



Australian Government

Australian Security  
Intelligence Organisation

# ANNUAL REPORT

# 2023-24



75  
1949-2024

ASIO

*Remembering the past, securing the future*

*Evdokia Petrov boarding a plane at Sydney Airport before her defection, 19 April 1954.*

## Aids to access

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## About this report

This report has been prepared in accordance with the provisions of the *Public Governance Performance and Accountability Act 2013* (PGPA Act), the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) and the Department of Finance Resource Management Guide Number 135.

## Location of this annual report

Further information about ASIO and an online version of this report are available on the ASIO website. The direct address to view this annual report is [www.asio.gov.au/resources/asio-annual-report-2023-24](http://www.asio.gov.au/resources/asio-annual-report-2023-24). The annual report can also be viewed at [www.transparency.gov.au](http://www.transparency.gov.au).

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## Acknowledgement of Country

The Australian Security Intelligence Organisation acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to all Aboriginal and Torres Strait Islander peoples, their cultures and to their Elders past, present and emerging.

# ANNUAL REPORT

# 2023-24



*Evdokia Petrov boarding a plane at Sydney Airport before her defection, 19 April 1954.*







4<sup>+</sup> October 2024  
Ref: A24898669

The Hon. Mark Dreyfus KC, MP  
Attorney-General  
Cabinet Secretary  
Parliament House  
CANBERRA ACT 2600

Dear Attorney-General,

### ASIO Annual Report 2023-24

In accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), I am pleased to present to you the Australian Security Intelligence Organisation's (ASIO) annual report for 2023-24.

This report contains information required by the *PGPA Rule 2014* and section 94 of the *Australian Security Intelligence Organisation Act 1979* (ASIO Act). In order to avoid prejudice to security and to ensure compliance with section 94 of the ASIO Act, I have provided you with advice to remove statements required under subsections 94(2A), 94(2B), 94(2BA), 94(2BBA), 94(2BC) and 94(2BD) of the ASIO Act from the annual report tabled in Parliament, under section 94(5) of the ASIO Act. To avoid prejudice to designated activities of ASIO and to ensure compliance with the PGPA Act, I have used the determination made by the Minister for Finance under section 105D of the PGPA Act to remove statements required under PGPA Rule subsections 17AD(c), 17AD(e), 17AE(1)(a)(ii), 17AG(2A)(a-e), 17AG(4)(aa) and 17AH(1)(c) from the annual report tabled in Parliament. These statements are in the classified appendices and, as required by the ASIO Act, will be provided to the Leader of the Opposition. A copy of the classified appendices will also be provided to the Parliamentary Joint Committee on Intelligence and Security, the Inspector-General of Intelligence and Security and the Independent National Security Legislation Monitor.

As required by subparagraphs 17AG(2)(b)(i)-(iii) of the PGPA Rule, I certify that fraud risk assessments and control plans have been prepared for ASIO; that we have appropriate mechanisms in place for preventing, investigating, detecting and reporting incidents of fraud; and that all reasonable measures have been taken to deal appropriately with fraud.

Yours sincerely,

Mike Burgess AM



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# 1

## DIRECTOR-GENERAL'S REVIEW



*Soviet intelligence officer Vladimir Petrov defecting at Sydney Airport, 3 April 1954*



“  
...ASIO will continue  
to do what we have  
successfully done  
for 75 years... ”





## Director-General's review

In 2023–24, ASIO confronted a more complex, challenging and changing security environment. New threats emerged, old threats resurfaced and existing threats intersected in unfamiliar ways.

These dynamics degraded the security environment and injected volatility, making threats more difficult to predict, identify and manage.

I am proud of how ASIO responded to this challenge, drawing on 75 years of expertise to lean into the complexity, confront the challenge and stay ahead of the change.

## Terrorism

The national terrorism threat level is **PROBABLE**.

ASIO assesses there is a greater than fifty per cent chance of a domestic terrorist attack or attack planning in the next twelve months.

My decision to raise the threat level followed a concerning increase in politically motivated violence (PMV), and the likelihood of more politically motivated violence in the immediate future.

During 2023–24, both here and overseas, there were spikes in political polarisation and intolerance, uncivil debate and unpeaceful protest. Anti-authority beliefs grew; trust in institutions eroded; provocative and inflammatory behaviours were normalised.

This trend began before COVID, but accelerated in response to lockdowns and other government actions. It accelerated further after the Hamas terrorist attack on Israel, and again after Israel's military retaliation.

These dynamics raised the temperature of the security environment and created a climate more permissive of violence, making acts of terrorism more likely.

PMV is now one of ASIO's principal security concerns, along with espionage and foreign interference.

Politically motivated violence encompasses terrorism but is broader than that. It covers any violent act or violent threat intended or likely to achieve a political objective. This includes violent protest, riot or an attack on a politician or our democratic institutions.

While religiously motivated violent extremism represented the majority of ASIO's counter-terrorism caseload in the reporting period, the motivations for terrorism become more diverse and complicated. We saw an increase in issue-motivated extremism, fueled by personal grievances, conspiracy theories and anti-authority ideologies. Some individuals embraced a blend of ideologies, including those that justify acts of violence.

In the last three months of the financial year, there were five terrorist attacks, disruptions or suspected terrorist incidents in Australia.

The cases highlighted the challenging nature of the new counter-terrorism environment. All involved young people, all involved low capability weapons, few of the perpetrators were previously known to ASIO or police, and of those who moved to violence, the majority gave little or no warning. Some of the individuals were religiously motivated violent extremists, while others were either nationalist and racist violent extremists or harboured mixed ideologies. Mental health factors were present in many of the cases. Importantly, though, none of the attacks or plots were directly inspired by the conflict in the Middle East.



The internet continues to be the single most potent incubator of extremism. Social media is a key driver of the volatility, connecting Australians to violent ideologies, fueling extremism and allowing misinformation, conspiracies and grievances to spread with speed and at scale. Younger Australians are particularly susceptible to these influences, aided by algorithmic content generation.

