b>	<b>9,297</b>
<b>Accounting Policy</b>		
Accounting policies for employee related expenses is contained in the People and relationships section.		
<b>1.1B: Suppliers</b>		
Administrative services under MoU	932	1,015
Professional services <sup>2</sup>	615	757
Staffing and recruitment expenses	365	223
Travel	220	172
Property and related expenses	155	426
Subscriptions	140	83
Audit services <sup>3</sup>	70	106
Other supplier expenses	62	96
Consultants	64	214
Insurance	19	19
Legal	13	17
<b>Total goods and services supplied or rendered</b>	<b>2,655</b>	<b>3,128</b>
Goods supplied	236	186
Services rendered	2,419	2,942
<b>Total goods and services supplied or rendered</b>	<b>2,655</b>	<b>3,128</b>
<b>Other suppliers</b>		
Workers compensation premiums	40	32
<b>Total other suppliers</b>	<b>40</b>	<b>32</b>
<b>Total suppliers</b>	<b>2,695</b>	<b>3,160</b>
<b>1.1C: Finance Costs</b>		
Interest on lease liabilities	40	52
Unwinding of discount	10	6
<b>Total finance costs</b>	<b>50</b>	<b>58</b>

<sup>2</sup> Professional services include expert scientific advice for analysis or policy, data modelling, digital media and graphic design services.

<sup>3</sup> Audit services consist of ANAO audit fees received free of charge (refer note 1.2B Other revenue).

## 1.2 Own-Source Revenue

	2025 \$'000	2024 \$'000
<b>1.2A: Revenue from Other Australian Government Entities</b>		
Revenue from contracts with customers	500	13
<b>Total Payments from Australian Government Entities</b>	<b>500</b>	<b>13</b>
Major product / service line:		
Research services	500	-
Cost recovery	-	13
	<b>500</b>	<b>13</b>

### Accounting Policy

Funding received or receivable from other non-corporate Commonwealth entities (appropriated to the relevant entity) for rendering of services is recognised as Revenue from Other Australian Government Entities by the Authority.

### 1.2B: Other Revenue

Resources received free of charge		
Remuneration of auditors	70	65
Other Revenue	-	1
<b>Total other revenue</b>	<b>70</b>	<b>66</b>

### 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	13,886	13,396
<b>Total revenue from Government</b>	<b>13,886</b>	<b>13,396</b>

### Accounting Policy

The Authority receives its revenue through direct appropriations.

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.

Equity injection funding is recognised directly in contributed equity in the year received.



## Financial Position

This section analyses the Climate Change Authority'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.

### 2.1 Financial Assets

	2025	2024
	\$'000	\$'000
<b>2.1A: Cash and cash equivalents</b>		
Cash on hand	400	424
<b>Total cash and cash equivalents</b>	<b>400</b>	<b>424</b>
<b>2.1B: Trade and other receivables</b>		
<b>Appropriation receivables</b>		
Appropriation receivable	5,179	5,039
<b>Total appropriation receivables</b>	<b>5,179</b>	<b>5,039</b>
<b>Other receivables</b>		
Other receivables	-	60
Statutory receivables (GST)	43	69
<b>Total other receivables</b>	<b>43</b>	<b>129</b>
<b>Total trade and other receivables (gross)</b>	<b>5,222</b>	<b>5,168</b>

Credit terms for goods and services were within 20 days (2024: 20 days).

#### Accounting Policy

##### *Financial assets*

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

## 2.2 Non-Financial Assets

### 2.2A: Reconciliation of the opening and closing balances of property, plant and equipment

#### Reconciliation of the opening and closing balances of property, plant and equipment for 2025<sup>4</sup>

	Leasehold Improvements \$'000	Buildings \$'000	Plant and equipment \$'000	Total \$'000
<b>As at 1 July 2024</b>				
Gross book value	1,750	1,462	220	3,432
Accumulated depreciation, amortisation and impairment	(188)	(292)	(14)	(494)
<b>Total as at 1 July 2024</b>	<b>1,562</b>	<b>1,170</b>	<b>206</b>	<b>2,938</b>
Additions				
Depreciation and amortisation	(391)	-	(28)	(419)
Depreciation on right-of-use assets	-	(292)	-	(292)
<b>Total as at 30 June 2025</b>	<b>1,171</b>	<b>878</b>	<b>178</b>	<b>2,227</b>
<b>Total as at 30 June 2025 represented by</b>				
Gross book value	1,750	1,462	220	3,432
Accumulated depreciation, amortisation and impairment	(579)	(585)	(41)	(1,205)
<b>Total as at 30 June 2025 represented by</b>	<b>1,171</b>	<b>877</b>	<b>179</b>	<b>2,227</b>

There are no capital commitments.

