



AUSTRALIAN
**CRIMINAL
INTELLIGENCE
COMMISSION**

ANNUAL REPORT 2024–25

The Australian Criminal Intelligence Commission acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their connection to land, sea and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

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ACIC ANNUAL REPORT

2024–25

Letter of transmittal



AUSTRALIAN
**CRIMINAL
INTELLIGENCE
COMMISSION**

03 October 2025

The Hon Tony Burke MP
Minister for Home Affairs
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present the annual report of the Australian Criminal Intelligence Commission (ACIC) for the year ending 30 June 2025.

The annual report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) which requires that you table the report in parliament.

The report outlines the ACIC's performance for 2024–25 and includes audited financial statements as required under section 43(4) of the PGPA Act.

The document also contains annual reports required under the *Crimes Act 1914*, covering:

- account takeover warrants, pursuant to section 3ZZVM
- assumed identities, pursuant to section 15LD(1)
- witness identity protection certificates, pursuant to section 15MU(2).

I certify that I am satisfied that the ACIC has undertaken all appropriate fraud and corruption control measures as set out in section 10 of the Public Governance, Performance and Accountability Rule 2014.

Yours sincerely

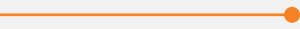
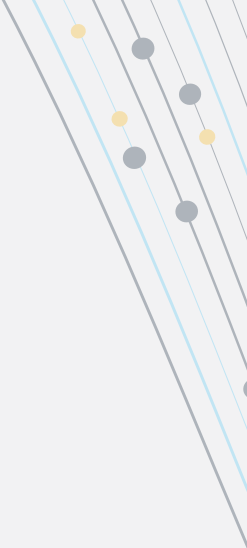
A handwritten signature in black ink, appearing to read 'H Cook', is written over a light blue horizontal line.

Heather Cook
Chief Executive Officer
Australian Criminal Intelligence Commission

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AGENCY OVERVIEW

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Chief Executive Officer's review

I'm proud to present my second annual report as Chief Executive Officer of the Australian Criminal Intelligence Commission (ACIC), marking my first full year in the role. This report reflects a year of significant delivery and reform for the ACIC.

Building a national criminal intelligence agency for the future

In 2024–25, the ACIC advanced its transformation to enable more effective identification and assessment of serious and organised crime threats impacting Australia.

The criminal landscape in Australia has fundamentally shifted. Today's serious and organised crime networks are borderless, decentralised, digitally enabled and increasingly embedded within legitimate systems. They operate with the agility and sophistication of multinational businesses: strategic, networked and adaptive.

In recognition of the complexity and scale of the serious and organised crime threat, the Australian Government commissioned – and, in November 2024, released its response to – the *Independent Review of the Australian Criminal Intelligence Commission and associated Commonwealth law enforcement arrangements*. The Review's recommendations set out a blueprint to strengthen the ACIC's ability to combat the significant threat posed by serious and organised crime.

In response to the Review and the need to ensure we are agile and efficient in countering the threat posed by serious and organised crime, the ACIC commenced implementing a new intelligence operating model. This initiative has helped inform the strategic prioritisation, resource realignment and development of a future sustainable funding model to equip the ACIC to effectively deliver on our mission.

Our people are the foundation of this transformation. In 2024–25, we built capability across intelligence tradecraft, analytics, legal and digital disciplines, embedding a culture of innovation, excellence, collaboration and strong client focus.

Enhancing community safety through national systems and information sharing

Better integration of our data science and analytics teams and the expansion of the National Criminal Intelligence System (NCIS) are examples of how we are enabling earlier and more impactful insights across the criminal intelligence cycle.

Borderless crime requires borderless criminal intelligence and information, which NCIS is providing. NCIS Tranche 2 initiatives continue to add datasets, capabilities and system integrations. National information shared through NCIS is now integrated in 21 local police systems nationally, and is actively used by more than 52,000 officers in frontline operations. NCIS is trusted by law enforcement partners to provide a national view of criminal intelligence and information, enhancing officer and community safety.

The National Police Checking Service continues to provide timely access to police checks, assisting informed decisions on the suitability of individuals for employment, Australian citizenship, appointment to positions of trust and a variety of licensing and registration schemes. In 2024–25, the service processed over 7.26 million checks with processing times exceeding agency performance measures.

The National Police Checking Service continued work on the development of a pilot National Continuous Checking Capability as an enhancement to the current system. This work is being undertaken as part of the government's strategy to prevent and respond to child sexual abuse and remains a key focus for the ACIC, contributing to community safety through closing the gaps in current checking capabilities across states and territories.

The ACIC is working closely with police agencies and state and territory Working with Children Check and National Disability Insurance Scheme screening units to undertake the pilot, following successful co-design and feasibility study phases of the project in 2024–25.

Deepening partnerships and building capability

Our intelligence insights are produced to protect Australia from serious and organised crime. We provide unique, actionable and insightful intelligence to our law enforcement, intelligence, regulatory and policy partners – both domestically and internationally. In late 2024, we produced a classified Serious Financial Crime Threat Assessment, identifying key enablers of tax crime and emerging criminal methodologies, to inform the forward planning and prioritisation of the Serious Financial Crime Taskforce, of which we are a member. In March 2025, our intelligence informed legislative amendments to the Criminal Code, strengthening controls on synthetic opioids and precursors.

As the threat landscape continues to diversify, the ACIC's role as a national intelligence partner becomes more central. We deepened engagement across the National Intelligence Community and contributed to whole-of-government threat assessments. We also played a key role in policy and legislative reform, to ensure that the future architecture of Australia's intelligence and law enforcement powers remains fit for purpose and enables agencies to effectively fulfill their missions.

Our strength also lies in partnerships and collaboration. I thank our law enforcement, intelligence, regulatory, and policy partners across Australia and internationally. The fusion of insight, access and action that these partnerships enable is critical to our collective impact.

Looking ahead

It has been a year of change and consolidation, strengthening our role as Australia's national criminal intelligence agency attuned to the complexity of the threat environment and driven by the need for sharper, faster and actionable intelligence.

We are not simply adapting to a more complex criminal landscape – we are actively reshaping how Australia understands and responds to serious crime. Through our stewardship of national policing information systems and secure information sharing, the ACIC enhances community safety by connecting intelligence across jurisdictions. As our evolution continues, our focus remains clear: to deliver intelligence that protects Australia's national interests, safeguards its institutions and strengthens our collective resilience.



Heather Cook

Chief Executive Officer

Australian Criminal Intelligence Commission

About us

The ACIC is Australia's national criminal intelligence agency. Our purpose is to protect Australia from serious criminal threats by collecting, assessing and disseminating intelligence and policing information.

Roles and functions

The ACIC has 2 distinct roles:

- to collect, analyse and communicate intelligence relating to serious and organised crime impacting Australia, including where it has a transnational dimension
- to ensure that there are systems and services that enable criminal intelligence and policing information to be shared across jurisdictions, including the provision of nationally coordinated criminal history checks.

Legislative framework

Our legislative framework is established by the *Australian Crime Commission Act 2002* (ACC Act). Section 7 of the ACC Act defines our core functions, which are underpinned by supporting legislation in each state and territory.

The ACC Act provides us with intelligence-gathering and investigative powers and enables our use of specialised tools. It also assigns us our key roles in delivering and enhancing criminal intelligence, national policing information services, and nationally coordinated criminal history checks.

Portfolio

From 1 July 2024 to 12 May 2025, the ACIC was part of the Attorney-General's portfolio and reported to the Attorney-General. The agency moved to the Home Affairs portfolio on 13 May 2025 and now reports to the Minister for Home Affairs.

The ACIC administered one portfolio outcome and one program in 2024–25, as set out in the *Attorney-General's Portfolio Budget Statements 2024–25*:

Outcome 1

To protect Australia from criminal threats through coordinating a strategic response and the collection, assessment and dissemination of intelligence and policing information.

Program 1.1 – Australian Criminal Intelligence Commission

The ACIC supports the protection of Australia from criminal threats through developing and coordinating innovative disruption strategies that disable or dismantle criminal groups. The ACIC, through board-approved special investigations and special operations collects, assesses and disseminates criminal intelligence to improve the national ability to respond to crime affecting Australia. The ACIC provides high-quality national policing information systems and services to Commonwealth and law enforcement partners and keeps the community safe through delivery of background checking services to support employment or entitlement decisions.

Accountability

The Chief Executive Officer (CEO) is the accountable authority of the ACIC under section 12 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). Heather Cook was our CEO throughout 2024–25.

The ACC Act directs aspects of our accountability arrangements, including establishing and outlining the role of the Australian Criminal Intelligence Commission Board. Further information on the board is available under ‘External scrutiny’ in section 3 of the report.

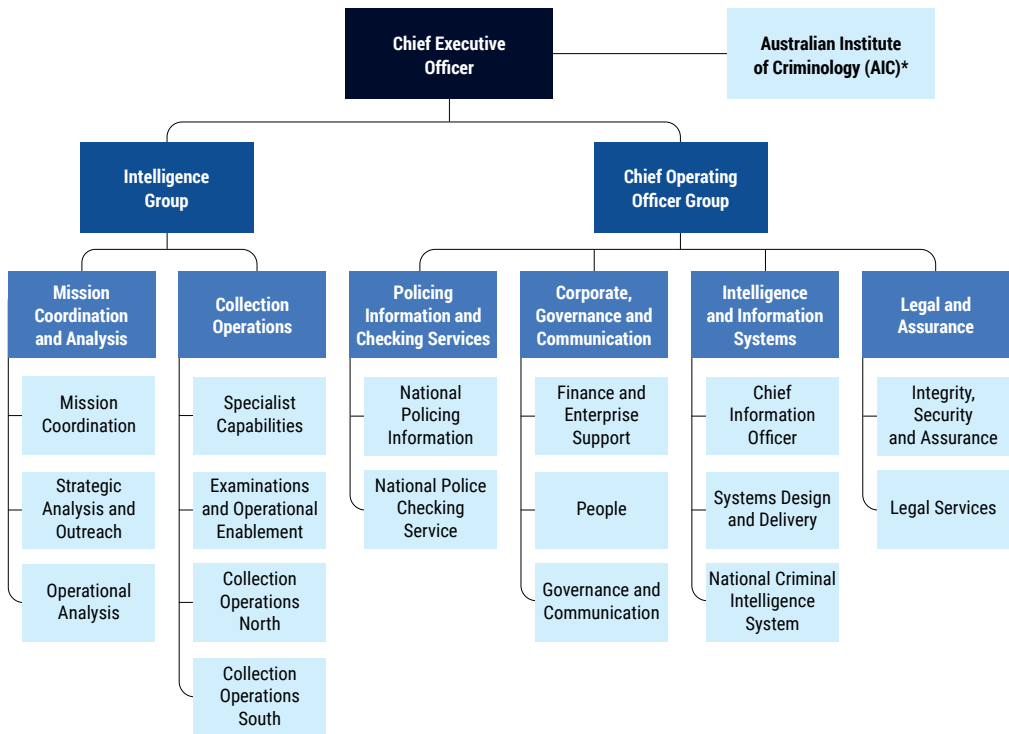
Structure

Figure 1.1 provides an outline of the structure of the ACIC at 30 June 2025.

Two significant changes were made to the structure during the reporting period:

- the Legal and Assurance Division and the Corporate, Governance and Communication Division were separated into two divisions
- structural changes were made to the Intelligence Group to better support a nationally consistent, coordinated and integrated approach to delivery of criminal intelligence.

Figure 1.1: Organisational structure at 30 June 2025



*The ACIC Chief Executive Officer is also Director of the Australian Institute of Criminology.

Relationships

The ACIC builds strong relationships to ensure that intelligence underpins Australia's fight against serious and organised crime.

Australian Institute of Criminology

The ACIC supports and works closely with the Australian Institute of Criminology (AIC), to ensure that criminological research and evidence remain central to law enforcement's collective response to crime.

Our CEO is Director of the AIC, and the 2 agencies are co-located. While the AIC operates independently, its high-quality research is integral to our work.

Examiners

ACIC examiners are independent statutory officers appointed by the Governor-General to exercise the coercive powers set out in the ACC Act for the purpose of board-approved special ACIC operations and special ACIC investigations.

Four full-time examiners were active in 2024–25, based in Brisbane, Melbourne, Perth and Sydney.

Stakeholders

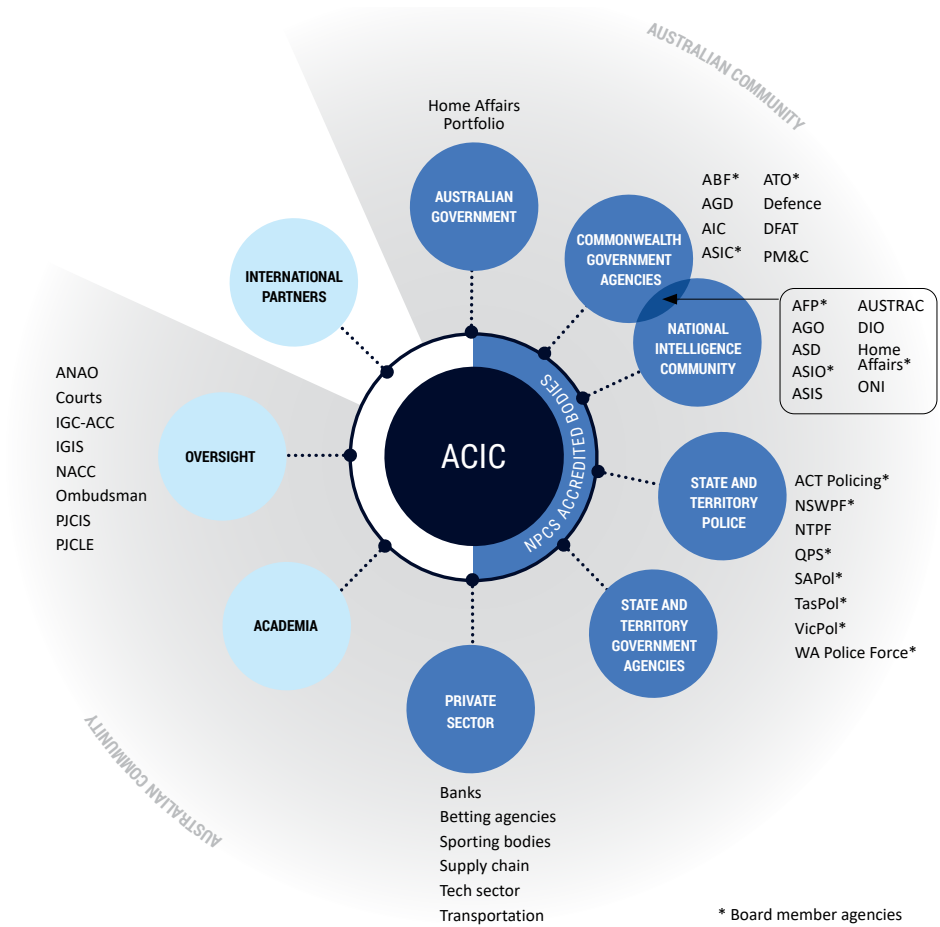
Reducing the impact of serious and organised crime involves cooperation across many government departments, intelligence, law enforcement and regulatory agencies and other entities, in Australia and overseas.

Effective engagement is critical.

We engage in a variety of forums, task forces and multi-agency teams and chair a variety of standing working groups and committees to build stronger national networks for cooperation and information exchange.

Figure 1.2 illustrates the connections between our key stakeholder groups.

Figure 1.2: Stakeholders



ABF	Australian Border Force
ACT Policing	Australian Capital Territory Policing
AFP	Australian Federal Police
AGD	Attorney-General's Department
AGO	Australian Geospatial-Intelligence Organisation
AIC	Australian Institute of Criminology
ANAO	Australian National Audit Office
ASD	Australian Signals Directorate
ASIC	Australian Securities and Investments Commission
ASIO	Australian Security Intelligence Organisation
ASIS	Australian Secret Intelligence Service

ATO	Australian Taxation Office
AUSTRAC	Australian Transaction Reports and Analysis Centre
Defence	Department of Defence
DFAT	Department of Foreign Affairs and Trade
DIO	Defence Intelligence Organisation
Home Affairs	Department of Home Affairs
IGC-ACC	Inter-Governmental Committee on the Australian Crime Commission
IGIS	Inspector-General of Intelligence and Security
NACC	National Anti-Corruption Commission

NPCS	National Police Checking Service
NSWPF	New South Wales Police Force
NTPF	Northern Territory Police Force
ONI	Office of National Intelligence
PJCIS	Parliamentary Joint Committee on Intelligence and Security
PJCLE	Parliamentary Joint Committee on Law Enforcement
PM&C	Department of the Prime Minister and Cabinet
QPS	Queensland Police Service
SAPol	South Australia Police
TasPol	Tasmania Police
VicPol	Victoria Police
WA Police Force	Western Australia Police Force

Australia's criminal environment

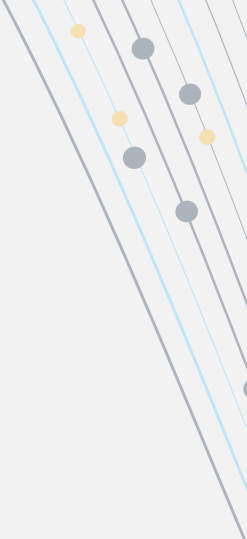
Serious and organised crime costs the Australian economy over \$68 billion per year, undermines Australia's geopolitical and domestic interests, and targets and harms Australian citizens. Our work exposes the complex and ever-shifting nature of serious and organised crime impacting Australia, including where it has a transnational dimension.

- **Serious and organised crime threatens Australia's security and prosperity.** Serious and organised crime actors are exploiting growing uncertainty in our economy, interfering in geopolitical and global conflict, focusing firmly on opportunities to derive profit at the expense of the security and wellbeing of the Australian community.
- **Serious and organised crime impacts everyone.** Serious and organised crime actors are highly adept at using everyday systems and services to enable destructive, pervasive and complex illicit ventures. They make our communities less safe, create unfair competition for legitimate businesses and industries, exploit our most vulnerable people, and increase pressure on the economy and vital services.
- **Criminals prioritise personal gain above all else.** The heads of criminal networks lead global organisations focused on maximising profits. These high-level criminals will go to great lengths to achieve their goals, regardless of traditional allegiances, geographic boundaries, or the harm they cause.
- **Serious and organised criminal enterprises are globalised and collaborative.** Criminal networks are global, technology-enabled and resilient. But even the highest-threat criminal enterprises have limitations to their reach and rely on the services, access and expertise of other criminals to succeed in their illicit ventures. Serious and organised crime groups continue to prioritise collaboration over competition where it does not affect their bottom line.
- **Technology is expanding opportunities for criminals across every category of crime.** Criminals quickly adopt emerging and advanced technologies to enable and expand their end-to-end business models. As Australians rely more heavily on online services and platforms, opportunities for cybercrime, serious financial crime and victim-based crime expand. Our increasingly digital world also grants criminals easier access to illicit commodities, digital currencies, and specialist tools and technologists. These tools and methodologies are also commoditised by criminals across online forums and marketplaces.
- **Insiders and professional facilitators enable criminal groups.** Serious organised crime networks rely on a range of skills to help conceal their activity and manage the profits of crime. Criminals exploit insiders in Australian supply chains, leveraging their access and knowledge to evade detection by law enforcement and border security. Professionals such as lawyers, accountants and real estate agents are also engaged or co-opted both wittingly and unwittingly for their skills in masking and facilitating complex criminal activities.

Understanding criminal networks and how they operate, and identifying emerging threats, allows us to inform and support prevention and disruption actions, creating a more hostile operating environment for serious and organised crime actors.







SECTION 2:

ANNUAL PERFORMANCE

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Annual performance statements

Statement by the accountable authority

As the accountable authority of the Australian Criminal Intelligence Commission (ACIC), I present the 2024–25 annual performance statements of the ACIC, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). The annual performance statements are based on properly maintained records, accurately reflect the performance of the ACIC, and comply with subsection 39(2) of the PGPA Act.

In accordance with subsection 16F of the Public Governance, Performance and Accountability Rule 2014, these statements report on our performance for the 2024–25 financial year, assessed against the purpose, key activities and performance measures relevant to the ACIC published in the *Attorney-General's Portfolio Budget Statements 2024–25* and the *ACIC Corporate Plan 2024–25*.



Heather Cook

Chief Executive Officer

Australian Criminal Intelligence Commission

03 October 2025

Purpose and key activities

Our purpose is to protect Australia from serious criminal threats by collecting, assessing and disseminating intelligence and policing information. We do this through 3 key activities, as described in our portfolio budget statements and Corporate Plan:

- criminal intelligence
- national policing information systems
- National Police Checking Service.

Performance measurement

In 2024–25, our performance framework included 3 performance criteria, based on our 3 key activities, and 11 measures. The full suite of criteria and measures is presented in the *ACIC Corporate Plan 2024–25* (pages 21 to 24). Performance criterion 2: National policing information systems is also presented in the *Attorney General’s Portfolio Budget Statements 2024–25* (page 79).

We refined our performance criteria and measures in 2024–25, reducing the number of criteria from 13 to 3 and the number of measures from 32 to 11, to more clearly align them with our key activities. The rationale for the changes is documented in Appendix C of the Corporate Plan.

The performance framework includes a combination of measures and associated targets in accordance with the ‘Measures of outputs, efficiency and effectiveness’ section of Australian Government Resource Management Guide 131 – *Developing performance measures*.

We assessed whether we achieved our purpose by rating our performance against the performance criteria and measures using the matrix shown in Table 2.1.

Table 2.1: Performance rating system

Rating	Measure result
Fully met	Targets were 100% met or all of the measures were fully met
Substantially met	Targets were 50% to 99% met or most of the measures were fully or substantially met
Partially met	Targets were 25% to 49% met or half of the measures were fully or substantially met, or most of the measures were partially met
Not met	Targets were <25% met or less than half of the measures were fully or substantially met, or most of the measures were not met

Performance overview

In 2024–25, we fully met 9 of our 11 performance measures, and substantially met 2 measures. Tables 2.2 to 2.5 summarise our performance results for 2024–25 by criterion and measure.

Table 2.2: Results overview

Criterion	Measure results		Overall assessment
Performance criterion 1: Criminal intelligence The ACIC coordinates, collects, analyses, and shares valuable criminal intelligence on transnational serious and organised crime threats to inform ACIC and partner operational and strategic policy responses, and regulatory and legislative reforms.	Fully met	3	Substantially met
	Substantially met	2	
	Partially met	0	
	Not met	0	
Performance criterion 2: National policing information systems ACIC national policing information systems fulfil design requirements and seek to innovate, and deliver a reliable and trusted service based on consultation and partnerships to maximise user experience and service suitability.	Fully met	3	Fully met
	Substantially met	0	
	Partially met	0	
	Not met	0	
Performance criterion 3: National Police Checking Service The ACIC coordinates the delivery of a risk-based, reliable and timely national police checking services that adheres to regulatory requirements.	Fully met	3	Fully met
	Substantially met	0	
	Partially met	0	
	Not met	0	

Criminal intelligence performance overview

As Australia’s national criminal intelligence agency, we collect, correlate, analyse and disseminate criminal intelligence and policing information. Our unique, actionable and insightful intelligence contributes to combating the threats that Australia faces from serious and organised crime, including where it has a transnational dimension.

Our work identifies and fills intelligence gaps for the ACIC and partners on matters of serious and organised crime. It provides insights about targets, criminal trends and developments, vulnerabilities and methods, to harden the environment against serious and organised crime.

Using our intelligence capabilities, we deliver insights and advice that informs and influences the work of domestic and international partners in law enforcement and intelligence. Our performance measures focus on how we support our partners with intelligence products and services.

Performance measures 1.1 to 1.5 focus on our monitoring of and reporting on aspects of criminal intelligence activity. In 2024–25, 3 measures were fully met and 2 were substantially met, resulting in the criterion being substantially met, as shown in Table 2.3.

Table 2.3: Results for performance criterion 1 – Criminal intelligence

Performance criterion 1: Criminal intelligence The ACIC coordinates, collects, analyses, and shares valuable criminal intelligence on transnational serious and organised crime threats to inform ACIC and partner operational and strategic policy responses, and regulatory and legislative reforms.		
Measure	Target	Results
1.1 Case studies of ACIC intelligence enrichment, discoveries and insights supporting the fight against serious and organised crime	3 or more case studies	Fully met
1.2 Percentage of requests for information finalised within ACIC specified timeframes	70% or more of incoming requests are completed within assigned timeframe	Substantially met
1.3 The value of ACIC products leads partners to make additional requests for disseminations or access to ACIC intelligence products	518 or more requests	Substantially met
1.4 The percentage of stakeholders agree and strongly agree that ACIC intelligence products provide a relevant and comprehensive understanding of crime impacting Australia, including changes and trends within the criminal environment	80% or greater of respondents deliver this rating	Fully met
1.5 The percentage of key stakeholders who agree and strongly agreed that ACIC intelligence/advice/insights had an impact or informed their operational or policy activities	80% or greater of respondents deliver this rating	Fully met
Criminal intelligence overall assessment		Substantially met

Our case studies (performance measure 1.1) show the role of intelligence discovery and insights in combating serious and organised crime. Intelligence is often a fundamental but unpublished input into operational strategy, government policy and arguments for legislation. Our case studies show how the ACIC continues to apply its covert and technical expertise to deploy against encrypted criminal communications to enhance collection and discovery, while our work on nitazenes (synthetic opioids) and supply chains advised stakeholders of potential vulnerabilities and mitigation strategies. They illustrate how we contributed and added value in real-world situations, which is reflected in our stakeholder survey outcomes (performance measures 1.4 and 1.5).

In 2024–25, we substantially met our stakeholders’ needs, responding to 69% of requests for information within assigned timeframes (performance measure 1.2). We responded to 516 requests for additional disseminations, which is 99% of the target of 518 requests. This supported a ‘substantially met’ outcome for performance measure 1.3. Australian Criminal Intelligence Commission Board (ACIC Board) partners and Five Eyes Law Enforcement Group

partners were the main recipients of our additional disseminations, demonstrating the national and international value of our work.

We performed strongly in stakeholder satisfaction, exceeding our target for performance measure 1.4 with 94% of respondents to our stakeholder survey agreeing and strongly agreeing that our intelligence products provide a relevant and comprehensive understanding of crime impacting Australia, including changes and trends within the criminal environment.

In addition, 88% of the survey respondents agreed and strongly agreed that ACIC intelligence/advice/insights had an impact or informed their operational or policy activities (performance measure 1.5). This exceeded the target of 80%.