## Espionage and foreign interference

While the threat of politically motivated violence – including terrorism – increased, levels of espionage and foreign interference did not diminish in 2023–24.

Multiple nations – including some considered friendly – sought to covertly understand and shape Australia's politics and decision-making; our alliances and partnerships; our defence capabilities; and our economic and policy priorities.

Multiple nations – including some considered friendly – continued their efforts to recruit government officials, interfere in our political processes, and monitor, harass and intimidate members of diaspora communities.

## ASIO's response

ASIO responded to these challenges with typical agility and ingenuity. We achieved all but one of the performance measures set out in our corporate plan, with the remaining measure substantially achieved.

## Response: Countering espionage and foreign interference

ASIO continued to prosecute a more aggressive counter-espionage and foreign interference posture in 2023–24. We increased our investigations, expanded our capabilities, sharpened our responses and hardened Australia's security environment.

In December, Mr Duong Di Sanh was convicted of preparing to commit an act of foreign interference, the first successful prosecution under the *National Security Legislation Amendment (Espionage and Foreign Interference) Act 2018*. The prosecution was the culmination of a complex ASIO investigation.

ASIO conducted an equally challenging investigation into alleged espionage by two Russian-born Australian citizens. Our work led to the Australian Federal Police (AFP) arresting and charging the couple in July. This was the first time espionage charges had been laid since the law was introduced in 2018.

While our work with the AFP is critical, prosecutions are only one way of countering espionage and foreign interference. Since it was stood up in mid-2020, the Counter Foreign Interference Taskforce has conducted more than 120 operations to mitigate threats against our communities, political systems and classified information. Successful disruptions have increased by 265 per cent.

## Response: Countering terrorism

ASIO demonstrated its ability to counter alleged terrorist threats in the immediate aftermath of the attack on a bishop in Wakeley, NSW.

Working with our partners in the NSW Joint Counter Terrorism Team, we undertook priority investigations to identify any associated onshore threats. We quickly discovered a network of young men in Sydney. Our extensive investigation drew on expertise from across the Organisation, leveraging new and existing capabilities to support the identification and subsequent police disruption.

While ASIO and our partners remain well positioned and well-practiced at detecting and disrupting traditional terrorism, many of the factors now driving extremism are challenges we cannot solve alone. The radicalisation of minors, the impacts of social media, mental health challenges, the spread of misinformation and conspiracy theories, and growing levels of grievance all require a whole-of-community response.

## Response: Top Secret-Privileged Access Vetting

In 2023–24, ASIO stepped up its efforts to harden the security environment against espionage and foreign interference by advancing the Top Secret-Privileged Access (TS-PA) vetting reforms.

Since the passage of the ASIO Amendment Bill in June 2023, significant progress was made across the majority of program delivery elements. ASIO substantially achieved the TS-PA performance target.

The TOP SECRET vetting functions of four vetting authorities have been centralised within ASIO's TS-PA Vetting Authority, delivering a consistent approach to issuing Australia's highest level security clearances and improving workforce mobility across government. This has enabled ASIO's capabilities and holdings to be leveraged to provide increased assurance that people with access to the Australian Government's most sensitive information are eligible and suitable to hold a position of trust.

## Response: Influence and impact

Security is a shared responsibility. ASIO's influence and impact agenda helps our stakeholders better understand, identify and manage security threats.

In October, I attended the Five-Eyes Emerging Technology and Securing Innovation Summit in Silicon Valley. This was the first time the heads of the Five-Eyes security services appeared together in public. I used the Summit to launch ASIO's 'Secure your success' campaign – consolidated advice on how organisations can stop foreign intelligence services from stealing intellectual property, harvesting experience, and co-opting academic research.

Feedback from our stakeholders indicated that the Summit and our campaign successfully raised awareness of threats, prompting CEOs, boards and researchers to take active steps to protect themselves.

## Conclusion

ASIO's achievements in 2023–24 are a reminder that the threats facing Australia are substantial but not insurmountable. Foreign intelligence services are sophisticated but not unstoppable. A terrorism threat level of **PROBABLE** does not mean inevitable.

In 2024–25, ASIO will continue to do what we have successfully done for 75 years: protecting Australia and Australians from threats to their security.



**Mike Burgess AM**

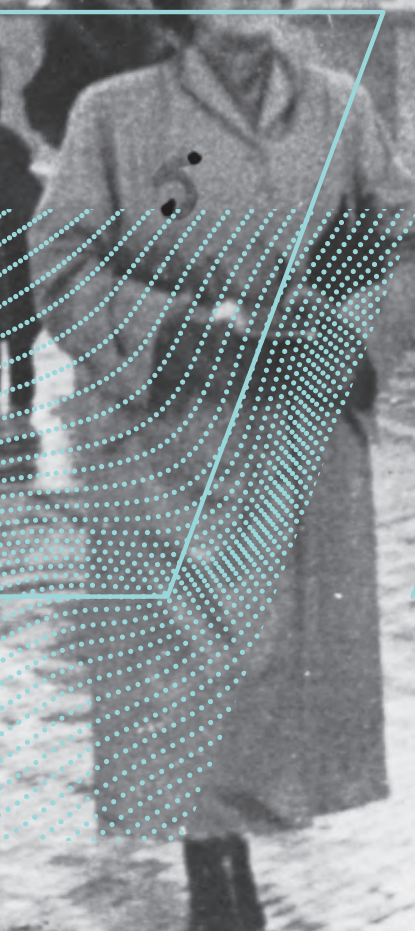
Director-General of Security





# WOW 2

## OVERVIEW OF ASIO



*ASIO agent Anne Neill in Moscow, c1952*



# Overview of ASIO

ASIO protects Australia and Australians from threats to their security.

Our functions are set out in section 17 of the *Australian Security Intelligence Organisation Act 1979* (ASIO Act).

‘Security’ is defined in section 4 of the ASIO Act as the protection of Australia and its people from:

- espionage;
- sabotage;
- politically motivated violence;
- promotion of communal violence;
- attacks on Australia’s defence systems; or
- acts of foreign interference;

whether directed from, or committed within, Australia or not; and

- the protection of Australia’s territorial and border integrity from serious threats.