#### 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 \$5,000 (2024: \$5,000), 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.

#### Lease Right-of-Use (ROU) Assets

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

Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment, and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition in Commonwealth agency, GGS and Whole of Government financial statements.

<sup>4</sup> Figures in this table may not add up due to rounding. Opening and closing balances are consistent with the Statement of Financial Position.

### Revaluations

Following initial recognition at cost, property, plant and equipment 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 depended upon the volatility of movements in market values for the relevant assets. The Authority's property, plant and equipment will be revalued for the first time in 2025/26.

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 reversed a previous revaluation increment for that class.

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

### Depreciation

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

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

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2025	2024
Leasehold improvements and ROU asset	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

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

### Impairment

All assets were assessed for impairment at 30 June 2025.

Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs 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 entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

### Derecognition

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



## 2.3 Payables

	2025	2024
	\$'000	\$'000
<b>2.3A: Suppliers</b>		
Trade creditors and accruals	411	1,133
<b>Total suppliers</b>	<b>411</b>	<b>1,133</b>
<b>2.3B: Other payables</b>		
Salaries and wages	302	260
Superannuation	-	10
Unearned income	-	500
<b>Total other payables</b>	<b>302</b>	<b>770</b>

## 2.4 Interest Bearing Liabilities

	2025	2024
	\$'000	\$'000
<b>2.4A: Leases</b>		
Lease Liabilities	878	1,120
<b>Total leases</b>	<b>878</b>	<b>1,120</b>

Total cash outflow for leases for the year ended 30 June 2025 was \$282k (2024: \$394k.)

### Maturity analysis - contractual undiscounted cash flows

Within 1 year	296	282
Between 1 to 5 years	637	933
<b>Total leases</b>	<b>933</b>	<b>1,215</b>

The Authority in its capacity as lessee entered into a lease agreement for the Canberra office on 1 July 2023 for a five (5) year lease term, with one extension option term of four (4) years. The above lease disclosure should be read in conjunction with the accompanying notes 1.1B and 2.2A.

### Accounting Policy

#### Leases

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

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

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

## 2.5 Other Provisions

### 2.5A: Other provisions

	Provision for makegood	Total
	\$'000	\$'000
As at 1 July 2024	235	235
Additional provisions made	-	-
Unwinding of discount or change in discount rate	10	10
<b>Total as at 30 June 2025</b>	<b>245</b>	<b>245</b>

The Authority currently has 1 (2024: 1) agreement for the leasing of premises which has provisions requiring the Authority to restore the premises to their original condition at the conclusion of the lease. The Authority has made a provision to reflect the present value of this obligation.

## Funding

This section identifies the Climate Change Authority's funding structure.

### 3.1 Appropriations

#### 3.1A: Annual Appropriations ('recoverable GST exclusive')

##### Annual Appropriations for 2025

	Annual Appropriation <sup>1</sup> \$'000	Adjustments to appropriation <sup>2</sup> \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance <sup>3</sup> \$'000
<b>Departmental</b>					
Ordinary annual services	13,886	334	14,220	(14,105)	115
<b>Total departmental<sup>4</sup></b>	<b>13,886</b>	<b>334</b>	<b>14,220</b>	<b>(14,105)</b>	<b>115</b>

1. There were no amounts quarantined or Section 51 adjustments in the current financial year.
2. Adjustments to appropriations includes funding received by the Authority through payments from other Australian Government Entities that has been applied under section 74 of PGPA Act and employee leave transfer receipts retained under s74 of the PGPA Act.
3. Variances are due to drawdowns against prior year appropriations and undrawn current year appropriations
4. There were no departmental capital budget amounts in the current financial year.