Our intelligence success in 2024–25 was driven by several factors. We continued to develop our tradecraft and ways of working, prioritised stakeholder engagement, and enhanced product development and dissemination. This supported stronger performance, and more positive stakeholder feedback.

National policing information systems performance overview

We worked cooperatively with law enforcement and other partners to deliver reliable and comprehensive national policing information systems. Our systems deliver data to our partners and enable Australian police agencies to securely and reliably share essential information with each other.

The range of systems provides partners with a comprehensive and sophisticated array of searchable data holdings that assist law enforcement to protect Australia from diverse criminal threats. Systems include specialist niche data holdings (for example, disaster victim identification) and more generally used systems, such as the National Criminal Intelligence System, that deliver real-time information for 24/7 policing.

Systems are co-designed with partners to ensure that they continue to evolve and optimise user experience and suitability. Systems development and enhancement are supported by our stakeholder engagement through forums including communities of practice, user advisory groups, governance bodies and the ACIC Board National Policing Systems Subcommittee.

As the systems are critical to many policing functions, ensuring that systems are available, making enhancements to keep systems contemporary and meeting users' needs are the focuses of our performance measurement.

Performance measures 2.1 to 2.3 report on these aspects. We fully met all 3 measures, delivering a criterion result of fully met, as shown in Table 2.4.

Table 2.4: Results for performance criterion 2 – National policing information systems

Performance criterion 2: National policing information systems		
ACIC national policing information systems fulfil design requirements and seek to innovate, and deliver a reliable and trusted service based on consultation and partnerships to maximise user experience and service suitability.		
Measure	Target	Results
2.1 National system availability	Board benchmarks	Fully met
2.2 Case study on information system and data enhancements	1 case study or more	Fully met
2.3 Stakeholders agree and strongly agree that ACIC national policing information systems are of value to their work	80% or greater of respondents deliver this rating	Fully met
National policing information systems overall assessment		Fully met

During 2024–25, measure 2.1 was fully met as all systems met their ACIC Board benchmarks for availability. This is an improvement on last year’s ‘substantially met’ outcome.

Through the case study of National Automated Fingerprint Identification System enhancements, the ACIC demonstrated that it has invested in improvements that deliver tangible benefits. Investigators may be closer to solving unsolved crimes, offering families of victims a greater prospect of closure, and confirming suspects more quickly. Such improvements offer potential investigative efficiencies and improvements to community safety (performance measure 2.2).

In response to our stakeholder survey, 94% of respondents agreed or strongly agreed that ACIC national policing information systems are of value to their work (performance measure 2.3). This result exceeds our target of 80% and indicates a stronger response than the result of 71% in 2023–24.

Our results for 2024–25 show that the national policing information systems continue to perform strongly, delivering a reliable and effective service for our partners and supporting diverse policing tasks and community outcomes.

National Police Checking Service performance overview

Through the National Police Checking Service, members of the community are able to apply for a nationally coordinated criminal history check, commonly known as a ‘police check’. Police checks contribute to community safety by providing accurate and timely information that assists decision-makers in assessing the suitability of applicants when undertaking employment screening, granting registration and licensing entitlements, or making appointments to positions of trust.

The ACIC works with Australian police agencies and accredited bodies to deliver the National Police Checking Service, to help protect the Australian community. Accredited bodies are organisations that assist in submitting police checks, and include Commonwealth, state and local government agencies; health and aged care organisations; not-for-profit organisations; private sector businesses; and commercial brokers.

Given the importance of police checks, ensuring a high level of reliability and integrity is essential to maintaining the trust of the Australian Government and community in the National Police Checking Service. We achieve this by entering into contracts with accredited bodies and undertaking compliance and audit reviews on their adherence to service requirements. The ACIC measures this adherence through the National Police Checking Service Assurance Program, which is designed to assess accredited bodies’ compliance with contractual obligations and uphold the integrity of the service. These assurance activities support community safety, including the protection of children and other vulnerable people.

Performance measures 3.1 to 3.3 report on key features affecting the effectiveness and trustworthiness of the National Police Checking Service: reliability, integrity and timeliness of checks. In 2024–25, all 3 measures were fully met, resulting in a criterion result of fully met, as shown in Table 2.5.

Table 2.5: Results for performance criterion 3 – National Police Checking Service

Performance criterion 3: National Police Checking Service		
The ACIC coordinates the delivery of a risk-based, reliable and timely national police checking services that adheres to regulatory requirements.		
Measure	Target	Results
3.1 National system availability	Board benchmarks	Fully met
3.2 Percentages of ACIC components for urgent checks and non-urgent checks that are delivered on time	95% or more of urgent checks are completed on time; 95% or more of non-urgent checks are completed on time	Fully met
3.3 The ACIC undertakes audits of accredited entities and ensures their compliance within established timeframes	10% or more of accredited bodies are subject to an audit or compliance check	Fully met
National Police Checking Service overall assessment		Fully met

The National Police Checking Service Support System fully met its ACIC Board benchmark for availability (performance measure 3.1). Using an internal dashboard, we monitored and addressed IT system functionality, responding to reports of outages quickly to ensure high availability of the system.

The service delivered 99.5% of urgent checks within 5 business days and 98.4% of non-urgent checks within 10 business days, exceeding the target of 95% for both urgent and non-urgent checks (performance measure 3.2). The timeliness of checks reported in measure 3.2 supported organisations to make informed decisions in their preferred timeframes, as agencies nominate urgency ratings.

As the regulator of the accredited bodies involved in conducting police checks, the ACIC needs to fulfil requirements set out in Australian Government Resource Management Guide 128 – *Regulator Performance*. We achieve this through measure 3.3, which was fully met. We exceeded the target of 10% or more of accredited bodies being audited each year, with 20% of accredited bodies audited in 2024–25. This supports the integrity of the service.

In our regulatory role, we performed compliance checks and delivered education to accredited bodies. When issues were identified or reported, accredited bodies were required to undertake remedial action to address the problem.

Throughout 2024–25, our strong performance in delivering aspects of the National Police Checking Service was based on several factors. Our contractual arrangements maintained the integrity of the service, swift responses to system outages supported high levels of availability, and improved processing capabilities delivered efficiency.

Performance in detail

Criminal intelligence performance measures

Performance criterion 1 – The ACIC coordinates, collects, analyses and shares valuable criminal intelligence on transnational serious and organised crime threats to inform ACIC and partner operational and strategic policy responses, and regulatory and legislative reforms.

Measure 1.1 – Case studies of ACIC intelligence enrichment, discoveries and insights supporting the fight against serious and organised crime

ASSESSMENT

Target	3 or more case studies
Result	3 case studies – Fully met
Justification of result	As shown in the 3 case studies, the ACIC collected and assessed intelligence and relayed the insights in a timely manner to partners, supporting diverse actions combating serious and organised crime.
Methodology	Case study topics were identified and nominated across the year by operational and corporate teams. Suggestions were drawn from operational reports, product disseminations and intelligence committee data sources. The resulting pool of topics was checked for suitability for public release against section 60 of the <i>Australian Crime Commission Act 2002</i> . A final selection of topics was made by the Commission Executive Committee. The case studies were prepared by relevant ACIC teams, using internal and public material.
Data sources	Internal data holdings
Measure type	Qualitative – Effectiveness
Source	<i>ACIC Corporate Plan 2024–25</i> , page 21
Performance result over time	This measure was introduced in 2024–25.

ANALYSIS

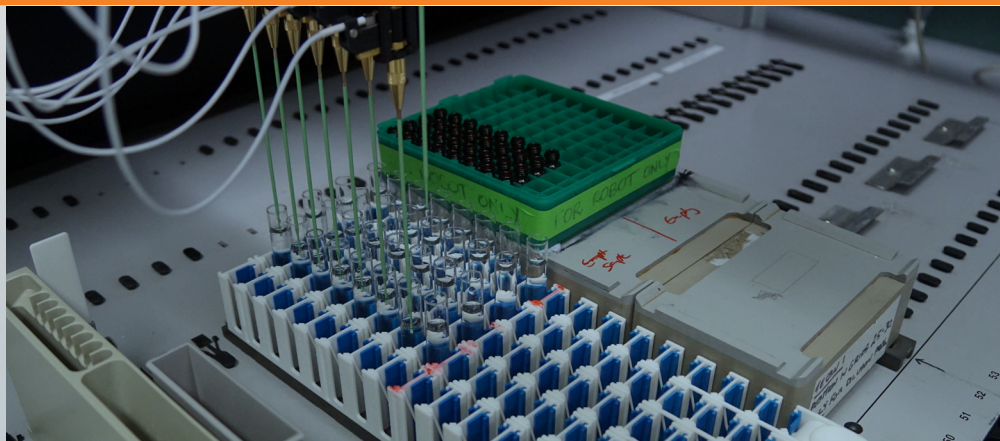
The following case studies show different types of ACIC intelligence activities and how ACIC engagement with partners delivers operational benefits. Our intelligence supported community safety outcomes against serious and organised crime threats. Each case study illustrates intelligence capabilities and uses for ACIC intelligence that resulted in insights that informed partners in impactful ways.



ANALYSIS

Case study 1 shows how the ACIC anticipates criminal threats and builds understanding using unique and innovative collection techniques such as science-based wastewater testing. The agency used research to discover and scope an emerging drug risk for the community. A related legislative amendment also assisted law enforcement and the Australia Border Force to detect and address illicit drug imports.

Case study 1



Detection of nitazene and xylazine consumption through wastewater analysis

Countries across the world have increasingly adopted wastewater analysis: measuring traces of illicit drugs in wastewater in order to calculate the types and amounts of illicit drugs consumed in a community. A broad network of countries and international organisations is undertaking sampling and building pictures of drug consumption.

The ACIC contributes to this worldwide research effort, presenting publicly released reports of drug consumption while its partner universities release academic papers. This work is conducted under the Drugs 2022 special ACIC operation and involves the National Wastewater Drug Monitoring Program and bespoke wastewater analysis initiatives.

A particular success of the program is its ability to draw on indicators in the community and tailor its sampling to stay ahead of consumption trends and provide warnings to stakeholders to inform decision-making and discussions on the allocation of effort.

For example, in 2024–25 the ACIC commissioned ground-breaking Australian scientific research involving wastewater analysis to understand the geographic spread of nitazene and xylazine consumption in Australia. The ACIC commissioned the University of South Australia (UniSA) to undertake bespoke national wastewater analysis to gauge potential new drug harms for the community from nitazenes and xylazine. The initiative is part of the ACIC's strategy on synthetic opioids, which includes a focus on early detection and prevention.

Nitazenes are among the most dangerous opioids ever synthesised. Initially developed in the 1950s, they can be up to 1,000 times more potent than morphine. These substances have recently emerged in illicit drug markets worldwide. Their extreme potency poses a significant risk of sometimes fatal overdose.

Xylazine is commonly used in veterinary medicine as an animal sedative and is not approved for human use. It can be consumed with illicit and legal opioids such as nitazenes, fentanyl and heroin. It complicates overdose treatment because its effects cannot be reversed with naloxone, the standard emergency antidote for opioid toxicity. Moreover, xylazine use is associated with severe health impacts, including sedation, respiratory depression, hypotension and dangerous skin ulcerations.

In the first months of 2025, nitazenes were detected in counterfeit pain relief medication in New South Wales, Queensland, Victoria and the Australian Capital Territory. National efforts have increased to address nitazenes across multiple sectors. Between January 2024 and March 2025, 8 imports were detected by the Australian Border Force.

It was the first time a comprehensive suite of nitazene compounds and xylazine had been monitored in Australian wastewater. The UniSA research involved an innovative wastewater-based testing method capable of identifying trace levels of nitazenes and xylazine, providing a vital early warning tool for public health and law enforcement authorities. The method is able to detect even minute levels of the substances, allowing tracking of emerging threats before they escalate. It is adaptable and can be updated to detect new members of the nitazene family as they emerge, which is important as illicit drug manufacturers continue to tweak chemical structures to evade legislation and regulatory controls. Details of the work can be found on the UniSA website.

The program of work enhances Australia's capacity to monitor and respond to the shifting landscape of illicit drug use and complements forensic analysis by providing timely data to inform public health and law enforcement strategies. Results were published in a scientific journal.

The ACIC's focus includes prevention to ensure that markets do not become entrenched. According to the findings of the research, xylazine was detected more frequently than nitazenes. This is of concern given that, in April 2023, the United States government declared xylazine-laced fentanyl an official emerging drug threat to the nation and potentially the deadliest drug threat the country has ever faced.

This work also provides intelligence to inform legislative changes in relation to nitazenes. The ACIC supplied an intelligence case for regulation of nitazenes, based on our own data and intelligence and that of partner agencies, to the working group responsible for considering legislative changes applying to precursors and drugs of concern. On 1 March 2025, the Criminal Code Amendment (Controlled and Border Controlled Drugs and Precursors) Regulations 2025 came into effect, to strengthen Commonwealth legislative controls on synthetic opioids, helping to mitigate the threat that these substances pose to the Australian community.



ANALYSIS

Case study 2 demonstrates the ACIC's ability to draw on its unique collection capabilities and work with a diverse range of government partners to produce enriched, insightful strategic assessments. The ACIC's assessment informed government authorities' responses to serious and organised crime actors' exploitation of Australia's international supply chain.

Case study 2

Strategic assessment of exploitation of Australia's international supply chain

In 2022, the ACIC Board approved a 3-year special ACIC operation to gather general intelligence on the activities of supply chains. Supply chains were identified given their potential vulnerabilities to criminal activities through the use of insiders and professional facilitators.

In September 2024, the ACIC produced a strategic assessment on the threat posed by serious and organised crime's exploitation of Australia's international supply chain. The assessment is one of a regular series of bespoke strategic assessments prepared by the ACIC for a government partner. The assessments are disseminated widely to a range of stakeholders to support whole-of-government understanding of serious and organised crime exploitation of Australia's international supply chain. This strategic assessment was disseminated to Australian Government agencies and international partner agencies under Project Songbird.

The ACIC assessed that serious and organised crime groups exploit regional and remote maritime locations along Australia's coastline to facilitate drug trafficking activities. The assessment noted that Pacific Island Countries were increasingly being exploited by serious and organised crime actors to stockpile border-controlled drugs and provide a staging point for illicit imports into Australia and New Zealand. Contemporary intelligence links several domestic serious and organised crime groups to importations of illicit drugs originating from the islands. The groups use black flights and small maritime vessels to target and infiltrate Australia's regional and remote areas.

The assessment identified several vulnerabilities and challenges that are impacting efforts to target and disrupt serious and organised crime groups exploiting Australia's international supply chain. Several considerations to harden the environment against serious and organised crime were outlined in the assessment, including the benefits in leveraging international and domestic partnerships to develop a whole-of-government approach to address the systemic vulnerabilities present in Australia's supply chain.

ANALYSIS

Case study 3 demonstrates that the ACIC's intelligence contributions to operational activities are often complex and can span lengthy periods. The work may be challenging and technical, with international as well as local dimensions, and may involve multiple agencies. The case study shows how ACIC intelligence led to discoveries that assisted partners to combat serious and organised crime.

Case study 3

Encrypted communications expertise targeting multinational criminal operations

The ACIC has collection powers and tools, such as surveillance, examinations and telecommunications interception, to ensure that information can be collected from a variety of sources to allow the ACIC to identify and understand the threat posed by serious organised crime actors and enablers. Our technical capabilities can be used to fill intelligence gaps relating to criminal activities and associations, supporting national and international efforts to combat harm.

In 2020, the ACIC alerted French partners about a new secure communication platform known as Ghost. The platform was used by criminals for a range of activities, including large-scale drug trafficking, money laundering, instances of extreme violence, and other forms of serious and organised crime.

Criminal entities used Ghost because of its advanced security features, and the fact that users could purchase it without declaring any personal information. The platform used multi-layered encryption and allowed for messages to self-destruct on the target phone. Criminal networks could communicate securely, evade detection and counter forensic measures.

Ghost servers were found in France and Iceland, while the company's owners were located in Australia and its financial assets were located in the United States. In 2022, law enforcement authorities from Australia, Canada, France, Ireland, Italy, the Netherlands, Sweden and the United States combined to start a multi-agency operation to combat Ghost.

The operation involved developing technical capabilities to penetrate the platform, with several technical developments supported by the European Union's Project Overclock.

Project Overclock aimed to assist forensic examiners whose work was blocked by the strong levels of security and encryption found on devices used by top-level criminal entities. The data stored on those devices was often integral to solving complex criminal cases but was very difficult to access. Project Overclock aimed to allow readable data extraction from such devices through the discovery of technical vulnerabilities and the reverse engineering of the applications used by criminal networks.

The ACIC supported work related to Ghost through Project Overclock for 3 years and provided ongoing intelligence in support of the Australian Federal Police investigation of Ghost, Operation Kraken.

In 2024–25, a multi-national operation took overt action on Ghost, including a series of coordinated raids and technical interventions. A total of 51 suspects were arrested: 38 in Australia, 11 in Ireland, one in Canada and one in Italy. In Australia, Operation Kraken has resulted in 52 persons being charged and 230 kilograms of drugs being seized.

The ACIC's technical involvement through Project Overclock provided ongoing expertise, involvement and collaboration that supported the results for judicial cases, and enhanced law enforcement technical capabilities.

After such successful operations, criminals update and diversify their use of encryption and devices. Given this, work on encryption is ongoing and challenging, and occurs locally as well as with close international allies.

The ACIC continues to apply its capabilities to combat criminal use of encryption.

In 2024–25, the ACIC discovered a network of criminals based in Australia. They were identified exclusively through their electronic relationships with each other, which involved the ACIC using a network activity warrant. None of the members had significant criminal records or were adversely recorded in ACIC holdings. As a result of the ACIC's high-end technical intelligence collection capabilities, the ACIC was able to link this network to significant drug manufacture, importation and distribution activities impacting Australia, and advise partners, who developed coordinated operational responses.



Measure 1.2 – Percentage of requests for information finalised within ACIC specified timeframes

ASSESSMENT

Target	70% or more of incoming requests are completed within assigned timeframe
Result	69.2% of incoming requests completed within assigned timeframe – Substantially met
Justification of result	The ACIC has assigned accurate processing rules and applied resources to deliver most requests within timeframes.
Methodology	Each category of incoming request has a specific timeframe for completion. The proportion of requests completed in their allocated times is used as the basis for this measure.
Data sources	Agency records management system
Measure type	Quantitative – Efficiency
Source	ACIC Corporate Plan 2024–25, page 21
Performance result over time	The measure was changed from a number to a percentage in 2024–25.

ANALYSIS

The ACIC substantially met the target, achieving a result of 69.2% of requests completed within their assigned timeframes, which is slightly below the 70% target.

This measure reports on general requests and firearms-related requests. Fulfilling requests for information in a timely manner ensures that data is effectively relayed to support the work of partner agencies – particularly their work linked to community safety.

The ACIC has specialist data that partners request to assist with activities such as regulatory or background checks, investigations and application assessments. Australian law enforcement agencies, the Australian Border Force, Interpol, the Foreign Investment Review Board and the Australian Taxation Office are examples of partners who may make requests for information.

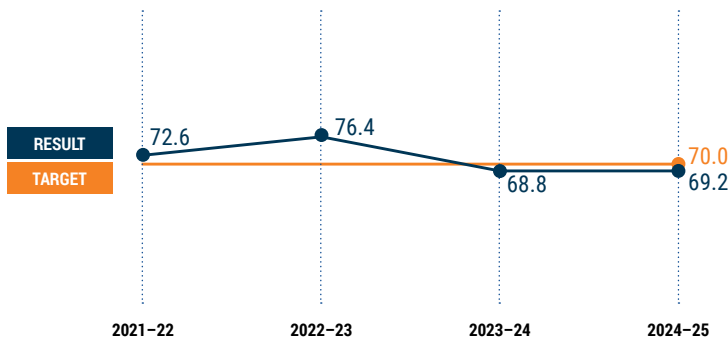
In 2024–25, we received 1,100 partner requests for information and completed 1,059 requests. This continues a downward trend in the number of requests, largely driven by reductions in firearms requests.

For agencies with an operational focus, the volume of requests may be decreasing because key details linked to crimes or persons of interest are also available through the National Criminal Intelligence System, which returns results in near real time. For regulators, the volume of requests is driven by the design of their applicant checks and by applicant demand, which has peaks and troughs.

Despite fluctuating numbers of completions, we are very close to the 70% target across time, showing consistent service delivery. Figure 2.1 presents historical data for the percentage of requests completed on time. The timely completion of firearms requests has declined in the last 2 years due to the increasing complexity of firearms-related requests, and changes in processes for checking since the introduction of the National Firearms Identification Database.

The steady performance is underpinned by ongoing accuracy in setting processing timeframes.

Figure 2.1: Trend in proportion of requests for information completed on time (%)



Measure 1.3 – The value of ACIC products leads partners to make additional requests for disseminations or access to ACIC intelligence products

ASSESSMENT

Target	518 or more requests
Result	516 requests – Substantially met
Justification of result	This result is underpinned by internal changes to intelligence processes, and emphasis on identifying initial recipients for products.
Methodology	The number of additional requests for disseminations of products is calculated and compared to the target. The target is based on the average number of requests for additional disseminations from 4 years of historical data, as established in 2023–24. An additional dissemination is the sharing of an existing product, created in or before the reporting period, with partners who were not party to the original product dissemination.
Data sources	Agency reporting database
Measure type	Quantitative – Efficiency
Source	ACIC Corporate Plan 2024–25, page 21
Performance result over time	This measure was fully met in 2021–22 and 2023–24, substantially met in 2024–25 and not met it in 2022–23.

ANALYSIS

We completed 516 requests for additional disseminations of our products in 2024–25. This is 99.6% of the target of 518 additional requests, justifying a result of substantially met.

In 2024–25, we generated 2,002 new products, which was fewer than the number of products produced in each of the previous 3 years. We disseminated our intelligence products 12,500 times to 291 agencies.

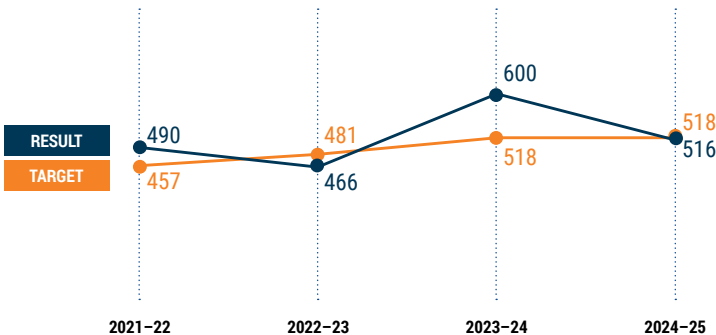
Disseminations are generated by ACIC staff who nominate and share intelligence products with relevant and interested agencies whose own work can benefit from the product insights. The need to share products more widely can be identified through engagement with partners, incoming requests from unique partners, or the pursuit of different lines of enquiry. For example, the imperative to reissue a product may become clear when new information on a person of interest comes to light during an intelligence project or an operation.

Additional disseminations occur when an ACIC product is shared with partners who were not party to the original dissemination, and are a subset of the total disseminations figure. In 2024–25, we made 516 additional disseminations, which were shared 1,097 times to 157 agencies. The ACIC’s Board and Five Eyes Law Enforcement Group partners are the main recipients of additional disseminations, reflecting their role in leading operational or policy efforts to combat organised crime and community safety.

Figure 2.2 presents historical data on demand for additional disseminations.

This year’s reduction in additional disseminations was driven by several factors. The adoption of a new operating model and internal restructure underpinned improvements to existing processes and supported an uplift in capability, with implementation of these initiatives temporarily impeding the number of disseminations. In addition, work to improve the initial identification of recipients for ACIC intelligence products also contributed to the reduction. Finally, following partner feedback in the ACIC’s 2024 annual stakeholder survey, the ACIC has worked to focus its reporting around a more defined set of intelligence priorities to better support partners operationally and strategically.

Figure 2.2: Trend in requests for additional disseminations



Measure 1.4 – The percentage of stakeholders who agree and strongly agree that ACIC intelligence products provide a relevant and comprehensive understanding of crime impacting Australia, including changes and trends within the criminal environment

ASSESSMENT

Target	80% or greater of respondents deliver this rating
Result	94% of respondents – Fully met
Justification of result	Outreach with stakeholders and improvements in internal processes emphasising partner needs have delivered products that partners positively acknowledge as providing comprehensive understandings of crime.
Methodology	An in-house survey asking the performance measure question was emailed to 39 respondents across 23 agencies; 18 responses across 15 agencies were received. The survey covered measures 1.4 and 1.5. The anonymous survey was issued centrally using stakeholder lists provided by operational areas and cleared to CEO level. The survey was open from 30 April 2025 to 16 May 2025 and achieved a response rate of 46%, exceeding the response rate target of 25% to 30%. Optional text boxes were included for explanatory comments on the satisfaction rating but were not considered in the calculation of the result. ACIC teams checked the data for errors. There were no duplicates. However, one response gave a rating of ‘strongly dissatisfied’ for measure 1.4 and measure 1.5 but provided positive comments. Although the rating is considered a possible error, it was included in the count to maintain integrity.
Data sources	Survey application
Measure type	Quantitative – Effectiveness
Source	<i>ACIC Corporate Plan 2024–25</i> , page 21
Performance result over time	This measure is a combination of 2 measures from 2023–24 (6.2 and 6.3). This year’s result exceeded the 2023–24 results.

ANALYSIS

The target for this measure was fully met, with 94% of survey respondents agreeing and strongly agreeing that the ACIC intelligence products provided a relevant and comprehensive understanding of crime impacting Australia, including changes and trends within the criminal environment.

Table 2.6 shows that, in 2023–24, 40% of respondents positively agreed that our intelligence products identify changes within the criminal environment and 83% of respondents positively agreed that our intelligence products provide a comprehensive and relevant understanding of crime impacting Australia. The 2024–25 result exceeds those results.

Due to changes in survey methodology, the results are not directly comparable between years and Table 2.6 provides only an indication of historical levels of satisfaction. Fluctuations in survey results across the years are often associated with changes in the survey’s methodology.

Table 2.6: Positive survey responses on ACIC intelligence products

Theme of survey question	Proportion of respondents who positively agreed (%)			
	2024–25	2023–24	2022–23	2021–22
ACIC intelligence products identify changes and trends in the criminal environment	94	40	100	94
ACIC intelligence products provide a comprehensive, national picture of crime		83	86	100

Note: Positive responses are 'Agree' and 'Strongly agree'.

Due to changes in survey methodology, the results are not directly comparable between years.

As shown in Figure 2.3, the responses largely came from ACIC Board agencies, confirming that we received positive ratings from our closest partners. The breakdown of responses to measure 1.4 is shown in Figure 2.4.