The definition of security also extends to the carrying out of Australia’s responsibilities to any foreign country in relation to matters noted above.

ASIO achieves its purpose by obtaining, correlating, evaluating and communicating intelligence relevant to security.

ASIO cannot just respond to threats, it must anticipate them.

ASIO also has a function to obtain foreign intelligence within Australia.

We protect Australia and Australians by:

- understanding our security environment and identifying security threats
- hardening the environment against future threats
- working with partners to disrupt threats and reduce harm.

We communicate and advise to inform operational action, government decision-making, policy development and community resilience. We work with other agencies and authorities to achieve outcomes that protect Australia’s national interests.

The Director-General of Security is an independent statutory office holder with specific responsibilities under the ASIO Act to ensure the work of the Organisation is limited to what is necessary to discharge ASIO’s functions.

The Director-General of Security is responsible for ensuring ASIO is free from any influences or considerations not relevant to its functions, and to ensure nothing is done that might lend colour to any suggestions that ASIO seeks to further or protect the interests of any particular section of the community.

In 2023–24, ASIO pursued its purpose to protect Australia and Australians from threats to their security through four security intelligence effects and outcomes in the *ASIO Corporate Plan 2023–27*:

- counter-espionage and foreign interference
- counter-terrorism
- influence and impact
- Top Secret-Privileged Access Vetting.

**Part 3** of this report summarises our performance in relation to these priorities during 2023–24.

## Commitment to legality and propriety

ASIO operates in proportion to the threats Australia faces, within the letter and the spirit of the law, and in line with the standards and expectations of the Australian community. We are subject to comprehensive oversight and accountability frameworks which underpin and support our commitment to legality and propriety.

## ASIO’s accountable authority

Mr Mike Burgess AM, the Director-General of Security, was ASIO’s accountable authority during the 2023–24 reporting period.

Mr Burgess commenced as Director-General of Security on 15 September 2019.

Name	Position title/ position held	Period as the accountable authority within the reporting period	
		Date of commencement	Date of cessation
Mr Mike Burgess AM	Director-General of Security	15 September 2019	N/A



## Reporting framework

ASIO operates under the Australian Government’s outcomes and programs framework.

Performance reporting requirements are part of the Commonwealth performance framework established by the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

On 29 July 2024 ASIO moved to the Attorney-General’s portfolio, however during the 2023–24 reporting period ASIO was part of the Home Affairs portfolio.

It is anticipated this report will be read with broader information provided in the *ASIO Corporate Plan 2023–27* and the *Home Affairs Portfolio Budget Statements 2023–24*, to provide a complete picture of ASIO’s planned and actual performance during the financial year.

The alignment between ASIO’s purpose, as set out in the *ASIO Corporate Plan 2023–27* and the Outcome and Program in the *ASIO Budget Statement 2023–24* is shown below.



## Organisational structure



FUTURE  
TECHNOLOGY  
ADVISOR

Mike Burgess  
DIRECTOR-GENERAL OF SECURITY

PRINCIPAL  
ADVISOR



Mike Noyes

INTELLIGENCE SERVICE  
DELIVERY



Hazel Bennett

ENTERPRISE SERVICE  
DELIVERY



Gus Gilmore

VETTING SERVICE  
DELIVERY

Consistent with the determination issued to ASIO by the Minister for Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, the detailed organisational structure has been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament (**Appendix U**).

## Our most important asset is our people

Our people are essential to achieving ASIO's mission – to protect Australia and Australians from threats to their security. ASIO recognises the importance of attracting clever, capable and creative individuals to solve problems amongst Australia's increasingly complex, challenging and changing security environment.

ASIO employees must be able to out-think, out-imagine, and out-manoeuvre Australia's adversaries. There is no ASIO type, other than innovative and dedicated problem solvers. They are ordinary Australians who do extraordinary things. ASIO officers have protected the safety and security of Australia and its people for the past 75 years.

ASIO is proud to be formally recognised for its commitment to diversity and inclusion as a Gold standard employer at the 2024 Australian LGBTQ+ Inclusion Awards. We seek to reflect the diversity of the community we protect. Every ASIO officer brings their unique skills, experience, perspectives and whole selves to work. We are former nurses, trade professionals, scientists, teachers, social workers, librarians, police and journalists. We are proud Aboriginal and Torres Strait Islander peoples, and Australians born here and overseas. We are introverted, extroverted and neurodiverse.

In 2023–24 we recruited 209 new staff to a diverse range of roles in intelligence, technology and corporate areas. We continue to seek exceptional Australians to join the mission.



## 75 years: Remembering the past, securing the future

This year marks a significant milestone for ASIO. For 75 years ASIO has worked to protect Australia and Australians from threats to their security. While many things have changed in this time, our purpose has remained constant.

Prime Minister Ben Chifley established ASIO by charter in 1949, with Justice Geoffrey Reed as its first Director-General, in response to United Kingdom (UK) and United States (US) concerns about Soviet penetrations of Australia.

It is a testament to ASIO's success that three quarters of a century later those two countries are now sharing their most sensitive secrets with Australia through AUKUS.

The Petrov defection in 1954 was an early indication that ASIO could deliver – the culmination of years of planning and cultivation. Many brilliant ASIO officers directly and indirectly contributed to securing the defection of two senior Soviet intelligence officers.

In the 1960s, 1970s and 1980s, the security environment shifted. Conflicts far away reached into this country with deadly intent. Countering the threat of terrorism demanded more and more of ASIO's focus.

There were 16 bomb attacks against Yugoslav interests, Ananda Marga attacks targeting representatives and symbols of the Indian government, bombings of the Sydney Israeli Consulate and the Hakoah Club and the bombing of the Turkish Consulate in Melbourne.

In the 1990s and 2000s, ASIO began tracking a concerning trend where radicalised Australians were travelling to Afghanistan and Pakistan to train with terrorist groups. Of the 25 who returned to Australia, 19 were actively involved in extremist activity and eight were convicted of terrorism.