##### Annual Appropriations for 2024

	Annual Appropriation \$'000	Adjustments to appropriation <sup>1</sup> \$'000	Total appropriation \$'000	Appropriation applied in 2024 \$'000	Variance <sup>2</sup> \$'000
<b>Departmental</b>					
Ordinary annual services	13,396	1,383	14,779	(13,022)	1,757
Equity Injections	-	-	-	1,690	(1,690)
<b>Total departmental<sup>3</sup></b>	<b>13,396</b>	<b>1,383</b>	<b>14,779</b>	<b>14,712</b>	<b>67</b>

1. Adjustments to appropriations includes funding received by the Authority through payments from other Australian Government Entities that has been applied under section 74 of the PGPA Act and employee leave transfer receipts retained under s74 of the PGPA Act.
2. Variances are due to drawdowns against prior year appropriations and undrawn current year appropriations
3. There were no departmental capital budget amounts in the previous financial year.

#### 3.1B: Unspent annual appropriations ('recoverable GST exclusive')

	2025 \$'000	2024 \$'000
<b>Departmental</b>		
Appropriation Act (No. 1) 2023-24	-	5,039
Appropriation Act (No. 1) 2024-25	5,179	-
Cash at Bank	400	424
<b>Total departmental</b>	<b>5,579</b>	<b>5,463</b>



## 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.

### 4.1 Employee Provisions

	2025	2024
	\$'000	\$'000
<b>4.1A: Employee provisions</b>		
Leave	2,121	2,060
<b>Total employee provisions</b>	<b>2,121</b>	<b>2,060</b>

#### 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. The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

#### Leave

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

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

The liability for long service leave has been determined by use of the Australian Government Actuary's shorthand method using the Standard Commonwealth sector probability profile. 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 Authority 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. There were no redundancy payments in 2025.

#### Superannuation

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

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

## 4.2 Key Management Personnel Remuneration

Key management personnel are those persons having Authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. The Authority has determined the key management personnel to be the Chief Executive, Deputy Chief Executive, General Counsel and General Managers. Key management personnel remuneration is reported in the table below:

	2025 \$'000	2024 \$'000
Short-term employee benefits		
Salary	1,493	1,045
Allowances & benefits	63	12
<b>Total short-term employee benefits</b>	<b>1,556</b>	<b>1,057</b>
Post-employment benefits		
Superannuation	240	166
<b>Total post-employment benefits</b>	<b>240</b>	<b>166</b>
Other long-term employee benefits		
Long service leave accrued	11	14
<b>Total other long-term employee benefits</b>	<b>11</b>	<b>14</b>
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>1,807</b>	<b>1,237</b>

The total number of key management personnel that are included in the above table are 8 (2024: 5).

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the Authority.

## 4.3 Related Party Disclosures

### Related party relationships:

The Authority is an Australian Government controlled entity. Related parties to the Authority are the Key Management Personnel including the Portfolio Minister and Executive, and other Australian Government entities.

### Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the Authority in the same capacity as ordinary citizens. These transactions have not been separately disclosed in this note.

There were no significant transactions with related parties during the year. All related party transactions were in the ordinary course of business and do not require separate disclosure (2024: Nil).

## Managing uncertainties

This section analyses how the Climate Change Authority manages financial risks within its operating environment.

### 5.1 Contingent Assets and Liabilities

#### Quantifiable Contingencies

The Authority had no quantifiable contingencies at either 30 June 2025 or 2024.

#### Unquantifiable Contingencies

The Authority had no unquantifiable contingencies at either 30 June 2025 or 2024.

#### 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.

### 5.2 Financial Instruments

#### 5.2A Categories of financial instruments

	2025 \$'000	2024 \$'000
<b>Financial assets at amortised cost</b>		
Cash and cash equivalents	400	424
Trade receivables	-	60
<b>Total financial assets at amortised cost</b>	<b>400</b>	<b>484</b>
<b>Total financial assets</b>	<b>400</b>	<b>484</b>
<b>Financial liabilities measured at amortised cost</b>		
Trade creditors and accruals	411	1,133
<b>Total financial liabilities at amortised cost</b>	<b>411</b>	<b>1,133</b>
<b>Total financial liabilities</b>	<b>411</b>	<b>1,133</b>

#### Accounting Policy

##### Financial assets

The Authority classifies its financial assets as measured at amortised cost. The classification depends on both the Authority's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition.