Insights into the satisfaction ratings were obtained from the optional free text questions. Fourteen of the 18 respondents used those options. The feedback was mainly positive, and commented on product quality, insights, environmental awareness and timeliness, particularly for strategic updates and analysis. Areas for improvement raised included tactical products, disruptions, and greater incorporation of international context for some products for specific partners.

Figure 2.3: Respondents to measure 1.4 and measure 1.5 survey questions, by agency type, 2024–25

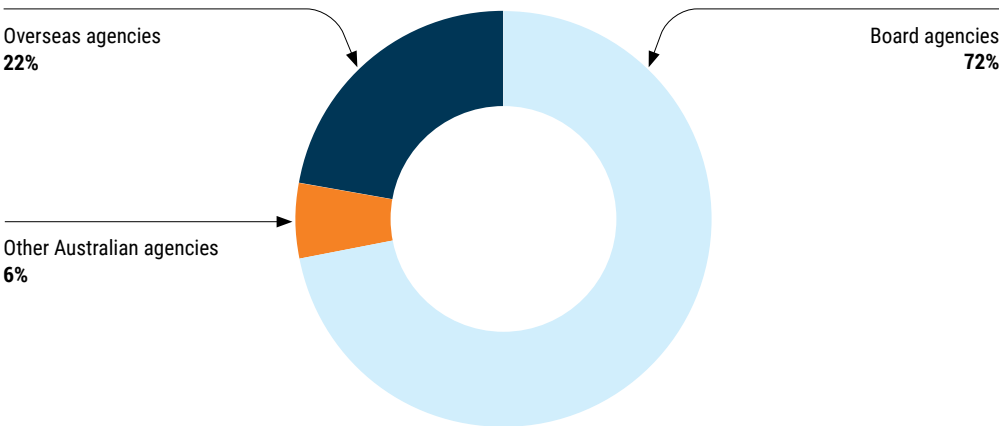
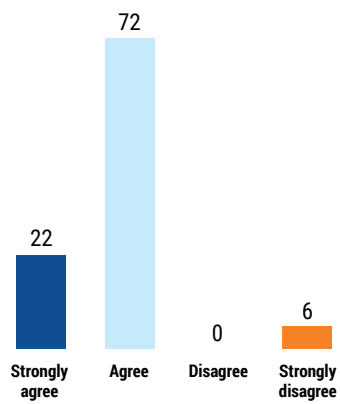


Figure 2.4: Responses to measure 1.4 survey questions, 2024–25 (%)



Note: ‘Strongly agree’ and ‘Agree’ are counted as positive responses. ‘Disagree’ and ‘Strongly disagree’ are counted as negative responses.

The positive results were driven by the ACIC’s work to improve partner engagement and relationships after receiving the results of the 2023–24 stakeholder survey. The ACIC also undertook substantial work to refine its internal intelligence processes and engagement with partners across the intelligence cycle following the release of the *Independent Review of the Australian Criminal Intelligence Commission and associated Commonwealth law enforcement arrangements*. A greater emphasis on service delivery has been promoted as standard business practice. The product suite has been reviewed to ensure that it remains fit for purpose and responds to the dynamic criminal threat environment.

During 2024–25, ACIC senior executive staff met and engaged with their counterparts in partner organisations to clarify their intelligence needs for operational and policy work, ensuring that the ACIC is well placed to provide value to efforts combating serious and organised crime and hardening the environment against criminal threats.

Measure 1.5 – The percentage of key stakeholders who agree and strongly agreed that ACIC intelligence/advice/insights had an impact or informed their operational or policy activities

ASSESSMENT

Target	80% or greater of respondents deliver this rating
Result	88% of respondents – Fully met
Justification of result	Consistent product delivery and quality, and outreach with stakeholders, underpin this result.
Methodology	The methodology is the same as for measure 1.4.
Data sources	Survey application
Measure type	Quantitative – Effectiveness
Source	ACIC Corporate Plan 2024–25, page 21
Performance result over time	This measure was introduced in 2024–25.

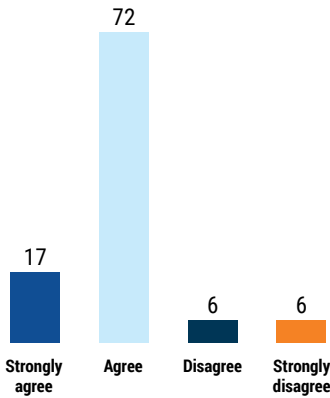
ANALYSIS

Measure 1.5 was included in the survey described in the assessment and analysis of measure 1.4, which includes information about the survey methodology, respondents and feedback.

The breakdown of responses to measure 1.5 is shown in Figure 2.5.

The ACIC met the target for measure 1.5, with 88% of respondents agreeing and strongly agreeing that the ACIC intelligence intelligence/advice/insights had an impact or informed their operational or policy activities.

Figure 2.5: Responses to measure 1.5 survey questions, 2024–25 (%)



Note: ‘Strongly agree’ and ‘Agree’ are counted as positive responses. ‘Disagree’ and ‘Strongly disagree’ are counted as negative responses.

Insights into the satisfaction ratings were obtained from the optional free text questions. They covered the ACIC’s wastewater analysis, and insights into the transnational serious and organised crime environment and threats that shaped policy formulation and supported more informed decision-making. Areas for improvement were raised in relation to some ACIC reporting paying greater attention to nuances in regulatory frameworks, and to timeliness and actionable intelligence.

The positive results were driven by the ACIC’s work to improve partner relationships and service delivery, as described in the report on measure 1.4.

National policing information systems performance measures

Performance criterion 2 – ACIC national policing information systems fulfil design requirements and seek to innovate, and deliver a reliable and trusted service based on consultation and partnerships to maximise user experience and service suitability.

Measure 2.1 – National system availability

ASSESSMENT

Target	Board benchmarks
Result	All benchmarks met or exceeded – Fully met
Justification of result	IT system monitoring and incident response processes underpin timely investigation and resolution of system issues, minimising unscheduled outages.
Methodology	An internal dashboard reports on each system’s national unscheduled outages, which are reported to the ACIC by users or through post-incident review. The dashboard automatically calculates national availability, defined as the percentage of time when the system is operating in all jurisdictions. National outages are defined as events when a system has an unscheduled outage in all jurisdictions using the system. Availability benchmarks were set by the ACIC Board in 2022–23 and are reviewed every 3 years.
Data sources	Agency reporting dashboard
Measure type	Quantitative – Effectiveness
Source	<i>ACIC Corporate Plan 2024–25</i> , page 22 <i>Attorney-General’s Portfolio Budget Statements 2024–25</i> , page 79
Performance result over time	The benchmark was fully met in 2021–22, 2022–23 and 2024–25 and was substantially met in 2023–24.

ANALYSIS

This measure was fully met: all 12 systems met or exceeded their individual system benchmarks for system availability, as shown in Table 2.7. This is a strong result given the diversity and varying ages of the systems.

Table 2.7: National information systems availability

System	2024–25 (%)	Board-agreed benchmark (%)	Benchmark met
Australian Ballistic Information Network	100.00	95.00	✓
Australian Firearms Information Network	100.00	98.50 ^a	✓
Australian Law Enforcement Intelligence Network/ Australian Criminal Intelligence Database: Desk	100.00	98.50	✓
National Automated Fingerprint Identification System	99.95	99.50	✓
National Child Offender System	99.86	99.50	✓
National Criminal Intelligence System	99.93	99.90	✓
National Criminal Investigation DNA Database	99.96	99.00	✓
National Firearms Identification Database	100.00	96.00	✓
National Missing Persons and Victim System	100.00	96.00	✓
National Police Reference System	99.99	99.50	✓
National Vehicles of Interest System	99.95	99.00	✓
Working with Children Checks National Reference System	99.97	98.70	✓

^a This benchmark was incorrectly shown as 99.00% in Table 2.3 of the 2023–24 annual performance statements.

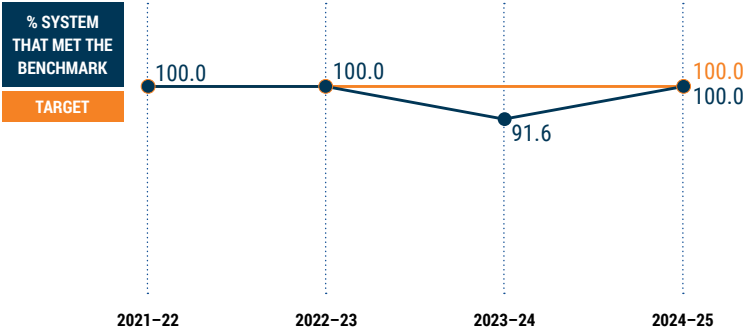
The National Criminal Intelligence System availability result was affected by a series of outages in August and September 2024. The issues contributing to outages in the early part of the reporting period were resolved in the National Criminal Intelligence System version 9, released in September 2024. For the remainder of the reporting period, the system was relatively stable and experienced 2 outages, each of 15 minutes.

Several factors underpinned the overall strong systems availability result. National policing information system business hubs and technical teams quickly responded to unscheduled outages with fixes. They also thoroughly examined the causes of outages, identifying and rectifying underlying, potentially persistent, issues.

Regular monitoring of system performance and scheduling of system maintenance occurs routinely. This supports systems to operate at the high level of performance that is critical to many law enforcement activities.

Figure 2.6 presents historical data for availability of national information systems.

Figure 2.6: Trend in proportion of national information systems that met availability benchmarks (%)



Measure 2.2 – Case study on information system and data enhancements

ASSESSMENT

Target	1 case study or more
Result	1 case study – Fully met
Justification of result	A case study on NAFIS NextGen is provided, showing outcomes from data improvements.
Methodology	Case study topics were identified and nominated across the year by operational and corporate teams. The resulting pool of topics was checked for suitability for public release against section 60 of the <i>Australian Crime Commission Act 2002</i> . A final selection of topics was made by the Commission Executive Committee. The case studies were prepared by relevant ACIC teams, using internal and public material.
Data sources	Internal data holdings
Measure type	Qualitative – Effectiveness
Source	<i>ACIC Corporate Plan 2024–25</i> , page 22
Performance result over time	The ACIC used case studies to demonstrate improvements to information systems and data in 2021–22, 2022–23, 2023–24 and 2024–25.

ANALYSIS

This case study shows the value of the ACIC’s latest enhancements to the National Automated Fingerprint Identification System (NAFIS) under the NAFIS NextGen project.



SEARCH



ANALYSIS

Through the case study, the ACIC demonstrates that it has invested in improvements that deliver benefits for partners. Investigators may be closer to solving unsolved crimes, offering families of victims a greater prospect of closure. The criminal involvement of persons of interest and suspects may now be confirmed or rejected, delivering investigative efficiencies and potential improvements to community safety.

Case study 4

Delivering improved identification capability to law enforcement with NAFIS NextGen

In 2021, the ACIC executed an agreement with multinational technology company IDEMIA to replace legacy NAFIS with NAFIS NextGen, a completely new version of the software with an improved search algorithm and additional features. The work is scheduled for completion in the first quarter of 2025–26.

NAFIS NextGen is a key part of the ACIC’s ongoing investment in national policing information systems and services, and a critical tool for Australian law enforcement. It is the sole national fingerprint system of its kind in Australia, providing a comprehensive 24/7 capability in fingerprint and palmprint matching.

NAFIS NextGen is used over 12,000 times a day, by various law enforcement agencies across Australia. It is crucial for identifying suspects involved in a range of crimes, including volume crimes such as burglary and vehicle theft, and violent offences such as murder, rape and armed robbery.

New capability

Partner agencies identified the likelihood that many fingerprints of the second and third joint finger segments had been saved as ‘fingertip’ prints within the NAFIS database. Partner agencies often input second and third joint prints collected from crime scenes, just in case a portion of the second and third joint might be coded during collection of an individual’s prints and potentially used in future identification.

In 2024, with considerable input from partner agencies, the ACIC developed functionality within NAFIS to store and search these impressions, known as ‘upper hand’: the section of a person’s friction ridge skin between the fingertips and the underside of the knuckles.

Upper hand functionality was successfully introduced in January 2025, providing an additional method of searching crime scene prints and improving the chances of making identifications. Since that time, upper hand searches have been available to all partner agencies.

Significant results

The new capability of the upper hand search has enabled fingerprint experts across multiple jurisdictions to identify potential persons of interest.

Partner agencies have integrated searches of unidentified fingerprints against the upper hand functionality into standard investigative processes. This has led to multiple

identifications in previously unsolved cases – breakthroughs that would have been impossible before the implementation of this technology.

In late 2024, using the upper hand information, the ACIC commenced 2 large bulk searches across over 8 million images stored within NAFIS NextGen for all historical unidentified fingerprints. The 2 searches represented a combined total of over 400,000 potential new fingerprint matches. Partner agencies have been processing results and have already identified significant numbers of new suspects.

In addition, due to the broad nature of the bulk searches, the results have provided a large number of new database hits to regular fingertip and palm prints. To date, over 100 new suspects have been identified through previously unidentified fingerprints linked to cases that include unlicensed firearms, card skimming, sexual assault, arson, illicit drugs, armed robbery and property theft. One notable identification included a previously unknown person identified in a 'failing to stop' vehicle incident where the vehicle was subsequently found to contain drugs and an amount of cash.

Four cold cases have received new investigative leads from identifications of the upper hand for previously unknown suspects. These cases are instances of attempted murder, firearms offences, assault and motor vehicle theft. The number of new investigative leads is expected to grow as the cold case teams continue to diligently work through the extensive list of potential new fingerprint matches.

Outstanding collaboration

The successful development of this ground-breaking technology reflects the strength of the NAFIS NextGen project's collaborative structure. From the outset, experienced users of the system from partner agencies nationwide played a pivotal role.

Initial working groups drove early brainstorming and concept development, which evolved into the formation of the NextGen Business Advisory Group to guide the project through design and development and, ultimately, into production. Forming such an experienced and knowledgeable group – comprising experts from all jurisdictions – proved essential. Their expertise, collaborative spirit and shared commitment were critical in delivering the advanced functionality that now benefits the nation as a whole.

In 2025–26, NAFIS NextGen will deliver storage and processing capacity in a protected cloud capability to ensure that the system meets the needs of police partners for the next decade.

Measure 2.3 – Stakeholders agree and strongly agree that ACIC national policing information systems are of value to their work

ASSESSMENT

Target	80% or greater of respondents deliver this rating
Result	94% of respondents – Fully met
Justification of result	The strong survey result is underpinned by ongoing engagement with key stakeholders through forums such as user advisory groups, which are engagement forums that support the development of systems, and by the ACIC’s support and effective management of outages.
Methodology	An in-house survey asking the performance measure question was emailed to 174 respondents across 33 agencies. We received 50 responses across 23 agencies. The anonymous survey was issued centrally using stakeholder lists provided by areas managing the systems and cleared to CEO level. The survey was open from 30 April 2025 to 16 May 2025. A response rate of 28% was achieved, meeting the target response rate of 25% to 30%. Optional text boxes were included for explanatory comments on the satisfaction rating but were not considered in the calculation of the result. Two of the responses were excluded as they were duplicates (same name, position and agency). Assessment of board agencies included voting members of the ACIC Board, and the Australian Transaction Reports and Analysis Centre.
Data sources	Survey application
Measure type	Quantitative – Effectiveness
Source	ACIC Corporate Plan 2024–25, page 22
Performance result over time	This measure was fully met in 2021–22, 2022–23 and 2024–25, and was substantially met it in 2023–24.

ANALYSIS

The target for this measure was fully met, with 94% of respondents agreeing and strongly agreeing that ACIC national policing information systems were of value to their work. Figure 2.7 shows the breakdown of ratings. As shown in Figure 2.8, the responses largely came from board agencies, confirming that we received positive ratings from our closest partners.

Figure 2.7: Responses to measure 2.3 survey question, 2024–25 (%)

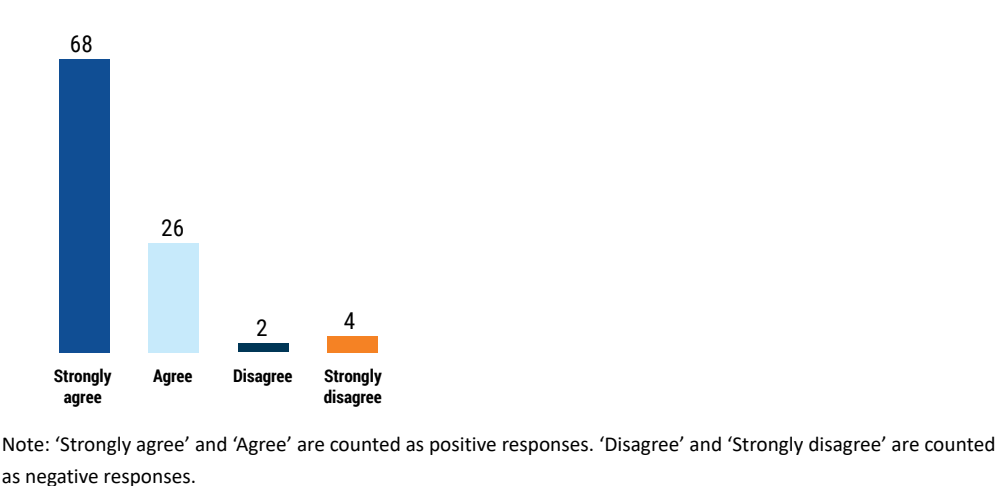
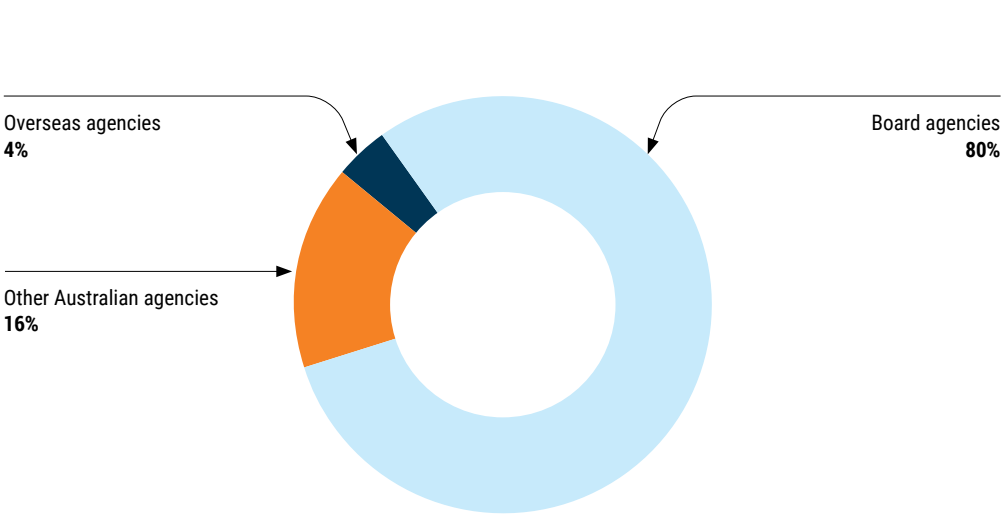
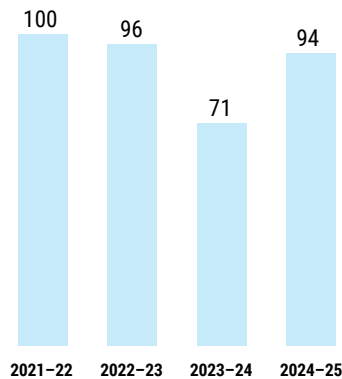


Figure 2.8: Respondents to measure 2.3 survey question, by agency type, 2024–25



Historical results have been included in Figure 2.9, as an indicator of stakeholder sentiment. Due to methodological changes, direct comparison between surveys cannot be made.

Figure 2.9: Positive responses to survey questions on national policing information systems value, 2021–22 to 2024–25 (%)



Note: Due to methodological changes, direct comparison between surveys cannot be made.

National Police Checking Service performance measures

Performance criterion 3 – The ACIC coordinates the delivery of a risk-based, reliable and timely national police checking services that adheres to regulatory requirements.

Measure 3.1 – National system availability

ASSESSMENT

Target	Board benchmarks - 99%
Result	99.96% availability – Fully met
Justification of result	IT system monitoring and incident response processes underpin timely investigation and resolution of system issues, minimising unscheduled outages.
Methodology	An internal dashboard reports on the system’s national unscheduled outages, which are reported to the ACIC by users or through post-incident review. The dashboard automatically calculates national availability, defined as the percentage of time when the system is operating in all jurisdictions. National outages are defined as events when a system has an unscheduled outage in all jurisdictions using the system. Availability benchmarks were set by the ACIC Board in 2022–23 and are reviewed every 3 years.
Data sources	Agency reporting dashboard
Measure type	Quantitative – Effectiveness
Source	ACIC Corporate Plan 2024–25, page 24
Performance result over time	The benchmark has consistently been fully met since 2021–22.

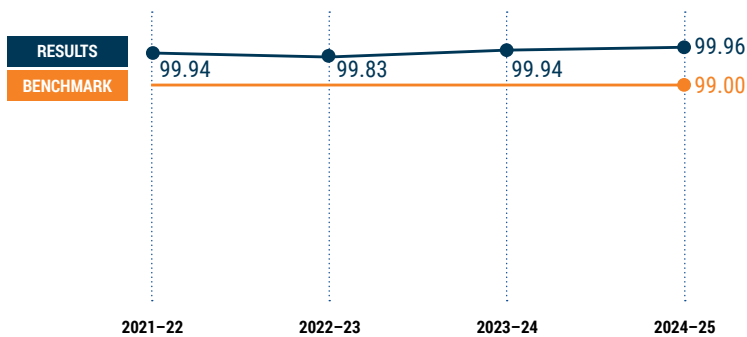
ANALYSIS

This performance measure was fully met. The National Police Checking Service Support System operated to a standard of 99.96% availability, exceeding its board benchmark of 99.00%.

The National Police Checking Service Support System had a total of 188 minutes of national unavailability over 3 outages, averaging 121 days between outages. There were 9 months with zero outages.

Swift responses to IT outages and ongoing system maintenance support high levels of system availability. The National Police Checking Service Support System has consistently exceeded its availability benchmark, as shown in Figure 2.10.

Figure 2.10: Trend in availability of the National Police Checking Service support system (%)



Note: Availability is defined as the percentage of time when the system is operating in all jurisdictions.

Measure 3.2 – Percentages of ACIC components for urgent checks and non-urgent checks that are delivered on time

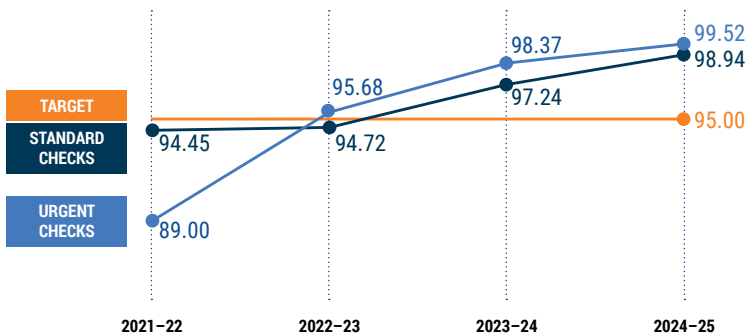
ASSESSMENT

Target	95% or more of urgent checks are completed on time; 95% or more of non-urgent checks are completed on time
Result	99.52% of urgent checks completed on time; 98.94% of non-urgent checks completed on time – Fully met
Justification of result	The continued use of the process improvements commenced in 2023–24 underpins the result.
Methodology	People who lodge requests for checks submit them as urgent or standard. The ACIC uses an internal dashboard to report on the percentages of these requests that are completed within set timeframes, based on their classification: within 5 working days of receipt for urgent requests, and within 10 working days of receipt for standard requests. The results are compared to the target of 95% of requests completed within their set timeframes.
Data sources	Agency records management system
Measure type	Quantitative – Efficiency
Source	ACIC Corporate Plan 2024–25, page 24
Performance result over time	This measure was fully met in 2023–24 and 2024–25, and not met in 2021–22 or 2022–23.

ANALYSIS

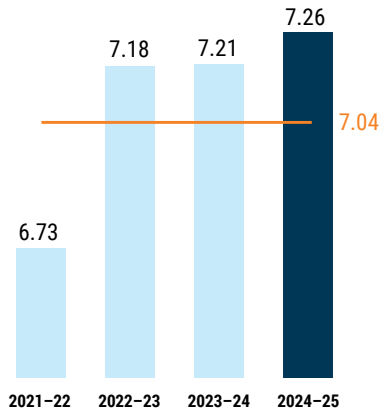
The timeliness benchmarks for the National Police Checking Service were met for urgent checks and for standard checks in 2024–25, continuing the major improvements in processing performance experienced in 2023–24, as shown in Figure 2.11.

Figure 2.11: Trend in proportion of police checks completed on time (%)



This strong result was achieved despite an increase in the number of requests for checks, as shown in Figure 2.12. In 2024–25, the number of requests exceeded 7.2 million, equivalent to an average of more than 600,000 checks processed per month. This is the highest number since the National Police Checking Service was established and slightly higher than last year’s result.

Figure 2.12: National Police Checking Service checks processed, 2021–22 to 2024–25 (million)



Note: The trendline represents the 3-year historical average.

Our timeliness results depend not only on ACIC performance but also on the contribution of our Commonwealth, state and territory police partners who provide an aspect of the process when manual matching and vetting is required.

In 2024–25, approximately 74% of checks submitted were cleared without manual intervention, and a further 8% were cleared through the manual intervention of the ACIC through our secondary clearing function. The remaining approximately 18% of checks required manual assessment and intervention by police partners. On occasion, checks that are referred to police partners may be complex, or may require further investigation prior to completion. In these instances, delays may occur beyond the agreed timeframes.

The timeliness of results for 2024–25 is largely attributed to our secondary clearing capability, which continues to deliver wholesale efficiency gains in the timely processing of checks. The secondary clearing capability reduces the number of poor-quality referrals being sent to police for processing.

The improvements in processing continue to deliver a range of practical benefits. More applicants – approximately 83% – are receiving their check results within 48 hours of submission, giving job seekers greater access to employment opportunities in a shorter timeframe.