In the early 2000s, ASIO's focus was almost exclusively on religiously motivated violent extremism, with sickening mass casualty attacks overseas, including the Bali Bombings that killed 202 people, 88 of them Australians.

In 2024, Australia's threat environment is complex, challenging and changing. Our principal security concerns are now espionage, foreign interference and politically motivated violence. More Australians are being targeted for espionage and foreign interference than ever before, while increasing numbers of people consider violence to be a legitimate way of advancing a political objective.

This year, ASIO remembers its past, pays tribute to the many brilliant, committed employees who delivered its mission over 75 years, and rededicates itself to securing Australia's future.







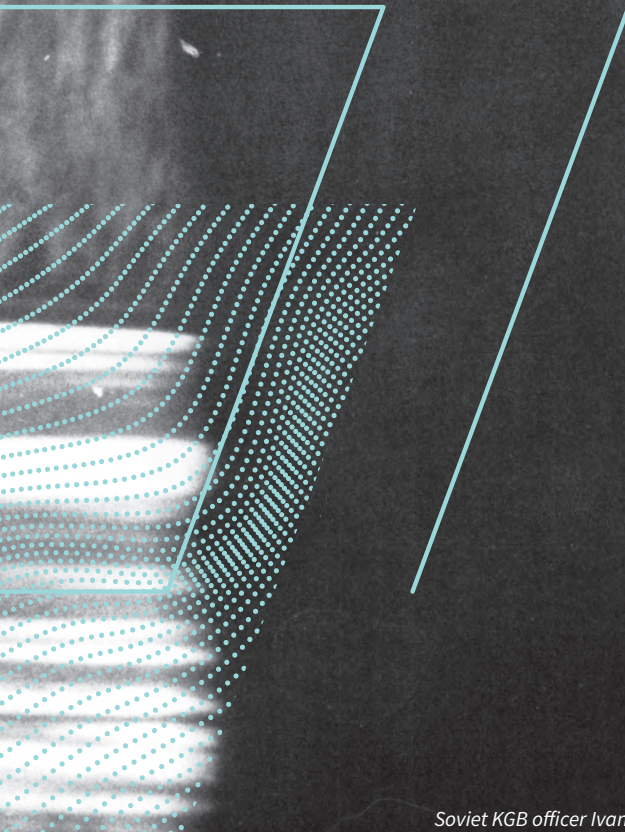
3





3

# REPORT ON PERFORMANCE



*Soviet KGB officer Ivan Skripov, meeting ASIO agent 'SYLVIA' at Taronga Zoo, Sydney, 1961*



# Annual performance statement 2023–24

## Introductory statement

I, as the Director-General of Security and the accountable authority of ASIO, present the 2023–24 annual performance statement for ASIO, as required under paragraphs 39(1)(a) and (b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, this statement accurately presents the performance of ASIO in achieving its purpose and complies with subsection 39(2) of the PGPA Act.



**Mike Burgess AM**

Director-General of Security

## Summary of performance against ASIO's purpose

ASIO's 2023–24 annual performance statement details how well we achieved our purpose by protecting Australia and Australians from threats to their security.

During the performance year, ASIO continued to operate in a complex, challenging and changing security environment. Our success relied on our ability to understand the environment, identify and understand threats it presents, and convert this understanding into actionable insights and impactful advice.

Our ability to respond to the security environment is evidenced in achieving 5 of 6 performance measures in the *ASIO Corporate Plan 2023–27*, with one performance measure substantially achieved.

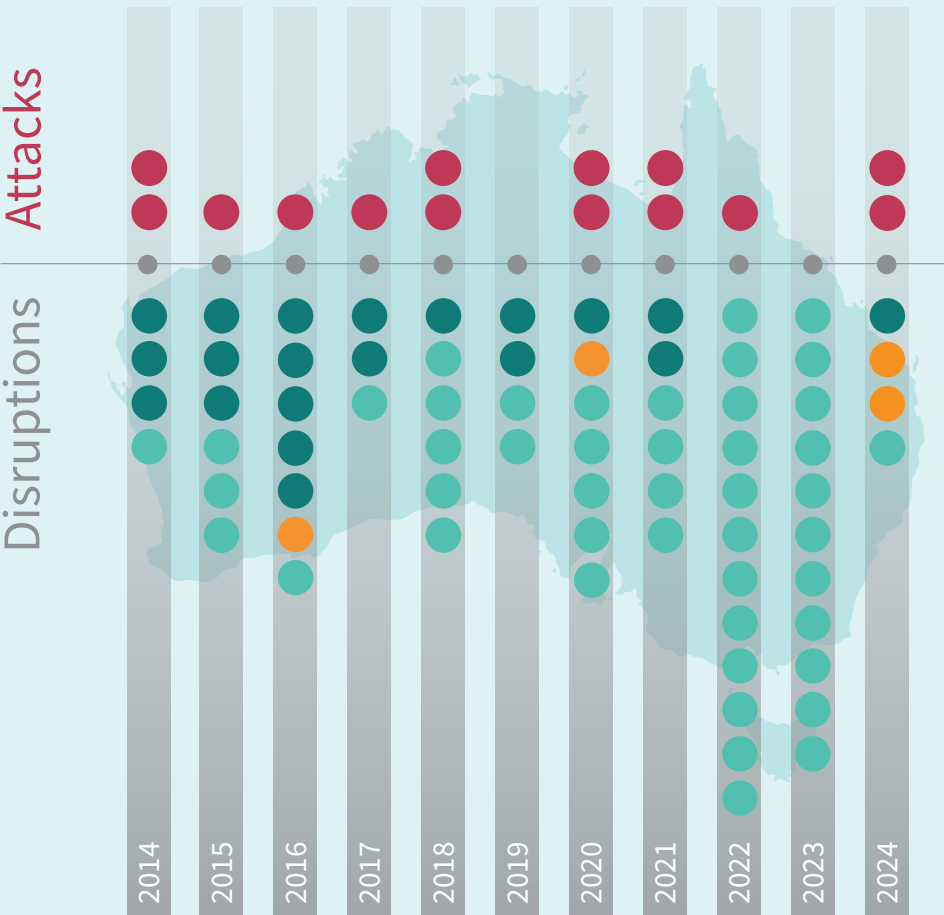
ASIO achieved and delivered significant outcomes against all counter-espionage and foreign interference, counter-terrorism, and influence and impact performance measures.