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

Amortised cost is determined using the effective interest method.



## **Accounting Policy**

### **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**

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

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

## **Financial liabilities**

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

### **Financial Liabilities at Amortised Cost**

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

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

### **Liquidity Risk**

All financial liabilities are expected to be settled within 12 months from the reporting date. There are no derivative financial instruments or long-term borrowings as at 30 June 2025.

## Other information

### 6.1 Current/Non-Current Distinction for Assets and Liabilities

	2025 \$'000	2024 \$'000
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	400	424
Trade and other receivables	5,222	5,168
Prepayments	101	61
<b>Total no more than 12 months</b>	<b>5,723</b>	<b>5,653</b>
<b>More than 12 months</b>		
Leasehold Improvements	1,171	1,562
Buildings	877	1,170
Plant and equipment	179	206
<b>Total more than 12 months</b>	<b>2,227</b>	<b>2,938</b>
<b>Total assets</b>	<b>7,950</b>	<b>8,591</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	411	1,133
Other payables	302	770
Employee provisions	617	660
Leases	266	263
<b>Total no more than 12 months</b>	<b>1,596</b>	<b>2,826</b>
<b>More than 12 months</b>		
Employee provisions	1,504	1,400
Leases	612	857
Other provisions	245	235
<b>Total more than 12 months</b>	<b>2,361</b>	<b>2,492</b>
<b>Total liabilities</b>	<b>3,957</b>	<b>5,318</b>





## Appendix B



# Appendix B:

## Key management personnel

**Table 12: Key management personnel**

Name	Position	Term as KMP
Mr Brad Archer	Chief Executive Officer	Full year
Ms Eliza Murray	Deputy Chief Executive Officer (SES)	Part year: 6 January 2025 – 30 June 2025
Ms Eliza Murray	General Manager (SES)	Part year: 1 July 2024 – 5 January 2025
Ms Weilin Chiu	General Manager (EL2)	Part year: 24 March 2025 – 30 June 2025
Dr Matthew Searson	General Manager (SES) (A/g)	Part year: 1 July 2024 – 30 March 2025
Mr Jed Buffier	General Manager (SES) (A/g)	Part year: 3 March 2025 – 30 June 2025
Mr Joe Hardwicke	General Manager/CFO (SES) (A/g)	Full year
Dr Jennifer Rayner	General Manager (EL2)	Part year: 6 January 2025 – 30 June 2025
Mr Tim Banks	General Counsel (EL2)	Full year

**Table 13: Key management personnel remuneration**

Name	Position	\$							
		Short-term benefits		Post-employment benefits		Other long-term benefits		Termination benefits	Total Remuneration
		Base Salary	Bonuses	Other Benefits allowances	Superannuation Contributions	Long Service Leave	Other long-term benefits		
Mr Brad Archer	Chief Executive Officer	353,720	-	2,956	54,130	12,332	-	-	423,138
Ms Eliza Murray	Deputy Chief Executive Officer (SES)	289,109	-	20,780	43,167	9,767	-	-	362,823
Ms Weilin Chiu	General Manager (EL2)	59,875	-	963	8,695	1,068	-	-	70,601
Dr Matthew Searson	General Manager (SES) (A/g)	163,538	-	1,982	31,832	15,927	-	-	181,425
Mr Jed Buffier	General Manager (SES) (A/g)	74,393	-	11,040	11,042	6,081	-	-	102,556
Mr Joe Hardwicke	General Manager/CFO (SES) (A/g)	230,901	-	24,876	34,973	6,408	-	-	297,158
Dr Jennifer Rayner	General Manager (EL2)	109,751	-	729	16,563	1,286	-	-	128,329
Mr Tim Banks	General Counsel (EL2)	211,475	-	-	39,456	9,783	-	-	241,149
<b>Total</b>		<b>1,492,762</b>	<b>0</b>	<b>63,325</b>	<b>239,859</b>	<b>11,233</b>	<b>0</b>	<b>0</b>	<b>1,807,179</b>





