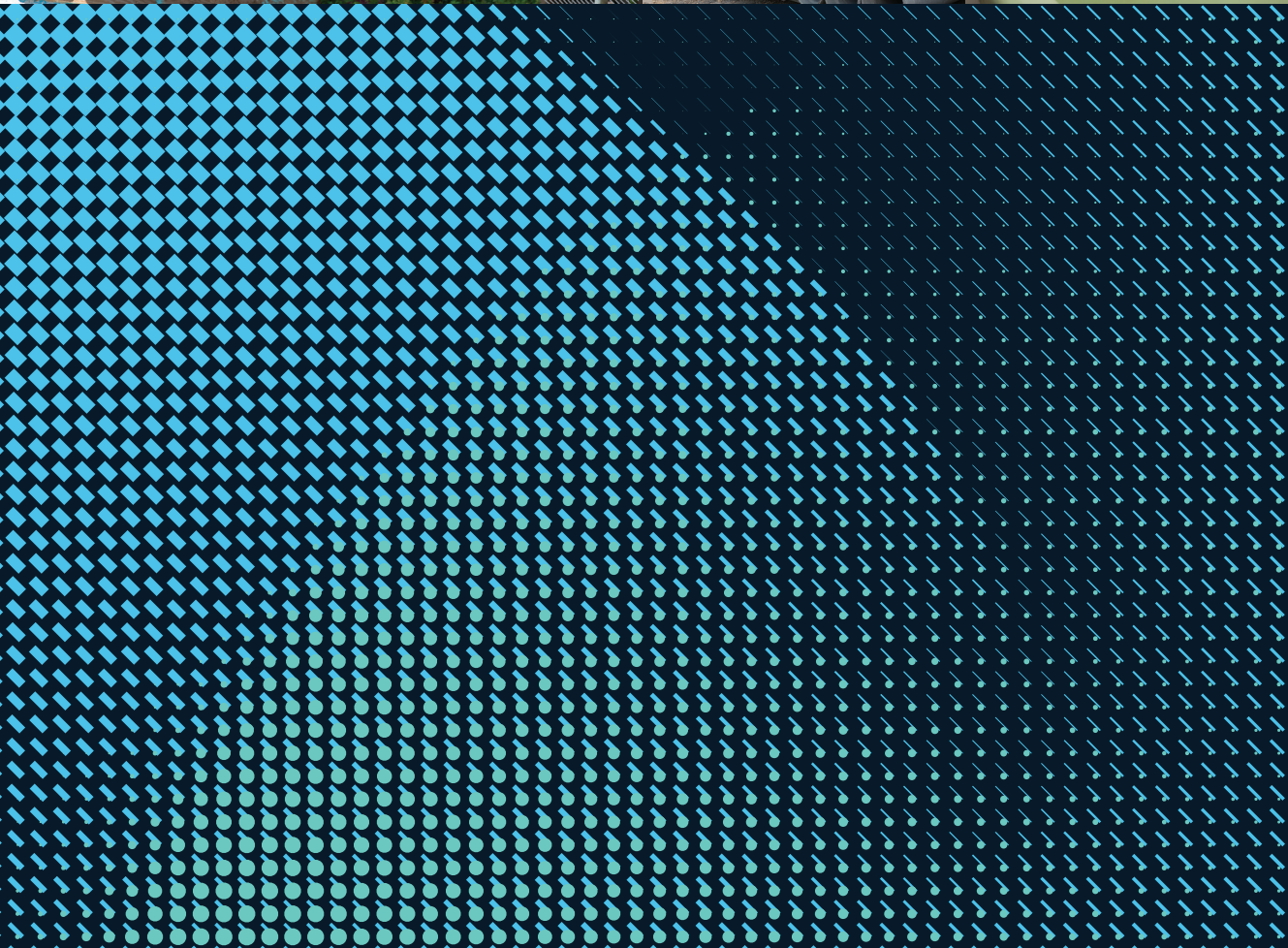




Australian Government
Asbestos and Silica Safety and Eradication Agency



Annual Report **2024-25**





Australian Government
Asbestos and Silica Safety and Eradication Agency



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The document must be attributed as the Asbestos Safety and Eradication Agency Annual Report 2024-25

Letter of transmittal

To:

The Hon. Amanda Rishworth MP
Minister for Employment and Workplace Relations

PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Dear Minister

It is my pleasure to present to you the Annual Report of the Asbestos and Silica Safety and Eradication Agency for the 2024-25 year.

The report has been prepared for the purposes of section 46 of the *Public Governance, Performance and Accountability Act 2013* which requires that an annual report on the entity's activities for the year ending 30 June 2025, be given to the entity's responsible Minister for presentation to Parliament. The report must be given to the responsible Minister by the 15th day of the fourth month after the end of the reporting period for the entity to comply with Public Governance, Performance and Accountability Rules 2014.

The report contains the annual performance and financial statements for the year ending 30 June 2025. These statements were prepared as required by section 39 and section 42 of the *Public Governance, Performance and Accountability Act 2013*. The financial statements comply with the applicable accounting standards.

I certify that the Asbestos and Silica Safety and Eradication Agency has a fraud and corruption control plan in place which complies with the Commonwealth Fraud and Corruption Control Guidelines.

Yours sincerely

Jodie Deakes
Chief Executive Officer
Asbestos and Silica Safety and Eradication Agency

7 October 2025

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Acknowledgement of Country

The Asbestos and Silica Safety and Eradication Agency acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, water and community.

We pay our respects to the people, the cultures and the elders past, present and emerging

Section 1 **Year in Review**

> CEO's report

The year in review

It is with great pride that I introduce this annual report and reflect on the past 12 months, a period that marked a pivotal time for our agency. With an expanded remit, a new name, and the endorsement of both the Asbestos National Strategic Plan 2024–2030¹ and the Silica National Strategic Plan 2024–2030², we now coordinate and deliver against a truly national approach to eliminating two of Australia's most serious health risks.

A defining milestone this year was the nationwide endorsement of the phase three Asbestos National Strategic Plan 2024–2030 (ANSP) by the Commonwealth and every state and territory governments. This commitment unites governments around an ambitious but achievable vision—preventing thousands of asbestos-related deaths.

With a strong line of sight to a future state where asbestos is safely and proactively removed from the Australian built-up environment, the ongoing strengthening of the asbestos end-to-end lifecycle, and investment in innovation and government incentives, will be important to realise this vision.

Equally significant has been the national endorsement of the Silica National Strategic Plan 2024–2030 (SNSP) in November 2024, embedding silica-related disease prevention and support into the national strategic framework for the first time.

From its origin in the National Dust Disease Taskforce recommendations³, the SNSP provides a clear commitment to improve regulatory protections, an uplift in national awareness, education and research, investment in improved diagnosis, therapeutic methods and support, and international leadership. With a dedicated leader for every action, aligned to well defined priorities, the SNSP has been designed to achieve its aim of eliminating silicosis and other silica-related diseases in Australia.

The SNSP 2024–2030 Companion⁴ document was also produced to reflect the work that was previously undertaken by the Department of Health and Aged Care, the Lung Foundation of Australia and collaborating stakeholders to inform the SNSP through underpinning evidence.

Notably, the first major SNSP delivery led by Safe Work Australia, has been the implementation of amended model Work Health and Safety laws for crystalline silica substances including the prohibition of uncontrolled processing, new requirements for high-risk processing and the agreed ban on engineered stone benchtops.

Implementing a new remit

Implementing a new remit has involved a significant effort for this small agency. In 2024, the ASSEA Capability Review (Review) was undertaken to assess the impacts and opportunities aligned to our expansion of silica. The Review included consultation with the Asbestos and Silica Safety and Eradication Council (ASSEC), the ASSEA Audit and Risk Committee, all staff and employee representatives, along with a period of observation to test assumptions and understand how the business operated in practice. By June 2025, of the 36 recommendations 34 or 94% were actioned with 30 or 83% completed.



Of those prioritised for action, providing clear direction through strategic objectives was provided with the development of the first ASSEA Operational Plan 2024–2025. Following consultation with our team and key committees the Plan was provided to the Minister Employment and Workplace Relations by 30 June 2024, outlining how the new remit would be operationalised through four fundamental objectives.

Commencing the design and implementation of ASSEA's lead actions for both the ANSP and SNSP has been essential to gain early momentum for both plans. Realigning capabilities and governance have ensured ASSEA is able to fulfil national coordination responsibilities across two NSPs while integrating of silica. Effective coordination, delivery, and high performance would not have been possible without a collective effort to the ongoing enhancement of ASSEA's capabilities and wellbeing.

Asbestos National Strategic Plan Actions

Raising awareness of asbestos is a key function for ASSEA which has been delivered through several channels over this period. The National Asbestos Awareness Campaign coincided with National Asbestos Awareness Week in November 2024, with a second burst in April – May 2025. Building on the success of the previous year's Campaign, refreshed creative assets and a new tagline 'Asbestos Can Kill', the campaign exceeded whole of Government advertising campaign benchmarks. Evaluation indicates that one in six people recalled seeing the campaign, and nine out of ten people agreed that the messages were believable and easy to understand.

Consistency in the identification and assessment of asbestos containing materials (ACMs) continues to be an important focus for ASSEA. Following extensive consultation and research, the Asbestos Product Guide⁵ and the National Guide for Asbestos Surveys⁶ were both launched this year.

The ability to identify geographical areas across Australia with high concentrations of asbestos in residential structures is a critical element for the future of safe and proactive removal of asbestos. In February 2025, phase 2 of the National Residential Asbestos Heatmap was launched on the Digital Atlas of Australia which has led to enhanced mapping capabilities across Australia. This capability has enabled ASSEA to identify areas of asbestos concentration across Australia, information that has been shared with emergency services during the onset of cyclones and in readiness for potential natural disasters. The continued provision of the Heatmap across all levels of government is an important next step.

This year also saw the ongoing efforts by ASSEA to influence bans of asbestos in neighbouring countries that still use and manufacture ACMs. In partnership with Union Aid Abroad–APHEDA and the Asbestos and Dust Diseases Research Institute (ADDRI), we continue to support awareness raising and capability-building initiatives aimed at preventing asbestos exposures and ending the use of asbestos.

¹ Phase Three Asbestos National Strategic Plan 2024–2030 - January 2024

² Silica National Strategic Plan 2024–30

³ Final Report to Minister for Health and Aged Care

⁴ Silica National Strategic Plan 2024–30 - Companion

⁵ Home - Asbestos Product Guide

⁶ National Guide for Asbestos Surveys_4.PDF

Silica National Strategic Plan Actions

During the first six months from the SNSP endorsement in November 2024, ASSEA has commenced creating an evidence base of information aligned to our functions and the actions we lead.

To support our awareness raising function, ASSEA has completed a stocktake of existing awareness raising activities and guidance material. Noting the significant progress made by key partners in providing sources of information to employers, workers, the general community, and the medical and health professionals, ASSEA has been able to reference existing information and identify potential gaps for future development.

With that in mind, ASSEA has reviewed clinical practice guidelines (CPGs), for a number of countries around the world to identify current best practices. ASSEA has also developed an awareness survey for General Practitioners, with both the CPG review and the survey designed to gain an understanding of how ASSEA can add value to medical professionals and workers presenting with silica related diseases.

ASSEA has also initiated the design of a silica website (silicasafety.gov.au) to complement our existing asbestos website (asbestossafety.gov.au). As the key channel for ASSEA to provide guidance material, this has been an important first step to online engagement of workers, the general community, and key users of ASSEAs information, education, and awareness materials. This investment will continue into 2025-2026.

An important focus of the National Dust Disease Taskforce— now a key commitment of the SNSP—is improving safe practices through the supply of products containing respirable crystalline silica (RCS). The absence of adequate warnings in the supply chain can put workers and the community at risk of exposure to RCS. In 2024–2025 ASSEA examined the availability and visibility of product labels and warning information across the supply chain with a view to identifying how to improve labelling and ensure the safety of products for sale in Australia.

ASSEA also led the development of a comprehensive SNSP Evaluation Framework along with national targets and indicators for consideration by jurisdictional Ministers, to track and report progress in a transparent and measurable way.

National Coordination and Governance

The ASSEA Capability Review recommended the centralisation of strategy, policy, and coordination functions, along with revised governance arrangements to include oversight of silica related functions. Delivery of actions across both national strategic plans (NSPs) is being realised through a revised approach to national coordination, commitment, and collaboration.

To strengthen national coordination across two NSPs, ASSEA realigned teams to include a dedicated Coordination Team - Strategy, Policy, and Specialist advice. This team successfully coordinated the input, design, and delivery of the final report of the Asbestos National Strategic Plan 2019-2023 for all jurisdictional Ministers. This report showcased the efforts of all jurisdictions in raising awareness, securing protections against asbestos exposures, and supporting those impacted by asbestos related disease. The team will continue to prepare annual NSP progress reports along with monitoring and reporting on the emerging asbestos and silica environment to inform our future agenda.