Since the passage of the ASIO Amendment Bill in June 2023, significant progress was made to implement the Top Secret–Privileged Access (TS-PA) vetting capability, including across the majority of program delivery elements. ASIO substantially achieved the TS-PA performance target.

For national security reasons, aspects of ASIO's 2023–24 annual performance statement have been removed from this annual report, as allowed by the application of section 105D of the PGPA Act. Additional details of ASIO's 2023–24 annual performance statement are included in the classified appendices to the *ASIO Annual Report 2023–24* (**Appendix T**).



# Disruptions and attacks



Domestic terrorist attack



Major counter-terrorism disruption (Religiously Motivated Violent Extremism)



Major counter-terrorism disruption (Ideologically Motivated Violent Extremism)



Major espionage and foreign interference disruption

## Measuring performance

ASIO's performance is measured through a combination of quantitative and qualitative methods, including defined targets, case studies, stakeholder feedback and identified milestones.

Two of the security intelligence effects and outcomes – counter-espionage and foreign interference, and counter-terrorism – are fundamental and enduring activities for ASIO. In accordance with the *ASIO Corporate Plan 2023–27*, assessment of the impact of our advice on operational activities and policy development relating to counter-espionage and foreign interference, and counter-terrorism (**measures 1–4**) is based on quantitative data and qualitative feedback from ASIO's stakeholder survey, and the results of ASIO's biannual internal performance tracking.

The stakeholder survey draws quantitative data to support the reliability and verification of ASIO's performance results.

The annual survey for 2023–24 was sent to 55 key stakeholders, with 39 responses. All key stakeholders surveyed were Commonwealth entities and state law enforcement partners who are:

- ongoing, frequent recipients of ASIO counter-espionage and foreign interference and/or counter-terrorism advice
- engaged in operational activities, managing security risks, disruption activities, and/or developing policy responses related to counter-espionage and foreign interference and/or counter-terrorism.

The 2023–24 questionnaire asked stakeholders to numerically rate ASIO's performance across counter-espionage and foreign interference, and counter-terrorism as applicable to their role. In addition to the rating, the questionnaire sought qualitative feedback on the impact of ASIO advice on operational activities and policy development across counter-espionage and foreign interference and/or counter-terrorism. Examples of how ASIO advice was useful in each of these activities and any improvements ASIO could make to have a higher impact were also sought.

ASIO's performance and impact across counter-espionage and foreign interference, and counter-terrorism was rated on a 9-point scale. Ratings 1 to 3 indicated **LOW** impact, 4 to 6 indicated **MEDIUM** impact and 7 to 9 indicated **HIGH** impact.

- **LOW** impact was defined as 'advice provided little or no context, and did not influence your decision-making'.
- **MEDIUM** impact was defined as 'advice provided context; was relevant and practical; and influenced your decision-making'.
- **HIGH** impact was defined as 'advice was timely and relevant; practical, focused and provided or enabled exercisable options; and directly informed and shaped your decision-making'.

Ratings in each category were aggregated, and divided by the total number of responses to derive the percentage of stakeholders who rated ASIO's performance as **LOW**, **MEDIUM** and **HIGH** impact.

The results of ASIO's biannual internal performance tracking were taken into account to validate and support the interpretation of the quantitative survey results.

Assessment of our performance against our influence and impact measure (**measure 5**) has been informed by case studies identified early in the performance year, and provided at least twice a year by ASIO's intelligence delivery areas for internal performance monitoring. These case studies demonstrate the impact of ASIO intelligence assessments and advice for stakeholders, with consideration to protecting sensitive tradecraft, capabilities and information.

ASIO's use of case studies is not a standalone measure and case studies are linked to other sources of performance data, including examples raised by stakeholders as part of the stakeholder survey.

Assessment of our performance against our TS-PA Vetting delivery measure (**measure 6**) has been informed by a range of inputs including program governance and oversight arrangements, assessment of benefits realisation, stakeholder feedback, the development of key enabling partnerships, the onboarding of capabilities, and other program delivery metrics such as budget and timeframe.

# Counter-espionage and foreign interference

## Result – impact of ASIO’s counter-espionage and foreign interference operational activities advice

### 1. Impact of operational activities advice

Measure	The percentage of key stakeholders who confirm our counter-espionage and foreign interference advice had a MEDIUM or HIGH impact on their decision-making in informing counter-espionage and foreign interference operational activities, managing security risks and disrupting activities that threatened Australia’s security.
Overall result	ACHIEVED
Source	ASIO Corporate Plan 2023–27 (p.16)   PBS 2023–24, Outcome 1 (table 2.1.2)
How performance was assessed	Result
a. Annual survey of ASIO’s key stakeholders.	ACHIEVED
b. ASIO’s assessment of the significant outcomes – understand, harden and disrupt – from our counter-espionage and foreign interference activities and the impact of protecting Australia and Australians from threats to their security.	ACHIEVED

### Results and analysis

Espionage and foreign interference represent one of ASIO’s principal security concerns. ASIO has countered espionage and foreign interference by protecting Australia from threats posed by foreign intelligence services and their proxies seeking to undermine and exploit Australia’s democratic systems, institutions and values. ASIO has collected intelligence on, and investigated, threats targeting Australian Government, defence, political and other national interests.

In 2023–24, ASIO continued to focus considerable resources to understand the threat and harden the environment; in particular, in December 2023, the Counter Foreign Interference Taskforce achieved the first successful prosecution under the *National Security Legislation Amendment (Espionage and Foreign Interference) Act 2018* (EFI Act) for a foreign interference offence (refer to page 43 for case study).