# Appendix C



# Appendix C: Staffing statistics

Table 14: All ongoing employees current report period (2024-25)

Man/Male				Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
EL 2	7	0	7	5	0	5	0	0	0	0	0	0	0	0	0	12
EL 1	6	0	6	9	6	15	0	0	0	0	0	0	0	0	0	21
APS 6	6	0	6	5	3	8	0	0	0	0	0	0	0	0	0	14
APS 5	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
APS 4	3	1	4	3	0	3	0	0	0	0	0	0	0	0	0	7
Total	23	1	24	25	9	34	0	0	0	0	0	0	0	0	0	58
Location																
ACT	15	1	16	20	5	25	0	0	0	0	0	0	0	0	0	41
NSW	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	3
QLD	1	0	1	1	1	2	0	0	0	0	0	0	0	0	0	3
SA	2	0	2	2	1	3	0	0	0	0	0	0	0	0	0	5
VIC	3	0	3	1	2	3	0	0	0	0	0	0	0	0	0	6
Total	23	1	24	25	9	34	0	0	0	0	0	0	0	0	0	58

Table 15: All non-ongoing employees (2024-25)

Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total	
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
EL 2	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	3
Total	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	3
Location																
ACT	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
NSW	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	3

Table 16: Indigenous employment for the current report period (2024-25)

	Total
Ongoing	0
Non-Ongoing	0
<b>Total</b>	<b>0</b>

Table 17: All ongoing employees previous 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 1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
EL 2	6	0	6	5	0	5	0	0	0	0	0	0	0	0	0	11
EL 1	8	1	9	10	3	13	0	0	0	0	0	0	0	0	0	22
APS 6	6	1	7	9	1	10	0	0	0	0	0	0	0	0	0	17
APS 5	0	0	0	2	1	3	0	0	0	0	0	0	0	0	0	3
APS 4	1	1	2	1	0	1	0	0	0	0	0	0	0	0	0	3
Other	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Total</b>	<b>22</b>	<b>3</b>	<b>25</b>	<b>28</b>	<b>5</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>58</b>
<b>Location</b>																
ACT	16	2	18	19	3	22	0	0	0	0	0	0	0	0	0	40
NSW	1	0	1	4	0	4	0	0	0	0	0	0	0	0	0	5
QLD	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
SA	3	0	3	0	1	1	0	0	0	0	0	0	0	0	0	4
TAS	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
VIC	1	0	1	3	1	4	0	0	0	0	0	0	0	0	0	5
<b>Total</b>	<b>22</b>	<b>3</b>	<b>25</b>	<b>28</b>	<b>5</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>58</b>

Table 18: All non-ongoing employees (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	
<b>EL 1</b>	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	<b>2</b>
<b>APS 6</b>	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	<b>3</b>
<b>APS 5</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
<b>APS 3</b>	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
<b>Other</b>	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>1</b>
<b>Total</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>6</b>										<b>8</b>
<b>Location</b>																
<b>ACT</b>	2	0	2	5	0	5	0	0	0	0	0	0	0	0	0	<b>7</b>
<b>VIC</b>	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	<b>1</b>
<b>Total</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>











# Appendix D

# Appendix D:

## Commonwealth climate disclosure

The Commonwealth Climate Disclosure (CCD) program is the Government's policy to ensure transparency and accountability to the public regarding Commonwealth entities exposure to climate risks and opportunities. This is the Authority's first annual report which includes climate-related disclosures in accordance with the Year 1 Reporting Provisions for Tranche 1 entities.

The Authority commenced its initial climate risk assessment capturing the material climate risks and opportunities that could impact our operations and objectives.

The Authority does not maintain or operate any fleet vehicles and only use air travel where absolutely necessary. The Authority has one tenancy in Canberra where there is a continuous effort to identify energy efficiency opportunities to meet the 5.5 NABERS rating. The Authority's office space in Sydney, Melbourne and Adelaide is provided by DCCEEW through an office share arrangement.

The Authority's climate risk approach and management will continue to mature over the 2025–26 reporting year. Due to the small size of the Authority and our low emissions profile, the forward work plan will be developed with a focus on fit-for-purpose metrics, targets and controls.