Expanded governance has been successfully implemented through the Asbestos and Silica Safety and Eradication Council (ASSEC) and the newly formed Asbestos Advisory Committee (AAC) and Silica Advisory Committee (SAC). Providing a cross section of experts, these committees represent researchers, industry, unions, support groups, medical and health professionals, and all levels of government.

In April we held our first ASSEA Forum. This brought together members of the ASSEC, AAC and SAC, along with our staff, for two days of meetings and engagement activity, ensuring a clear understanding of the advisory role, gain agreement on forward committee plans and to openly share knowledge and connections. The importance of the advice and advocacy these committees will provide, is key to the success of the change being delivered through the NSPs.

For the first time ASSEA has also established a Senior Implementation Forum represented by all jurisdictions, who are identified as leading the delivery of the NSPs actions. This Forum is designed to guide direction, reinforce accountability, and ensure transparent progress against national strategic targets while supporting timely national reporting requirements.

As we close this transformative year, I extend my deepest gratitude to our dedicated team, our committees, our government partners, and the many stakeholders whose expertise, collaboration and unwavering commitment make this work possible. Together, we are building a safer, healthier future—one free from the preventable harms of asbestos and respirable crystalline silica.

Section 2

Agency Overview

> 2.1 About us

Who we are

The Asbestos Safety and Eradication Agency was first established in 2013 to oversee national actions to improve asbestos awareness and the effective and safe management, removal and disposal of asbestos.

On the 15 December 2023, the agency's functions were expanded to include silica through the *Amendment of the Asbestos Safety and Eradication Agency Act 2013*. The agency's name was also changed to the Asbestos and Silica Safety and Eradication Agency (ASSEA).

ASSEA is a non-corporate entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and therefore operates within all relevant APS legislative requirements, frameworks and directions. The chief executive officer is appointed under the *Asbestos Safety and Silica Safety and Eradication Act 2013* (ASSEA Act) and performs functions in accordance with that Act and rules. ASSEA staff are engaged under the *Public Service Act 1999* (PS Act).

Our aim

The Asbestos and Silica Safety and Eradication Agency leads coordinated and national action to eliminate asbestos-related diseases and silica-related diseases in Australia by:

- fostering collaboration between:
 - persons and bodies involved in the regulation, management and control of asbestos safety and silica safety
 - persons and bodies involved in dealing with issues related to asbestos-related diseases and silica-related diseases
- supporting and monitoring the implementation of the National Strategic Plans by the Commonwealth and State, Territory and local governments
- promoting national consistency in relation to asbestos safety, asbestos-related diseases, silica safety and silica-related diseases, and
- improving the state of knowledge and awareness of issues relating to asbestos safety, asbestos-related diseases, silica safety and silica-related diseases.

Our functions

Our key functions under the ASSEA Act are to:

- encourage, coordinate, monitor and report on the implementation of the NSPs
- review, amend or replace, publish and promote the NSPs
- provide advice to the Minister about asbestos safety, asbestos-related diseases, silica safety and silica-related diseases
- collaborate with commonwealth, state, territory, local and other governments, agencies or bodies (including international governments, agencies and bodies) regarding the NSPs

- conduct, commission, monitor and promote research about asbestos safety, asbestos-related diseases, silica safety and silica-related diseases
- raise awareness of asbestos and silica safety, and asbestos- and silica-related diseases, including conducting annual awareness campaigns, publishing research, developing and promoting guidance, distributing electronic newsletters and media messages, and engaging the community through support groups, events and conferences.
- collect, analyse and share data for use by others, as well as for measuring progress against NSPs and for informing evidence-based policies and strategies
- promote consistent messages, policies and practices in relation to asbestos safety, asbestos-related diseases, silica safety and silica-related diseases.

2.2 Organisational structure

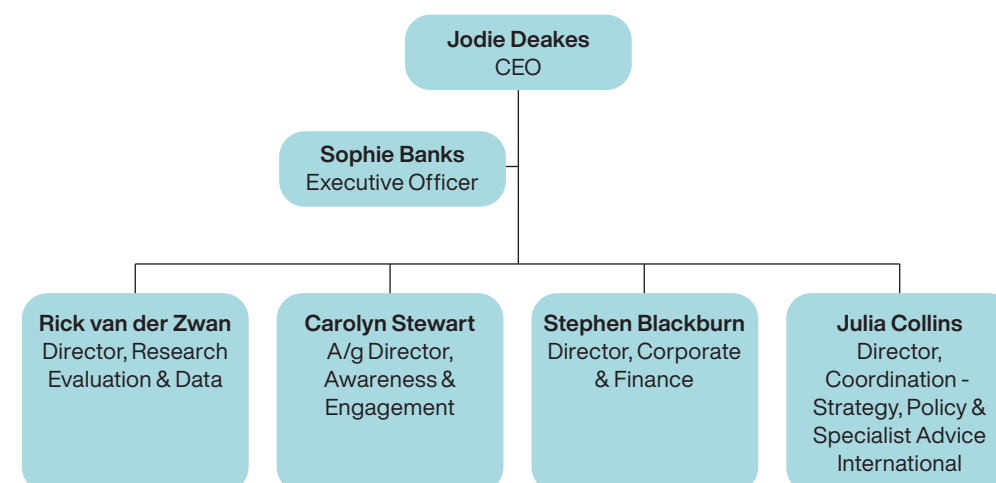
Organisational structure

ASSEA is responsible through its chief executive officer (who is the accountable authority) to the Minister for Employment and Workplace Relations and for financial purposes operates under the PGPA Act. Jodie Deakes was appointed as the chief executive officer (CEO) from 19 November 2023.

At 30 June 2025, ASSEA was structured into four teams:

- Research, Evaluation and Data
- Awareness and Engagement
- Coordination – Strategy, Policy and Specialist Advice and International
- Corporate and Finance

Figure 1: ASSEA organisational chart



2.3 Our Council

Our Council

The Asbestos and Silica Safety and Eradication Council (ASSEC) is established by Section 29 (1) of the ASSEA Act.

The ASSEC provides advice to the Minister and to the CEO of ASSEA on the *National Strategic Plans for Asbestos and Silica Management and Awareness*. ASSEC also supports the work of ASSEA.

Established on 1 July 2013, and augmented on 15 December 2023, ASSEC is made up of 13 members – a Chair and 12 other members who have been selected for their experience and expertise with asbestos safety, silica safety, public health, corporate governance, the representation of people with asbestos-related or silica-related diseases and their families, or having had an asbestos or silica-related disease or lived experience as a family member, as a carer or advocate in providing support to a person who has, or has had, an asbestos or silica-related disease.

The membership consists of:

- a Chair
- one member representing the Commonwealth
- four members representing state, territory and local governments
- two members representing the interests of workers in Australia
- two members representing the interests of employers in Australia
- one member with expertise relevant to asbestos safety, asbestos-related diseases, silica safety or silica-related diseases
- two other members.

Members are appointed by the Minister. The period of appointment must not be more than three years.



Table 1: ASSEC membership at 30 June 2025

Position	Appointee	Position appointed	Appointment date	Expiry date
Member	Mr Paul Bastian	Chair	2 August 2023	1 August 2026
Member	Ms Elizabeth de Hoog	Member representing the Commonwealth	2 August 2023	1 August 2026
Member	Mr Michael Young	Member representing state, territory and local governments	16 January 2025	15 January 2028
Member	Dr Rob Walters	Member representing state, territory and local governments	3 July 2022	2 July 2025
Member	Ms Sally North	Member representing state, territory and local governments	3 February 2025	2 February 2028
Member	Vacant	Member representing state, territory and local governments		
Member	Mr Liam O'Brien	Member representing the interests of workers in Australia	18 March 2025	17 March 2028
Member	Mr Zachary Smith	Member representing the interests of workers in Australia	19 November 2024	18 November 2027
Member	Ms Tracey Browne	Member representing the interests of employers in Australia	2 August 2023	1 August 2026
Member	Rebecca Sostarko	Member representing the interests of employers in Australia	7 June 2025	6 June 2028
Member	Ms Carolyn Davis	One of two other members	2 August 2023	1 August 2026
Member	Ms Vicki Hamilton OAM	One of two other members	2 August 2023	1 August 2026
Member	Ms Kate Cole OAM	Member with expertise relevant to asbestos safety, asbestos-related diseases, silica safety or silica-related diseases	3 February 2025	2 February 2028

Our committees and working groups

Under section 24(1) of the ASSEA Act, the CEO may establish committees to assist in the performance of their functions or the functions of ASSEC.

Following the expansion of the agency's functions to include silica through the *Amendment of the Asbestos Safety and Eradication Agency Act 2013*, an extensive committee review was undertaken and in consultation with ASSEC and the members of the Research and Evaluation, Non-Government Asbestos Advisory and Asbestos Awareness Committees.

As a result, these three committees were closed with two new committees established in November 2024:

- Asbestos Advisory Committee – established to provide insight and advice to support the implementation of the ANSP which aims to prevent exposure to asbestos fibres in order to eliminate asbestos-related diseases in Australia.
- Silica Advisory Committee – established to provide insight and advice to support the implementation of the SNSP which aims to prevent exposure to respirable crystalline silica in Australian workplaces in order to eliminate silica-related diseases.

In addition, a Senior Implementation Forum consisting of senior jurisdictional representatives has been created for asbestos and silica. The purpose of the Senior Implementation Forum is to drive progress of priority actions under the ANSP and SNSP, including supporting lead organisations identified in the NSPs through the sharing of information, coordination of activities and leveraging of opportunities.

In addition, the agency continued to engage with the following working group:

- Asbestos Assessments Working Group – established in 2022 to inform the development of *National Guide for Asbestos Surveys*

ASSEA provided secretariat support in 2024–25 for:

- Heads of Workplace Safety Authorities Imported Materials with Asbestos Working Group – established to deal with incidences of asbestos-containing materials being imported into Australia in contravention of the Customs (Prohibited Imports) Regulations 1956. The working group meets on an ad hoc basis to determine a course of action when asbestos-containing materials have been imported into Australia and detected in more than one jurisdiction, as outlined in the rapid response protocol.
- Asbestos Support Group Network – a coalition of all community-based asbestos-related disease support groups across Australia who are mainly funded by charitable donations, grant funding and fundraising events. These groups provide assistance and support to members of the community who have been diagnosed with an asbestos-related disease and their families and friends.

Section 3 Performance Report

> Performance Report

Annual performance statement

I, Jodie Deakes, as the accountable authority of the Asbestos and Silica Safety and Eradication Agency, present the ASSEA's 2024–25 annual performance statement, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In my opinion, the annual performance statement is based on properly maintained records, accurately reflects the performance of the entity and complies with subsection 39(2) of the PGPA Act.



Jodie Deakes,
Chief Executive Officer

3 October 2025

Performance framework

Our performance is measured in accordance with *Portfolio Budget Statement 2024–25* and our *Corporate Plan 2024–25* (which is our operational plan).

How our portfolio budget statement, corporate plan and operational plan interrelate

The portfolio budget statement links the performance criteria to our annual budget appropriations while the operational plan lists the strategies and activities we will undertake during the year to fulfil our function and meet our performance measures.

Our 2025–26 portfolio budget statement outlines our single outcome and program, and our performance criteria.

Our outcome: Assist in the prevention of exposure to asbestos fibres and respirable crystalline silica, to eliminate asbestos- and silica-related disease in Australia through coordinating the implementation of the *Asbestos National Strategic Plan* and the *Silica National Strategic Plan*.

Our program: Coordinate national actions to improve knowledge and awareness of issues relating to asbestos safety, asbestos-related diseases, silica safety and silica-related diseases.

This program contributes by encouraging, coordinating, monitoring and reporting on the implementation of the National Strategic Plans for asbestos and silica, which are central to the delivery of measures to prevent exposure to asbestos and respirable crystalline silica in Australia.

Performance results

The key activities for ASSEA are developed with reference to the *Asbestos and Silica Safety and Eradication Agency Act 2013* and are consistent with its Operational Plan and include:

- Assisting governments to implement the Asbestos National Strategic Plan and the Silica National Strategic Plan through consultation, collaboration and cooperation.
- Improve the collection of data to measure progress in achieving the aims of the Asbestos National Strategic Plan and the Silica National Strategic Plan.
- Developing and distributing communication resources that can be easily adopted by governments and stakeholders.
- Conducting research to inform evidence-based policies and strategies for asbestos and silica.
- Continue to assist South-East Asian and Pacific countries in moving towards implementing asbestos bans.

It also contained six performance measures listed in Table 2 below.