Measure 3.3 – The ACIC undertakes audits of accredited entities and ensures their compliance within established timeframes

ASSESSMENT

Target	10% or more of accredited bodies are subject to an audit or compliance check
Result	20% of accredited bodies – Fully met
Justification of result	New contractual arrangements introduced on 1 July 2024 and the ACIC’s commitment to compliance activities through its National Police Checking Service Assurance Program ensured that accredited bodies were subjected to audits and compliance checks.
Methodology	As part of the assurance program, the ACIC undertakes a series of compliance and audit activities on accredited bodies to assist them meet their contractual obligations. Audits are managed as part of scheduled audit activities or ad hoc referred investigations. Scheduled audit activities are determined in each financial year’s forward workplan from key requirements of the agreement, while ad hoc assessments follow referrals of alleged non-compliance. The total number of accredited bodies at 30 June 2025 and the number of accredited bodies that had ACIC compliance audits are used to calculate the percentage.
Data sources	Agency records management system
Measure type	Quantitative, Regulatory – Output
Source	<i>ACIC Corporate Plan 2024–25</i> , page 24
Performance result over time	This measure was introduced in 2023–24. It was fully met in 2023–24 and 2024–25.

ANALYSIS

The ACIC fully met this performance criterion, as 20% of accredited bodies (against the target of 10%) were audited as part of scheduled audit and compliance activities or ad hoc referred investigations.

This strong result is underpinned by governance arrangements designed to maintain the integrity of the National Police Checking Service and the ACIC’s commitment to effective checks in support of contractual arrangements.

As the regulator of National Police Checking Service accredited bodies, we operate in accordance with regulator best practice principles and the direction set out in a Statement of Expectations from our minister and a corresponding Statement of Intent from our Chief Executive Officer. The current statements are available at www.acic.gov.au/publications/corporate-documents.

At 30 June 2025, the ACIC had 145 accredited bodies. During 2024–25, 29 accredited bodies were audited as part of the National Police Checking Service Assurance Program, and 37 scheduled audit activities and 35 ad hoc referred investigations were conducted.

Table 2.8 shows the types of scheduled audit activities conducted in the past 4 reporting periods. In 2024 the ACIC revised its terms and conditions for access to the National Police Checking Service. This included changes to a number of key requirements. There was a transition period for accredited bodies to make any necessary amendments to technical and business operations to meet these requirements. As a result, activities impacted by the contractual changes were not audited during 2024–25. This explains the reduced number of audits from previous years.

Table 2.8: National Police Checking Service audits of compliance

Activity being audited	2024–25	2023–24	2022–23	2021–22
Identity verification	1	18	15	13
Collection of application data	1	18	15	13
Submission of correct purpose description	1	18	15	13
Volunteer check type submission	0	4	10	9
Provision of nationally coordinated criminal history check results	34	27	93	63
Special provisions audit	0	1	1	1
Total	37	86	149	112

During audits, non-compliance may be identified and may include:

- failing to suitably compare the identity documents to the details submitted on the application and informed consent form
- using incorrect terminology on the accredited body’s website
- trading under a name not registered with the ACIC
- altering personal or police information
- failing to collect minimum identity documents
- using special provisions incorrectly.

The ACIC also conducts assessments following referrals of alleged non-compliance. Referrals may be received from a number of sources, including: the accredited body itself, in the case of data or security breaches; the National Police Checking Service Branch and the broader ACIC; partner agencies or external public organisations; and individual members of the public.

Accredited bodies are given an opportunity to rectify identified compliance issues within set time periods. If they are unable to rectify an issue to the satisfaction of the National Police Checking Service Assurance Program, the ACIC may exercise options under the accredited body’s agreement which include limitation or suspension of service or, in extreme cases, termination of the agreement.

The ACIC assessed 35 referrals of alleged non-compliance across 29 accredited bodies. The majority of the referrals came from teams within the National Police Checking Service Branch or resulted from information identified during a routine audit.

All audited accredited bodies receive a report detailing the actions required to rectify any compliance issues and the timeframe within which these must be completed. Accredited bodies are required to respond in writing providing evidence of all rectification activities. Depending on the activity, the National Police Checking Service will also conduct a subsequent audit to confirm compliance. All issues raised in the 2024–25 audits have been addressed by the audited accredited bodies. There were no outstanding non-compliances issues at 30 June 2025.

The ACIC also conducts information and education sessions to ensure that accredited bodies are aware of, and comply with, their obligations. The sessions reflect the ACIC’s commitment to demonstrate regulator best practice, as set out in the CEO’s Statement of Intent.

Report on financial performance

The ACIC's financial result for 2024–25 was an operating surplus of \$2.3 million.

Excluding unfunded depreciation of \$7.1 million and capital funding income of \$0.2 million, the ACIC realised a surplus of \$9.2 million for the financial year.

Primary variances to budget include:

- services revenue growing by \$27.3 million due to the approved increase to National Police Checking Service (NPCS) charges to \$28 per nationally coordinated criminal history check, which came into effect on 1 July 2024
- contracted services to support program delivery exceeding budget by \$1 million
- employee expenses being higher than budgeted by \$14.9 million as a result of increased staffing costs.

During 2024–25, there were no instances of significant non-compliance with the finance law. The ACIC received an unmodified audit opinion from the Australian National Audit Office.

Revenue and expenditure

Figures 2.13 and 2.14 summarise sources of revenue and expenditure during 2024–25. The revenue comprised \$179.6 million from contracts with customers, \$145.6 million in revenue from government, \$3.2 million in resources received free of charge, and \$0.4 million in other gains.

Operating expenditure incurred during the year included \$129.4 million for employee costs, \$149.4 million of payments to suppliers, \$44.4 million for depreciation, write-down and impairment costs, and \$3.2 million relating to resources received free of charge.

More detail about resources and expenses is provided in tables 2.9 to 2.11.

Figure 2.13: Revenue, 2024–25

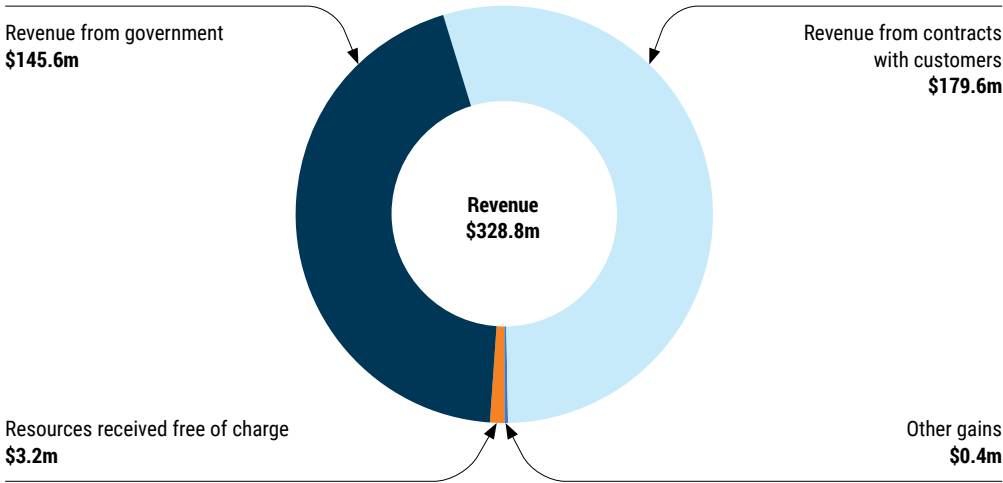
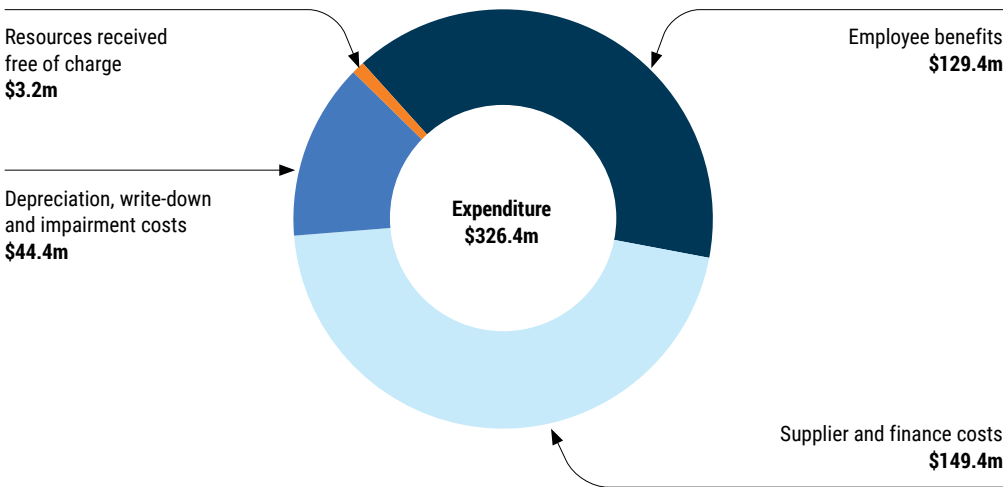


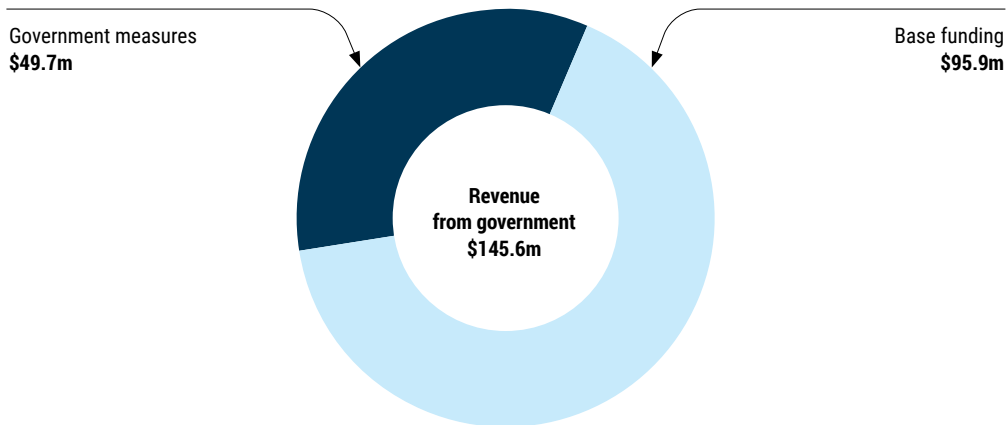
Figure 2.14: Expenditure, 2024–25



Revenue from government

Revenue from government of \$145.6 million comprises ongoing appropriation of \$95.9 million and \$49.7 million in terminating measure funding, as shown in Figure 2.15.

Figure 2.15: Revenue from government, 2024–25



Terminating measure funding received in 2024–25 was:

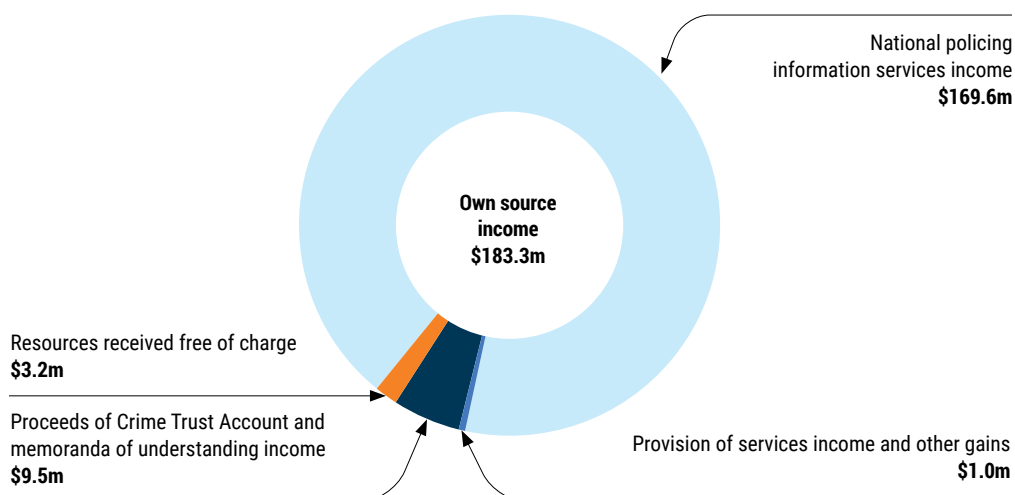
- \$37.5 million to sustain operational activities and core capabilities to disrupt transnational serious and organised crime
- \$10.3 million to support remediation and expansion of the National Criminal Intelligence System for a broader range of services
- \$1.3 million to address fraud and serious non-compliance in the National Disability Insurance Scheme through the multi-agency Fraud Fusion Taskforce
- \$0.3 million to contribute to the implementation and sustainment of the cross-border serious crime data-sharing agreement
- \$0.3 million to progress foundations for national worker screening arrangements for the care and support sector.

Own source income

ACIC own source income is detailed in Figure 2.16.

Own source income totals \$183.3 million consisting of \$169.6 million from the provision of national policing information services, \$9.5 million received from the Proceeds of Crime Trust Account and through memoranda of understanding, \$3.2 million in resources received free of charge, and \$1.0 million from provision of services.

Figure 2.16: Own source income, 2024–25



Internal controls

The ACIC employs various internal controls to ensure compliance with our financial management responsibilities, including:

- senior management involvement in budget development, allocation and monitoring
- internal and external reporting, including providing financial information to the ACIC Board on the National Policing Information Systems and Services Special Account and reporting monthly to the Department of Finance and the ACIC executive
- full engagement with the Audit and Risk Committee
- periodic review of the Accountable Authority Instructions, policies and procedures to ensure compliance with the PGPA Act
- audit by the Australian National Audit Office and the ACIC's internal audit team
- engagement with the ACIC executive to identify breaches of financial management practices under the PGPA Act and to provide assurance to the accountable authority and the Chief Financial Officer
- centralised administration of procurement, property leases, assets, travel, credit cards, fleet vehicles, mobile phones and laptops
- extensive policies and procedures
- controls in the financial management information system and human resources management system.

Table 2.9: Entity resource statement

	Actual available appropriations for 2024–25 \$'000 (a)	Payments made 2024–25 \$'000 (b)	Balance remaining \$'000 (a) – (b)
Departmental annual appropriations – ordinary annual services			
Prior year appropriation available	90,172	90,172	-
Departmental appropriation (including departmental capital budget)	148,318	73,401	74,917
Section 74 relevant agency receipts ^a	36,101	36,101	-
Total ordinary annual services	274,591	199,674	74,917
Annual appropriation – other services non-operating			
Prior year appropriation available	178	178	-
Equity injections ^b	23,606	23,485	121
Total other services	23,784	23,663	121
Total annual appropriations	298,375	223,337	75,038
National Policing Information Systems and Services Special Account			
Opening balance	116,592		
Appropriation receipts	12,959		
Non-appropriation receipts	167,538		
Payments made		167,950	
Total special account	297,089	167,950	129,139
Less: departmental appropriations drawn from annual appropriations and credited to special accounts	(12,959)		(12,959)
Total resourcing and payments	582,505	391,287	191,218

a Section 74 agency receipts and payments exclude any GST component.

b Equity injection funded for 2024–25 was \$23.606m of which \$0.120m is held for future years.

Table 2.10: Expenditure by outcome

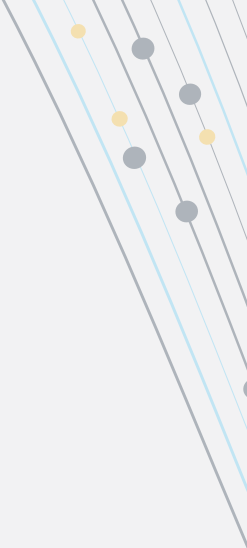
Outcome 1: To protect Australia from criminal threats through coordinating a strategic response and the collection, assessment and dissemination of intelligence and policing information			
Departmental expenses	Budget 2024–25 \$'000	Actual expenses 2024–25 \$'000	Variation \$'000
Departmental appropriation and section 74 agency receipts	150,821	143,427	7,394
National Policing Information Systems and Services Special Account	150,539	172,705	(22,166)
Expenses not requiring appropriation in the budget year	8,242	10,381	(2,139)
Total departmental expenses	309,602	326,513	(16,911)
Total expenses for Outcome 1	309,602	326,513	(16,911)

Table 2.11: Average staffing level

	Budget 2024–25	Actual 2024–25
Average staffing level (number)	876	826

Note: This figure excludes Australian Institute of Criminology employees.





SECTION 3:

MANAGEMENT AND ACCOUNTABILITY

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Corporate governance

The ACIC’s governance structures promote the proper use and management of public resources, establish systems of risk and control, and monitor the financial sustainability of the organisation.

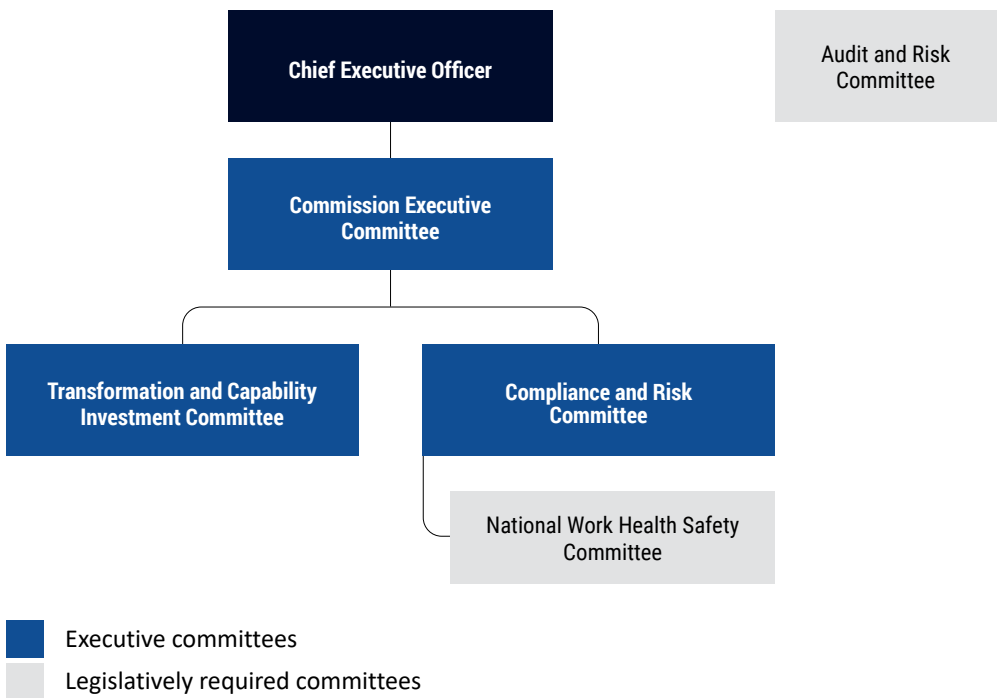
Governance committees

The ACIC’s governance committee structure is outlined in Figure 3.1. It includes:

- 3 executive committees that support the CEO to lead, govern and set the strategic direction for the agency
- 2 committees that enable the agency to meet legislative requirements and achieve best practice in audit and risk management and in work health and safety.

The ACIC also has national and local committees to facilitate consultation between management and employees on workplace issues.

Figure 3.1: Governance committee structure at 30 June 2025



Commission Executive Committee

The Commission Executive Committee is the ACIC's most senior advisory and decision-making body and leadership forum. It supports the CEO to meet their obligations under section 46A of the *Australian Crime Commission Act 2002* (ACC Act) and discharge their decision-making duties under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and section 57 of the *Public Service Act 1999*.

The Commission Executive Committee also undertakes the role of the Critical Risk Oversight Board as required. The Critical Risk Oversight Board provides strategic oversight and direction for ACIC matters which are, or have the potential to be, critical risks, due to the potential or evolving operational, political, legal, reputational or safety impacts they may cause.

Transformation and Capability Investment Committee

The Transformation and Capability Investment Committee provides advice on the ACIC's strategic capabilities and investments. Its remit includes monitoring the delivery of portfolio programs and projects and our information, digital and data capabilities.

Compliance and Risk Committee

The Compliance and Risk Committee helps the ACIC to achieve a consistent and integrated approach to overarching matters that affect the performance of the agency. Its remit includes oversight of the ACIC's legislative and regulatory compliance; enterprise risk management and systems of internal control; business planning and continuity; security and cybersecurity compliance; and information and data governance.

The National Work Health Safety Committee and the National Consultative Committee inform discussions and decisions of the Compliance and Risk Committee. These internal consultative forums are important mechanisms to engage relevant experts from across the agency.

Audit and Risk Committee

In accordance with responsibilities under section 45 of the PGPA Act, the CEO has established and maintains an independent audit and risk committee.

The Audit and Risk Committee provides independent advice to the CEO on financial and performance reporting responsibilities, risk oversight and management, and systems of internal control. It oversees the internal audit program and the implementation of recommendations arising from internal and external audits.

The committee's authority is established under the Audit and Risk Committee Charter, which is available at www.acic.gov.au/about/governance.

Throughout 2024–25, the committee consisted of at least 3 independent members (including the Chair). Information on each member's qualifications, attendance at meetings and remuneration is set out in Table 3.1.

Table 3.1: Audit and Risk Committee members

Name	Qualifications, knowledge, skills or experience	Meetings attended and remuneration received ^a
Geoff Knuckey (Chair)	Bachelor of Economics (Australian National University), FCA, GAICD, RCA Geoff is an experienced audit committee member and chair, and currently serves on audit committees for numerous government entities. He also has extensive experience as a director and serves on the boards and audit committees of several private sector entities. He has been a full-time company director and audit committee member since 2009, following a 32-year career with Ernst & Young specialising in audit and assurance services in the public and private sectors across a range of industries.	6/6 meetings \$26,048
Greg Divall	Bachelor of Applied Science - Mathematics (University of Technology Sydney), Master of Business Administration (University of New England), GAICD Greg is an experienced committee member and currently serves on several audit and risk committees for Commonwealth and state government agencies. He has over 20 years experience in Commonwealth Senior Executive Service leadership roles, and has led major reform programs and whole-of-government change initiatives in Centrelink and the departments of Defence, Human Services, Treasury, and Climate Change and Energy Efficiency. Those programs were nationally focused and involved transforming strategy, culture and technology. Greg is a member of the Defence Independent Assurance Board.	2/6 meetings \$10,648 Note: Greg attended 2 of the 6 committee meetings held in 2024–25, noting that he commenced as a committee member on 5 March 2025.
Roxanne Kelley PSM	Bachelor of Speech Therapy (University of Queensland), Executive Masters of Public Administration (Australian National University), GAICD Roxanne has extensive senior leadership experience in the public service across a range of sectors, including social policy, national security, and central government agencies. Her responsibilities have encompassed service delivery, cross-government policy development, program implementation, international relations and foreign investment, as well as compliance, investigations and enforcement. She has also led initiatives in organisational redesign, change management, human resources, ICT, finance, legal services, communications, audit, and corporate governance. Roxanne has held deputy secretary positions in The Treasury, the Department of Defence, the Department of Social Services and the Department of Human Services. In recognition of her contributions to reform within the Department of Defence, Roxanne was awarded the Public Service Medal in 2017.	2/6 meetings \$5,324 Note: Roxanne attended 2 of the 6 committee meetings held in 2024–25, noting that she commenced as a committee member on 10 March 2025.

Name	Qualifications, knowledge, skills or experience	Meetings attended and remuneration received ^a
Elizabeth Montano	Bachelor of Arts and Bachelor of Laws (University of New South Wales), FAICD Elizabeth has more than 20 years experience as a chair, deputy chair and member of boards and audit committees across a range of government and not-for-profit entities. She has broad-ranging experience in governance and the machinery of government, including in financial and performance reporting, risk, assurance, and program and project management and oversight. She is a former CEO of the Australian Transaction Reports and Analysis Centre (AUSTRAC) and senior financial services lawyer with King & Wood Mallesons. Elizabeth's term as a committee member ceased on 30 June 2025.	6/6 meetings \$24,255^b
Peter Woods	Bachelor of Arts (Australian National University) Peter is a consultant in ICT and corporate management. He has extensive experience in the executive management of major ICT business solutions and procurement projects and has served on multiple boards. He has worked in a range of senior executive roles in government agencies, including as Chief Information Officer at the Australian Competition and Consumer Commission and Chief Information Officer and head of the Corporate Services Division at the former Department of the Environment. Peter's understanding of ICT is complemented by his wide experience in public policy and program management in a range of subject areas, non-ICT business improvement processes, and the management of the full range of corporate services. Peter's term as a committee member ceased on 30 June 2025.	6/6 meetings \$23,100

^a Total remuneration including GST.

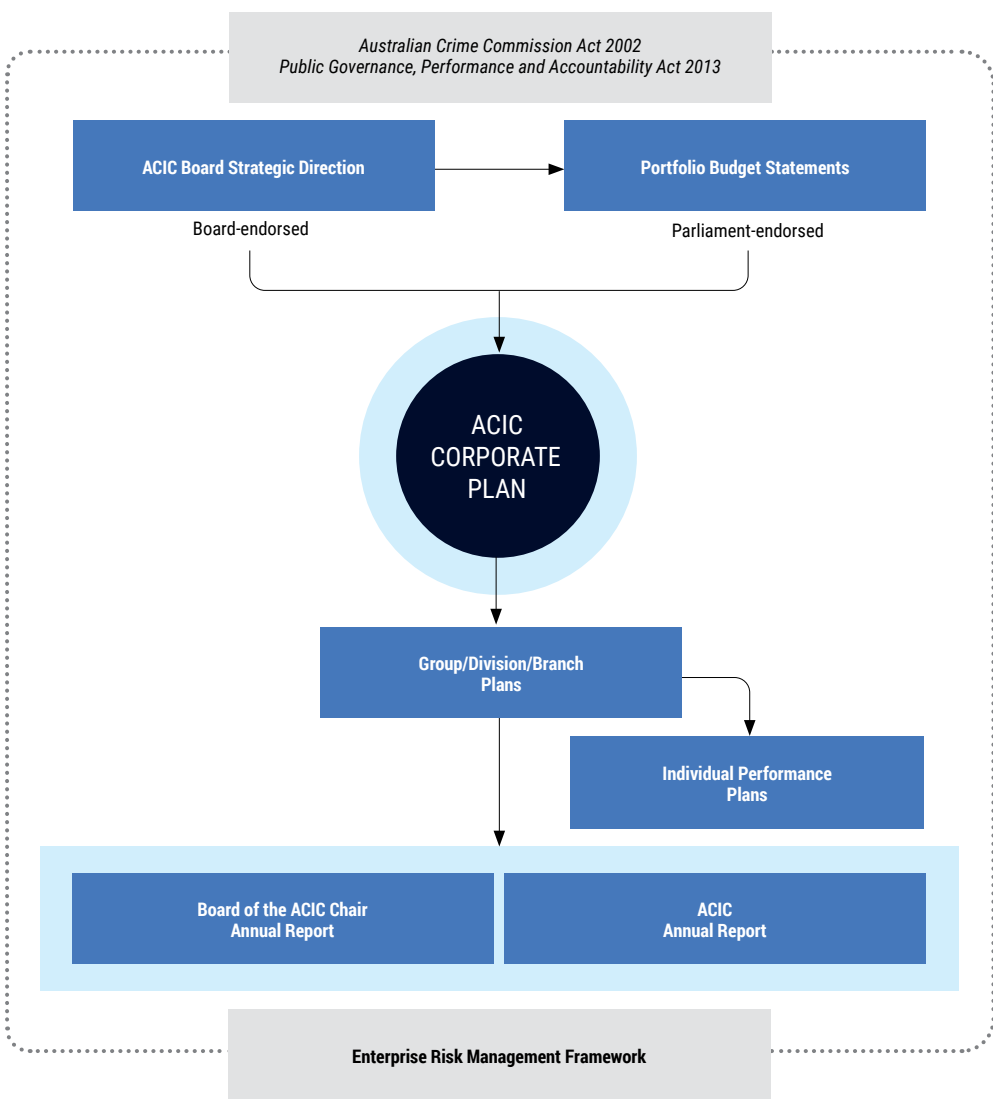
^b Elizabeth Montano also received remuneration for her role as an independent adviser for the National Criminal Intelligence System, which is not included in this table.