### Governance

During the 2024–25 reporting period, the Authority commenced the identification and assessment of climate risk.

The CEO is the accountable authority responsible for the management, oversight and disclosure of the Authority's climate-related risks and opportunities. This forms part of their risk responsibility, as outlined in the Resource Management Framework (RMF), which was established in accordance with the Commonwealth Risk Management Policy 2023.

The CEO has assigned the responsibility of oversight of climate risk management and opportunity to the Executive Committee with support from the Chief Sustainability Officer (CSO). The CEO works with the CSO to set the targets in the Authority's Emissions Reduction Plan.

The Audit Committee will provide further assurance on the Authority's system of climate risk oversight, management and internal controls as part of its standard remit. The Audit Committee meets at least twice a year as per the Audit Committee Charter.

Although risk management is an embedded practice within the Authority, further competency will be developed to address climate risks and opportunities. Refer to the Corporate Governance section (page 30) and the Enterprise Risk Management section (page 30) for further information on our agency-wide approach to governance, risk management, related policies and procedures and the roles and responsibilities of our executive committee.

### Risk management

In 2024–2025 the Authority commenced its enterprise climate risk assessment in accordance with obligations under the Australian Government's Approach to Climate Risk and Opportunity Management in the Public Sector 2024–2026.

Over the next reporting period the Authority will continue to build on what was started in 2024–25, ensuring that actions undertaken are effective, proportionate and meet our obligations.

## Metrics and targets

### Metrics

Emissions are required to be calculated in line with the APS Net Zero Emissions Reporting Framework provided by the Department of Finance. The Authority has calculated our emissions data consistent with the whole-of-Australia Government approach as part of the APS Net Zero 2030 policy. To view our emissions reporting data please see our APS Net Zero reporting.

### Targets

The Authority is contributing to the Government's APS net zero by 2030 target. We have implemented a variety of initiatives within the Authority to reduce our emissions and will continue to build our strategy to address our emissions. For further information on the steps that the Authority has planned please refer to our *Emissions Reduction Plan*: <https://www.climatechangeauthority.gov.au/emissions-reduction-plan>.







# Appendix E

# Appendix E:

## List of requirements

PGPA Rule Reference	Description	Requirement	Page
<b>17AD(g)</b>	<b>Letter of transmittal</b>		
17AI	A copy of the letter of transmittal signed and dated by the 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	4
<b>17AD(h)</b>	<b>Aids to access</b>		
17AJ(a)	Table of contents (print only).	Mandatory	5
17AJ(b)	Alphabetical index (print only).	Mandatory	102
17AJ(c)	Glossary of abbreviations and acronyms.	Mandatory	98–101
17AJ(d)	List of requirements.	Mandatory	90
17AJ(e)	Details of contact officer.	Mandatory	3
17AJ(f)	Entity's website address.	Mandatory	3
17AJ(g)	Electronic address of report.	Mandatory	3
<b>17AD(a)</b>	<b>Review by accountable authority</b>		
17AD(a)	A review by the accountable authority of the entity.	Mandatory	8–10
<b>17AD(b)</b>	<b>Overview of the entity</b>		
17AE(1)(a)(i)	A description of the role and functions of the entity.	Mandatory	12
17AE(1)(a)(ii)	A description of the organisational structure of the entity.	Mandatory	13
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity.	Mandatory	20
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan.	Mandatory	22
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority	Mandatory	16
17AE(1)(aa)(ii)	Position title of the accountable authority or each member of the accountable authority	Mandatory	32–33
17AE(1)(aa)(iii)	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	32–33

PGPA Rule Reference	Description	Requirement	Page
17AE(1)(b)	An outline of the structure of the portfolio of the entity.	Portfolio departments mandatory	N/A
17AE(2)	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	N/A
<b>17AD(c)</b>	<b>Report on the Performance of the entity</b>		
	<i>Annual performance Statements</i>		
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	19–27
17AD(c)(ii)	<i>Report on Financial Performance</i>		
17AF(1)(a)	A discussion and analysis of the entity's financial performance.	Mandatory	38–40
17AF(1)(b)	A table summarising the total resources and total payments of the entity.	Mandatory	38
17AF(2)	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.	N/A
<b>17AD(d)</b>	<b>Management and Accountability</b>		
	<i>Corporate Governance</i>		
17AG(2)(a)	Information on compliance with section 10 (fraud systems)	Mandatory	30
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	30
17AG(2)(b)(ii)	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	30
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	4
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	30
17AG(2)(d) – (e)	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance.	If applicable, Mandatory	N/A