Table 2: Progress against our performance measure targets

Performance measures	Targets	Progress
National policies and standards are developed and research is commissioned.	1 – 2 items by 6 months 2 – 4 items by 12 months	Achieved - 5 items in the reporting period National policies/standards <i>Options for government supported incentives</i> – this report encourages the safe removal of asbestos-containing materials (ACMs) from residential and commercial properties. <i>National Guide for Asbestos Surveys</i> - this guide aims to provide a robust and consistent process for identifying the presence and location ACMs in the built environment and assessing the risk of exposure that these materials present, so that effective actions can be taken to prioritise their removal. <i>Asbestos Product Guide</i> – this guide provides a visual reference for various types of ACMs still found in Australia. Research is commissioned - Research on asbestos fibres in water has been completed. The findings of the study have been presented at an international conference and will be published in their proceedings. - Research on low-level exposure to asbestos fibres in non-occupational settings has been completed.

Performance measures	Targets	Progress
Targeted asbestos and silica awareness campaigns successfully delivered.	Whole of Government advertising campaign benchmarks are met or exceeded. Key message recall benchmark is met or exceeded.	Achieved - The campaign exceeded all Australian Government Advertising Benchmarks provided by master media buyer Universal McCann (UM). - A national survey conducted at the end of the Campaign found that - one in six people recalled seeing the campaign, and - nine out of ten people agreed that the messages were believable and easy to understand. - In our first full year of silica responsibility a campaign of discrete activities was undertaken, including speaking and promotional attendance at conferences and events, a website (silicasafety.gov.au) and establishment of stakeholder and industry consultation mechanisms.

Performance measures	Targets	Progress
Access to a range of data sets secured.	Minimum 5 data sharing agreements negotiated or data sets sourced.	Achieved - 12 data sets in the reporting period ASSEA's migration of the National Residential Asbestos Heatmap (Heatmap) onto the Digital Atlas of Australia (DAA) has provided, in addition to a secure and integrated platform for the Heatmap, access to a large number of data sets from across the Government. ASSEA is using that capability of the DAA to integrate the Heatmap with five data sets also hosted in the Atlas: - ABS Family and community by 2021 LGA 2021_ABS_General_Community_Profile - ABS Socio-Economic Indexes for Areas (SEIFA) – 2021 - Near Real Time Bushfire Boundaries 3-Hourly Bushfire Accumulation Other data sets sourced include: - Australian Burden of Disease Study - Australian Mesothelioma Registry database - The Australian Cancer Database (ACD) - Australian Clinical Trials - Australian New Zealand Clinical Trials Registry (ANZCTR) - Australian Cancer Trials - The Global Burden of Disease Study 2021 (GBD 2021)

Performance measures	Targets	Progress
International leadership is fostered by supporting efforts to prevent asbestos and silica exposure.	Minimum of 4 engagements or presentations at international asbestos and/or silica forums. 2-4 initiatives developed to promote reforms and/or build capacity in target countries.	Achieved - 4 engagements; and - 4 initiatives during the reporting period • ASSEA provided an online presentation at an asbestos conference in Colombia, South America, on conducting national asbestos awareness campaigns. • ASSEA participated in the joint Malaysian Industrial Hygiene Association and the Asian Network of Occupational Hygiene conference in Kuala Lumpur to share Australia's experience with asbestos. • ASSEA joined representatives from APHEDA in Cambodia to discuss the Cambodian Government's plans to prohibit asbestos importation and use, which are continuously being challenged by the pro-asbestos industry. • ASSEA representatives participated in the ASBESTOS 2025 Conference in Queenstown, New Zealand, providing presentations on Australia's Asbestos National Strategic Plan and ASSEA's guidelines for communicating asbestos risks to the public. • ASSEA commenced the procurement of an economic impact assessment of banning the importation and use of asbestos in Lao PDR. • ASSEA continued its longstanding partnership with Union Aid Abroad APHEDA during 2024–25 by funding three initiatives in line with the international priorities in the Asbestos National Strategic Plan.
Silica National Strategic Plan developed and implementation commenced.	At least 6 out of 9 jurisdictions endorse the Silica National Strategic Plan 2024–30.	Achieved - 6 jurisdictions endorsed • In November 2024, a majority of Commonwealth and state and territory governments had formally endorsed the Silica National Strategic Plan 2024–2030.

Performance measures	Targets	Progress
Implementation of the third phase Asbestos National Strategic Plan has commenced.	Two forums to assist implementation are held and a report on implementation is published.	Achieved - 2 forums; and - 1 report on implementation ASSEA held a Committee Forum with members of the Asbestos and Silica Safety and Eradication Council and the newly formed Asbestos Advisory Committee and Silica Advisory Committee. ASSEA held a Senior Implementation Forum with senior representatives from government agencies and departments responsible for implementing the ANSP and SNSP in each jurisdiction. Coordinated the input, design, and delivery of the final report of the implementation of the Asbestos National Strategic Plan 2019–2023.

Performance results and analysis

Performance measurement 1

National policies and standards are developed, and research is commissioned		
Reference: Portfolio Budget Statements 2025–26 p67		
2024–25 target	2024–25 result	Previous result
1 – 2 items by 6 months 2 – 4 items by 12 months	Achieved	Achieved
Methodology: Counting the number of policies and best practice standards ASSEA has developed during 2024–25 to support the implementation of the National Strategic Plans, and the number of research projects ASSEA has commenced or completed.		

In January 2025, ASSEA published a report on Options for government supported incentives to encourage the safe removal of ACMs from residential and commercial properties. The report examines various types of incentive schemes used in Australia and overseas, their advantages and disadvantages, and how they could be used to encourage proactive asbestos removal. To further support the design and implementation of incentive schemes, ASSEA partnered with the Behavioural Economics Team of the Australian Government (BETA) to explore which financial incentives and amounts would encourage homeowners to proactively remove asbestos from their properties. The report is available on the ASSEA website.

The National Guide for Asbestos Surveys, published on 20 February 2025, was developed in consultation with asbestos professionals, industry associations, regulatory authorities, and worker representatives. This guide aims to provide a robust and consistent process for identifying the presence and location of asbestos-containing materials (ACMs) in the built environment and assessing the risk of exposure that these materials present, so that effective actions can be taken to prioritise their removal. The guide applies the ACM risk assessment model developed by the Victorian Asbestos Eradication Agency. The guide is supported by the Asbestos Product Guide which provides a visual reference for various types of ACMs still found in Australia.

In terms of research, ASSEA completed an initial investigation into asbestos fibres in water. Australia has approximately 40,000 km of asbestos water mains, accounting for nearly 20% of the total length of water mains in Australia. The aim of the project was to determine the levels of asbestos fibres in drinking water supplied through asbestos concrete pipes, while concurrently gathering data and information on factors that may influence the levels of asbestos fibres in water. The project was also designed to develop a robust and standardised water sampling procedure for determining the concentrations of asbestos fibres in drinking water distribution systems anywhere in Australia.

ASSEA commissioned researchers from Deakin University to collaborate on the study. Sixty-four water samples were gathered from the Goulburn Valley Water region (sampling from ten water quality sampling points, six hydrants, and a water treatment plant). Concentrations of asbestos fibres were analysed in a NATA-accredited laboratory using energy dispersive X-ray/ transmission electron microscopy (EDX-TEM). Importantly, and despite the age of the asbestos-containing cement pipes, asbestos fibres were not detected in any of the water samples. The water chemistry of the samples was in-line with that previously measured by the water authority over the last decade and did not show substantial differences between summer and winter.

The findings of the study have been presented at an international conference and will be published in their proceedings. ASSEA will examine the design of a second study, using the same protocols, to test water from a number of additional water systems across Australia to test the generalisability of the initial findings.

ASSEA also investigated low-level exposure to asbestos fibres in non-occupational settings. Low-level exposure to asbestos remains a public health concern, particularly in countries like Australia with a legacy of widespread asbestos use in buildings and infrastructure. While high-level occupational exposure has been well-established as a cause of mesothelioma and lung cancer, the health risks associated with non-occupational, low-level exposures (of the type arising from living and working in asbestos-containing buildings) are less clearly understood.

ASSEA commissioned the Joanna Briggs Institute (University of Adelaide) to do a rapid review of published literature to assess whether low-level exposures are associated with an increased risk of developing mesothelioma or lung cancer, with a particular focus on informing future risk communications. The focus of the review was to identify and analyse research reporting on non-occupational pathways of exposure, including domestic, environmental, residential, and para-occupational routes. Thirty-four reports, representing 19 unique studies, were identified and included in the review. The studies included in the review were conducted in a range of countries including Australia, Denmark, Italy, Japan, Turkey, and the United States.

The review found consistent evidence of an association between low-level, non-occupational asbestos exposure and increased mesothelioma risk. This included evidence from domestic, residential, and environmental exposure pathways. Evidence for an association with lung cancer was less consistent and drawn from fewer studies. In addition to findings, the review also identified key gaps in the existing literature, particularly in the standardisation of exposure assessment, and the need for further studies quantifying dose-response relationships. With that in mind, ASSEA will be doing further research, again based on existing literature, to understand dose-response relationships for low-level asbestos exposure in non-occupational settings.

Performance measurement 2

Targeted asbestos and silica awareness campaigns successfully delivered		
Reference: Portfolio Budget Statements 2025–26 p67		
2024–25 target	2024–25 result	Previous result
Whole of Government advertising campaign benchmarks are met or exceeded.	Achieved	Achieved
Key message recall benchmark is met or exceeded.	Achieved	N/A
Methodology: The awareness campaign performance is measured against Whole of Government advertising campaign benchmarks by the Whole of Government media buyer Universal McCann. The campaign message recall is collected via a survey commissioned by ASSEA in May, once the campaign delivery is complete.		

The 2024–25 National Asbestos Awareness Campaign (NAAC) was a five channel, video-led campaign to remind Australians that ‘Asbestos Can Kill’, and provide practical, memorable information about how to stay safe.

The campaign assets and messaging were refreshed for the 2024–25 campaign, maintaining a similar look and feel to the previous year with supporting messaging strategically evolved to address areas of weaker knowledge based on results from the evaluation on the 2023–24 NAAC.

The NAAC consisted of two bursts of advertising. The first burst was delivered from November to December 2024 to coincide with National Asbestos Awareness Week, and the second burst was delivered in April-May 2025, scheduled to coincide with the peak DIY period across Easter, however, this burst was slightly delayed and truncated by Caretaker conventions preceding the Federal election.

The media performance report and evaluation survey results suggest that the NAAC drove high engagement amongst the target audiences of DIY home improvers and tradespeople. Universal McCann (UM), the Australian Government’s media buyer, reported that the campaign exceeded Australian Government advertising benchmarks across both bursts.

Video served 11.5 million completed views, achieving a completion rate of 74%. The social media component (Meta and Pinterest) served 17 million impressions, with the reach of Bunnings magazine at 2.1 million DIYers and 0.5 million tradespersons. Surprisingly, digital display in-language for culturally and linguistically diverse audiences underperformed against planned KPI, with a higher ‘cost per click’ than anticipated across all languages.

A national survey of 1,001 people conducted at the end of the campaign found that one in six people recalled seeing the campaign, and nine out of ten people agreed that the messages were believable and easy to understand.



With the Silica National Strategic Plan approved in late November a silica awareness raising campaign was undertaken, comprising several discrete activities. This included a new website (silicasafety.gov.au), a number of speaking engagements and promotion activities at conferences and events and establishment of new stakeholder and industry committees and forums.

These activities complimented the broader government awareness approach, which included grants to employers and employer groups and promotion of the new silica regulations and the ban of engineered stone.

Performance measurement 3

Access to a range of data sets secured		
Reference: Portfolio Budget Statements 2025–26 p67		
2024–25 target	2024–25 result	Previous result
Minimum 5 data sharing agreements negotiated or data sets sourced.	Achieved	Achieved
Methodology: ASSEA measured this through the joining with the Digital Atlas of Australia, giving it access to multiple data sets provided by Commonwealth Government agencies. The data profile of DAA is growing constantly. ASSEA will review available data sets and identify all that are being used for our activities. Other data sets will be reviewed in consultation with various levels of government and the research community.		

ASSEA’s migration of the National Residential Asbestos Heatmap (Heatmap) onto the Digital Atlas of Australia (DAA) has provided, in addition to a secure and integrated platform for the Heatmap, access to a large number of data sets from across the Government.

The DAA itself is a key initiative of the Government’s ‘Data and Digital Government Strategy’. That Strategy aims to deliver simple, secure, and connected public services by enabling the data held by Australian government departments and agencies to be managed and shared as a valuable national asset. That is, the DAA allows the integration of datasets from across all of government.