Separately, on 11 July 2024, the Australian Federal Police, under the auspices of the Counter Foreign Interference Taskforce (CFITF), charged two Russian-born Australian citizens with the first espionage charges since the introduction of the EFI Act. This activity was the culmination of a lengthy and complex security intelligence investigation undertaken by ASIO, including during the performance year. A large part of ASIO’s security intelligence investigation was to risk manage harm, and build the foundation for a successful CFITF operation.

While prosecutions remain a priority for the CFITF to address the threat, they are not the only option available, nor are they the only measure of success. Since its establishment in early 2020, the Taskforce has undertaken a number of investigations and disruptive actions to mitigate the threat from foreign interference and espionage; the majority of these activities will not be seen by the public.

a. Annual survey of ASIO’s key stakeholders

100 per cent of stakeholders reported that ASIO’s advice had a **HIGH** impact on their decision-making, exceeding the 90 per cent **MEDIUM-HIGH** rating target.

These stakeholders considered ASIO’s advice was timely and relevant, practical, focused and provided or enabled exercisable options, and directly informed and shaped decision-making.

This rating has improved across the 4-year period, progressing from 89 per cent to 100 per cent since 2020–21, demonstrating an increasing number of stakeholders have a positive view of ASIO’s counter-espionage and foreign interference operational activities and security advice.

In 2023–24, stakeholders noted that ASIO was contributing to mutually beneficial outcomes, supporting a range of hardening and disruption activities, assessments, investigations and programs of work.

2023–2024 result	2022–2023 result	2021–2022 result	2020–2021 result
100% HIGH (Target: 90% MEDIUM–HIGH)	68% HIGH; 96% MEDIUM or higher (Target: 80% HIGH)	80% HIGH; 92% MEDIUM or higher (Target: 80% MEDIUM)	89% MEDIUM or higher (Target: 70% MEDIUM)



## b. Assessment of the impact of ASIO's operational activities

### Mitigating harm of sabotage

ASIO worked closely with the Department of Defence to investigate and mitigate against reported attempts to sabotage a critical Australian Defence Force capability. As a result of ASIO's investigation, ASIO was able to identify the individual likely responsible for the reported attempts, and worked with Defence and the CFITF to prevent them from engaging in further, potentially harmful activity.

### ASIO's advice provided context, was relevant and practical, and influenced decision-making

Examples demonstrating ASIO's impact on counter-espionage and foreign interference operational activities advice include the following:

- ASIO, through the CFITF, hosted an Espionage and Foreign Interference Police Day to improve state and territory law enforcement agencies' understanding of foreign interference in the community, and mechanisms to handle potential foreign interference-related reports made by community members to law enforcement.
- The 'Countering the Insider Threat' campaign supports a range of partners to develop their own insider threat management programs. It is particularly relevant to ASIO's outreach support to defence industry partners and critical infrastructure operators across Australia. As a result of ASIO's close engagement, the global head of security at a major defence industry contractor directed all the company's security areas to implement Insider Threat programs in line with the Australian model. This demonstrates trust in ASIO's authority and credible protective security advice.
- ASIO progressed a disruption of an Australian Government clearance holder, due to concerns they had become a self-motivated malicious insider with the possible intent to commit espionage. ASIO collaborated with law enforcement to disrupt the clearance holder before they could engage in acts of espionage.

- In early 2024, ASIO's Outreach function, which is tasked with developing and delivering threat and security advice to harden the environment from adversaries, significantly updated travel security briefing and debriefing workshops for Australian Government agencies to improve security culture practices. The workshops were focused on enabling agencies to regularise defensive travel briefings to promote awareness of the espionage and foreign interference threat and to protect government officials and information while travelling abroad. The separate sessions have resulted in several agencies developing detailed travel guidance and seeking further advice from ASIO to support their in-house briefs and security advice uplift.
- In February 2024, an Australian Government agency provided positive feedback on ASIO's threat advice regarding overseas remote work arrangements. The agency noted the report was exactly the type of advice it required, and was topical in light of agency travel returning to pre-COVID levels. The agency also noted the report was particularly useful in informing approval procedures for overseas working arrangements that were in development at the time.
- In March 2024, the Australian Government Security Vetting Agency (AGSVA) provided feedback on ASIO's threat advice regarding the security risks associated with overseas work arrangements. AGSVA advised it had been very well received and was used to persuade clearance sponsors and security officers to take a stricter approach in assessing proposals from clearance holders to work remotely from overseas locations. AGSVA has also used this report to explain the risks of specific cases.
- The ASIO-led CFITF issued advice to inform Australian Government agencies on the tactics and impact of foreign-state coerced repatriations of individuals from Australia; to further develop safeguards against this threat and harden the environment.
- The CFITF disrupted the activities of an individual who was reporting their engagements with individuals in positions of influence, including local, state and federal government officials, to Australia-based representatives of a foreign government. The overt nature of this disruption enabled ASIO to provide specific advice to stakeholders, including local and state officials, to raise security awareness, and mitigate this and other ongoing threats.

# Result – impact of ASIO’s counter-espionage and foreign interference policy development advice

## 2. Impact of policy development advice

Measure	The percentage of key stakeholders who confirm our counter-espionage and foreign interference advice had a MEDIUM or HIGH impact on their decision-making in relation to specific and relevant espionage and foreign interference policy development and responses to this threat.
Overall result	ACHIEVED
Source	ASIO Corporate Plan 2023–27 (p.17)   PBS 2023–24, Outcome 1 (table 2.1.2)
How performance was assessed	Result
a. Annual survey of ASIO’s key stakeholders.	ACHIEVED
b. ASIO’s assessment of the significant outcomes – understand, harden and disrupt – from our counter-espionage and foreign interference activities and the impact of protecting Australia and Australians from threats to their security.	ACHIEVED

### Results and analysis

ASIO continued to provide impactful and trusted advice to government, raising awareness of the threat and establishing a less permissive environment for covert actors. ASIO has shaped government decisions, working with partners to disrupt and deter those attempting to undermine our national interests.

#### a. Annual survey of ASIO’s key stakeholders

88 per cent of stakeholders reported that ASIO’s advice had a **HIGH** impact on their decision-making, with a further 12 per cent indicating ASIO’s advice had a **MEDIUM** impact.