Strategic planning

Our integrated planning and reporting framework, shown in Figure 3.2, connects our purpose to our activities and provides transparency and accountability for our outcomes in compliance with our governing legislation.

Our strategic direction, portfolio budget statements and Corporate Plan detail our priorities for the year ahead, setting out how they will be achieved and how our success will be measured. This links our activities with our strategic priorities, and determines how we assess our achievement of our purpose in our annual report.

Figure 3.2: Integrated planning and reporting framework



Internal audit

The internal audit function provides an independent advisory service which delivers support and assurance to the ACIC executive regarding the responsible, effective and efficient use of ACIC powers and resources.

We operate a co-sourced internal audit service and contract an external provider for a small number of our audits.

The 2024–25 internal audit program comprised 13 audits. The program was developed through consultation with executives and considered strategic priorities, enterprise risks, assurance activities and legislative or contractual requirements.

All recommendations delivered through internal audits and external reviews are tracked and monitored by the Audit and Risk Committee and the Compliance and Risk Committee.

Risk management

We strive to foster a positive risk culture where staff confidently handle uncertainties and opportunities. Our risk management principles help us to achieve our objectives by enabling staff to make informed choices.

In 2024–25, we updated our risk management framework, policy and procedures. These documents facilitate our compliance with the Commonwealth Risk Management Policy, the PGPA Act, and the international standards set out in ISO 31000:2018 Risk Management – Guidelines.

Our risk management framework includes regular reporting to 2 internal committees, the Commission Executive Committee and the Compliance and Risk Committee, in addition to the external Audit and Risk Committee. Topics such as enterprise risks and progress on embedding the risk framework are presented for consideration and feedback.

Integrity

Integrity is critical to the way we operate our agency and achieve our strategic objectives.

ACIC policies and procedures align with the Australian Public Service Values and Code of Conduct, and are designed to educate staff and support them to ensure that ethical standards are upheld in accordance with the *Public Service Act 1999*.

In 2024–25, we continued to build our internal integrity capabilities, and engaged with the National Anti-Corruption Commission, Australian Federal Police and other stakeholders and partners across government in relation to integrity policy and strategy matters.

Our integrity focus demonstrates the agency's commitment to an integrity and assurance culture in the protection of our people, information, assets and infrastructure, and reflects our unique operating environment and our inclusion in the National Intelligence Community.

Fraud and corruption

We are committed to preventing, detecting and responding to fraud and corruption as it relates to the ACIC.

The agency has a fraud and corruption control plan designed to ensure that we meet the requirements set out in section 10 of the Public Governance, Performance and Accountability Rule 2014.

The plan outlines our attitude and approach to fraud and corruption control, summarises risks identified in our fraud and corruption risk assessment, and details mitigation strategies to treat significant risks. It was reviewed during 2024–25 to ensure alignment with the Commonwealth Fraud and Corruption Control Framework 2024.

The ACIC works closely with stakeholders to ensure that we are adequately and appropriately addressing risks within our operating environment. This includes ensuring that staff have appropriate education and awareness to identify potential instances of wrongdoing and access the relevant reporting mechanisms.

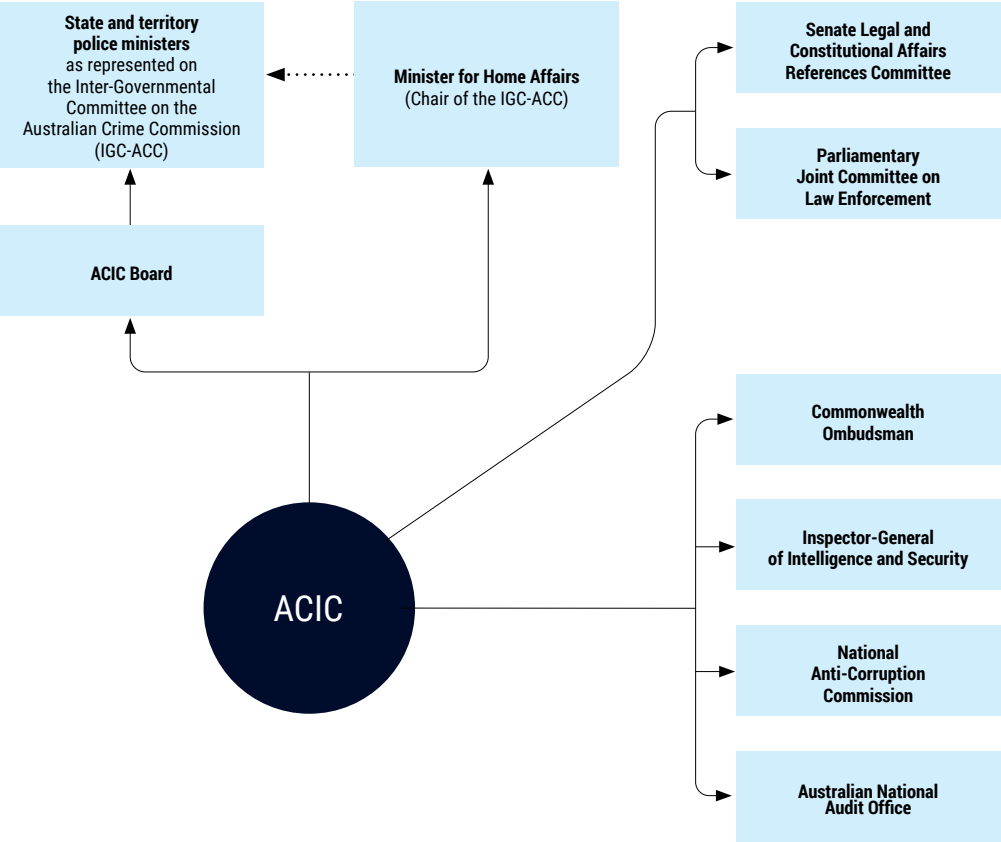
Where fraud or corruption is suspected, the matter may be subject to misconduct investigation, referral to the National Anti-Corruption Commission or criminal investigation. If sufficient evidence of a criminal offence is found, the matter may be referred to the Australian Federal Police or the Commonwealth Director of Public Prosecutions for consideration of criminal prosecution.

We continue to engage closely with other organisations focused on preventing corruption. As members of fraud and corruption communities of practices, networks of integrity professionals from Australian Public Service agencies, we share best practice strategies for detecting and deterring corrupt conduct and participate in discussions on key or emerging issues.

External scrutiny

External scrutiny of the ACIC is exercised by the Australian Parliament, Commonwealth oversight agencies, and state and territory government agencies, as shown in Figure 3.3.

Figure 3.3: External accountabilities at 30 June 2025



Inter-Governmental Committee on the Australian Crime Commission

The Inter-Governmental Committee on the Australian Crime Commission (IGC-ACC) is established by section 8 of the ACC Act, with the following functions:

- to monitor generally the work of the ACIC and the ACIC Board
- to oversee the strategic direction of the ACIC and the ACIC Board
- to receive reports from the ACIC Board for transmission to the governments represented on the committee and to transmit those reports accordingly.

The IGC-ACC monitors the work and strategic direction of the ACIC and the ACIC Board, including the use of coercive powers. Under certain circumstances, the committee has the authority to revoke a board determination.

ACIC Board

The ACIC Board is established by the ACC Act. It is chaired by the Commissioner, Australian Federal Police, and comprises the heads of a number of Commonwealth, state and territory law enforcement bodies and national security and regulatory agencies. The CEO of the ACIC is a non-voting member of the board.

The board's functions are set out in section 7C of the ACC Act. They include:

- providing strategic direction and determining agency priorities for the ACIC
- determining national criminal intelligence priorities
- authorising special ACIC investigations and special ACIC operations, which allows the use of our coercive powers
- making recommendations about charges for national policing information services, including criminal history checks
- determining priorities in relation to national policing information systems and services, and providing recommendations to the minister for investment to improve, maintain and expand those systems and services
- reporting to the IGC-ACC on the ACIC's performance.

The board's National Policing Systems Subcommittee is responsible for considering matters in relation to national policing systems and the National Policing Information Systems and Services Special Account and making recommendations to the board for endorsement. The subcommittee met twice in 2024–25.

The board has also endorsed 3 committees, composed of representatives from board member agencies and other relevant partner agencies, to provide advice to support the ACIC CEO:

- The Law Enforcement Information Services Capability Committee informs the development, implementation and operation of initiatives that support national law enforcement information-sharing services and systems for Australia's police, wider law enforcement and national security agencies.

- The National Criminal Intelligence Capability Committee promotes and champions the professionalism of the national criminal intelligence capability, and collaborates on strategic intelligence issues at the national level to ensure coordinated advice for Australia's police, wider law enforcement and national security agencies.
- The Technology Capability Committee informs and supports the development, implementation and operation of the national services and systems that we deliver for Australia's police, wider law enforcement and national security agencies.

The Chair of the ACIC Board provides an annual report that documents the operations of the board and the ACIC as required under section 61 of the ACC Act. Chair annual reports are available on our website at www.acic.gov.au/publications.

Parliamentary Joint Committee on Law Enforcement

The Parliamentary Joint Committee on Law Enforcement is established by the *Parliamentary Joint Committee on Law Enforcement Act 2010*. Its functions most relevant to the ACIC are to:

- monitor and review the performance of the ACIC
- report on any matters relating to the ACIC or its performance of which the committee thinks the parliament should be aware
- examine the annual reports of the ACIC and report on any matter appearing in, or arising out of, those reports
- examine trends and changes in criminal activities, practices and methods and report on any changes to the functions, structure, powers and procedures of the ACIC that the committee thinks desirable.

The ACIC appeared at a public hearing of the committee in relation to its 2023–24 annual report on 6 February 2025. The committee presented its *Examination of the Australian Criminal Intelligence Commission Annual Report 2023–24* in February 2025.

Commonwealth Ombudsman and Inspector-General of Intelligence and Security

The Commonwealth Ombudsman inspects our compliance with the *Telecommunications Act 1997*, *Telecommunications (Interception and Access) Act 1979*, *Surveillance Devices Act 2004*, and Parts IAAC and IAB of the *Crimes Act 1914*. The Inspector-General of Intelligence and Security inspects our use of network activity warrants under the *Surveillance Devices Act 2004*.

In our 2023–24 annual report, the ACIC noted that at the time of reporting it had not received the preliminary inspection report in relation to an inspection conducted by the Ombudsman in April and May 2024. The Ombudsman issued a formal report for that inspection during 2024–25, including 8 recommendations and 11 suggestions across all of the covert power regimes noted above. The ACIC accepted, in whole or in part, all of the recommendations and suggestions from the Ombudsman, and has taken substantial steps to address them. The Ombudsman also noted that the ACIC had made significant progress toward addressing previous recommendations relating to the destruction of legacy warrant information.

The Ombudsman conducted inspections of ACIC records in November and December 2024 and made 2 findings each in relation to the ACIC's use of telecommunications interception and use of surveillance devices, which the ACIC has made a number of changes to address. However, at 30 June 2025 the ACIC had not received a report from that inspection in relation to controlled operations or telecommunications data. The Ombudsman conducted a further inspection in April 2025. At 30 June 2025, the ACIC had also not received the preliminary report on that inspection.

The Inspector-General of Intelligence and Security conducted inspections of the ACIC's use of network activity warrants under the *Surveillance Devices Act 2004* in October 2024 and April 2025. The inspector-general made no findings or recommendations.

Australian National Audit Office

The Australian National Audit Office did not undertake any performance audits involving the ACIC during 2024–25. However, the Auditor-General's performance audits of other agencies provided insights and learning to the Audit and Risk Committee.

Freedom of information

As an agency subject to the *Freedom of Information Act 1982* (FOI Act) we are required to publish information to the public as part of the Information Publication Scheme. That information is available on our website at www.acic.gov.au/about/freedom-information/information-publication-scheme.

Administrative reviews

In 2024–25, the Office of the Australian Information Commissioner and the Administrative Appeals Tribunal considered matters involving decisions by the ACIC.

Paul Farrell and Australian Criminal Intelligence Commission (Freedom of information) [2024] AICmr 20 (7 February 2024)

On 10 November 2023, the ACIC made a revised decision under section 55G of the FOI Act in relation to an application made under that Act for particular documents. The ACIC determined that the documents in scope of the request were exempt from release, in part, on the grounds of sections 34 (cabinet documents), 37(2)(b) (prejudice to law enforcement methods and procedures), 42 (legal professional privilege), 47 (commercially valuable information), 47C (deliberative processes), 47E(d) (proper and efficient conduct of the operations of an agency), 47F (personal privacy) and 47G (business or professional affairs).

On 22 February 2024, the applicant sought review of the ACIC's decision by the Office of the Australian Information Commissioner under section 54L of the FOI Act.

On 7 February 2024, the Acting Freedom of Information Commissioner made a decision under section 55K of the FOI Act to set aside the revised decision of the ACIC and substitute a decision that documents within scope of the request were not exempt.

Chief Executive Officer, ACIC and Paul Farrell (2024/1421) (13 August 2024)

On 7 March 2024, the ACIC sought review in the Administrative Appeals Tribunal of a decision made by the Acting Freedom of Information Commissioner on 7 February 2024 to set aside the ACIC's original decision under section 55G of the FOI Act which refused the applicant access to parts of particular documents which the ACIC considered to be exempt primarily under sections 34 (cabinet documents), 37(2)(b) (prejudice to law enforcement methods and procedures), 42 (legal professional privilege), 47 (commercially valuable information) and 47B (Commonwealth–State relations).

The parties negotiated regarding the material sought by the respondent and on 13 August 2024 the proceedings were discontinued by consent.

Judicial reviews

The ACIC is subject to legal challenge as a normal part of its operations. This usually occurs in the context of applications in the Federal Court for judicial review under the *Administrative Decisions (Judicial Review) Act 1977* (ADJR Act) or section 39B of the *Judiciary Act 1903* (Judiciary Act), or as part of the criminal justice process, such as in contested subpoenas or applications for a stay of criminal proceedings.

In 2024–25, there were 4 judicial decisions that had or could have had a significant effect on the operation of the ACIC. The outcomes of these matters are reported below.

VII v Purcell [2025] FCA 202

On 21 February 2024, VII (a court-ordered pseudonym) filed an application in the Federal Court for relief under section 39B of the Judiciary Act. The applicant sought to challenge the decision of the examiner to issue a summons pursuant to section 28 of the ACC Act, as well as the validity of the relevant special ACIC operation. The applicant also challenged the constitutional validity of the provisions in the ACC Act which empower the ACIC Board to authorise a special ACIC operation or special ACIC investigation.

The matter was heard on 7 June and 18 June 2024. On 14 March 2025, the court dismissed the application on all grounds and ordered the applicant to pay the ACIC's costs. On 8 April 2025, the applicant filed an appeal to the Full Federal Court against the decision.

Elfar v The Commonwealth and Ors [2024] FCA 245

On 4 April 2023, the applicant filed an application in the Federal Court seeking an extension of time to apply for a review under the ADJR Act and/or relief under section 39B of the Judiciary Act. The applicant sought to challenge the basis of his compulsory examination in 2010, including his removal from a corrective services facility for the purpose of the examination.

On 26 March 2025, the court dismissed the application on all grounds and ordered the applicant to pay the ACIC's costs.

DMT24 v Durr and Anor

On 8 May 2024, DMT24 (a court-ordered pseudonym) filed an application in the Federal Court for relief under section 39B of the Judiciary Act. The applicant sought to challenge (including seeking an injunctive relief) the decision of the examiner to issue a notice and summons pursuant to sections 21A and 28 of the ACC Act, as well as the validity of the relevant special ACIC operation.

On 21 June 2024, the applicant sought to discontinue the proceedings on the basis that the parties bear their own costs. A notice of discontinuance was filed by the applicant on 20 August 2024.

HFY24 v Commonwealth of Australia

On 4 October 2024, HFY24 (a court-ordered pseudonym) filed an application in the Federal Court for relief under section 16(1)(a) of the ADJR Act and section 39B of the Judiciary Act. The applicant sought to challenge the decision of the examiner to issue a notice and summons pursuant to sections 21A and 28 of the ACC Act.

On 22 October 2024, the examiner withdrew the summons requiring HYF24 to appear before an ACIC examiner. On 30 October 2024, the examiner withdrew the notice in relation to HYF24. The proceedings were discontinued by consent with the ACIC to pay the applicant's costs to be assessed.

Contempt proceedings

In certain circumstances, ACIC examiners have the power to apply for a witness to be dealt with for contempt of the ACIC, under section 34B of the ACC Act. Such applications are heard in the Federal Court or the relevant state or territory court.

Three contempt proceedings were finalised in 2024–25.

Purcell v IDN24 [2025] FCA 215

IDN24 (a court-ordered pseudonym) appeared before an ACIC examiner in answer to a summons issued pursuant to section 28 of the ACC Act. On 31 July 2024, contempt proceedings were commenced in the Federal Court on the basis that the ACIC considered IDN24's answers to questions were false.

On 19 March 2025, the court dismissed the application on the basis that the ACIC had not met the burden of proof required for the court to conclude that IDN24's answers were false. The ACIC was ordered to pay IDN24's costs.

Lusty (Examiner) v ITT24 [2025] FCA 141

ITT24 (a court-ordered pseudonym) appeared before an ACIC examiner in answer to a summons issued pursuant to section 28 of the ACC Act. ITT24 refused or failed to take an oath or affirmation, and refused or failed to answer questions an ACIC examiner required ITT24 to answer. On 15 October 2024, contempt proceedings were commenced in the Federal Court.

ITT24 entered a plea of guilty to both contempt charges and was sentenced to 12 months imprisonment on each charge, and ordered to pay the ACIC's costs.

Purcell (Examiner) v LAZ24 [2025] FCA 413

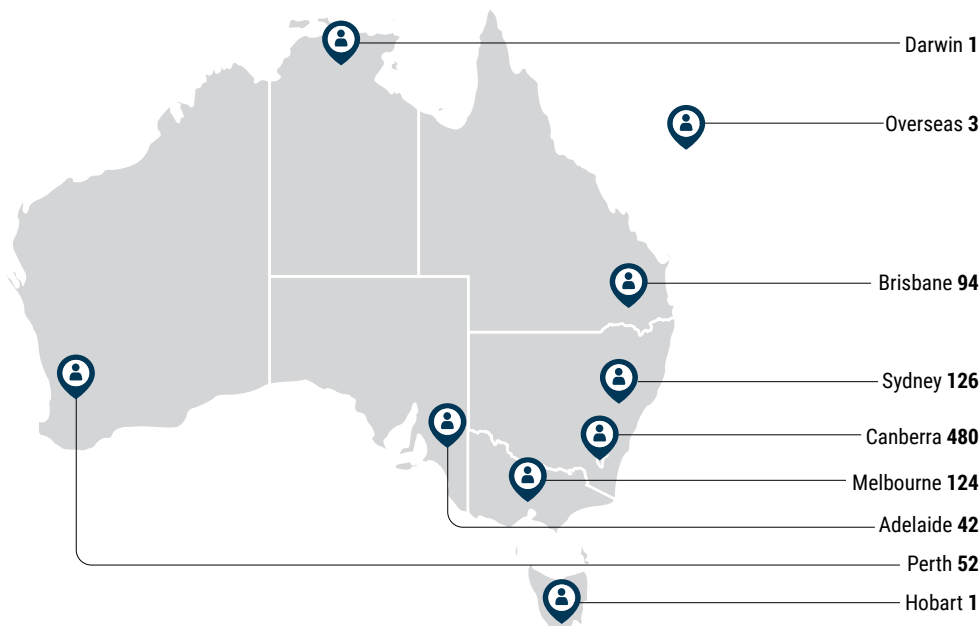
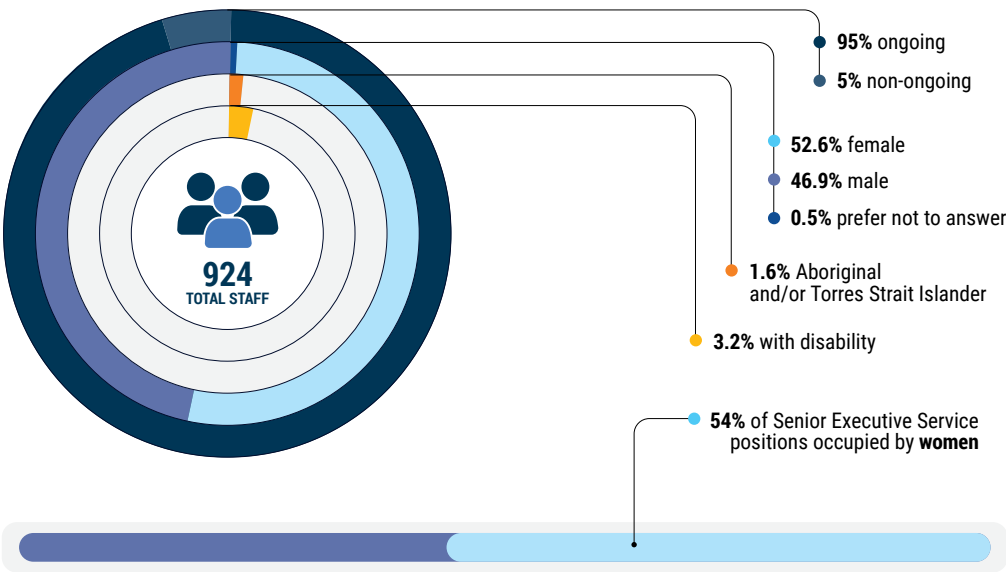
LAZ24 (a court-ordered pseudonym) appeared before an ACIC examiner in answer to a summons pursuant to section 28 of the ACC Act. LAZ24 refused to answer 6 questions that an ACIC examiner required LAZ24 to answer. On 9 December 2024, contempt proceedings were commenced in the Federal Court.

LAZ24 entered a plea of guilty to contempt and was sentenced to 9 months imprisonment, and ordered to pay the ACIC's costs.

On 28 May 2025, LAZ24 filed an appeal against sentence on a number of grounds.

Our people

Workforce snapshot at 30 June 2025



Workforce profile

At 30 June 2025, the ACIC had had 924 employees. Our team spans a wide range of professional expertise, and includes:

- business and systems analysts
- corporate services professionals
- data scientists
- information architects
- intelligence analysts
- investigators
- lawyers
- physical and technical surveillance operatives
- psychologists
- specialist examinations staff.

Staff range in age from 18 years to 73 years, delivering diversity and depth of experience across the agency.

We work in close collaboration with partner agencies, many of which second staff to the ACIC to contribute to multi-agency task forces and joint analyst groups. In addition, we engage contractors and consultants to deliver specialised services as needed.

Table 3.2 provides an overview of the ACIC’s staffing.

Table 3.2: Staffing profile at 30 June 2025

Staffing category	Number of staff
Australian Public Service employees	924
Seconded by the ACIC	2
Seconded by jurisdictions	7
Total core staff	933
Task force members	17
Total overall available resources	950

Detailed statistics on the ACIC’s staffing, including staff locations and classifications, are provided in Appendix C. Information on our use of consultants is provided under ‘Resource management’ in this section of the report.

Workforce capability and planning

In 2024–25, the ACIC made measurable progress in strengthening workforce capability, leadership alignment, and employee engagement. Improvements in workforce stability, wellbeing, and leadership development supported the delivery of the agency's criminal intelligence and policing information responsibilities.

A strong focus on leadership uplift, wellbeing, and streamlined work processes contributed to improved results in the Australian Public Service Employee Census. The Wellbeing Index rose to 71%; a 9-point increase from 2023 and one point above the Australian Public Service average. Staff satisfaction with wellbeing communication increased by 31%, and 87% of employees agreed that the CEO sets a clear vision and direction.

Census results also reflected gains in leadership communication, workforce planning, and organisational responsiveness to staff feedback. Positive perceptions of the ACIC's commitment to developing future leaders increased by 10%, while satisfaction with strategic workforce management and Senior Executive Service (SES) communication also improved.

The rollout of Future Operating Model workshops and increased visibility of senior leaders supported a cultural shift toward more collaborative, multidisciplinary ways of operating. In parallel, the agency progressed reviews of key business processes and implemented tools to streamline workflows and improve administrative efficiency.

To support this transformation, the ACIC developed an interim workforce plan to guide immediate priorities and workforce stability. Building on this foundation, the agency will work towards a new 2-year to 5-year workforce plan that will reflect future ways of working and further strengthen the ACIC's role and purpose.

In 2024–25, the ACIC took steps to bring core work in house, in line with the Australian Public Service Strategic Commissioning Framework. Our targets for 2024–25 aimed to bring in house core work in ICT and digital solutions, and portfolio program and project management, to a value of \$2.93 million (GST excluded). This target was partially achieved, with an actual reduction of \$0.712 million (GST excluded) in relevant supplier expenditure in 2024–25.

Remuneration and benefits

Employment conditions for non-SES staff are governed by the *ACIC Enterprise Agreement 2024–27*, which outlines both salary and non-salary entitlements. Details of salary ranges available under the enterprise agreement are provided in Appendix B, Table B.13.

SES remuneration and employment conditions are determined under subsection 24(1) of the *Public Service Act 1999*. These are supported by a remuneration determination that establishes pay levels within each SES classification, based on performance.

Details of the remuneration of key management personnel, senior executives and other highly paid staff are provided in Appendix C.

Workplace health and safety

In 2024–25, the ACIC upheld its obligations under the *Work Health and Safety Act 2011* by maintaining a safe and healthy workplace, promoting wellbeing, and adhering to the Australian Public Service Values, Employment Principles, and Code of Conduct.