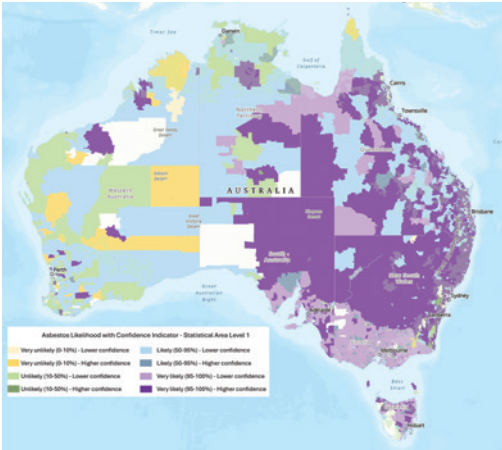
ASSEA is using that capability of the DAA to integrate the Heatmap with five data sets also hosted in the Atlas:

- ABS Family and community by 2021 LGA
- 2021_ABS_General_Community_Profile
- ABS Socio-Economic Indexes for Areas (SEIFA) – 2021
- Near Real Time Bushfire Boundaries
- 3-Hourly Bushfire Accumulation

Access to those data sets has allowed ASSEA to plot, over the Heatmap, local government area (LGA) boundaries for calculating asbestos risks at the LGA level, community profiles to identify areas where awareness materials can be provided in languages other than English, and bushfire risks and activities for disaster response planning. ASSEA also holds data on the locations of waste facilities that now is integrated into the Heatmap.

In addition to those data sources, ASSEA is also integrating with the Heatmap data sets from Geosciences Australia (their Tropical Cyclone Scenario Selection) and the Bureau of Meteorology (their Tropical Cyclone Knowledge Centre databases) to allow for disaster planning in the event of flooding and cyclones.

- ASSEA has also accessed several other data sets and sources in undertaking its' functions, including:
- Australian Burden of Disease Study - Burden of disease Overview - Australian Institute of Health and Welfare
 - Australian Mesothelioma Registry database - Australian Mesothelioma Registry - Home
 - The Australian Cancer Database (ACD) - Australian Cancer Database - Australian Institute of Health and Welfare
 - Australian Clinical Trials - <https://www.australianclinicaltrials.gov.au/>
 - Australian New Zealand Clinical Trials Registry (ANZCTR) - <https://www.anzctr.org.au/TrialSearch.aspx>
 - Australian Cancer Trials - <https://www.australiancancertrials.gov.au/>
 - The Global Burden of Disease Study 2021 (GBD 2021), Burden by Risk 1990-2021.



Performance measurement 4

International leadership is fostered by supporting efforts to prevent asbestos and silica exposure		
Reference: Portfolio Budget Statements 2025–26 p 67		
2024–25 target	2024–25 result	Previous result
Minimum of 4 engagements or presentations at international asbestos and/or silica forums.	Achieved	Achieved
2–4 initiatives developed to promote reforms and/or build capacity in target countries.	Achieved	N/A
Methodology: Counting the number of engagements or presentations at international asbestos and/or silica forums. This participation can be online or in person.		
Counting the number of initiatives developed by ASSEA to promote reforms and/or build capacity in target countries.		

ASSEA continued its longstanding partnership with Union Aid Abroad–APHEDA during 2024–25 by supporting and funding awareness raising and capacity building initiatives that align with the international priorities in the Asbestos National Strategic Plan. This work focuses on South-East Asian countries with high asbestos use, specifically Indonesia, Vietnam, Cambodia and Lao PDR. Actions included the development of a Cambodian asbestos material product guide, the launch of the Lao National Asbestos Profile and the provision of basic lung function health checks for over 400 asbestos roof sheet workers and community members in Lao PDR.

In August 2024, ASSEA provided an online presentation at an asbestos conference in Colombia, South America, on conducting national asbestos awareness campaigns.

In October 2024, ASSEA participated in the joint Malaysian Industrial Hygiene Association and the Asian Network of Occupational Hygiene conference in Kuala Lumpur to share Australia’s experience with asbestos. Meetings were also held with government and non-government stakeholders to discuss asbestos management and phasing out the use of chrysotile asbestos in Malaysia.

In January 2025, ASSEA joined representatives from APHEDA in Cambodia to discuss the Cambodian Government’s plans to prohibit asbestos importation and use, which are continuously being challenged by the pro-asbestos industry. Meetings included the Asian Development Bank, the World Health Organisation, the Director General of the Cambodian Department of Construction as well as the Australian Ambassador Mr Derek Yip and embassy staff.

In March 2025 ASSEA representatives participated in the ASBESTOS 2025 Conference in Queenstown, New Zealand, providing presentations on Australia’s Asbestos National Strategic Plan and ASSEA’s guidelines for communicating asbestos risks to the public.

Also in March 2025, ASSEA commenced the procurement of an economic impact assessment of banning the importation and use of asbestos in Lao PDR.



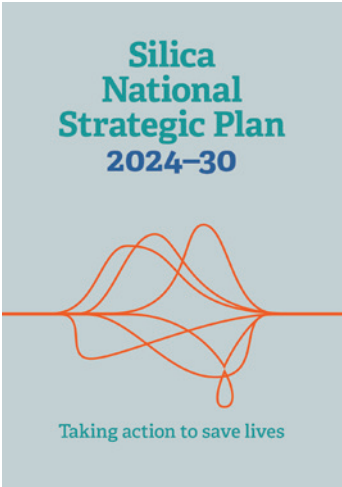
Performance measurement 5

Silica National Strategic Plan developed, and implementation commenced		
Reference: Portfolio Budget Statements 2025–26 p 67		
2024–25 target	2024–25 result	Previous result
At least 6 out of 9 jurisdictions endorse the Silica National Strategic Plan 2024–30 (SNSP).	Achieved	NA
Methodology: Counting the number of endorsements or approvals by State and Territory Ministers.		
Counting the number of projects that have begun under the Silica National Strategic Plan.		

In November 2024, a majority of Commonwealth and state and territory governments had formally endorsed the inaugural Silica National Strategic Plan 2024–2030. Following that endorsement, ASSEA set to work on the actions for which it has responsibility. In particular, ASSEA has:

- Commenced research examining product label warning information across the silica supply chain (Action 1-E in the SNSP)
- Commenced development of the National Silica Awareness Survey (Action 2-A)
- Began investigating research investment in prevention and treatment of silica-related diseases (Action 4-C)
- Provided support to the Department of Health and Aged Care to promote the National Occupational Respiratory Diseases Register
- Commenced planning for a silica safety awareness campaign.

In addition to that work and as it was required to do, ASSEA also provided to the Minister for Employment and Workplace Relations recommendations for national targets for the SNSP by 30 June 2025. Those targets were developed in consultation with and Expert Advisory Group and jurisdictional partners who are leading SNSP actions and will provide data for the SNSP annual progress report.



Performance measurement 6

Implementation of the third phase Asbestos National Strategic Plan has commenced		
Reference: Portfolio Budget Statements 2025–26 p 67		
2024–25 target	2024–25 result	Previous result
Two forums to assist implementation are held and a report on implementation is published.	Achieved	NA
Methodology: Counting the number of forums held with attendance from Asbestos National Strategic Plan lead and partner organisations.		
Counting the number of projects being implemented under the Asbestos National Strategic Plan and jurisdictional plans that align with the Priority Actions.		

In April 2025, members of the Asbestos and Silica Safety and Eradication Council and the newly formed Asbestos Advisory Committee and Silica Advisory Committee came together for the first ASSEA Committee Forum. Held over two days, the purpose was to ensure a clear understanding of the advisory role, gain agreement on committee plans and to openly share knowledge and connections. Evaluation results indicated that 97% of participants agreed the forum increased their sense of a shared purpose.

In addition, the inaugural Senior Implementation Forum meeting was held on the 20 June 2025 with senior representatives from government agencies and departments responsible for implementing the ANSP and SNSP in each jurisdiction. The members provided updates on their intra-jurisdictional coordination approaches and plans, as well as progress against lead actions that have commenced. Meetings will be held twice a year to ensuring progress of actions and to share information, coordinate activities and leverage opportunities under the ANSP and SNSP.

ASSEA completed and delivered the final report on the implementation of the Asbestos National Strategic Plan 2019–2023. The report highlights achievements against the nine national targets, with five targets being substantively met and four requiring ongoing work due to the complexity of the system. Key advancements include the launch of the National Residential Asbestos Heatmap and embedded awareness-raising activities, along with progress in identification, removal, waste management, and international advocacy.



Section 4

Management and Accountability

> Management and accountability

During 2024–25 we continued to focus on delivering greater capability and capacity through management practices and strengthened accountability mechanisms.

Our people, processes and systems

The ASSEA Capability Review 2024 was undertaken in response to the addition of silica, with asbestos, to ASSEA's legislative mandate. To implement this change, the Review examined ASSEAs people, process and system capabilities that underpinned the delivery of organisation's strategic objectives then and required into the future.

This review, therefore, aimed to identify and re-set the direction for our governance, engagement and people strategies in 2024–25 and beyond.

Along with refining our organisational structure through the creation of a coordination team to provide an appropriate level of focus across our expanded functions of coordinating the implementation of two National Strategic Plans (NSPs), we re-designed and /or realigned our internal and external committees and reporting structures.

Consultation with our people led to a redesigned ASSEA Operational Plan 2024–25 that provided clear direction on the agency's priorities and key annual delivery as aligned to the National Strategic Plans.

Looking to the future we examined the current strengths and future requirements actively recruiting to fill the technical skills and gaps while enhancing the current capacity needed to ensure the successful delivery of NSP assigned actions.

Our workforce planning and systems were reviewed, including reviewing and updating all role descriptions, expanding the focus of our capability, development and performance agreements to inform organisational capability and development needs, along with reviewing and updating our work health and safety policies, roles and supporting tools and information.

Our internal decision-making was enhanced through the re-design of an Executive Committee and Project Steering Committee, along with a focus on project management skills, supporting systems and accountabilities.

In tandem with this, we developed an APS Census Action Plan committing to improvements. Whilst our results showed a strong belief in our purpose, objectives and commitment to our goals, areas of opportunity existed. These include improving engagement and alignment between our mission and our agency, better communication between managers and team members and actively encouraging innovation, collaboration and problem solving.

Our most recent census results provide confidence that our approach is making a difference for the agency.

Our employees

As at 30 June 2025, 20 staff were employed, comprising 18 ongoing and two non-ongoing. We were within our Average Staffing Level (ASL) limit of 21 full time equivalent employees (FTE) 2024–25.

Table 3: Australian Public Service Act 1999 employees by full-time and part-time status 2024-25

Level	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0
EL 2	4	0	4	0	0	0	4
EL 1	9	0	9	2	0	2	11
APS 6	4	0	4	0	0	0	4
APS 5	0	0	0	0	0	0	0
APS 4	1	0	1	0	0	0	1
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	18	0	18	2	0	0	20

We support part-time and flexible working, with most staff having hybrid working arrangements. As at 30 June 2025 we had no part-time employees, during the year we had two staff members working part-time.

Statistics on gender

Female representation at the agency is 71%, which is higher than the Australian Public Service as a whole. Male representation in the agency is 29%.

Location

We have office space in Sydney and Canberra, two employees based in Queensland and one in South Australia (see Table 4).

Table 4: location based on state or territory of employment

	Ongoing	Non-ongoing	Total
ACT	8	0	8
NSW	7	2	9
QLD	2	0	2
SA	1	0	1
Total	18	2	20

Terms and conditions of employment including remuneration

Accountable authority

The chief executive officer (CEO), Ms Jodie Deakes, was appointed on a full-time basis on 19 November 2023 for a period of five years and is the accountable authority (see Table 5).

Table 5: Details about our accountable authority

Name	Position title	Commencement date	End date
Jodie Deakes	Chief Executive Officer	23 November 2023	30 June 2028

Executive remuneration

The remuneration of the CEO and the chair of ASSEC is set by determinations made under the *Remuneration Tribunal Act 1973* (Cth) (see Table 6). We do not have any senior executives or other highly paid staff. Senior leadership roles are undertaken by key management personnel who are Directors at the EL2 level.

Table 6: Key management personnel remuneration (\$)

Name	Position title	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits	Termination benefits	Total remuneration
Jodie Deakes	CEO	312,213	-	-	30,018	5,512	-	-	347,743
Julia Collins	Director (EL2)	166,638	-	-	27,181	5,148	-	-	198,967
Stephen Blackburn	Director (EL2)	173,728	-	-	25,695	2,847	-	-	202,270
Jackii Shepherd	Director (EL2)	72,287	-	-	10,663	989	-	-	83,909
Rick Van Der Zwan	Director (EL2)	149,219	-	-	22,447	1,977	-	-	173,642
Total		874,084	-	-	115,974	16,473	-	-	1,006,532

The Chair of ASSEC, Mr Paul Bastian, was appointed from 30 June 2023 for a term of three years.