Together, 100 per cent of stakeholders considered ASIO’s advice, at the least, provided context, was relevant and practical, and influenced decision-making, with many judging it had even greater impact.

Although this rating has varied slightly across the 4-year period, 88 per cent of stakeholders indicating ASIO’s advice had a **HIGH** impact in 2023–24 demonstrates a significant number of stakeholders have improved an already positive view of ASIO’s counter-espionage and foreign interference policy development advice.

Qualitative feedback received from stakeholders noted the value of both ASIO-specific threat reporting and ASIO’s public messaging. Stakeholders reported that ASIO has heavily supported the development of security strategies and proposals to government, and ASIO advice has shaped a range of activities within their agencies.

2023–2024 result	2022–2023 result	2021–2022 result	2020–2021 result
88% HIGH; 100% MEDIUM or higher (Target: 90% MEDIUM-HIGH)	64% HIGH; 95% MEDIUM or higher (Target: 80% HIGH)	73% HIGH; 97% MEDIUM or higher (Target: 80% MEDIUM )	100% MEDIUM or higher (Target: 70% MEDIUM)

b. Assessment of the impact of ASIO’s policy development advice

Collaboration to improve security and support policy development

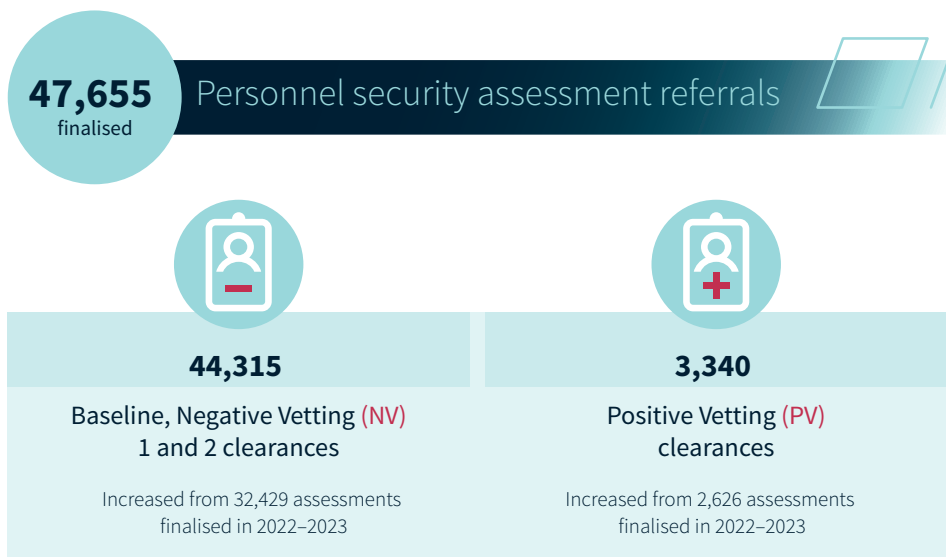
ASIO directly influenced the security policy development and operations of a sector of government. Foreign intelligence services were potentially seeking to exploit lax security practices of staff, including during their overseas travel to countries where foreign intelligence services aggressively target Australians. ASIO provided tailored advice and security briefings, to help staff recognise why they may be of interest to foreign intelligence services, and what targeting of them might look like. This raised awareness of the threat from foreign intelligence services, onshore and offshore, resulting in practical changes to security policies and procedures within the department, hardening its security posture.

ASIO’s advice provided context, was relevant and practical, and influenced decision-making

Examples demonstrating ASIO’s impact on counter-espionage and foreign interference policy development advice include the following:

- Through regular engagement with the Office of National Intelligence (ONI) Quality Assurance Office we enhanced the capability of insider threat programs across TS-cleared workforces in the Australian Government, and contributed to ensuring policy, procedures and ‘must’ statements within the new TS-PA standard are consistent with best practice.
- ASIO engaged extensively with Australian Government partners regarding the security risks of malicious insider threat activities, and worked with partners to identify, understand and mitigate specific insider threats. Due to the persistent hostile collection efforts of our adversaries, we expect our continued engagement with Australian Government partners to harden the operating environment for foreign intelligence services operating in Australia.

- Advice provided by ASIO regarding foreign investment in Australia's critical infrastructure had direct influence on decision-making around applying conditions on such investments.





# Counter-terrorism

## Result – impact of ASIO’s counter-terrorism operational activities advice

### 3. Impact of operational activities advice

Measure	The percentage of key stakeholders who confirm our counter-terrorism advice had a HIGH impact on their decision-making in relation to informing counter-terrorism operational activities, managing security risks and disrupting activities that threatened Australia’s security.
Overall result	ACHIEVED
Source	ASIO Corporate Plan 2023–27 (p.18)   PBS 2023–24, Outcome 1 (table 2.1.2)
How performance was assessed	Result
a. Annual survey of ASIO’s key stakeholders.	ACHIEVED
b. ASIO’s assessment of the significant outcomes – understand, harden and disrupt – from our counter-terrorism activities and the impact of protecting Australia and Australians from threats to their security.	ACHIEVED

### Results and analysis

ASIO has countered terrorism by protecting Australians from religiously motivated and ideologically motivated violent extremism by anticipating threats and responding to changes in the security environment. ASIO’s intelligence collection, investigation and assessment efforts enabled ASIO to identify and understand the threats we face, and enabled the provision of impactful advice that hardened the environment against violent extremism.

#### a. Annual survey of ASIO’s key stakeholders

71 per cent of stakeholders reported that ASIO’s advice had a **HIGH** impact on their decision-making, with a further 29 per cent indicating ASIO’s advice had a **MEDIUM** impact. Together, 100 per cent of stakeholders considered ASIO’s advice, at the least, provided context, was relevant and practical, and influenced decision-making, with many judging it had even greater impact.

This rating has varied slightly across the 4-year period, but the overall result for 2023–24 demonstrates a significant number of stakeholders have a positive view of ASIO’s counter-terrorism operational activities advice.

In 2023–24 stakeholders noted that ASIO advice was integral to high-level operational activities and tactical priorities.