PGPA Rule Reference	Description	Requirement	Page
<i>Audit Committee</i>			
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	32
17AG(2A)(b)	The name of each member of the entity's audit committee.	Mandatory	32–33
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	32–33
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	32–33
17AG(2A)(e)	The remuneration of each member of the entity's audit committee.	Mandatory	32–33
<i>External Scrutiny</i>			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	34
17AG(3)(a)	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	34
17AG(3)(b)	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	34
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	34
<i>Management of Human Resources</i>			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	42–5
17AG(4)(aa)	Statistics on the entity's employees on an ongoing and nonongoing basis, including the following: (a) statistics on fulltime employees (b) statistics on part time employees (c) statistics on gender (d) statistics on staff location.	Mandatory	80–81
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and nonongoing basis; including the following: Statistics on staffing classification level Statistics on fulltime employees Statistics on part time employees Statistics on gender Statistics on staff location Statistics on employees who identify as Indigenous.	Mandatory	80–81

PGPA Rule Reference	Description	Requirement	Page
17AG(4)(c)	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	42
17AG(4)(c)(i)	Information on the number of SES and non SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	42
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level.	Mandatory	42
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees.	Mandatory	
17AG(4)(d)(i)	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	N/A
17AG(4)(d)(ii)	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	N/A
17AG(4)(d)(iii)	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	N/A
17AG(4)(d)(iv)	Information on aggregate amount of performance payments.	If applicable, Mandatory	N/A
<i>Assets Management</i>			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	34
<i>Purchasing</i>			
17AG(6)	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory	36
<i>Reportable consultancy contracts</i>			
17AG(7)(a)	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	39
17AG(7)(b)	A statement that "During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]".	Mandatory	39–40
17AG(7)(c)	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	39–40

PGPA Rule Reference	Description	Requirement	Page
17AG(7)(d)	A statement that “Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”	Mandatory	39–40
	<i>Reportable non-consultancy contracts</i>		
17AG(7A)(a)	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	39–40
17AG(7A)(b)	A statement that “Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”	Mandatory	39–40
17AD(daa)	<i>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</i>		
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	39–40
	<i>Australian National Audit Office Access Clauses</i>		
17AG(8)	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	N/A
	<i>Exempt contracts</i>		
17AG(9)	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	N/A
	<i>Small business</i>		
17AG(10)(a)	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	39
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	38–39

PGPA Rule Reference	Description	Requirement	Page
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory	N/A
<i>Financial Statements</i>			
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	49
<i>Executive Remuneration</i>			
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	77
<b>17AD(f)</b>	<b>Other Mandatory Information</b>		
17AH(1)(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.”	If applicable, Mandatory	39
17AH(1)(a)(ii)	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	39
17AH(1)(b)	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory	N/A
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	44
17AH(1)(d)	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	34
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	N/A
17AH(2)	Information required by other legislation	Mandatory	34–36





The background is a blurred photograph of a forest scene with a stream. In the top left corner, there is a large white semi-circle. Below it, a white right-angled triangle points towards the bottom right. In the bottom left corner, there is a semi-transparent circular overlay showing a close-up of green foliage.