Employee remuneration

As at 30 June 2025, all non-senior executive service (SES) employees were covered by the terms and conditions of the *Asbestos and Silica Safety and Eradication Agency Enterprise Agreement 2024–2027*, which was approved on 10 April 2024 under section 54 of the *Fair Work Act 2009*. Remuneration increased by 3.8% from 13 March 2025.

The CEO may agree to individual flexibility arrangements (IFA) with employees, which can vary the terms of the enterprise agreement. As at 30 June 2025, five employees had an IFA in place.

Table 7: Australian Public Service Act 1999 employment salary ranges by classification level

Classification level	Minimum salary	Maximum salary
SES 3	-	-
SES 2	-	-
SES 1	-	-
EL 2	143,731	172,530
EL 1	122,141	134,992
APS 6	99,328	109,228
APS 5	88,355	94,459
APS 4	80,023	85,581
APS 3	73,565	76,623
APS 2	65,875	70,196
APS 1	56,086	61,322
Other	-	-
Minimum/maximum range	-	-

Performance pay

Employees do not receive performance bonuses or performance pay. Annual performance ratings provide non-SES employees with the possibility of advancing a pay point.

Allowances and non-remuneration benefits

The Asbestos and Silica Safety and Eradication Agency Enterprise Agreement contains several allowances and non-remuneration benefits including:

- Workplace Responsibility Allowance
- School Holiday Care Allowance
- pay point advancement for meeting performance criteria
- access to flexible working conditions
- temporary performance loading for performing work at a higher classification
- flexible remuneration and salary packaging
- Christmas close-down from 12.30 pm on the last working day before Christmas Day until the first working day in January
- time off in lieu for executive level employees
- maternity, maternal, supporting partner, primary carer, parental, adoption and foster care, still birth, pregnancy loss and premature birth leave
- overtime meal allowance
- travel allowance and motor vehicle allowances
- relocation assistance
- access to an employee assistance program
- support for professional and personal development

- blood donor leave
- volunteer leave
- defence reservist leave
- domestic violence support
- lactation & breastfeeding support
- First Nations cultural competency training
- disaster support
- vaccinations
- jury duty leave
- emergency response leave
- bereavement leave
- compassionate leave.

In addition, employees are entitled to an annual health benefit allowance for activities or equipment that helps them to lead a healthy lifestyle and a Bring Your Own Device Allowance to cover the use of personal mobile phones for agency business.

Work health and safety

We are committed to fostering a proactive and collaborative approach to the management of employee health, safety and wellbeing. During the year we undertook a comprehensive review of our work health and safety policies along with providing additional training.

We have supported a number of initiatives and have several measures in place relative to the size of the agency:

- training delivered by the Comcare on the changes to psychosocial WHS regulations, including an overview of risk factors, and a characteristic of psychosocial healthy and safe workplace.
- appointment of a new health and safety representative (HSR) who is engaged in executive and team safety initiatives and discussions.
- active participation in Comcare WHS audits and implementation of recommendations.
- a renewed focus on workplace hazards and risks, including risk assessments on key functions in consultation with staff.
- working from home ergonomic assessments and where needed equipment upgrades to support healthy and safe flexible work arrangements
- work health and safety discussions as part of all planned team and management meetings
- an employee assistance program
- workstation assessments for both office and working from home
- health benefit allowance
- voluntary influenza vaccinations.

The employee assistance program, incorporating the manager assistance program and an immediate distress service, is available to all staff to both foster and support health and wellbeing. The program provides short-term counselling and support services for employees and their immediate family members. We also encourage physical activity to support mental and physical wellbeing through our health-related allowance.

Employees also have access to trained first aid officers and first aid facilities and a trained floor warden for emergency evacuation procedures.

One workers compensation claim was lodged with Comcare in the 2024-25 reporting period. There were no notifiable incidents in relation to a serious injury of a person and no investigations were carried out under the *Work Health and Safety Act 2011*.

Diversity and inclusion

We are committed to a workplace where everyone feels included, valued, safe, respected and supported. We have adopted the Department of Employment and Workplace Relations Diversity and Inclusion Strategy. We are committed to creating an inclusive and diverse workplace for everyone including for Aboriginal and Torres Strait Islander peoples, people with disability, people who identify as LGBTIQ+, and people with diverse linguistic and cultural backgrounds.

Ethical standards

We maintained our commitment to high ethical standards in 2024-25 by reinforcing the Australian Public Service values and code of conduct.

Our induction programs highlighted the importance of the values and the code of conduct as a vehicle for instilling a positive, collaborative and professional workplace culture with the aim of establishing us as a leading Australian Public Service employer.

During the 2024-25 reporting period, there were no formal cases involving alleged breaches of the values or the code of conduct.

Disability reporting

Australia's Disability Strategy 2021-2031 is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families and carers. All levels of government have committed to delivering more comprehensive and visible reporting under the strategy. A range of reports on progress of the strategy's actions and outcome areas are published and available at Australia's Disability Strategy Hub Disability Gateway.

Disability reporting is included the Australian Public Service Commission's State of the Service reports and the Australian Public Service (APS) Statistical Bulletin. These reports are available on the Australian Public Service Commission (APSC) website.

ASSEA reports against national targets to show how they are contributing to changing the lives of people with disability.

Internal accountability

ASSEA has the following structures in place to effect and deliver robust corporate governance:

- Team Plans and individual Performance, Capability and Development Plans providing line of sight from individual deliverables to the ASSEA Operational Plan 2024–25
- an Executive Committee, chaired by the CEO, which monitors performance, ensures accountability and sets organisational direction and priorities
- an Audit and Risk Committee established by the CEO.

Standing agenda items for the Executive Committee include financial, human resources and performance reporting, along with risk management and work, health and safety. In addition, a Project Steering Committee reports to the Executive Committee.

A number of instruments are in place to support our corporate governance, including:

- financial and human resource delegations
- Accountable Authority Instructions
- supporting policies, procedures and guidelines.

Audit and Risk Committee

The CEO has established an Audit and Risk Committee (see Table 8). The Audit and Risk Committee’s charter determines its functions consistent with the PGPA Act and PGPA Rule.

The functions of the Audit and Risk Committee are to review the appropriateness of our:

- financial reporting
- performance reporting
- system of risk oversight and management
- system of internal control.

Information about our Audit and Risk Committee, members and meeting attendance can be found on our website (Audit and Risk Committee | Asbestos and Silica Safety and Eradication Agency).

Table 8: Audit and Risk Committee

Member name, qualifications, knowledge, skills or experience	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional information
Chair, Mr Stephen Sheehan Mr Sheehan has 40 years’ experience including in managerial finance, strategic governance and planning. He served as chief financial officer in a number of Australian Government departments and has undertaken various other public and private sector roles. Mr Sheehan is a fellow of CPA Australia and holds a Bachelor of Commerce.	3	3	\$7,650	Nil
Ms Julia Harrison Julia Harrison has over 25 years public sector experience in governance, insurance, risk and audit management (financial statement, internal audit and performance). Currently a risk practitioner for the Department of Employment and Workplace Relations, Julia has implemented the department’s enterprise risk arrangements, including governance oversight, enterprise risk systems and lines of control. Julia previously worked for the Department of Finance in Governance and Federal Budget roles.	2	3	-	Appointed November 2024

Member name, qualifications, knowledge, skills or experience	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional information
Dr Peta Miller Dr Miller has over 40 years' experience in public and private sectors developing and implementing strategic work health and safety policy.	3	3	\$741	Nil
Mr Nick Miller Mr Miller has over 30 years' experience in the APS including Chief Financial Officer at ASEA.	1	3	\$715	Appointment expired 31 December 2024
Mr Paul O'Connor Paul is a highly experienced governance leader. His governance acumen is forged across more than 20 governance roles in public, statutory, private, and not-for-profit entities. He chairs Dams Safety NSW, a safety regulator within the DCCEEW portfolio. Paul is also a non-executive director on other boards in philanthropy, emergency medicine, and education. A former Visiting Fellow within the ANU School of Regulation and Global Governance, Paul continues to contribute to its master's program on governance and regulation. This program encourages new approaches to tackling adaptive problems faced by federal and state regulators. Paul is currently a Research Fellow at Swinburne University in its School of Business, Law, and Entrepreneurship.	2	3	\$3,592	Appointed January 2025

The Audit and Risk Committee Charter can be found on our website (ASSEA Audit Committee - Charter and Membership | Asbestos and Silica Safety and Eradication Agency).

Internal audit

Internal audit is an important part of our corporate governance and provides the CEO and Audit and Risk Committee with advice to strengthen accountability and improve decision making across the agency.

To ensure independent and unbiased assurance, the chief audit executive has a direct reporting line to the chair of the Audit and Risk Committee.

External scrutiny

External audit

The Australian National Audit Office (ANAO) provides our external audit services. The outcome of the 2024–25 financial statements audit is in Section 5 of this report. We were not subject to any other ANAO audits during 2024–25.

No capability reviews were conducted during 2024–25.

Judicial decisions and decisions of administrative tribunals

No judicial or tribunal decisions or decisions of the Australian Information Commissioner that could have a significant impact on agency operations were made during 2024–25 or are pending.

Parliamentary committees

No adverse reports of ASSEA's operations by a Parliamentary Committee, Commonwealth Ombudsman or Auditor-General were made in 2024–25 or are pending.

Fraud and Corruption

We comply with section 10 of the PGPA Rule and the Australian Government Fraud and Corruption Policy and have established an appropriate system of fraud and corruption control to minimise the risk of fraud and corruption. We have policies, procedures and practices that align with the Commonwealth Fraud and Corruption Control Framework to prevent, detect, investigate, record and report instances of fraud and corruption.

Our Fraud and Corruption Control Plan is designed to clearly communicate to staff and contractors the requirements under the PGPA Act. It is a living document and is reviewed on a regular basis. The Fraud and Corruption Control Plan was last updated in September 2024, replacing the previous Fraud Control Plan. We will ensure that serious noncompliance and fraud are dealt with promptly and effectively, a register of incidents is maintained, and that training opportunities in fraud awareness will be identified and offered to staff.

Freedom of information

We are covered by the *Freedom of Information Act 1982* (Cth) (FOI Act) and are required to publish information for the public as part of the Information Publication Scheme. This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a statement concerning the functions and documents of the agency in the annual report. An agency must display on its website a plan showing what information it publishes in accordance with the Information Publication Scheme requirements. ASSEA's current publication scheme information can be found on our website (Access to Information | Asbestos and Silica Safety and Eradication Agency).

We received two requests under the FOI Act in 2024–25.

No applications to the Office of the Australian Information Commissioner or the Administrative Appeals Tribunal were made in 2024–25 with respect to any decision made by us under the FOI Act.

Asset management, purchasing and grants

Asset management

ASSEA’s asset management strategy emphasises whole-of-life asset management and seeks to minimise holdings of surplus and underperforming assets.

Our stocktake of fixed and intangible assets in 2024–25 confirmed their location and condition and emphasised to custodial officers their responsibility to ensure the safe keeping of assets in their custody.

Details of the assets administered in 2024–25 can be found in our financial statements in Section 5 of this report.

Purchasing

During 2024–25, procurement and purchasing were conducted in accordance with the Commonwealth Procurement Rules and we made reasonable enquiries to ensure that the procurement:

- achieved value for money
- encouraged competition and was non-discriminatory
- used public resources in an efficient, effective, economical and ethical manner that was consistent with the policies of the Commonwealth
- facilitated accountable and transparent decision making
- encouraged appropriate engagement with risk
- was commensurate with the scale and scope of our operations.

Australian National Audit Office access clauses

All ASSEA’s awarded contracts or Deeds of Standing Offer valued at more than \$100,000 (inclusive of GST) entered into during 2024–25 contained an ANAO ‘access to contractor’s premises’ clause.

Exempt contracts

There were no contracts more than \$10,000 (inclusive of GST) or standing offers that were exempt from the requirement to publish on AusTender during 2024–25.

Small business

ASSEA supports small business participation in the Australian Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website (Statistics on Australian Government Procurement Contracts | Department of Finance).

We support SMEs by paying providers of goods and services as soon as practicable and within required timeframes and engaging in ongoing monitoring and improvement of our procurement and contracting practices.

We comply with the Department of Finance’s Commonwealth Contracting Suite for all procurements valued below \$200,000. Using a set of terms and conditions that are consistent with other agencies and that SMEs would be familiar with has significantly reduced the length and complexity of most tender processes and contracts.

Grants

No grants were awarded during 2024–25.

Consultants

Due to our small size and limited resourcing, it is necessary to engage consultants to provide specialist expertise or independent research.

All engagements of consultants during 2024–25 was made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policies. Engagements can be through panel arrangements, by making an open approach to market, or by limited tender.