Appendix D provides details of the ACIC's work health and safety performance as required by the *Work Health and Safety Act 2011*.

Diversity and inclusion

In 2024–25, the ACIC continued to foster a workplace culture that values diversity, inclusion and respect. Our commitment is reflected in a range of initiatives that support our people to thrive in an environment that embraces individuality and cultural richness.

The ACIC Executive endorsed a strategic approach to diversity and inclusion for the agency, to ensure that we meet our obligations and embed inclusive practices across our operations.

Our efforts are aligned with 4 key Australian Public Service (APS) service-wide strategies:

- APS Gender Equality Strategy 2021–26
- Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020–2024
- APS Culturally and Linguistically Diverse Employment Strategy
- APS Disability Employment Strategy 2020–25.

From the strategies, the ACIC has identified 29 priority actions to implement. These actions provide a clear framework for advancing diversity and inclusion and will continue to evolve as service-wide strategies are refreshed.

Australia's Disability Strategy 2021–2031 is the overarching framework for inclusive policies, programs and infrastructure that support people with disability to participate in all areas of Australian life. The strategy helps ensure the principles of the United Nations Convention on the Rights of Persons with Disabilities are embedded in Australia's policies and programs. All levels of government have committed to more visible and comprehensive reporting under the strategy. Progress updates are available at www.disabilitygateway.gov.au/ads.

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

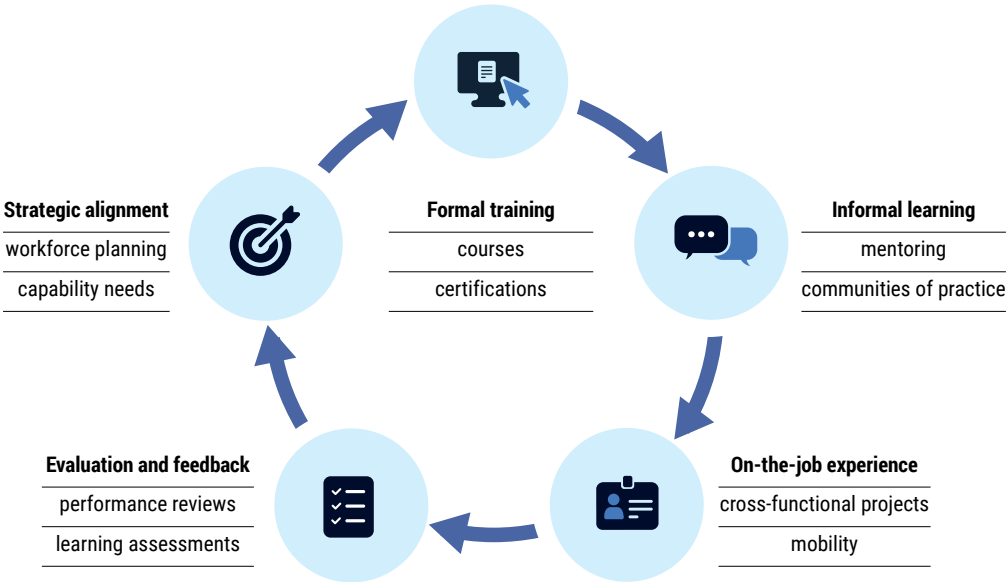
Learning

The ACIC is committed to building a future-ready workforce through continuous learning and development. Our approach supports staff at all levels to build core and specialist capabilities aligned to their roles and the agency’s strategic direction.

Learning approach

We have adopted a continuous learning model that integrates formal training with informal, on-the-job development, as shown in Figure 3.4. This model supports a culture of learning, collaboration and improvement, and is embedded in our broader workforce strategies. Staff are encouraged to engage in communities of practice, cross-agency collaborations, and internal mobility, to broaden their experience and expertise.

Figure 3.4 Continuous learning model



Core skills

To build foundational capability, we deliver core skills training through business simulations, micro-learning, and just-in-time learning. Key focus areas include:

- ethics and values
- critical thinking
- communication and writing
- teamwork and conflict resolution
- human resources and work health and safety
- financial management and procurement
- change and project management.

Employees also supplement their professional development with APS Academy courses and the study assistance program.

Operational training and assessment

In 2024–25, we delivered 10 residential programs across leadership, analytical and operational disciplines. Specialist training included 12 weeks of residential programs for 96 ACIC staff and 27 participants from partner agencies, including the Northern Territory Police Force, Tasmania Police and Sport Integrity Australia. We also supported training delivered by the New South Wales Police Force and South Australia Police.

Our Intelligence Tradecraft Program was delivered to 14 participants from 6 partner agencies, strengthening national intelligence capability.

We remain committed to continually reviewing and adapting our approach to training and development to ensure that it remains agile and aligned to future capability requirements.

Evaluation

All learning programs are evaluated to ensure alignment with agency needs and value for investment. Our evaluation framework assesses learning outcomes, workplace impact, and areas for continuous improvement.

Resource management

The ACIC uses and manages resources in line with the principles of the Commonwealth Resource Management Framework, which is underpinned by the PGPA Act and related regulations, directions and guidance.

Asset management

The ACIC holds a range of assets, including leased office space; property, plant and equipment; intangible assets (software); and leasehold improvements at its various office locations.

A full nationwide stocktake of assets in the 'Property, plant and equipment' and 'Portable and attractive' classes was undertaken in 2024–25.

In line with our asset management policy, a full valuation of tangible property was undertaken in 2023–24. In 2024–25, independent professional valuers were engaged to undertake a desktop valuation of tangible assets across the country. There was no material change in the value of assets held.

An internal review is undertaken of the ACIC's intangible assets to test for impairment. This testing identified no material change in the expected useful life or value of intangible assets.

The ACIC's office space in each capital city is held under lease and, as required under Australian Accounting Standards Board accounting standard AASB 16, the agency accounts for the leased office space as right-of-use assets.

Our asset mix at the end of 2024–25 comprised:

- \$30.804 million of leased office space
- \$149.294 million of intangible assets (software)
- \$24.641 million of property, plant and equipment
- \$17.474 million of leasehold improvements.

Property

The ACIC has offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney. Each office is under lease beyond 2025–26.

The ACIC is co-located at premises in Hobart and Darwin with those jurisdictions' respective police forces. The co-locations are not subject to formal lease arrangements.

During 2024–25, the ACIC outsourced property and facilities management to Ventia under the whole-of-government Property Services Coordinated Procurement Arrangements. Ventia supported the ACIC property team through the provision of core leasing and facilities

management services. From 1 July 2025, the ACIC transitioned to Cushman & Wakefield under the next iteration of the whole-of-government arrangements.

The ACIC actively manages its property performance nationally with a view to minimising the agency's overall property footprint and taking advantage of efficiency initiatives, including opportunities to share facilities.

Purchasing

Our approach to procuring property and services, including consultancies, is consistent with Australian Government policy and legislation covering procurement. The Commonwealth Procurement Rules are applied to activities through our Accountable Authority Instructions and supporting operational policies and procedures, which are reviewed for consistency with the Commonwealth procurement framework.

The ACIC's procurement framework reflects the core principle governing Australian Government procurement – value for money. Our policies and procedures also focus on:

- competitive, non-discriminatory procurement processes
- efficient, effective, economical and ethical use of resources
- accountability and transparency.

During 2024–25, we continued to participate in whole-of-government, coordinated procurement initiatives, and used clustering and piggybacking opportunities to lower tendering costs and provide savings through economies of scale.

Procurement initiatives to support small business

The ACIC supports small business participation in the Australian Government procurement market. Small and medium-sized enterprise and small enterprise participation statistics are available on the Department of Finance's website at www.finance.gov.au/government/procurement/statistics-australian-government-procurement-contracts.

Examples of measures to support small enterprises include:

- complying with the Commonwealth Procurement Framework
- using straightforward approach to market documentation, communicated in clear and simple language, also presented in an accessible format
- participating in the Department of Finance's 'Meet the Supplier' events
- using standard contracts for low-risk and low-value procurements
- the use of credit card payment for one-off invoices under \$10,000 including GST
- applying the Indigenous Procurement Policy
- using Australian Industry Participation policies and programs to encourage small-to-medium enterprise engagement opportunities.

The ACIC 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.

The Commonwealth Procurement Rules include specific targets for the engagement of small and medium enterprises (SMEs) by Commonwealth entities. For the 2024–25 financial year, non-corporate Commonwealth entities were required to source at least 25% of procurement by value, with a value up to \$1 billion, from SMEs; and to procure 40% of contracts, by value, with a value of up to \$20 million, from SMEs. Half-year analysis of performance against these targets, provided by the Department of Finance and the Australian Bureau of Statistics, outlined the results for the ACIC shown in Table 3.3.

Table 3.3: Performance against small and medium enterprises targets, 1 July 2024 to 31 December 2024

Target	% awarded to SMEs Quarter 1	% awarded to SMEs Half year
25% of procurement by value of \$1 billion or less	52.8	54.5
40% of contracts by value of \$20 million or less	52.8	54.5

Note: SMEs = small and medium enterprises

Engagement with Indigenous businesses

In line with the Australian Government’s Indigenous Procurement Policy, we are committed to growing our engagement with Indigenous businesses.

In 2024–25, the ACIC had 25 procurements with majority Indigenous-owned businesses, collectively valued at \$4,753,471.43. This contributed to the Attorney-General’s portfolio’s ability to meet its annual targets for purchasing from Indigenous enterprises as set by the National Indigenous Australians Agency for the financial year.

Contracts

The ACIC provides details of expenditure for consultancy and non-consultancy contracts, including information on organisations that received amounts of that expenditure, as required by sections 17AG(7), 17AG(7A) and 17AGA(2)–(3) of the Public Governance, Performance and Accountability Rule 2014.

Consultancy contracts

During 2024–25, the ACIC entered into 9 new reportable consultancy contracts with actual expenditure of \$0.699 million. Five ongoing reportable consultancy contracts were active during the period, totalling actual expenditure of \$0.138 million.

Table 3.4 shows details of ACIC’s largest consultancy contracts in 2024–25.

Table 3.4: Organisations receiving a share of reportable consultancy contract expenditure

Organisation	Australian Business Number	Expenditure \$ ^a	Share of expenditure %
Titan Consulting Services Pty Limited	90060195735	350,114	42
Proximity Advisory Services Pty Ltd	92147937844	218,117	26
Teratek Pty Ltd	63637441779	106,964	13
Havelock Consulting Group Pty Ltd	68605031105	38,500	5
Elizabeth Montano	68758946781	34,106	4

a Includes GST.

Consultants are typically engaged to investigate or diagnose a defined issue or problem, carry out defined reviews or evaluations, or provide independent advice, information or creative solutions to assist in the ACIC's decision-making. We engage consultants when we require specialist expertise in areas including but not limited to policy design, financial viability, and IT strategic planning, or independent evaluations of the ACIC's outcomes.

We make decisions to engage consultants in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policies. Prior to engaging consultants, we consider the skills and resources required for the task, the skills available internally, and the cost-effectiveness of engaging external expertise. We select consultants through panel arrangements or by making an open approach to market.

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable contracts and consultancies is available on the AusTender website at www.tenders.gov.au.

Non-consultancy contracts

During 2024–25, the ACIC entered into 309 new non-consultancy contracts with expenditure of \$63,280 million. In addition, 336 ongoing non-consultancy contracts entered into in prior years were active, with actual expenditure of \$86,742 million during the period.

Table 3.5 gives details of our largest non-consultancy contracts in 2024–25.

Table 3.5: Organisations receiving a share of reportable non-consultancy contract expenditure

Organisation	Australian Business Number	Expenditure \$ ^a	Share of expenditure %
Ventia Property Pty Ltd	16618028676	15,229,507	10
IDEMIA Australasia Pty Ltd	43003099812	12,966,685	9
Cirrus Networks (ACT) Pty Ltd	85143561291	7,378,071	5
xAmplify Services Pty Ltd	74632045080	7,129,750	5
SHAPE Australia (QLD) Pty Limited	69126087910	6,894,519	5

a Includes GST.

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 at www.tenders.gov.au.

Access clauses

During 2024–25, we did not enter into any contracts of \$100,000 or more that excluded provision for access by the Auditor-General.

Exempt contracts

Contract details are exempt from being published on AusTender if those details would disclose exempt matters under the *Freedom of Information Act 1982*. No such contract details were excluded from being published on AusTender in 2024–25.

Advertising and market research

Section 311A of the *Commonwealth Electoral Act 1918* requires us to provide details of amounts paid for advertising and market research in our annual report.

In 2024–25:

- The ACIC did not conduct any advertising campaigns or make any payments for polling, direct mail or campaign advertising.
- The ACIC did not make any payments related to non-campaign advertising that were higher than the reporting threshold of \$16,900.

Grants

The ACIC did not award grants during 2024–25.

Ecologically sustainable development

While the ACIC does not undertake activities with direct implications for ecologically sustainable development, we observe the principles set out in the *Environment Protection and Biodiversity Conservation Act 1999* in our daily operations. We strive to be environmentally responsible, including by making efficient use of resources and managing waste effectively.

We are committed to reducing our impact on the environment through ongoing minimisation strategies and new technologies and resources, including:

- using electronic document management systems and web-based information-sharing tools that reduce or eliminate the need to print and retain paper copies of documents
- using video and telephone conferencing where possible to reduce the need for local and interstate travel
- reviewing leased buildings and encouraging owners to improve their buildings' energy performance to a minimum 4-star green rating
- ensuring that new leases entered into comply with the Australian Government's energy policy requiring a NABERS energy rating of at least 5.5 stars for leases of 4 years or longer in spaces of 1,000 square metres or more
- ensuring that end-of-trip facilities are in place to encourage staff to embrace low-emission commuting options, such as cycling, using e-bikes or e-scooters, or walking
- procuring energy-efficient equipment and lighting solutions, including smart lighting that activates only when areas are occupied
- weighting proximity to public transport routes as highly desirable when considering future office locations
- providing recycling facilities in breakout areas.

The integration of energy efficiency practices into our organisation and planning allows us to reduce our energy costs and our consumption of valuable resources.

Greenhouse gas emissions

As part of the reporting requirements under section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*, and in line with the Australian Government's Net Zero in Government Operations Strategy, we are required to report on the greenhouse gas emissions from ACIC operations.

Our greenhouse gas emissions reporting is consistent with the whole-of-government approach as part of the APS Net Zero Emissions Reporting Framework.

Table 3.6 shows a breakdown of greenhouse gas emissions by source for 2024–25, with electricity emissions calculated using a location-based accounting method. Not all data sources were available at the time of the report.

Table 3.6: Greenhouse gas emissions inventory – location-based method, 2024–25

Emission source	Scope 1 t CO2-e	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e
Electricity	N/A	987.89	81.62	1,069.51
Natural gas	-	N/A	-	-
Solid waste	-	N/A	-	-
Refrigerants	-	N/A	N/A	-
Fleet and other vehicles	230.59	N/A	57.64	288.23
Domestic commercial flights	N/A	N/A	1,097.20	1,097.20
Domestic hire car	N/A	N/A	5.74	5.74
Domestic travel accommodation	N/A	N/A	308.98	308.98
Other energy	-	N/A	-	-
Total t CO2-e	230.59	987.89	1,551.18	2,769.66

t CO2-e = tonnes of carbon dioxide equivalent emissions, N/A = not applicable under the APS Net Zero Emissions Reporting Framework

Note: Figures include emissions for the Australian Institute of Criminology.

A portion of electricity and solid waste data was unable to be sourced and has not been included.

The transition of property service providers under the Whole of Australian Government arrangements during the reporting period may result in incomplete property data. Any such incomplete data and resulting changes to emissions calculations will be addressed within the Amendments Process, which is due to take place in the first half of 2026.

Data on emissions from hire cars has been sourced from third-party providers and is incomplete. The quality of data is expected to improve over time as emissions reporting matures.

Table 3.7 shows the emissions related to electricity emissions usage using location-based and market-based accounting methods.

Table 3.7: Electricity greenhouse gas emissions, 2024–25

Emission source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Electricity (location-based approach)	987.89	81.62	1,069.51	1,479,051.80
Market-based electricity emissions	600.21	81.51	681.72	741,001.99
Total renewable electricity consumed	N/A	N/A	N/A	738,049.81
Renewable power percentage ¹	N/A	N/A	N/A	269,113.48
Jurisdictional renewable power percentage ^{2,3}	N/A	N/A	N/A	468,936.33
GreenPower ²	N/A	N/A	N/A	–
Large-scale generation certificates ²	N/A	N/A	N/A	–
Behind the meter solar ⁴	N/A	N/A	N/A	–
Total renewable electricity produced	N/A	N/A	N/A	–
Large-scale generation certificates ²	N/A	N/A	N/A	–
Behind the meter solar ⁴	N/A	N/A	N/A	–

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

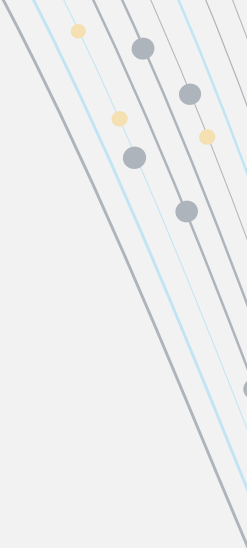
1 Listed as mandatory renewables in 2023–24 annual reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET)

2 Listed as voluntary renewables in 2023–24 annual reports.

3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

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





• SECTION 4:

AUDITED FINANCIAL STATEMENTS

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Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Home Affairs

Opinion

In my opinion, the financial statements of the Australian Criminal Intelligence Commission (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 Financial 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.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Michael Bryant
Senior Director
Delegate of the Auditor-General

Canberra
30 September 2025

Statement by the Accountable Authority and the Chief Financial Officer



STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL 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 Australian Criminal Intelligence Commission will be able to pay its debts as and when they fall due.

Signed

A handwritten signature in black ink, appearing to be 'H. Cook', is written over a horizontal line.

Heather Cook
Chief Executive Officer
29 September 2025

Signed

A handwritten signature in black ink, appearing to be 'E. Sokolowski', is written over a horizontal line.

Eneas Sokolowski
Chief Financial Officer
29 September 2025

Financial statements

STATEMENT OF COMPREHENSIVE INCOME

for the period ended 30 June 2025

		2025	2024	Budget 2025
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	129,402	120,111	114,469
Suppliers	1.1B	148,230	145,951	150,444
Depreciation and amortisation	2.2A	44,113	37,082	44,201
Finance costs	1.1C	1,202	568	488
Write-down and impairment of assets	2.2A	321	92	-
Resources received free of charge	1.1D	3,245	1,217	-
Total expenses		326,513	305,021	309,602
Own-source revenue				
Revenue from contracts with customers	1.2A	179,597	148,566	152,329
Resources received free of charge	1.2B	3,245	1,217	2,853
Total own-source revenue		182,842	149,783	155,182
Gains				
Other gains	1.2D	443	253	-
Total gains		443	253	-
Total own-source income		183,285	150,036	155,182
Net cost of services		(143,228)	(154,985)	(154,420)
Revenue from Government	1.2C	145,551	146,985	145,551
Surplus/(Deficit) attributable to the Australian Government		2,323	(8,000)	(8,869)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserves - leasehold improvements and property, plant and equipment		-	1,554	-
Changes in asset revaluation reserves - provision for restoration obligations		(23)	(56)	-
Total comprehensive (Loss)/income		(23)	1,498	-
Total comprehensive income/(loss) attributable to the Australian Government		2,300	(6,502)	(8,869)

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

For budget to actual variance commentary: see note 7 for major variance explanations.

STATEMENT OF FINANCIAL POSITION

as at 30 June 2025

		2025	2024	Budget 2025
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	133,358	124,900	97,067
Trade and other receivables	2.1B	95,670	102,539	86,722
Total financial assets		229,028	227,439	183,789
Non-financial assets				
Buildings	2.2A	30,804	30,744	42,612
Leasehold improvements	2.2A	17,474	8,749	7,447
Property, plant and equipment	2.2A	24,641	27,546	31,101
Intangibles	2.2A	149,294	134,417	174,532
Prepayments		15,136	13,489	14,089
Total non-financial assets		237,349	214,945	269,781
Total assets		466,377	442,384	453,570
LIABILITIES				
Payables				
Suppliers	2.3A	36,429	56,844	39,003
Other payables	2.3B	8,088	5,551	7,834
Total payables		44,517	62,395	46,837
Interest bearing liabilities				
Leases	2.4A	45,010	35,441	59,066
Total interest bearing liabilities		45,010	35,441	59,066
Provisions				
Employee provisions	4.1A	37,480	33,277	31,466
Other provisions	2.5A	1,553	2,127	2,086
Total provisions		39,033	35,404	33,552
Total liabilities		128,560	133,240	139,455
Net assets		337,817	309,144	314,115
EQUITY				
Contributed equity		128,243	101,870	128,243
Reserves		19,447	19,470	17,972
Retained surplus		190,127	187,804	167,900
Total equity		337,817	309,144	314,115

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

For budget to actual variance commentary: see note 7 for major variance explanations.

STATEMENT OF CHANGES IN EQUITY
for the period ended 30 June 2025

	Retained earnings			Asset revaluation reserve			Contributed equity/capital			Total equity		
	2025	2024	Budget	2025	2024	Budget	2025	2024	Budget	2025	2024	Budget
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance carried forward from previous period	187,804	195,804	176,769	19,470	17,972	17,972	101,870	94,945	101,870	309,144	308,721	296,611
Comprehensive income	2,323	(8,000)	(8,869)	-	-	-	-	-	-	2,323	(8,000)	(8,869)
Surplus/(Deficit) for the period	-	-	-	(23)	1,498	-	-	-	-	(23)	1,498	-
Other comprehensive income	-	-	-	(23)	1,498	-	-	-	-	(23)	1,498	-
Total comprehensive income	2,323	(8,000)	(8,869)	(23)	1,498	-	-	-	-	2,300	(6,502)	(8,869)
Transactions with owners												
Contributions by owners												
Equity injection - Appropriations ¹	-	-	-	-	-	-	-	4,230	23,606	23,606	4,230	23,606
Departmental capital budget ¹	-	-	-	-	-	-	-	2,695	2,767	2,767	2,695	2,767
Total transactions with owners	-	-	-	-	-	-	-	6,925	26,373	26,373	6,925	26,373
Closing balance as at 30 June	190,127	187,804	167,900	19,447	19,470	17,972	128,243	101,870	128,243	337,817	309,144	314,115

1. Amounts appropriated which are designated as 'Equity injections' and 'Departmental capital budgets' are recognised directly in transactions with owners in that year.

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

For budget to actual variance commentary: see note 7 for major variance explanations.

CASH FLOW STATEMENT
for the period ended 30 June 2025

		2025	2024	Budget
	Notes	\$'000	\$'000	2025 \$'000
OPERATING ACTIVITIES				
Cash received				
Appropriations		193,593	149,626	149,503
Revenue from contracts with customers		175,878	148,340	152,329
Net GST received		14,625	13,271	11,383
Other		457	752	-
Total cash received		384,553	311,989	313,215
Cash used				
Employees		124,239	118,189	114,469
Suppliers		181,165	140,161	147,589
Net GST paid		-	-	11,383
Interest payments on lease liabilities		1,121	503	488
Section 74 receipts transferred to Official Public Account		36,876	17,781	3,954
Other		619	1,985	-
Total cash used		344,020	278,619	277,883
Net cash from operating activities		40,533	33,370	35,332
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		89	1	-
Lease incentive		4,299	-	-
Total cash received		4,388	1	-
Cash used				
Purchase of property, plant and equipment and intangibles		47,237	52,330	56,829
Total cash used		47,237	52,330	56,829
Net cash used by investing activities		(42,849)	(52,329)	(56,829)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		26,431	8,605	26,373
Total cash received		26,431	8,605	26,373
Cash used				
Principal payments of lease liabilities		15,657	15,495	13,185
Total cash used		15,657	15,495	13,185
Net cash used by financing activities		10,774	(6,890)	13,188
Net decrease in cash held		8,458	(25,849)	(8,309)
Cash and cash equivalents at the beginning of the reporting period		124,900	150,749	105,376
Cash and cash equivalents at the end of the reporting period	2.1A	133,358	124,900	97,067

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

For budget to actual variance commentary: see note 7 for major variance explanations.

Overview

The Australian Criminal Intelligence Commission (ACIC) is a Commonwealth entity. For the 2024–25 financial year, the ACIC following the Administrative Arrangements Order signed on 13 May 2025, moved to the Home Affairs portfolio from the Attorney-General's portfolio.

The objective of the entity is to protect Australia from serious criminal threats by collecting, assessing and disseminating intelligence and policing information.

The continued existence of the ACIC in its present form is dependent on Government policy and on continuing funding by Parliament. The ACIC's activities contributing toward this outcome are classified as departmental. Departmental activities involve the use of assets and income controlled, or liabilities and expenses incurred by the ACIC 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 *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The financial statements have been prepared in accordance with:

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

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

Modification to applicability of the PGPA for designated activities under PGPA Act section 105D

The Minister for Finance and the Minister for Home Affairs made determinations under PGPA Act section 105D, which allow modification to specified aspects of the PGPA Act in relation to designated intelligence or security activities. The annual financial statements have not been modified as a result of the determination.

New Accounting Standards

All new, revised or amending standards and interpretations that were issued prior to the sign-off date in the current reporting period have been considered and did not have an impact on the ACIC's financial statements.

Accounting judgements and estimates

The preparation of the ACIC's financial statements required management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on experience and expert advice, including expectations of future events based on historical information, which management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Estimation of useful lives and fair value of assets

The ACIC determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and intangible assets. The useful lives could change materially as a result of technical innovations or other events. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated, or technically obsolete or specialised assets that have been abandoned or sold will be written off or written down.

The fair value of ACIC's leasehold improvements and property, plant and equipment has been taken to be the market value or depreciated replacement costs as determined by an independent valuer. In some instances, ACIC's leasehold improvements are purpose-built and some specialised property, plant and equipment may in fact realise more or less in the market.

Employee benefits provision

The liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, through the short-hand method, assumptions are based on estimates of attrition rates, pattern of leave claims made, future salary movements and discount rates.

Restoration obligations

A provision has been made for the present value of anticipated costs for future restoration of leased premises. The provision includes future cost estimates associated with vacating of premises. The calculation of this provision requires assumptions such as the exit date and cost estimates. The provision recognised is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs are recognised in the statement of financial position by adjusting the provision. Any adjustments to the provisions are recognised in profit or loss.

Estimated revenue on incomplete police searches

The amount of unearned revenue for incomplete searches, by type, requires a degree of estimation and judgement at year end. The basis for the estimation is consideration of historical averages on open searches, by service type.