# **Glossary and abbreviations**

# Glossary

Term	Meaning
Adaptation	In human systems, the process of adjustment to actual or expected climate and its effects, in order to moderate harm or exploit beneficial opportunities. In natural systems, the process of adjustment to actual climate and its effects; human intervention may facilitate adjustment to expected climate.
AusTender	Provides centralised publication of Commonwealth Government business opportunities, annual procurement plans, multi-use lists and contracts awarded by government agencies.
Authority members	The Authority comprises eight part-time members (including the Chair) and the Chief Scientist (ex officio). Members are appointed by the Minister responsible for climate change under s. 18 of the <i>Climate Change Authority Act 2011</i> .
Carbon Farming Initiative	The Australian carbon crediting scheme first created by the <i>Carbon Credits (Carbon Farming Initiative) Act 2011</i> , since renamed (see ACCU Scheme).
Carbon sequestration	The process of storing carbon in a carbon pool, such as plants, soils, geologic formations and the ocean.
Climate Change Authority	A Commonwealth statutory authority established on 1 July 2012 to provide independent advice on climate change policies to the minister responsible for climate change and to the parliament.
Clean Energy Regulator	A Commonwealth statutory authority that administers regulatory schemes relating to clean energy, including the Renewable Energy Target, the Carbon Pricing Mechanism (now repealed), the National Greenhouse and Energy Reporting scheme, and the ACCU Scheme (formerly referred to as the Carbon Farming Initiative and the Emissions Reduction Fund).
Climate Change Authority Enterprise Agreement 2024–2027	The collective agreement of the Climate Change Authority sets the terms and conditions of employment for all non-SES Authority staff.
Department of Industry, Science and Resources	Helps to drive economic growth, productivity and competitiveness by bringing together industry, energy, resources, science, skills and business.
Emissions Reduction Fund	A scheme resulting from the expansion of streamlining and other changes to the <i>Carbon Credits (Carbon Farming Initiative) Act 2011</i> , in December 2014. The ERF involves purchases of ACCUs by the Government. The scheme has since been renamed (see ACCU Scheme).
Emissions Reduction Target	Goal for emission reductions.
Mitigation (of climate change)	A human intervention to reduce the sources or enhance the sinks of greenhouse gases.

Term	Meaning
National Greenhouse and Energy Reporting Scheme	Introduced in 2007, the scheme provides a single national framework for corporations to report on greenhouse gas emissions, energy use and energy production. Corporations that meet a National Greenhouse and Energy Reporting threshold must register and then report each year.
Nationally Determined Contribution	A submission by a Party to the Paris Agreement that articulates the Party's efforts to contribute to the global task of decarbonisation and adapt to the impacts of climate change.
Paris Agreement	An international agreement adopted under the United Nations Framework Convention on Climate Change in 2015.
Remuneration Tribunal	An independent statutory authority established under the <i>Remuneration Tribunal Act 1973</i> that sets the remuneration for key Commonwealth offices.



# Abbreviations

ABN	Australian Business Number	NABERS	National Australian Built Environment Rating System
ACCU	Australian Carbon Credit Unit	NGER	National Greenhouse and Energy Reporting Scheme
ANAO	Australian National Audit Office	PBS	Portfolio Budget Statements
AO	Officer of the Order of Australia	PDF	Performance Development Framework
APSC	Australian Public Service Commission	PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
APS	Australian Public Service	PGPA Rule	<i>Public Governance, Performance and Accountability Rule 2014</i>
Authority	Climate Change Authority	PS Act	<i>Public Service Act 1999</i>
CCA Act	<i>Climate Change Authority Act 2011</i>	PSM	Public Service Medal
CEO	Chief Executive Officer	PSS	Public Sector Superannuation Scheme
CFO	Chief Financial Officer	PSSap	PSS accumulation plan
COP	Conference of the Parties	RAP	Reconciliation Action Plan
CSO	Chief Sustainability Officer	RET	Renewable Energy Target
CSS	Commonwealth Superannuation Scheme	RMF	Resource Management Framework
DCCEEW	Department of Climate Change, Energy, the Environment and Water	SES	Senior Executive Service
EAP	Employee Assistance Program	SME	Small Medium Enterprise
EL	Executive Level	WHS	Work Health Safety
ERP	Emissions Reduction Plan		
FBT	Fringe Benefits Tax		
FOI Act	<i>Freedom of Information Act 1982</i>		
FY	Financial Year		
GST	Goods and Services Tax		
IPCC	Intergovernmental Panel on Climate Change		
JRPP	Jurisdictional Renewable Power Percentage		
KMP	Key Management Personnel		
KPI	Key Performance Indicator		
MoU	Memorandum of Understanding		
MP	Member of Parliament		



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