Prior to engaging consultants, we consider the skills and resources required for the task, our internal capability and capacity and the cost effectiveness of engaging external expertise.

During 2024–25, seven new reportable consultancy contracts were entered into involving total actual expenditure of \$0.522million. No ongoing reportable consultancy contracts were active during the period.

Annual reports must contain information about actual expenditure on reportable and consultancy and non-consultancy contracts (see Tables 9–12). Information on the value of these contracts is available on the AusTender (tenders.gov.au) website.

Table 9: Expenditure on reportable consultancy contracts 2024-25

Reportable consultancy contracts 2024-25	Number	Expenditure \$
New contracts entered into during the reporting period	7	522,379
Ongoing contracts entered into during a previous reporting period	0	-

Table 10: Organisations receiving a share of reportable consultancy contract expenditure 2024-25

Organisation receiving a share of reportable consultancy contract expenditure 2024-25	Expenditure \$	Per cent %
1448 Pty Ltd	181,844	35%
International Economics Pty Ltd	146,025	28%
Sententia Consulting Pty Ltd	120,760	23%
Good Talent Media	23,481	4%
Nous Group Pty Ltd	16,940	3%
Agilient Pty Ltd	16,830	3%
The University of Adelaide	16,500	3%

Table 11: Expenditure on reportable non-consultancy contracts 2024-25

Reportable non-consultancy contracts 2024-25	Number	Expenditure \$
New contracts entered into during the reporting period	24	1,703,651
Ongoing contracts entered into during a previous reporting period	3	113,748

Table 12: Organisations receiving a share of reportable non-consultancy contract expenditure 2024-25

Organisations receiving a share of reportable non-consultancy contract expenditure 2024-25	Expenditure \$	Per cent %
Universal McCann	486,237	27%
Hays Specialist Recruitment	265,975	15%
Asbestos Disease Research Inst.	192,500	11%
Union Aid Abroad - APHEDA	187,000	10%
Nous Group Pty Ltd	183,392	10%
Cre8ive Australasia Pty Ltd	134,081	7%
Deakin University	89,731	5%
Creative Outpost Pty Limited	49,775	3%
Iconic Holdings Pty Ltd	45,025	2%
QT Canberra	25,281	1%
Wolters Kluwer CCH Australia Ltd	24,017	1%
Australian Survey Research Group	22,660	1%
Impact Productions T/AS Goodchat	20,576	1%
Management Solutions Pty Ltd	20,460	1%
Bendelta Pty Ltd	20,000	1%
Quantum Market Research Pty Ltd	14,850	1%
Australia & New Zealand School of Government	12,434	1%
Nation Creative Pty Ltd	12,406	1%
Australian Council of Trade Unions	11,000	1%

Advertising

As required under section 311A of the *Commonwealth Electoral Act 1918* , particulars of payments for advertising over a certain amount must be reported. In 2024–25 we engaged Universal McCann, a division of Mediabrands Australia Pty Ltd, to provide advertising services to raise awareness of asbestos and silica in support of our agency functions and Outcome. The total expenditure was \$483,318.

Ecologically sustainable development and environmental performance

Section 516A of the *Environmental Protection and Biodiversity Conservation Act 1999* (Cth) requires that government organisations report annually on their environmental performance and contribution to ecologically sustainable development.

As such, we are committed to minimising the environmental impact of our operations and do this by:

- operating a paper, plastic, glass and cardboard recycling program
- using energy-efficient office machinery
- recycling toner cartridges and waste toner

- using energy-efficient computer monitors
- using low wattage lights throughout our offices
- operating lighting via motion sensors to reduce energy consumption
- reducing paper usage by centralising printers and setting them to double-sided printing as default
- using office paper that is carbon neutral, recycled and/or has an environmental sustainability rating.

Australian Public Service Net Zero 2030

APS Net Zero 2030 is the Australian Government’s policy for the Australian Public Service (APS) to reduce greenhouse gas emissions to net zero by 2030 and transparently report on its emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2024–25 period. Results are presented based on Carbon Dioxide Equivalent (CO2 -e) emissions. Greenhouse gas emissions reporting has been developed with methodology that is consistent with the whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.

CO2 -e reporting on ASSEA’s shared accommodation site in Sydney was undertaken by the primary lease holder (Digital Transformation Agency) and is not included in Table 13 below.

Table 13: 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 (Location Based Approach)	N/A	8.91	0.54	9.45
Natural Gas	-	N/A	-	-
Solid Waste	-	N/A	0.30	0.30
Refrigerants	-	N/A	N/A	-
Fleet and Other Vehicles	-	N/A	-	-
Domestic Commercial Flights	N/A	N/A	35.84	35.84
Domestic Hire Car	N/A	N/A	-	-
Domestic Travel Accommodation	N/A	N/A	7.75	7.75
Other Energy	-	N/A	-	-
Total kg CO2 -e	-	8.91	44.44	53.35

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

N/A = not applicable

Table 14: Electricity greenhouse gas emissions 2024–25

Emission Source	Scope 2 t CO2-e	Scope 3 t CO2-e	Total t CO2-e	Electricity kWh
Electricity (Location Based Approach)	8.91	0.54	9.45	13,502.32
Market-based electricity emissions	0.25	0.03	0.29	309.88
Total renewable electricity consumed	N/A	N/A	N/A	13,192.44
<i>Renewable Power Percentage¹</i>	N/A	N/A	N/A	2,456.75
<i>Jurisdictional Renewable Power Percentage^{2,3}</i>	N/A	N/A	N/A	10,735.70
<i>GreenPower²</i>	N/A	N/A	N/A	-
<i>Large-scale generation certificates²</i>	N/A	N/A	N/A	-
<i>Behind the meter solar⁴</i>	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
<i>Large-scale generation certificates²</i>	N/A	N/A	N/A	-
<i>Behind the meter solar⁴</i>	N/A	N/A	N/A	-

N/A = Not applicable

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 5

Financial Performance

> Financial performance

Financial overview

Our financial performance for the 2024–25 financial year is a small surplus of \$0.113million, a positive variation of \$0.392million from our original budget.

The majority of our revenue comes from Government, with our annual appropriation for 2024–25 being \$5.816million. Employee benefits make up the largest expense (\$3.047million), with other significant expenditure being our Awareness Campaigns and the use of third party service providers to support delivery of actions under the National Strategic Plans and the operations of the agency.

Our appropriation for 2025–26 (\$5.847million) represents a minor increase over 2024–25, with total expenditure expected to be similar to 2024–25 planned expenditure.

Further information on the financial performance of ASSEA is provided in the notes to the financial statements.

Independent auditor's report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Employment and Workplace Relations

Opinion

In my opinion, the financial statements of the Asbestos and Silica Safety and Eradication Agency (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 and forming part of the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

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

Accountable Authority's responsibility for the financial statements

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

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Fiona Sheppard
Executive Director

Delegate of the Auditor-General

Canberra
3 October 2025

Financial statements

Asbestos and Silica Safety and Eradication Agency

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 Asbestos and Silica Safety and Eradication Agency will be able to pay its debts as and when they fall due.



Signed

Jodie Deakes
Chief Executive Officer

3 October 2025



Signed

Stephen Blackburn
Chief Financial Officer

3 October 2025

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Statement of Comprehensive Income

for the period ended 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	3,047	2,875	3,207
Suppliers	1.1B	2,362	2,125	2,411
Depreciation and amortisation	2.2A	540	499	522
Finance costs	1.1C	41	38	23
Total expenses		5,990	5,537	6,163
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	180	-	-
Other revenue	1.2B	107	63	68
Total own-source revenue		287	63	68
Gains				
Other gains	1.2C	-	12	-
Total gains		-	12	-
Total own-source income		287	75	68
Net cost of services		(5,703)	(5,462)	(6,095)
Revenue from Government	1.2D	5,816	5,492	5,816
Surplus/(Deficit) on continuing operations		113	30	(279)
Total comprehensive income/(loss)		113	30	(279)

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

Explanations of major variances to the 2024-2025 original budget are provided before the Overview and Notes.

Asbestos and Silica Safety and Eradication Agency
Statement of Financial Position
as at 30 June 2025

		2025	2024	Original Budget
	Notes	\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	318	167	124
Trade and other receivables	2.1B	5,277	4,826	4,780
Total financial assets		5,595	4,993	4,904
Non-financial assets¹				
Buildings	2.2A	921	800	549
Leasehold improvements	2.2A	622	883	340
Plant and equipment	2.2A	61	40	10
Prepayments		13	18	10
Total non-financial assets		1,617	1,741	909
Total assets		7,212	6,734	5,813
LIABILITIES				
Payables				
Suppliers	2.3A	136	142	195
Other payables	2.3B	168	76	72
Total payables		304	218	267
Interest bearing liabilities				
Leases	2.4A	1,004	844	601
Total interest bearing liabilities		1,004	844	601
Provisions				
Employee provisions	4.1A	710	662	829
Other provisions	2.5A	265	254	-
Total provisions		975	916	829
Total liabilities		2,283	1,978	1,697
Net assets		4,929	4,756	4,116
EQUITY				
Contributed equity		619	559	645
Reserves		160	160	-
Retained surplus		4,150	4,037	3,471
Total equity		4,929	4,756	4,116

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

Explanations of major variances to the 2024-2025 original budget are provided before the Overview and Notes.

1. Right-of-use assets are included in the Buildings line item.

Asbestos and Silica Safety and Eradication Agency
Statement of Changes in Equity
for the period ended 30 June 2025

	2025	2024	Original Budget
	\$'000	\$'000	\$'000
CONTRIBUTED EQUITY			
Opening balance			
Balance carried forward from previous period	559	527	585
Transactions with owners			
Contributions by owners			
Departmental capital budget	60	59	60
Return of lapsed departmental capital budget	-	(27)	-
Closing balance as at 30 June	619	559	645
RETAINED EARNINGS			
Opening balance			
Balance carried forward from previous period	4,037	4,007	3,750
Comprehensive income			
Surplus/(deficit) for the period	113	30	(279)
Closing balance as at 30 June	4,150	4,037	3,471
ASSET REVALUATION RESERVE			
Opening balance			
Balance carried forward from previous period	160	-	-
Comprehensive income			
Other comprehensive income	-	160	-
Closing balance as at 30 June	160	160	-
TOTAL EQUITY			
Opening balance			
Balance carried forward from previous period	4,756	4,534	4,335
Comprehensive income			
Surplus/(deficit) for the period	113	30	(279)
Other comprehensive income	-	160	-
Transactions with owners			
Departmental capital budget	60	32	60
Closing balance as at 30 June	4,929	4,756	4,116

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

Explanations of major variances to the 2024-2025 original budget are provided before the Overview and Notes.

Accounting Policy
Equity Injections
Amounts appropriated which are designated as ‘equity injections’ for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Asbestos and Silica Safety and Eradication Agency

Cash Flow Statement

for the period ended 30 June 2025

	2025	2024	Original Budget
	\$'000	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	5,392	5,372	5,816
Sale of goods and rendering of services	250	-	-
GST received	180	192	-
Other	73	195	-
Total cash received	5,895	5,759	5,816
Cash used			
Employees	2,956	2,836	3,207
Suppliers	2,568	2,627	2,343
Interest payments on lease liabilities	30	31	23
Total cash used	5,554	5,494	5,573
Net cash from operating activities	341	265	243
INVESTING ACTIVITIES			
Cash used			
Purchase of plant and equipment	40	30	60
Total cash used	40	30	60
Net cash used by investing activities	(40)	(30)	(60)
FINANCING ACTIVITIES			
Cash received			
Appropriations - Departmental Capital Budget	70	32	60
Total cash received	70	32	60
Cash used			
Principal payments of lease liabilities	220	224	243
Total cash used	220	224	243
Net cash used by financing activities	(150)	(192)	(183)
Net increase in cash held	151	43	-
Cash and cash equivalents at the beginning of the reporting period	167	124	124
Cash and cash equivalents at the end of the reporting period	318	167	124

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

Explanations of major variances to the 2024-2025 original budget are provided before the Overview and Notes.

Asbestos and Silica Safety and Eradication Agency

Explanations of Major Budget Variances

for the period ended 30 June 2025

The following provides explanations of major variance between the original budget for ASSEA as presented in the 2024-25 Employment and Workplace Relations Portfolio Budget Statements (PBS) and ASSEA's 2024-25 final outcome as presented in accordance with Australian Accounting Standards. The original budget is not audited. Major variances are those deemed relevant to an analysis of ASSEA's performance and are not only focused on numerical differences between budget and actual amounts.