No other accounting assumptions or estimates have been identified that have a significant risk of causing a material adjustment to carrying amounts of assets and liabilities within the next reporting period.

Taxation

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

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office; and
- for receivables and payables.

Contingent assets and liabilities

The ACIC did not have any quantifiable contingent assets or liabilities to report for the financial year ended 30 June 2025 (2024: nil). As at 30 June 2025, the ACIC had a number of legal matters pending that may eventuate in judgements or outcomes that could require monetary payments being made to or from the ACIC. However, it is not possible to quantify the amounts of any receipts or payments that may eventuate in relation to these matters.

Events after the reporting period

No events have occurred after the reporting date that should be brought to account or noted in the 2024-25 financial statements.

Notes to the financial statements

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1. Financial performance

Note 1.1: Expenses

	2025	2024
	\$'000	\$'000
Note 1.1A: Employee benefits		
Wages and salaries	91,814	87,289
Superannuation		
Defined contribution plans	12,993	11,231
Defined benefit plans	4,489	5,060
Leave and other entitlements	19,899	16,021
Separation and redundancies	207	510
Total employee benefits	129,402	120,111

Accounting Policy

Accounting policies for employee benefits: see Note 4 people and relationships

Note 1.1B: Suppliers

Goods and services		
IT support and maintenance	52,534	55,972
Consultants and contractors	35,803	30,957
Jurisdiction fees and payments	25,133	25,706
Property and security expenses	6,923	7,339
Operational expenses	2,557	3,153
Communication	3,312	3,333
Seconded placements reimbursed to state, territory and Commonwealth agencies	2,297	1,400
Travel	9,187	8,375
Staff development and training	4,693	3,645
Legal expenses	3,198	2,682
Office expenses	1,266	1,126
Other	1,239	944
Total goods and services	148,142	144,632
Other suppliers		
Short-term leases	25	25
Workers compensation expenses	63	1,294
Total other suppliers	88	1,319
Total suppliers	148,230	145,951

Accounting Policy

Short-term leases and leases of low-value assets

The ACIC has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000 per asset). The ACIC recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Note 1.1C: Finance costs

Interest on lease liabilities ¹	1,121	507
Unwinding of discount on provision for restoration obligations	81	61
Total finance costs	1,202	568

1. Interest on lease liabilities related to leased commercial properties, data centres and motor vehicles.

Note 1.1D: Resources received free of charge

Seconded	2,300	1,042
Audit fees - Australian National Audit Office	210	175
Premium offset - Comcover	735	-
Total resources received free of charge	3,245	1,217

Note 1.2: Own-source revenue

	2025	2024
	\$'000	\$'000

Note 1.2A: Revenue from contracts with customers

Revenue - special account	169,597	137,045
Revenue - proceeds of crime and memoranda of understanding	9,543	10,719
Revenue - other	457	802
Total revenue from contracts with customers	179,597	148,566

Accounting Policy*Revenue from contracts with customers*

Revenue is recognised when the customer obtains control of the services provided. ACIC generates revenue from the National Police Checking Services (NPCS) and National Automated Fingerprint Identification System (NAFIS), through the *Proceeds of Crime Act 2002* (Crime Act) and Memoranda of Understanding (MoU) with Commonwealth agencies and other revenues from minor sources. The revenue recognition processes are discussed below.

- For NAFIS and NPCS search services provided by the ACIC, the performance obligation is satisfied at a point in time and over time, respectively. The ACIC recognises revenue when it satisfies the performance obligations by transferring the promised goods or services.
- For goods or services provided by the ACIC for Crime Act funding, the performance obligation may be satisfied over time. The ACIC revenue recognition from this source is dependent upon the satisfactory submission of regular progress reports.
- For goods or services provided by the ACIC based on MoU, the performance obligation is satisfied over time. The ACIC revenue recognition from this source is based on the premise that the underlying goods or services will be transferred to the customers and not retained for own use.
- For other revenues from minor sources, the performance obligation is satisfied at a point in time. The ACIC recognises revenue when it satisfies the performance obligations by transferring the promised goods or services.

Note 1.2B: Resources received free of charge

Resources received free of charge - secondees	2,300	1,042
Resources received free of charge - Australian National Audit Office	210	175
Resources received free of charge - Comcover	735	-
Total resources received free of charge	3,245	1,217

Accounting Policy*Resources received free of charge*

Resources received free of charge are recognised as revenue at fair value when it can be reliably measured and the services or transferred assets would have been purchased if they had not been provided free of charge. Use of those resources is recognised as an expense or as an asset when received.

Note 1.2C: Revenue from Government

Appropriations		
Departmental appropriations	145,551	146,985
Total revenue from Government	145,551	146,985

Accounting Policy*Revenue from Government*

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the ACIC 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.

Note 1.2D: Other gains

Gains - sale of assets	89	1
Gains - other ¹	354	252
Total other gains	443	253

1. This includes sale of leased motor vehicles and premium rebate from Comcare.

Accounting Policy*Sale of assets*

Gains from disposal of assets are recognised, when control of the asset has passed to the buyer.

2. Financial position

Note 2.1: Financial assets

	2025	2024
	\$'000	\$'000
Note 2.1A: Cash and cash equivalents		
Special account cash held in Official Public Account	129,139	116,592
Cash at bank and on hand	4,219	8,308
Total cash and cash equivalents	133,358	124,900
Note 2.1B: Trade and other receivables		
Trade receivables ¹	21,619	17,055
Comcare receivable	10	44
Appropriations receivable	70,819	82,042
GST receivable	3,195	3,385
Other receivables	27	13
Total trade and other receivables	95,670	102,539

1. Credit terms for goods and services were within 30 days (2023-24:30 days).

Accounting Policy

Trade and other receivables

Trade and other receivables are held for the purpose of collecting the cash from contracts with customers and are measured at amortised cost.

Note 2.2: Non-financial assets

Note 2.2A: Reconciliation of the opening and closing balances of leasehold improvements, property, plant and equipment and intangible assets

	Buildings \$'000	Leasehold improvements \$'000	Property, plant and equipment \$'000	Computer software \$'000	Total \$'000
As at 1 July 2024					
Gross book value	80,347	9,496	39,129	220,319	349,291
Accumulated depreciation, amortisation and impairment	(49,603)	(747)	(11,583)	(85,902)	(147,835)
Total as at 1 July 2024	30,744	8,749	27,546	134,417	201,456
Additions					
Purchase ¹	-	13,065	2,931	31,241	47,237
Right-of-use assets	12,288	-	5,744	-	18,032
Depreciation/amortisation	-	(4,340)	(9,104)	(16,104)	(29,548)
Depreciation on right-of-use assets	(12,150)	-	(2,415)	-	(14,565)
Other movements ²	(78)	-	-	-	(78)
Write-down and impairment of property, plant and equipment ³	-	-	(61)	(260)	(321)
Total as at 30 June 2025	30,804	17,474	24,641	149,294	222,213
Total as at 30 June 2025 represented by					
Gross book value	87,233	22,563	46,957	223,227	379,980
Accumulated depreciation, amortisation and impairment	(56,429)	(5,089)	(22,316)	(73,933)	(157,767)
Total as at 30 June 2025	30,804	17,474	24,641	149,294	222,213
Carrying amount of right-of-use assets	30,804	-	6,528	-	37,332

1. Purchase includes assets moved to appropriate classes during the asset capitalisation process.

2. This is due to early termination of the Brisbane lease.

3. This category includes write off of impaired asset under construction valued \$0.242m.

There are no leasehold improvements expected to be sold or written-off within the next 12 months.

The ACIC uses market approach and current replacement costs fair value measurement techniques to measure the fair value of property, plant and equipment and uses current replacement costs to measure the fair value of leasehold improvements.

A desktop valuation was conducted for property, plant and equipment and leasehold improvements by an independent valuer in accordance with the asset policy stated in Note 2.2A. (in 2023-24, the ACIC conducted a full valuation of leasehold improvements and property, plant and equipment).

Note 2.2: Non-financial assets (continued)

Accounting Policy

Asset recognition

Property, plant and equipment costing greater than \$5,000, leasehold improvements costing greater than \$25,000, intangible assets purchased externally costing greater than \$5,000 and intangible assets purchased and modified or developed internally, when costs grouped together, greater than \$20,000 are capitalised. Items costing less than these thresholds are expensed in the year of acquisition.

Leasehold improvements

Leasehold improvements include office furniture and fit-out acquired as part of the lease of office accommodation. The depreciable amount of these assets is progressively allocated over the unexpired period of the lease or the useful lives of the improvements, whichever is the shorter.

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 ACIC as separate asset classes to corresponding leasehold improvements and property, plant and equipment assets that are owned outright, but presented in the same column as where the corresponding underlying assets would be presented if they were owned.

ROU assets continue to be measured at cost after initial recognition in the ACIC.

Revaluations

Following initial recognition at cost, property, plant and equipment and leasehold improvements (excluding ROU assets) are carried at fair value. Carrying values of the assets are reviewed every year for market changes and a full independent valuation is performed every third year. 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 is previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class. Upon revaluation, any accumulated depreciation is eliminated against the gross carrying amount of the asset.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using the straight-line method of depreciation. Leasehold improvements are depreciated over the life of the lease term. 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 generally based on the following expected useful lives, unless an individual asset is assessed as having a different useful life.

	2025	2024
Leasehold improvements	Lease term	Lease term
Property, plant and equipment	3-10 years	3-10 years
Intangibles - Software purchased	3-5 years	3-5 years
Intangibles - Internally developed/configured	3-10 years	3-10 years
Right of use assets	Lease term	Lease term

Intangibles

Intangible assets comprise internally developed software and externally purchased software. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software licences with the renewable term ending beyond 30 June 2025 are treated as prepayments at the time of purchase and expensed over the term of the prepayment.

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.

Derecognition

An item of property, plant and equipment is derecognised, upon disposal or if not found over two consecutive stocktakes conducted by the ACIC (Asset policy) when no further future economic benefits are expected from its use.

Note 2.3: Payables

	2025	2024
	\$'000	\$'000

Note 2.3A: Suppliers

Trade creditors and accruals	36,429	56,844
Total suppliers	36,429	56,844

Standard settlement terms for suppliers are within 20 days unless contracted otherwise.

Note 2.3B: Other payables

Wages and salaries	3,535	2,705
Superannuation	557	429
Unearned income	1,407	429
GST Payable	319	35
Other	2,270	1,953
Total other payables	8,088	5,551

Accounting Policy

Financial liabilities

Supplier and other payables are classified as 'financial liabilities' and are measured at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Supplier and other payables are derecognised on payment.

Note 2.4: Interest bearing liabilities

	2025	2024
	\$'000	\$'000

Note 2.4A: Leases

Lease liabilities		
Buildings	38,442	31,906
Property, plant and equipment	6,568	3,535
Total leases	45,010	35,441

Total cash outflow for leases for the year ended 30 June 2025 was \$16.778m (2024: \$15.998m).

Maturity analysis - contractual undiscounted cash flows

Within 1 year	11,710	8,783
Between 1 to 5 years	27,187	20,359
More than 5 years	10,270	8,720
Total leases	49,167	37,862

The ACIC has floor space in a number of commercial buildings and data centres and motor vehicles under the leasing arrangements. The majority of the leases are on fixed yearly rental charge increments, however some are on variable increments.

Accounting Policy

Since the inception of AASB 16 for all new contracts entered into, the ACIC 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, otherwise incremental borrowing rate provided by the Department of Finance.

Subsequent to initial measurement, the liability will be reduced by the payments made and increased by the 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.

Note 2.5: Other provisions

Note 2.5A: Other provisions

	Provision for restoration obligations	Total
	\$'000	\$'000
As at 1 July 2024	2,127	2,127
Additional provisions made	23	23
Amounts not used	-	-
Amounts reversed	-	-
Amounts used	(678)	(678)
Unwinding of discount	81	81
Total as at 30 June 2025	1,553	1,553

3. Funding

Note 3.1: Appropriations

Note 3.1A: Annual appropriations (recoverable GST exclusive)

Annual appropriations for 2025

	Annual appropriation \$'000	Adjustments to appropriation ¹ \$'000	Total appropriation \$'000	Appropriation applied in 2025 (current and prior years) \$'000	Variance ² \$'000
Departmental					
Ordinary annual services	145,551	36,101	181,652	(182,996)	(1,344)
Capital budget ³	2,767	-	2,767	(2,767)	-
Equity injections	23,606	-	23,606	(23,664)	(58)
Total departmental	171,924	36,101	208,025	(209,426)	(1,402)

1. Adjustments to appropriations include GST related receipts retained under the section 74 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In 2024-25, the entity has changed the presentation of appropriations disclosed in the appropriation note to include GST amounts retained under section 74 of the PGPA Act. In prior years, retainable GST under section 74 of the PGPA Act was excluded from the appropriation note.

2. Variance in ordinary annual services and equity injections of \$1,402m are funded by balances from 2024 financial year.

3. Departmental capital budgets are appropriated through Appropriation Acts (No. 1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual appropriations for 2024

	Annual appropriation \$'000	Adjustments to appropriation ¹ \$'000	Total appropriation \$'000	Appropriation applied in 2024 (current and prior years) \$'000	Variance ² \$'000
Departmental					
Ordinary annual services	146,985	17,781	164,766	(149,113)	15,653
Capital budget ³	2,695	-	2,695	(3,095)	(400)
Equity	4,230	-	4,230	(5,510)	(1,280)
Total departmental	153,910	17,781	171,691	(157,718)	13,973

1. This includes receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

2. Variance in ordinary annual services of \$15,653m is for following year spending on payables. Over spent on capital budget and equity injections are funded by balances from 2023 financial year.

3. Departmental capital budgets are appropriated through Appropriation Acts (No. 1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Note 3.1: Appropriations (continued)

	2025	2024
	\$'000	\$'000

Note 3.1B: Unspent annual appropriations (recoverable GST exclusive)

Appropriation Act (No.1) 2024-25 ¹	74,917	-
Appropriation Act (No.2) 2024-25 ¹	121	-
Appropriation Act (No.1) 2023-24 ¹	-	90,112
Appropriation Act (No.3) 2023-24 ¹	-	60
Appropriation Act (No.4) 2023-24 ¹	-	178
Total departmental	75,038	90,350

1. The Appropriation Act (No.1) balances for 2023-24 and 2024-25 represents unspent appropriation and cash held at bank for the year.

Note 3.1C: Unspent annual appropriation withheld under S51 of the PGPA Act or administrative quarantine

Appropriation Act (No.1) 2022-23 ¹	3,240
Total departmental	3,240

1. Movement of funds between Appropriation Acts and years.

Note 3.2: Special accounts

	2025 \$'000	2024 \$'000
Note 3.2A: National Policing Information Systems and Services Special Account (recoverable GST exclusive)¹		
Balance brought forward from previous period	116,592	142,955
Total increases ²	180,497	156,007
Available for payments	297,089	298,962
Total decreases	(167,950)	(182,370)
Total balance carried to the next period	129,139	116,592
Balance represented by:		
Cash held in the Official Public Account ³	129,139	116,592
Total balance carried to the next period	129,139	116,592

1. Legal authority: *Australian Crime Commission Act 2002 section 59C*

The purposes of the National Policing Information Systems and Services Special Account (NPISS Special Account) are defined by section 59E of the *Australian Crime Commission Act 2002* and are:

- (a) paying for scoping, developing, procuring, implementing and operating information technology systems and services in connection with the national policing information functions;
- (b) paying or discharging the costs, expenses and other obligations incurred by the Commonwealth in the performance of the national policing information functions;
- (c) paying any remuneration and allowances payable to any person under this Act in relation to the national policing information functions;
- (d) meeting the expenses of administering the Account;
- (e) repaying to a state all or part of an amount received from the state in connection with the performance of national policing information functions, if it is not required for a purpose for which it was paid;
- (f) paying refunds in accordance with section 15A;
- (g) reducing the balance of the account (and therefore the available appropriation for the account) without making a real or notional payment.

The NPISS Special Account was initially established by the *Financial Management and Accountability Determination 2006/07 — National Policing Information Systems and Services Special Account Establishment 2006*.

The Account is a special account for the purpose of the *Public Governance Performance and Accountability Act 2013*.

2. Represents income primarily from police checking and fingerprint identification services and departmental appropriation for special account expenses.

3. This includes a late adjustment of \$0.017m for the financial year end 30 June 2025 (2024: \$0.169m). Due to timing, the official public account with Department of Finance reflect this change in the following year.

4. People and relationships:

Note 4.1: Employee provisions

	2025	2024
	\$'000	\$'000
Note 4.1A: Employee provisions		
Leave	37,480	33,277
Total employee provisions	37,480	33,277

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 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 reference to Financial Reporting Rule 24 using the shorthand method. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. The ACIC 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 termination.

Superannuation

The ACIC 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. A small number of staff are members of employee nominated superannuation funds, as allowed under the ACIC's enterprise agreement. The PSSap and other employee nominated superannuation funds are defined contribution schemes. The CSS and PSS are defined benefit schemes for the Australian Government. The liabilities for defined benefit schemes are recognised in the financial statements of the Australian Government and are settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes. The ACIC makes employer contributions to the employees' defined benefit superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government. The ACIC accounts for the contributions as if they were contributions to defined contribution plans. The liability for superannuation recognised as at 30 June 2025 represents outstanding contributions for the final fortnight of the year.

Note 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. The ACIC has determined the key management personnel positions to be the Chief Executive Officer, Deputy Chief Executive Officer Intelligence and Chief Operating Officer. Key management personnel remuneration is reported in the table below excludes remuneration and other benefits paid to the Minister as they are not paid by the ACIC.

	2025	2024
	\$	\$
Note 4.2A: Key management personnel remuneration		
Short-term employee benefits	1,305,001	1,224,478
Post-employment benefits	209,685	182,549
Other long-term employee benefits	31,046	27,243
Termination benefits	-	378,733
Total key management personnel remuneration expenses	1,545,732	1,813,003
Total number of key management personnel¹	3	4

1. The total number of key management personnel positions are 3 and for 2024-25 there are no acting arrangements (2023-24: 1).

The ACIC CEO is also the Director of the Australian Institute of Criminology. The full cost of the CEO's remuneration is disclosed in this note and therefore none in the AIC annual financial statements.

Note 4.3: Related party disclosure

Related party relationships:

The ACIC is an Australian Government controlled entity. Related parties of the ACIC comprise the ministers responsible for the ACIC, other cabinet ministers, other Australian Government entities, the key management personnel of the ACIC, and parties related to the ACIC's key management personnel.

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes. These transactions have not been separately disclosed in this note.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions requiring disclosure.

5. Managing uncertainties

Note 5.1 : Financial instruments

	2025	2024
	\$'000	\$'000

Note 5.1A: Categories of financial instruments

Financial assets at amortised cost

Cash and cash equivalents	133,358	124,900
Trade and other receivables ^{1&2}	21,656	17,112
Total financial assets at amortised cost	155,014	142,012

Financial liabilities at amortised cost

Trade creditors and accruals	36,429	56,844
Total financial liabilities at amortised cost	36,429	56,844

1. Based on the receivable management history and the current debtor management process, the ACIC assessed the expected credit loss for the year ended 30 June 2025 as nil (2024: nil).

2. This excludes statutory receivables (GST and appropriation). Refer Note 2.1.

Accounting policy for financial assets see Note 2.1

Accounting policy for financial liabilities see Note 2.3

6. Other information

Note 6.1 : Current/non-current distinction for assets and liabilities

	2025	2024
	\$'000	\$'000

Note 6.1A: Details of current/non-current distinction for assets and liabilities

Assets expected to be recovered in:

No more than 12 months

Cash and cash equivalents	133,358	124,900
Trade and other receivables	95,670	102,539
Buildings	2,220	2,422
Leasehold improvements	634	489
Property, plant and equipment	2,031	2,188
Intangibles	2,134	1,735
Prepayments	12,947	9,775

Total no more than 12 months

248,994 244,048

More than 12 months

Buildings	28,584	28,322
Leasehold improvements	16,840	8,260
Property, plant and equipment	22,610	25,358
Intangibles	147,160	132,682
Prepayments	2,189	3,714

Total more than 12 months

217,383 198,336

Total assets

466,377 442,384

Liabilities expected to be settled in:

No more than 12 months

Suppliers	36,429	56,844
Other payables	8,088	5,551
Leases	10,679	8,256
Employee provisions	12,798	11,996
Other provisions	-	657

Total no more than 12 months

67,994 83,304

More than 12 months

Leases	34,331	27,185
Employee provisions	24,682	21,281
Other provisions	1,553	1,470

Total more than 12 months

60,566 49,936

Total liabilities

128,560 133,240

This note indicates the liquidity position of the ACIC.

Note 7: Explanations of major variances between budget and actual

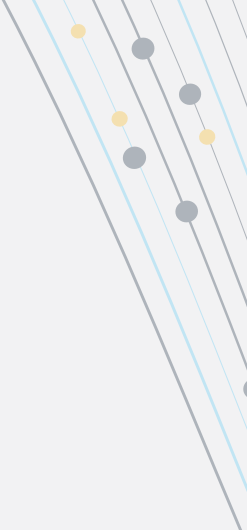
The following are explanations of events that have impacted on the ACIC's operations and activities for the year. Budget numbers are sourced from the ACIC's *Portfolio Budget Statements (PBS) 2024-25* and are provided in the primary statements. Budgeted numbers are not audited.

Major variances comprise those that exceed ten percent of the relevant categories of assets, liabilities, revenue and expenses, and those below the ten percent threshold that are deemed by management as significant by nature.

When providing explanations, the ACIC has identified the financial impact in relation to those key aggregates relevant to the ACIC's performance. Users should be aware that there will be consequential impacts on related statements i.e. a variance in the Statement of Comprehensive Income is likely to have consequential impacts in the Statement of Financial Position and the Cash Flow Statement.

<i>Explanation for major variances</i>	<i>Affected line items (and statements)</i>
Own-source revenue Own-source revenue is higher than 2024-25 budget due to an approved price increase for police checks.	<i>Own-source revenue: Revenue from contracts with customers (Statement of Comprehensive Income)</i> <i>Revenue from contracts with customers (Cash Flow Statement)</i>
Employee Benefits The value of employee benefits is higher than 2024-25 budget due to increase in Average Staffing Level (ASL) and wage rises agreed in the enterprise agreement and adjustment to provisions.	<i>Expenses: Employee Benefits (Statement of Comprehensive Income)</i> <i>Employee Provisions (Statement of Financial Position)</i> <i>Employees (Cash Flow Statement)</i>
Financial assets The value of total financial assets is greater than the 2024-25 budget primarily as a result of cash received from the national police checking service.	<i>Financial assets (Statement of Financial Position)</i> <i>Cash Received (Cashflow Statement)</i>





SECTION 5:

APPENDICES AND REFERENCES

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Appendix A: List of requirements

As required by section 17AJ(d) of the Public Governance, Performance and Accountability Rule 2014, we have included the following list of requirements as an aid to access.

PGPA Rule reference	Part of report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	ii	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
17AD(h)	Aids to access		
17AJ(a)	iii	Table of contents (print only).	Mandatory
17AJ(b)	150–154	Alphabetical index (print only).	Mandatory
17AJ(c)	148–149	Glossary, abbreviations and acronyms.	Mandatory
17AJ(d)	118–124	List of requirements.	Mandatory
17AJ(e)	155	Details of contact officer.	Mandatory
17AJ(f)	155	Entity's website address.	Mandatory
17AJ(g)	155	Electronic address of report.	Mandatory
17AD(a)	Review by the accountable authority		
17AD(a)	2–4	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of entity		
17AE(1)(a)(i)	5	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	6–7	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	5–6	A description of the outcomes and programs administered by the entity.	Mandatory
17AE(1)(a)(iv)	5	A description of the purposes of the entity as included in the corporate plan.	Mandatory
17AE(1)(aa)(i)	6	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	6	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	6	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
17AE(1)(b)	Not applicable	An outline of the structure of the portfolio of the entity.	Portfolio departments – Mandatory
17AE(2)	Not applicable	Where outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the performance of the entity		
Annual performance statements			
17AD(c)(i); 16F	14–51	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the PGPA Rule.	Mandatory
17AD(c)(ii)	Report on financial performance		
17AF(1)(a)	52–55	A discussion and analysis of the entity’s financial performance.	Mandatory
17AF(1)(b)	56–57	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	Not applicable	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity’s future operation or financial results.	If applicable, Mandatory
17AD(d)	Management and accountability		
Corporate governance			
17AG(2)(a)	ii, 66	Information on compliance with section 10 (fraud and corruption systems).	Mandatory
17AG(2)(b)(i)	ii	A certification by accountable authority that fraud and corruption risk assessments have been conducted and fraud and corruption control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	ii	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
17AG(2)(b)(iii)	ii	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory
17AG(2)(c)	60–66	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	52	A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non compliance with finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	61	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	62–63	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	62–63	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	62–63	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	62–63	The remuneration of each member of the entity's audit committee.	Mandatory
External scrutiny			
17AG(3)	67–73	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	70–73	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	69–70	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	Not applicable	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of human resources			
17AG(4)(a)	76	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
17AG(4)(aa)	125–128	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: • statistics on full-time employees; • statistics on part-time employees; • statistics on gender; • statistics on staff location.	Mandatory
17AG(4)(b)	129–135, 136	Statistics on the entity's APS employees on an ongoing and non ongoing basis; including the following: • statistics on staffing classification level; • statistics on full-time employees; • statistics on part-time employees; • statistics on gender; • statistics on staff location; • statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	76	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
17AG(4)(c)(i)	135	Information on the number of SES and non-SES employees covered by agreements etc. identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	136	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	76	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	Not applicable	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	Not applicable	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	Not applicable	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	Not applicable	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets management			
17AG(5)	80	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, Mandatory
Purchasing			
17AG(6)	81–82	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
Reportable consultancy contracts			
17AG(7)(a)	82	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	82	A statement that <i>'During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].'</i>	Mandatory
17AG(7)(c)	83	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were engaged.	Mandatory
17AG(7)(d)	83	A statement that <i>'Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.'</i>	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	83	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	84	A statement that <i>'Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.'</i>	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	83–84	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
Australian National Audit Office access clauses			
17AG(8)	84	If an entity entered into a contract with a value of more than \$100,000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	84	If an entity entered into a contract or there is a standing offer with a value greater than \$10,000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	81	A statement that ' <i>[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website.</i> '	Mandatory
17AG(10)(b)	81–82	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	82	If the entity is considered by the Department administered by the Finance Minister as material in nature – a statement that ' <i>[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website.</i> '	If applicable, Mandatory
Financial statements			
17AD(e)	93–114	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive remuneration			
17AD(da)	137–141	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory

PGPA Rule reference	Part of report	Description	Requirement
17AD(f)	Other mandatory information		
17AH(1)(a)(i)	Not applicable	If the entity conducted advertising campaigns, a statement that <i>'During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website.'</i>	If applicable, Mandatory
17AH(1)(a)(ii)	84	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	Not applicable	A statement that <i>'Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website].'</i>	If applicable, Mandatory
17AH(1)(c)	77	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	70	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	Not applicable	Correction of material errors in previous annual report.	If applicable, Mandatory
17AH(2)	77, 84, 85–87, 142, 144–146	Information required by other legislation.	Mandatory

Information required by other legislation

Legislative reference	Page	Description
<i>Commonwealth Electoral Act 1918</i> , section 311A	84	Expenditure on advertising and market research
<i>Crimes Act 1914</i> , sections 3ZZVL and 3ZZVM	144–145	Account takeover warrants
<i>Crimes Act 1914</i> , section 15LD	145	Assumed identities
<i>Crimes Act 1914</i> , section 15MU	146	Witness identity protection certificates
<i>Environment Protection and Biodiversity Conservation Act 1999</i> , section 516A	85–87	Ecologically sustainable development and greenhouse gas emissions
<i>Work Health and Safety Act 2011</i> , Schedule 2, Part 4	77, 142	Work health and safety initiatives and outcomes

Appendix B: Employee statistics

The tables in this appendix provide an overview of ACIC staffing, including details required by section 17AG(4) of the Public Governance, Performance and Accountability Rule 2014.

Unless stated otherwise, the tables in this appendix include employees of the ACIC only. Australian Institute of Criminology (AIC) staff have been excluded as AIC staffing numbers will be reported in the AIC Annual Report. The ACIC Chief Executive Officer and examiners have also been excluded as they are statutory appointments and are not ACIC employees. Year-on-year comparisons will not align where previously published tables have included this data.

Table B.1: Ongoing employees by location at 30 June 2025

Location	Man/Male			Woman/Female			Prefers not to answer			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	63	1	64	57	4	61	1	0	1	126
QLD	48	0	48	41	3	44	0	1	1	93
SA	22	0	22	14	6	20	0	0	0	42
TAS	0	0	0	1	0	1	0	0	0	1
VIC	62	0	62	53	8	61	0	0	0	123
WA	30	1	31	17	3	20	0	0	0	51
ACT	184	1	185	223	27	250	2	0	2	437
NT	0	0	0	2	0	2	0	0	0	2
OS	3	0	3	0	0	0	0	0	0	3
Total	412	3	415	408	51	459	3	1	4	878

OS = overseas

Note: Results are not available for 'Non-binary' and 'Uses a different term' categories due to system limitations.

Table B.2: Non-ongoing employees by location at 30 June 2025

Location	Man/Male			Woman/Female			Prefers not to answer			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	0	0	0	0	0	0	0
QLD	0	0	0	1	0	1	0	0	0	1
SA	0	0	0	0	0	0	0	0	0	0
TAS	0	0	0	0	0	0	0	0	0	0
VIC	0	0	0	0	1	1	0	0	0	1
WA	0	0	0	0	1	1	0	0	0	1
ACT	5	13	18	9	15	24	0	1	1	43
NT	0	0	0	0	0	0	0	0	0	0
OS	0	0	0	0	0	0	0	0	0	0
Total	5	13	18	10	17	27	0	1	1	46

OS = overseas

Note: Results are not available in the 'Non-binary' and 'Uses a different term' categories due to system limitations.

Table B.3: Ongoing employees by location at 30 June 2024

Location	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	63	1	64	50	8	58	1	0	1	123
QLD	46	0	46	38	1	39	0	1	1	86
SA	18	1	19	12	6	18	1	0	1	38
TAS	0	0	0	1	0	1	0	0	0	1
VIC	55	0	55	46	9	55	2	0	2	112
WA	24	1	25	14	2	16	0	0	0	41
ACT	177	2	179	209	29	238	3	0	3	420
NT	1	0	1	1	0	1	0	0	0	2
ET	0	0	0	0	0	0	0	0	0	0
OS	3	0	3	0	0	0	0	0	0	3
Total	387	5	392	371	55	426	7	1	8	826

ET = external territories, OS = overseas

Note: Staffing numbers include Australian Institute of Criminology staff and ACIC CEO.

Results are not available for 'Prefers not to answer' and 'Uses a different term' categories due to system limitations.

Table B.4: Non-ongoing employees by location at 30 June 2024

Location	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	1	0	1	1	0	1	0	0	0	2
QLD	1	0	1	1	0	1	0	0	0	2
SA	0	0	0	0	0	0	0	0	0	0
TAS	0	0	0	0	0	0	0	0	0	0
VIC	1	1	2	1	0	1	0	0	0	3
WA	0	0	0	1	0	1	0	1	1	2
ACT	7	6	13	8	12	20	0	0	0	33
NT	0	0	0	0	0	0	0	0	0	0
ET	0	0	0	0	0	0	0	0	0	0
OS	0	0	0	0	0	0	0	0	0	0
Total	10	7	17	12	12	24	0	1	1	42

ET = external territories, OS = overseas

Note: Staffing numbers include Australian Institute of Criminology staff and Examiners (statutory office holders).
Results are not available for ‘Prefers not to answer’ and ‘Uses a different term’ categories due to system limitations.

Table B.5: Australian Public Service Act ongoing employees at 30 June 2025

Classification	Man/Male			Woman/Female			Prefers not to answer			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	1	0	1	1	0	1	0	0	0	2
SES 2	2	0	2	4	0	4	0	0	0	6
SES 1	8	0	8	8	0	8	0	0	0	16
EL 2	50	0	50	38	2	40	0	0	0	90
EL 1	213	1	214	133	16	149	0	1	1	364
APS 6	55	2	57	83	18	101	2	0	2	160
APS 5	53	0	53	79	9	88	0	0	0	141
APS 4	26	0	26	55	4	59	1	0	1	86
APS 3	4	0	4	7	1	8	0	0	0	12
APS 2	0	0	0	0	1	1	0	0	0	1
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	412	3	415	408	51	459	3	1	4	878

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service

Note: These figures represent positions that were substantively filled at 30 June 2025.

Results are not available for 'Non-binary' and 'Uses a different term' categories due to system limitations.

Table B.6: Australian Public Service Act non-ongoing employees at 30 June 2025

Classification	Man/Male			Woman/Female			Prefers not to answer			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0
EL 2	2	1	3	0	2	2	0	0	0	5
EL 1	1	0	1	0	1	1	0	0	0	2
APS 6	0	0	0	1	1	2	0	0	0	2
APS 5	1	0	1	4	0	4	0	0	0	5
APS 4	1	0	1	5	0	5	0	0	0	6
APS 3	0	12	12	0	13	13	0	1	1	26
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	5	13	18	10	17	27	0	1	1	46

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service.

Note: Results are not available for 'Non-binary' and 'Uses a different term' categories due to system limitations.

Table B.7: Australian Public Service Act ongoing employees at 30 June 2024

Classification	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	1	0	1	0	0	0	0	0	0	1
SES 2	1	0	1	4	0	4	0	0	0	5
SES 1	9	0	9	6	0	6	0	0	0	15
EL 2	47	0	47	31	2	33	0	0	0	80
EL 1	198	3	201	118	18	136	2	1	3	340
APS 6	48	2	50	70	19	89	0	0	0	139
APS 5	40	0	40	63	6	69	2	0	2	111
APS 4	37	0	37	71	8	79	3	0	3	119
APS 3	6	0	6	7	2	9	0	0	0	15
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	387	5	392	370	55	425	7	1	8	825

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service

Note: These figures represent positions that were substantively filled at 30 June 2024. Staffing numbers include AIC staff. Further staffing details are provided in the AIC annual report.

Results are not available for 'Prefers not to answer' and 'Uses a different term' categories, due to system limitations.

Table B.8: Australian Public Service Act non-ongoing employees at 30 June 2024

Classification	Man/Male			Woman/Female			Non-binary			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0
EL 2	2	0	2	0	0	0	0	0	0	2
EL 1	0	0	0	1	0	1	0	1	1	2
APS 6	1	0	1	2	1	3	0	0	0	4
APS 5	3	0	3	4	2	6	0	0	0	9
APS 4	1	0	1	3	0	3	0	0	0	4
APS 3	0	7	7	1	9	10	0	0	0	17
APS 2	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	7	7	14	11	12	23	0	1	1	38

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service

Note: Staffing numbers include Australian Institute of Criminology staff.

Results are not available for ‘Prefers not to answer’ and ‘Uses a different term’ categories, due to system limitations.

Table B.9: Australian Public Service Act employees by full-time and part-time status at 30 June 2025

Classification	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 3	2	0	2	0	0	0	2
SES 2	6	0	6	0	0	0	6
SES 1	16	0	16	0	0	0	16
EL 2	88	2	90	2	3	5	95
EL 1	346	18	364	1	1	2	366
APS 6	140	20	160	1	1	2	162
APS 5	132	9	141	5	0	5	146
APS 4	82	4	86	6	0	6	92
APS 3	11	1	12	0	26	26	38
APS 2	0	1	1	0	0	0	1
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	823	55	878	15	31	46	924

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service

Note: These figures represent positions that were substantively filled at 30 June 2025.

Table B.10: Australian Public Service Act employees by full-time and part-time status at 30 June 2024

Classification	Ongoing			Non-ongoing			Total
	Full time	Part time	Total ongoing	Full time	Part time	Total non-ongoing	
SES 3	1	0	1	0	0	0	1
SES 2	5	0	5	0	0	0	5
SES 1	15	0	15	0	0	0	15
EL 2	78	2	80	2	0	2	82
EL 1	318	22	340	1	1	2	342
APS 6	118	21	139	3	1	4	143
APS 5	105	6	111	7	2	9	120
APS 4	111	8	119	4	0	4	123
APS 3	13	2	15	1	16	17	32
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	764	61	825	18	20	38	863

APS = Australian Public Service, EL = Executive Level, SES = Senior Executive Service

Note: These figures represent positions that were substantively filled at 30 June 2024. Staffing numbers include AIC staff. Further staffing details are provided in the AIC annual report.

Table B.11: Australian Public Service Act employees by location

Location	2024–25			2023–24 ^a		
	Ongoing	Non-ongoing	Total	Ongoing	Non-ongoing	Total
NSW	126	0	126	123	1	124
QLD	93	1	94	86	1	87
SA	42	0	42	38	0	38
TAS	1	0	1	1	0	1
VIC	123	1	124	112	2	114
WA	51	1	52	41	1	42
ACT	437	43	480	419	33	452
NT	2	0	2	2	0	2
OS	3	0	3	3	0	3
Total	878	46	924	825	38	863

a Staffing numbers include AIC staff.

OS = overseas

Table B.12: Australian Public Service Act employment arrangements at 30 June 2025

Arrangement	SES	Non-SES	Total
Enterprise agreement	0	900	900
Common law contract	24	0	24
Total	24	900	924

SES = Senior Executive Service

Table B.13: Australian Public Service Act employment salary ranges by classification at 30 June 2025

Classification	Minimum salary (\$)	Maximum salary (\$)
SES 3	353,586	420,330
SES 2	284,964	331,326
SES 1	205,243	267,436
EL 2	147,006	165,631
EL 1	117,662	141,853
APS 6	94,563	105,909
APS 5	85,534	91,809
APS 4	77,250	83,878
APS 3	70,280	75,854
APS 2	60,748	67,361
APS 1	54,516	58,446
Other	N/A	N/A
Minimum–Maximum range	54,516	420,330

APS = Australian Public Service, EL = Executive Level, N/A = not applicable, SES = Senior Executive Service
Note: Remuneration for SES officers is determined on an individual basis under common law contracts.

Table B.14: Australian Public Service Act Indigenous employees at 30 June 2025 and 30 June 2024

	2024–25	2023–24
Ongoing	15	17
Non-ongoing	0	0

Appendix C: Executive remuneration disclosures

The tables in this appendix provide information on executive remuneration as required by Subdivision C of Division 3A of Part 2-3 of the Public Governance, Performance and Accountability Rule 2014.

The nature and amount of remuneration for Senior Executive Service (SES) officers are determined through the ACIC Senior Executive Service Remuneration and Benefits Policy. SES salary increases take into account the complexity of the officer’s role, their current and previous performance, their contributions to corporate goals and values, the financial position of the ACIC, comparisons with other SES officers, and the quantum of remuneration relative to other ACIC staff.

The ACIC uses common law contracts for all SES employees to govern remuneration and entitlements.

As our Chief Executive Officer (CEO) and ACIC examiners are statutory office holders, the Remuneration Tribunal sets their remuneration and entitlements.

Table C.1: Key management personnel

Name	Position	Term as key management personnel
Heather Cook	Chief Executive Officer	Full year
Matthew Rippon	Acting Chief Executive Officer	Part year, 05/03/2025 – 16/03/2025
Angela Barrett	Chief Operating Officer	Part year, 26/08/2024 – 30/06/2025
Matthew Rippon	Deputy CEO Intelligence	Full year, excluding 05/03/2025 – 16/03/2025

Table C.2: Summary of remuneration for key management personnel

	2024–25 \$	2023–24 \$
Short-term benefits		
Base salary	1,300,040	1,219,583
Bonuses	0	0
Other benefits and allowances	4,961	4,895
Total short-term benefits	1,305,001	1,224,478
Superannuation	209,685	182,549
Total post-employment benefits	209,685	182,549
Other long-term benefits		
Long service leave	31,046	27,243
Total other long-term benefits	31,046	27,243
Termination benefits	0	378,733
Total key management personnel remuneration	1,545,732	1,813,003

Note: Final figures have been rounded to the nearest dollar.

Table C.3: Information about remuneration for key management personnel, 2024–25

Name	Position title	Short term benefits			Post employment benefits	Other long-term benefits		Termination benefits	Total remuneration
		Base salary ^a	Bonuses	Other benefits and allowances		Long service leave ^c			
Heather Cook	Chief Executive Officer ^d	585,584	0	1,751	64,675	13,589	0	665,599	
Angela Barrett	Chief Operating Officer	294,937	0	1,459	42,940	7,367	0	346,703	
Matthew Rippon	Acting Chief Executive Officer	18,753	0	49	3,896	280	0	22,978	
Matthew Rippon	Deputy CEO Intelligence	400,766	0	1,702	98,174	9,810	0	510,452	
Total		1,300,040	0	4,961	209,685	31,046	0	1,545,732	

a Base salary includes salary paid or due to employee for the year; it includes net annual leave (total annual accrual minus leave taken in this financial year) and any applicable acting allowances.

b Superannuation is subject to Public Sector Superannuation Scheme, Commonwealth Superannuation Scheme and Public Sector Superannuation Accumulation Plan rules. Superannuation contributions are the 2024–25 contributions by the ACIC to the applicable superannuation fund. They do not include employee post-tax contributions or additional lump sum payments.

c Long service leave is the value of long service accrued during this financial year.

d CEO salary is subject to a 2024 full-time office holder Remuneration Tribunal determination. The ACIC CEO is also the Director of the Australian Institute of Criminology. The full cost of the ACIC CEO is included above.

Note: Includes officers substantively holding or acting for a period exceeding 3 months in a key management personnel position. Final figures have been rounded to the nearest dollar.

Table C.4: Information about remuneration for senior executives

Total remuneration bands \$	Number of senior executives	Short term benefits			Post employment benefits	Other long term benefits	Termination benefits	Total remuneration
		Average base salary \$	Average bonuses \$	Average other benefits and allowances \$				
0-220,000	2	97,316	0	1,189	20,558	2,520	33,314	154,997
245,001 - 270,000	2	211,055	0	1,751	35,021	5,393	0	253,220
270,001 - 295,000	4	234,544	0	1,533	36,829	5,848	0	278,754
295,001 - 320,000	6	253,600	0	1,849	44,842	6,385	0	306,676
320,001 - 345,000	5	275,648	0	5,855	48,305	6,678	0	336,486
345,001 - 370,000	1	291,596	0	1,751	54,326	7,704	0	355,377
370,001 - 395,000	2	321,575	0	1,751	60,617	7,845	0	391,788
395,001 - 420,000	2	338,378	0	1,751	54,763	8,283	0	403,175

a Average total remuneration can fall below the band where some of the senior executives have been part-year only.

Note: Final figures have been rounded to the nearest dollar.

Table C.5: Information about remuneration for other highly paid staff

Total remuneration bands \$	Number of other highly paid staff	Short term benefits				Post employment benefits	Other long-term benefits	Termination benefits	Total remuneration	
		Average base salary \$	Average bonuses \$	Average other benefits and allowances					Average total remuneration	
				Overseas housing allowance \$	Average other benefits and allowances \$	Average superannuation contributions \$	Average long service leave \$	Average termination benefits \$	Excluding overseas housing allowance \$	Including overseas housing allowance \$
0 - 260,000	6	104,908	0	19,006	19,252	17,134	2,633	0	143,927	162,933
270,001 - 295,000	1	147,881	0	49,339	46,806	23,495	3,546	0	221,728	271,067
520,001 - 545,000*	1	462,027	0	0	880	69,430	11,621	0	543,958	543,958
545,001 - 570,000*	2	475,651	0	0	3,068	69,029	11,621	0	559,369	559,369
570,001 - 595,000*	1	492,749	0	0	3,171	67,544	11,621	0	575,085	575,085

* The staff member is in the highest band related to the judicial profession.

Note: Final figures have been rounded to the nearest dollar.

Appendix D: Workplace health and safety

In 2024–25, the ACIC upheld its obligations under the *Work Health and Safety Act 2011* by maintaining a safe and healthy workplace, promoting wellbeing, and adhering to the Australian Public Service Values, Employment Principles and Code of Conduct.

We took all reasonably practicable steps to eliminate or minimise risks to the health, safety, and welfare of staff, contractors and visitors. We continued to apply and promote policies and procedures to manage and respond to potential hazards.

Our Work Health Safety Committee met quarterly, supported by health and safety representatives and first aid officers. We placed strong emphasis on managing psychosocial risks by embedding psychological support services and expanding proactive wellbeing initiatives, complementing our employee assistance program.

Preventative programs in 2024–25 equipped staff with the knowledge and tools to identify and manage health, safety and wellbeing risks early. These initiatives are embedded across our operations and reflect our commitment to early intervention, continuous improvement, and compliance.

No notifiable incidents occurred, and no investigations were conducted by Comcare, in relation to the operations of the ACIC during 2024–25.

Appendix E: Commonwealth Child Safe Framework annual statement of compliance

The Australian Criminal Intelligence Commission (ACIC) maintains a strong commitment to child safety and wellbeing, and to fostering a culture that protects children across all aspects of its operations. This commitment is embedded in our risk management framework.

While the ACIC's core purpose is to protect Australia from serious criminal threats by collecting, assessing and disseminating intelligence and policing information, our work involves limited direct interaction with children. Given the nature of our work, the ACIC assesses the risk to child safety and wellbeing as low.

Nonetheless, we recognise our responsibility to ensure that any engagement – whether direct or indirect – is conducted in a manner that safeguards children and young people. Risk controls are identified in our risk management framework, and include strict adherence to applicable legislation and policy, oversight of engagement by senior executives, and mandatory security clearances and organisational suitability assessments for all staff.

In 2024–25, the ACIC continued to strengthen its compliance with the Commonwealth Child Safe Framework through the integration of mandatory child safety considerations within the risk management framework and the ongoing development of ACIC-specific Child Safety Principles.

The ACIC's activities are consistent with all 4 requirements of the Commonwealth Child Safe Framework. We remain committed to continuous improvement and will continue to implement initiatives that reinforce our child safety obligations and culture, including updates to policies and procedures to reflect child safety obligations, further promotion of staff training on child engagement and safety, and the development of dedicated child safety resources.

Appendix F: *Crimes Act 1914* annual reports

Account takeover warrants annual report 2024–25

Pursuant to section 3ZZVL of the *Crimes Act 1914* (Crimes Act), the Australian Criminal Intelligence Commission (ACIC) provides the following information for the year ending 30 June 2025.

Subsection	Required details	Number/Date
3ZZVL(1)(a)	Number of account takeover warrant (ATW) applications	0
	Date of each ATW application	Not applicable
3ZZVL(1)(b)	Number of ATWs issued	0
	Date each ATW was issued	Not applicable
3ZZVL(1)(i)	Number of applications for emergency authorisations	0
	Date of each application	Not applicable
3ZZVL(1)(j)	Number of emergency authorisations given	0
	Date each emergency authorisation was given	Not applicable

As the ACIC has no warrants or applications to report under section 3ZZVL, it is not necessary to report against the requirements in sections 3ZZVL (1)(c) to (h) and (k) to (n).

Pursuant to section 3ZZVM of the Crimes Act, the ACIC provides the following information for the year ending 30 June 2025.

Subsection	Required details	Number/Details
3ZZVM(1)(a)	Number of account takeover warrant (ATW) applications	0
3ZZVM(1)(b)	Number of ATWs issued	0
3ZZVM(1)(d)	Number of urgent applications	0
3ZZVM(1)(e)	Number of ATWs issued in response to urgent application	0
3ZZVM(1)(i)	Number of applications for emergency authorisations	0
3ZZVM(1)(j)	Number of emergency authorisations given	0
3ZZVM(1)(p)	Number of arrests made on the basis of (wholly or partly) information obtained under an ATW or emergency authorisation	0
3ZZVM(1)(q)	Number of prosecutions for relevant offences commenced during the financial year in which information obtained under an ATW or emergency authorisation was given in evidence	0
3ZZVM(1)(q)	Of those prosecutions, the number in which a person was found guilty	0

As the ACIC has no warrants or applications to report under section 3ZZVM, it is not necessary to report against the requirements in sections 3ZZVM (1)(c), (f) to (h) and (k) to (o).

Assumed identities annual report 2024–25

For the year ending 30 June 2025, the following information is reported by the ACIC under section 15LD(1) of the Crimes Act:

- There were 27 new authorities for assumed identities granted during the year.
- Assumed identities were used by authorised persons to gather intelligence and investigate criminal activity in accordance with the functions of the ACIC and for supporting administrative functions.
- No applications for authority for an assumed identity were refused during the year.
- There were no authorities of which control was transferred by the chief officer under section 15KV of the Crimes Act during the year.
- There were no authorities of which control was transferred to the chief officer under section 15KV of the Crimes Act during the year.
- There was no fraud or other unlawful activity identified as a result of the audit of assumed identity records.

Witness identity protection certificates annual report 2024–25

This statement addresses the ACIC’s annual reporting responsibilities under section 15MU of Part IACA of the Crimes Act.

Pursuant to the requirements of section 15MU(2), the ACIC reports that in 2024–25:

- a. There were 7 witness identity protection certificates given.
- b. Each of the 7 witness identity protection certificates was given to:
 - i. protect the safety of an operative or other person
and
 - ii. prevent the prejudice of any current or future investigations.No certificates were given to prevent any current or future activity relating to security.
- c. No operatives were required to provide their true identities to the presiding officer pursuant to section 15ML.
- d. There were no proceedings in which leave or an order was made pursuant to section 15MM for a party to lead or ask questions which may have disclosed an operative’s true identity or where the operative lives.
- e. No leave or order was given for joinder of a person as a respondent to proceedings pursuant to section 15MN.
- f. There were no matters in which leave was given for an adjournment pursuant to section 15MP.
- g. There were no witness identity protection certificates cancelled pursuant to section 15MQ.
- h. There were no proceedings in which the chief officer permitted a person to give information that disclosed or may have led to the disclosure of an operative’s true identity or where they live pursuant to section 15MR.

List of abbreviations

ACC Act	<i>Australian Crime Commission Act 2002</i>
ACIC	Australian Criminal Intelligence Commission
ACIC Board	Australian Criminal Intelligence Commission Board
ADJR Act	<i>Administrative Decisions (Judicial Review) Act 1977</i>
AIC	Australian Institute of Criminology
APS	Australian Public Service
CEO	Chief Executive Officer
Crimes Act	<i>Crimes Act 1914</i>
FOI Act	<i>Freedom of Information Act 1982</i>
GST	goods and services tax
ICT	information and communications technology
IGC-ACC	Inter-Governmental Committee on the Australian Crime Commission
Judiciary Act	<i>Judiciary Act 1903</i>
NAFIS	National Automated Fingerprint Identification System
NCIS	National Criminal Intelligence System
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
SES	Senior Executive Service
UniSA	University of South Australia

Glossary

Availability (of systems)

The percentage of time systems were available in all states and territories, excluding scheduled outages. We provide our systems nationally to multiple agencies. Many of our systems are integrated or routed via partner agency systems, meaning issues unrelated to our service can also affect availability. As a result, we derive national availability reporting from user notifications of outages across multiple jurisdictions.

Coercive powers

Powers similar to those of a royal commission, which may be exercised only by ACIC examiners for special ACIC operations or special ACIC investigations. The powers allow the ACIC to summons a person to give evidence under oath, require the production of documents, require information from Commonwealth agencies (or state agencies, where arrangements are in place), apply for a search warrant or arrest warrant, and require the production of a passport.

Disruption

Interruption of the flow or continuity of the criminal behaviour and/or enterprises of a criminal entity. Disruption may be a direct result of ACIC or joint agency operational activities such as arrests, the seizure of illegal commodities (drugs or firearms), the confiscation of proceeds of crime, and/or prosecutions. Disruption may also occur through undermining criminal businesses by exposing their methodologies, releasing intelligence alerts and warnings on their activities, or reducing their ability to operate in the criminal markets of their choice.

Examination

A method of gathering evidence performed by ACIC examiners. Examiners can summons a person, for the purpose of a special ACIC operation or special ACIC investigation, to attend a compulsory examination and answer questions under oath. The person is entitled to legal representation and the examination is held in private. The evidence gained from an examination cannot be used against the person in a criminal proceeding. A person summonsed to an examination cannot disclose that summons to any person other than their legal representative, unless permitted by the examiner.

Serious and organised crime

A concept defined in section 4 of the *Australian Crime Commission Act 2002*, which in general terms means a serious offence that involves 2 or more offenders, substantial planning and organisation, and the use of sophisticated methods and techniques; is of a kind that is ordinarily committed in conjunction with other similar offences; and is usually punishable by a period of imprisonment of 3 years or more.

Special ACIC investigations

ACIC investigations designed to disrupt and deter criminal groups by collecting evidence and intelligence about criminal activity. Coercive powers may be used, in combination with a range of other investigative tools, including telecommunications intercepts, surveillance and controlled operations.

Special ACIC operations

ACIC operations focused on gathering intelligence around particular criminal activity so that decisions are informed by the true extent, impact and threat of that criminal activity. Coercive powers may be used as well as other investigative tools if appropriate.

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