Notes	Explanation of major variances	Affected line items
1.1A	<u>Employees</u> Employee benefits - The variation of -5% (\$0.160 million) is due to a short delay in recruiting staff for the new silica function and establishing a research, evaluation and data team. The new staff commenced employment with smaller leave balances than anticipated. The variance in employee benefits had flow-on effects on cash used for employees, and employee provisions.	Employee benefits <i>Statement of Comprehensive Income</i> Operating Cash Used - Employees <i>Cash Flow Statement</i> Employee Provisions <i>Statement of Financial Position</i>
1.2A 2.3B	<u>Revenue from Contracts with Customers</u> Revenue from contracts with customers - In June 2024, ASSEA signed a memorandum of understanding with the Department of Health to deliver the services set out in Note 1.2A in exchange for \$0.250 million in funding. This funding was not anticipated when the budget was delivered in May 2024. \$0.180 million of the agreed services were delivered during 2024-25 with the balance to be delivered in 2025-26. Thus there was unexpected unearned income balance of \$0.070 million reported at June 2025.	Revenue from Contracts with Customers <i>Statement of Comprehensive Income</i> Other Payables - Unearned Income <i>Statement of Financial Position</i> Operating Cash Received - Sale of Goods <i>Cash Flow Statement</i>
-	<u>Other Operating Cash Received</u> When staff transfer to ASSEA from another federal government agency, ASSEA receives cash for their leave entitlement. This is recorded as cash received - other (\$0.044 million).	Operating Cash Received - Other <i>Cash Flow Statement</i>
2.2A 2.5A	<u>Leases and Leasehold Improvements</u> During 2024-2025 it became reasonably certain that the lease for an ASSEA office would be extended by two years. This extension is reflected in the value of the lease asset (Buildings) and liability. A makegood provision associated with the fitout was discovered during the June 2024 valuation. The provision was not budgeted for.	Buildings Leasehold Improvements Interest Bearing Liabilities - Leases Other Provisions <i>Statement of Financial Position</i> Asset Revaluation Reserve <i>Statement of Changes in Equity</i>
-	<u>GST cashflow treatment</u> The original budget assumed that cash paid to suppliers is a gross estimate including GST, and will net off refunds received from the ATO. When reporting the actual results, GST received as refunds from the ATO is shown separately, and GST paid to suppliers is included in Cash Used - Suppliers.	Operating Cash Received - GST <i>Cash Flow Statement</i> Operating Cash Used - Suppliers <i>Cash Flow Statement</i>

Overview

Objectives of the Asbestos and Silica Safety and Eradication Agency

The Asbestos and Silica Safety and Eradication Agency (ASSEA) is an Australian Government controlled entity. It is a not-for-profit entity. ASSEA is enabled by the Asbestos and Silica Safety and Eradication Agency Act 2013 to administer the Asbestos National Strategic Plan and the Silica National Strategic Plan.

ASSEA is structured to meet the following Outcome:
Assist in the prevention of exposure to asbestos fibres and respirable crystalline silica, to eliminate asbestos and silica related disease in Australia through coordinating the implementation of the Asbestos National Strategic Plan and the Silica National Strategic Plan.

ASSEA receives only departmental appropriations from the Government.

The Basis of Preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- (a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- (b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 *General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* 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 reported 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.

Significant Changes Affecting ASSEA During 2024-25

There have been no significant changes affecting ASSEA during 2024-25.

New Accounting Standards

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

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2022-10 <i>Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities</i> (AASB 2022-10)	AASB 2022-10 applies to annual periods beginning on or after 1 January 2024. This standard amends AASB 13 Fair Value Measurement for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate net cash inflows.

All new standards that were issued prior to the sign-off date and are applicable to future reporting periods are not expected to have a material effect on ASSEA's financial statements.

Taxation

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

Events After the Reporting Period

There have been no events subsequent to 30 June 2025 that have the potential to significantly affect the ongoing structure and financial activities of ASSEA.

Financial Performance

This section analyses the financial performance of Asbestos and Silica Safety and Eradication Agency for the year ended 30 June 2025

1.1 Expenses	2025 \$'000	2024 \$'000
1.1A: Employee benefits		
Wages and salaries	2,350	2,255
Superannuation		
Defined contribution plans	304	279
Defined benefit plans	87	114
Leave and other entitlements	306	227
Total employee benefits	3,047	2,875
Accounting Policy Accounting policies for employee related expenses are contained in the People and Relationships section.		
1.1B: Suppliers		
Goods and services supplied or rendered		
Audit fees (received free of charge)	56	63
Consultants	516	584
Travel	252	192
Graphic design for publications about asbestos safety	73	25
Marketing and communications about asbestos safety	583	495
Shared Services Centre charges ¹	343	241
Property	79	46
Council sitting and travel fees	55	40
Training	38	24
Other administrative costs	137	132
Sponsorships	225	264
Total goods and services supplied or rendered	2,357	2,106
Goods supplied	24	13
Services rendered	2,333	2,093
Total goods and services supplied or rendered	2,357	2,106
Other suppliers		
Workers compensation expenses	5	19
Total other suppliers	5	19
Total suppliers	2,362	2,125
1.1C: Finance costs		
Interest on lease liabilities	30	31
Unwinding of discount	11	7
Total finance costs	41	38
The above lease disclosures should be read in conjunction with the accompanying notes 2.2A and 2.4A.		
Accounting Policy All borrowing costs are expensed as incurred.		

Asbestos and Silica Safety and Eradication Agency
Notes to and forming part of the financial statements
1.2 Own-Source Revenue and Gains

	2025	2024
	\$'000	\$'000

Own-Source Revenue

1.2A: Revenue from contracts with customers

Rendering of services	180	-
Total revenue from contracts with customers	180	-

Disaggregation of revenue from contracts with customers

Promote role of the National Occupational Respiratory Disease Registry and awareness of dust diseases, and conduct research for the Department of Health	180	-
Total revenue from contracts with customers	180	-

Accounting Policy
Revenue from the sale of goods and services is recognised when control has been transferred to the buyer.
The agency recognises revenue when performance obligations are required by an enforceable contract and are sufficiently explicit to enable the agency to identify when they have been satisfied.
The transaction price is the total amount of consideration to which ASSEA expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both.
During 2024-25, ASSEA signed a Memorandum of Understanding with the Department of Health to conduct various activities such as development and production of resources to raise awareness of the National Registry, advertising, support asbestos and silica disease groups to raise awareness, scope the development of a Silica Exposure Register, and conduct research. Expenditure on such items will be recognised as revenue when ASSEA is satisfied that it has met the performance obligation.
Receivables for goods and services, which have 20 calendar day terms (2024: 30 days), are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

1.2B: Other revenue

Insurance recovery	51	-
Resources received free of charge		
Remuneration of auditors	56	63
Total other revenue	107	63

Accounting Policy
<i>Resources Received Free of Charge</i>
Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined and the services would have been purchased if these had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

Asbestos and Silica Safety and Eradication Agency
Notes to and forming part of the financial statements
1.2 Own-Source Revenue and Gains

	2025	2024
	\$'000	\$'000

Gains

1.2C: Other gains

Other	-	12
Total other gains	-	12

Accounting Policy
<i>Resources Received Free of Charge</i>
Contributions of assets at no cost of acquisition or for nominal consideration are recognised as gains at their fair value when the asset qualifies for recognition, unless received from another Government entity as a consequence of a restructuring of administrative arrangements.

Revenue from Government

1.2D: Revenue from Government

Appropriations		
Departmental appropriations	5,816	5,492
Total revenue from Government	5,816	5,492

Accounting Policy
<i>Revenue from Government</i>
Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when the entity gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned.

Financial Position

This section analyses Asbestos and Silica Safety and Eradication Agency’s assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.1 Financial Assets

	2025	2024
	\$'000	\$'000

2.1A: Cash and cash equivalents

Cash on hand or on deposit	318	167
Total cash and cash equivalents	318	167

Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents includes:
a) cash on hand; and
b) demand deposits in bank accounts with an original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

2.1B: Trade and other receivables

Goods and services receivables

Goods and services	4	-
Total goods and services receivables	4	-

Appropriations receivables

Appropriation receivable	5,224	4,810
Total appropriations receivables	5,224	4,810

Other receivables

GST receivable from the Australian Taxation Office	49	16
Total other receivables	49	16
Total trade and other receivables (gross)	5,277	4,826
Total trade and other receivables (net) ¹	5,277	4,826

Credit terms for goods and services were within 20 days (2024: 30 days).

1. Goods and services receivable were assessed for expected credit loss. It was expected to be \$0 (2024: \$0)

Accounting Policy

Financial assets

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

Goods and services receivable assets at amortised cost are assessed for impairment at the end of each reporting period based on expected credit losses, using the general approach which measures the impairment loss allowance at an amount equal to lifetime expected credit losses.

2.2 Non-Financial Assets

2.2A: Reconciliation of non-financial assets

	Buildings	Leasehold improvements	Plant and equipment	Total
	\$'000	\$'000	\$'000	\$'000
As at 1 July 2024				
Gross book value	1,206	883	157	2,246
Accumulated depreciation, amortisation and impairment	(406)	-	(117)	(523)
Total as at 1 July 2024	800	883	40	1,723
Additions				
Purchase or internally developed	-	-	40	40
Remeasurement of right-of-use assets ¹	381	-	-	381
Depreciation and amortisation	-	(261)	(19)	(280)
Depreciation on right-of-use-assets	(260)	-	-	(260)
Other movements				-
Gross book value	-	-	(16)	(16)
Accumulated depreciation and amortisation	-	-	16	16
Total as at 30 June 2025	921	622	61	1,604

Total as at 30 June 2025 represented by

Gross book value	1,587	883	181	2,651
Accumulated depreciation, amortisation and impairment	(666)	(261)	(120)	(1,047)
Total as at 30 June 2025	921	622	61	1,604

Carrying amount of right-of-use assets	921
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There were no indicators of material impairment found for non-financial assets.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C and 2.4A.

Revaluations of non-financial assets

All revaluations were conducted in accordance with the revaluation policy. On 30 June 2024, an independent valuer (JLL Advisory Services) conducted the revaluation of leasehold improvement assets. The method used was current replacement cost. The valuation was reviewed internally for 30 June 2025 and no material difference was identified.

1. A right-of-use lease was reassessed with the conclusion that it had become reasonably certain the option to extend the term would be taken up.

2.2 Non-Financial Assets

Accounting Policy

Acquisition of Assets

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

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which these were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where these form part of a group of similar items which are significant in total).

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if these items were owned. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition.

Revaluations

Plant and equipment, following initial recognition at cost, is carried at cost less subsequent accumulated depreciation and accumulated impairment losses, being an amount not materially different from fair value.

The Buildings asset class consists solely of right-of-use lease assets and these are excluded from revaluation.

Leasehold improvements are carried at fair value (or an amount not materially different from fair value) less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for these assets.

Revaluation adjustments are made for this class of assets. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reverses a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit.

Revaluation decrements for this class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

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

2.2 Non-Financial Assets

Depreciation

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

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

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

Buildings (Right-of-use leases):	Lease term or to the end of its useful life (2024: Lease term or to the end of its useful life)
Leasehold Improvements:	Lease term or to the end of its useful life (2024: Lease term or to the end of its useful life)
Plant and Equipment:	4 to 5 years (2024: 4 to 5 years)

Impairment

All cash-generating assets and assets held at cost, including intangibles and ROU assets, were assessed for impairment at 30 June 2025 by suitably qualified ASSEA officers. 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. For non-cash generating assets held at fair value, the recoverable amount is expected to be materially the same as fair value at 30 June 2025.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

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

2.3 Payables

	2025	2024
	\$'000	\$'000
2.3A: Suppliers		
Trade creditors	73	2
Accruals	63	140
Total suppliers	136	142
2.3B: Other payables		
Salaries and wages	85	66
Superannuation	13	10
Prepayments received / unearned income	70	-
Total other payables	168	76

Accounting Policy
Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced). Suppliers are settled within 20 days (2024: 20 days).

2.4 Interest Bearing Liabilities

	2025	2024
	\$'000	\$'000
2.4A: Leases		
Lease Liabilities	1,004	844
Total leases	1,004	844
Maturity analysis - contractual undiscounted cashflows		
Within 1 year	295	266
Between 1-5 years	345	624
Total Leases	640	890

Total cash outflow for leases for the year ended 30 June 2025 was \$0.250 million (2024: \$0.255 million).

ASSEA has two current accommodation leases in Sydney and Canberra with remaining terms of less than 3 and 2 years respectively.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C and 2.2A.

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

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

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

2.5 Other Provisions

2.5A: Other provisions

	Provision for restoration \$'000
As at 1 July 2024	254
Unwinding of discount or change in discount rate	11
Total as at 30 June 2025	265
Other provisions expected to be settled	
More than 12 months	265
Total other provisions	265

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

On 30 June 2024, an independent valuer (JLL Advisory Services) conducted the revaluation of leasehold improvement assets, including any obligations to restore the premises. The method used was current replacement cost. The provision for restoration was reviewed by management for 30 June 2025 to assess whether ASSEA is likely to incur such an obligation, and whether the provision is adequate; it is materially accurate for the current financial year.

Funding

This section identifies Asbestos and Silica Safety and Eradication Agency's funding structure.

3.1 Appropriations

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 \$'000
Departmental					
Ordinary annual services	5,816	321	6,137	5,377	760
Capital Budget ²	60	-	60	70	(10)
Total departmental	5,876	321	6,197	5,447	750

1. Adjustments to Appropriations relate to Section 74 Receipts. \$0.250 million of this amount relates to revenue from contracts with customers, and \$0.044 million of the remaining balance relates to leave liabilities for staff transferring into ASSEA.
2. Departmental Capital Budgets are appropriated through *Appropriation Act (No.1)*, form part of ordinary annual services, and are not separately identified in the Appropriation Act.

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 \$'000
Departmental					
Ordinary annual services	5,492	195	5,687	5,335	352
Capital Budget ²	59	-	59	32	27
Total departmental	5,551	195	5,746	5,367	379

1. Adjustments to Appropriations relate to Section 74 receipts. 78% of this is for leave liabilities for staff transferring into ASSEA.
2. Departmental Capital Budgets are appropriated through Appropriation Act (No. 1), form part of ordinary annual services and are not separately identified in the Appropriation Act.

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

	2025 \$'000	2024 \$'000
Departmental		
<i>Appropriation Act (No. 1) - Departmental Capital Budget (DCB) 2021-22</i>	-	27
<i>Supply Act (No. 1) - Departmental Capital Budget (DCB) 2022-23</i>	-	25
<i>Supply Act (No. 3) - Departmental Capital Budget (DCB) 2022-23</i>	-	34
<i>Supply Act (No. 3) - Operating 2022-23¹</i>	115	115
<i>Appropriation Act (No. 1) - Operating 2023-24</i>	-	4,692
<i>Appropriation Act (No. 1) - Departmental Capital Budget (DCB) 2023-24</i>	48	59
<i>Appropriation Act (No. 1) - Operating 2024-25</i>	5,116	-
<i>Appropriation Act (No. 1) - Departmental Capital Budget (DCB) 2024-25</i>	60	-
Cash at bank (appropriation drawn down but unspent at 30 June)	318	167
Total departmental	5,657	5,119

1. The appropriation includes a quarantine amount of \$0.115 million. It is a reduction by permanent quarantine under s51 of the PGPA Act which constitutes a permanent loss of control. It is included in this note, but does not form part of the appropriations receivable balance at Note 2.1B. This appropriation lapses on 1 July 2025.

3.2A: Net cash appropriation arrangements		
	2025	2024
	\$'000	\$'000
Total comprehensive income - as per the Statement of Comprehensive Income	113	30
<i>Plus</i> : depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	280	248
<i>Plus</i> : depreciation of right-of-use assets ²	260	251
<i>Less</i> : lease principal repayments ²	(220)	(224)
Net Cash Operating Surplus attributable to ASSEA	433	305

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

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

People and relationships		This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.	
4.1 Employee Provisions			
		2025	2024
		\$'000	\$'000
4.1A: Employee provisions			
Leave and other entitlements		710	662
Total employee provisions		710	662

Accounting policy
<i>Employee Benefits</i>
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.
<i>Leave</i>
The liability for employee benefits includes provision for annual leave and long service leave.
No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of the entity is estimated to be less than the annual entitlement for sick leave.
The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.
The liability for long service leave has been determined by reference to the shorthand method as prescribed by the Department of Finance. The estimate of the present value of the liability takes into account staff attrition rates and pay increases through promotion and inflation.
<i>Separation and Redundancy</i>
Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.
<i>Superannuation</i>
The entity's staff are members of the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government. The PSS is a defined benefit scheme for the Australian Government. The PSSap is a defined contribution scheme.
The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.
The ASSEA makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. The entity accounts for the contributions as if amounts were contributions to defined contribution plans.

4.2 Key Management Personnel Remuneration

Key management personnel are those positions having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity. ASSEA has determined the key management personnel to be the Chief Executive Officer and four Directors (2024: Chief Executive Officer and three Directors). Key management personnel remuneration is reported in the table below.

	2025 \$'000	2024 \$'000
Short-term employee benefits	874	656
Post-employment benefits	116	89
Other long-term employee benefits	16	20
Total key management personnel remuneration¹	1,006	765

The total number of key management personnel (KMP) who are included in the above table is five individuals across five identified roles (2024: five individuals across four identified roles).

The remuneration totals (on a pro-rata basis) for KMP include those staff who ceased in those roles.

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

4.3 Related Party Disclosures

Related party relationships:

ASSEA is an Australian Government controlled entity. Related parties to this entity are Key Management Personnel including the Portfolio Minister.

Transactions with related parties

Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers or leases;
- debts forgiven; and
- guarantees.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by ASSEA, it has been determined that the related party transactions to be separately disclosed in the 2024-25 financial year are \$0 (2024: \$0).

Managing uncertainties

This section analyses how the Asbestos and Silica Safety and Eradication Agency manages financial risks within its operating environment.

5.1 Contingent Assets and Liabilities

ASSEA does not have any quantifiable or non-quantifiable contingent liabilities or contingent assets as at 30 June 2025 (2024: \$0).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. These may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

5.2 Financial Instruments

	2025	2024
	\$'000	\$'000
5.2: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	318	167
Trade and other receivables	4	-
Total financial assets at amortised cost	322	167
Total financial assets	322	167
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors and accruals	136	142
Total financial liabilities measured at amortised cost	136	142
Total financial liabilities	136	142

Accounting Policy <u>Financial Assets</u> In accordance with AASB 9 <i>Financial Instruments</i> , the entity classifies its financial assets in the following categories: a) financial assets at fair value through profit or loss; b) financial assets at fair value through other comprehensive income; and c) financial assets measured at amortised cost. The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. <u>Financial Assets at Amortised Cost</u> Financial assets included in this category must meet two criteria: 1. the financial asset is held in order to collect the contractual cash flows; and 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount. Amortised cost is determined using the effective interest method. <u>Effective Interest Method</u> Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost. <u>Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)</u> Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test. Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income. <u>Financial Assets at Fair Value Through Profit or Loss (FVTPL)</u> Financial assets are classified as financial assets at fair value through profit or loss where the financial assets either doesn't meet the	criteria of financial assets held at amortised cost or at FVOCI (i.e. mandatorily held at FVTPL) or may be designated. Financial assets at FVTPL are stated at fair value, with any resultant gain or loss recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest earned on the financial asset. <u>Impairment of Financial Assets</u> Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased. The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses. A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset. <u>Financial Liabilities</u> Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'. <u>Financial Liabilities at Fair Value Through Profit or Loss</u> Financial liabilities at fair value through profit or loss are initially measured at fair value. Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability. <u>Financial Liabilities at Amortised Cost</u> Financial liabilities are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis. Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).
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5.3 Fair Value Measurement

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

	2025	2024
	\$'000	\$'000
5.3A: Fair value measurement		
Non-financial assets		
Leasehold improvements	622	883
Total Non-financial assets	622	883

All fair value measurements of non-financial assets are recurring.

Accounting Policy ASSEA periodically engages an independent valuer to analyse changes in fair value measurements in line with its policy stated in Note 2.2A.

Other information

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

	2025	2024
	\$'000	\$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and Cash Equivalents	318	167
Trade and Other Receivables	5,277	4,826
Prepayments	13	18
Total no more than 12 months	5,608	5,011
More than 12 months		
Buildings	921	800
Leasehold improvements	622	883
Plant and equipment	61	40
Total more than 12 months	1,604	1,723
Total assets	7,212	6,734
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	136	142
Other Payables	168	76
Leases	261	243
Employee Provisions	267	243
Total no more than 12 months	832	704
More than 12 months		
Leases	743	601
Employee Provisions	443	419
Other Provisions	265	254
Total more than 12 months	1,451	1,274
Total liabilities	2,283	1,978

Section 6

Reference and Index

> Reference and Index

Glossary of abbreviations and acronyms

AI	Artificial Intelligence
ACM	Asbestos-containing materials
ADDRI	Asbestos and Dust Diseases Research Institute
agency	Asbestos and Silica Safety and Eradication Agency
ANAO	Australian National Audit Office
Asbestos National Strategic Plan	Asbestos National Strategic Plan 2024-30
ANSP	Asbestos National Strategic Plan 2024-30
Union aid abroad - APHEDA	Australian People for Health, Education and Development Abroad
APS	Australian Public Service
ARD	Asbestos-related disease
ASEA	Asbestos Safety and Eradication Agency
ASEA Act	<i>Asbestos Safety and Eradication Agency Act 2013</i>
ASSEA	Asbestos and Silica Safety and Eradication Agency
ASSEA Act	<i>Asbestos and Silica Safety and Eradication Agency Act 2013</i>
ASSEC	Asbestos and Silica Safety and Eradication Council
ASL	Average Staffing Level
CALD	Culturally and Linguistically Diverse
CEO	Chief Executive Officer
CIE	Centre for International Economics
CO2-e	Carbon Dioxide Equivalent
DIY	Do-it-yourself (renovators/renovations)
EDM	Electronic Direct Mail
EL	Executive Level

Finance law	For the purpose of the PGPA Act, finance law comprises: • the PGPA Act • the PGPA Rule • any other instrument made under the PGPA Act, for example: Commonwealth Procurement Rules (CPRs), Commonwealth Grants Rules and Guidelines (CGRGs) and PGPA (Financial Reporting) Rule 2015 (FRR); accountable authority instructions under section 20A; determinations establishing special accounts under section 78; determinations transferring functions between non-corporate Commonwealth entities under section 75; and government policy orders under sections 22 or 93, and Appropriation Act
FOI Act	<i>Freedom of Information Act 1982</i>
GBD	Global Burden of Disease
GST	Goods and Services Tax
LGCs	large-scale generation certificates
Minister	Minister for Workplace Relations (unless otherwise stated)
NAAW	National Asbestos Awareness Week
NAAC	National Asbestos Awareness Campaign
NATA	National Association of Testing Authorities
NSPs	National Strategic Plans
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PGPA Rule	Public Governance and Accountability Rule 2014
PS Act	<i>Public Service Act 1999</i>
SES	Senior Executive Service
SNSP	Silica National Strategic Plan 2024-2030
SRD	Silica-related disease
Rule	Asbestos Safety and Eradication Agency Rule 2022
SME	Small and Medium Enterprises
WHO	World Health Organization

List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	I	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	II	Table of contents (print only).	Mandatory
17AJ(b)	90	Alphabetical index (print only).	Mandatory
17AJ(c)	80	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	82	List of requirements.	Mandatory
17AJ(e)	Inside cover	Details of contact officer.	Mandatory
17AJ(f)	Inside cover	Entity's website address.	Mandatory
17AJ(g)	Inside cover	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	6	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	12	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	13	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	18	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	18	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	18	Name of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(ii)	36	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	36	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)	13	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
17AE(2)	NA	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c)	Report on the Performance of the entity		
	Annual performance Statements		
17AD(c)(i); 16F	18	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii)	Report on Financial Performance		
17AF(1)(a)	50	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	55	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	NA	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)	43	Information on compliance with section 10 (fraud and corruption systems).	Mandatory
17AG(2)(b)(i)	I	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2)(b)(ii)	I	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
17AG(2)(b)(iii)	I	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)	40	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d) – (e)	NA	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	40	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	41	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	41	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	41	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	41	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	43	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(3)(a)	NA	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)	NA	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)	NA	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	34	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	35, 36	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following:(a) statistics on full-time employees;(b) statistics on part-time employees;(c) statistics on gender(d) statistics on staff location.	Mandatory
17AG(4)(b)	35, 36	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)	36	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory
17AG(4)(c)(i)	37	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)	37	The salary ranges available for APS employees by classification level.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)(iii)	37	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	NA	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	NA	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	NA	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	NA	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	44	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)	44	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	45	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)	45	A statement that "During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]".	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(c)	45	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	45	A statement that "Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	45	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)	45	A statement that "Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."	Mandatory
17AD(daa) Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts			
17AGA	45	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)	NA	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)	NA	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)	44	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory
17AG(10)(b)	44	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	NA	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that "[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Financial Statements			
17AD(e)	53	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	36	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory
17AD(f) Other Mandatory Information			
17AH(1)(a)(i)	46	If the entity conducted advertising campaigns, a statement that "During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity's website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance's website."	If applicable, Mandatory
17AH(1)(a)(ii)	NA	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	NA	A statement that "Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity's website]."	If applicable, Mandatory
17AH(1)(c)	39	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	43	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)	NA	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	38, 43-48	Information required by other legislation	Mandatory

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