2023–2024 result	2022–2023 result	2021–2022 result	2020–2021 result
71% HIGH; 100% MEDIUM or higher (Target: 90% MEDIUM-HIGH)	78% HIGH; 96% MEDIUM or higher (Target: 80% HIGH)	84% HIGH; 100% MEDIUM or higher (Target: 80% HIGH)	58% HIGH; 93% MEDIUM or higher (Target: 80% HIGH)

b. Assessment of the impact of ASIO’s operational activities

Wakeley

On 15 April 2024, there was an attack on a bishop at Christ the Good Shepherd Church in Wakeley, NSW. Three congregation members were also injured. The individual was arrested and charged with a terrorism offence on 18 April 2024.

The attack was consistent with the most likely form of politically motivated violence in Australia: an attack by a lone actor or small group with little to no intelligence forewarning, and featuring basic weapons, firearms and/or explosives.

In response to the incident, ASIO and our law enforcement partners in the Joint Counter Terrorism Team (JCTT) New South Wales undertook priority investigations to identify any associated onshore threats. ASIO’s contribution to the JCTT included large-scale investigation, drawing upon expertise from various parts of our workforce, leveraging new and existing capabilities which enabled provision of significant support to the law enforcement disruption.

**ASIO's advice provided context, was relevant and practical and influenced decision-making**

Examples demonstrating ASIO's impact on counter-terrorism operational activities advice include the following:

- ASIO published assessments on the potential for violent protest activity onshore in response to the Israel– Hamas conflict, informing law enforcement, senior government officials and policy agency understanding of the potential impacts on social cohesion in Australia. Our reporting and analysis assisted law enforcement in responding to conflict-related community tensions.
- ASIO delivered advice to government partners on the changing nature of Ideologically Motivated Violent Extremism (IMVE) and Religiously Motivated Violent Extremism (RMVE) threats, including the increasing prevalence of online extremist activities. The advice was delivered through tailored briefings and products, in collaboration with domestic and foreign partners.
- ASIO supported the delivery of five Australia– New Zealand Counter Terrorism Committee and Australian Federal Police (AFP) training courses during the reporting period. Over 90 law enforcement officers across the country participated in these exercises. These exercises provided updated threat advice to inform partners, and strengthened Australian agencies' counter-terrorism readiness to prevent or respond to potential terrorist attacks.
- ASIO provided terrorism threat advice to whole-of-government security planning mechanisms to support major events, including official Australian ANZAC Day 2024 commemorations in Türkiye and France, and Australia's participation in the Paris 2024 Olympic and Paralympic Games.
- ASIO advised government partners about imminent, persistent and emerging terrorist threats, supported the activities of National Intelligence Community (NIC) counter-terrorism partners, and informed the Department of Foreign Affairs and Trade's (DFAT) advice and assessments to protect Australians and Australia's diplomatic missions from terrorist threats overseas.

## Result – impact of ASIO’s counter-terrorism policy development advice

### 4. Impact of policy development advice

Measure	The percentage of key stakeholders who confirm our counter-terrorism advice had a <b>HIGH</b> impact on their decision-making in relation to specific and relevant policy development and responses to terrorism.
Overall result	ACHIEVED
Source	ASIO Corporate Plan 2023–27 (p.19)   PBS 2023–24, Outcome 1 (table 2.1.2)
How performance was assessed	Result
a. Annual survey of ASIO’s key stakeholders.	ACHIEVED
b. ASIO’s assessment of the significant outcomes – understand, harden and disrupt – from our counter-terrorism activities and the impact of protecting Australia and Australians from threats to their security.	ACHIEVED

### Results and analysis

ASIO’s intelligence collection, assessment and investigation efforts enabled ASIO to inform government policy and responses to violent extremism.

#### a. Annual survey of ASIO’s key stakeholders

71 per cent of stakeholders reported that ASIO’s advice had a **HIGH** impact on their decision-making, with a further 23 per cent indicating ASIO’s advice had a **MEDIUM** impact. Together, 94 per cent of stakeholders considered ASIO’s advice, at the least, provided context, was relevant and practical, and influenced decision-making, with many judging it had even greater impact.

The percentage of stakeholders indicating that ASIO’s advice had a **HIGH** impact has improved since 2022–23, increasing from 63 per cent to 71 per cent. While the rating reduced across the 4 year period in the **MEDIUM-HIGH** rating from 100 per cent to 94 per cent. The overall result demonstrates a significant number of stakeholders continue to have a positive view of ASIO’s counter terrorism policy development advice.

Feedback received from stakeholders throughout the year noted that ASIO’s advice related to counter-terrorism policy development remains highly valued, and has directly informed a range of decisions including security threat assessments, risk responses and protective security measures.

2023–2024 result	2022–2023 result	2021–2022 result	2020–2021 result
71% HIGH; 94% MEDIUM or higher (Target: 90% MEDIUM–HIGH)	63% HIGH; 100% MEDIUM or higher (Target: 80% HIGH)	71% HIGH; 100% MEDIUM or higher (Target: 80% HIGH)	56% HIGH; 100% MEDIUM or higher (Target: 80% HIGH)

b. Assessment of the impact of ASIO’s policy development advice

ASIO products assisting whole-of-government

ASIO assessments, analysis and advice assisted whole-of-government and partner understanding of the potential threats from violent extremism in Australia, and informed policy responses and security measures to harden the environment and ultimately ensure the safety of Australians, high-office holders, foreign dignitaries, crowded places, critical infrastructure sectors, events and services.

ASIO’s advice provided context, was relevant and practical, and influenced decision-making

Examples demonstrating ASIO’s impact on counter-terrorism policy development advice include the following:

- ASIO published assessments on the potential for violent protest activity onshore, informing senior government officials, law enforcement and policy agency understanding of the current and potential ongoing impacts of violent extremism on social cohesion in Australia.

- ASIO provided advice to government about a worsening security environment in parts of Africa that allows terrorist groups to operate and the potential impact on Australian interests, including the mining sector. This advice was delivered through more than 40 in-person briefings with domestic and foreign partners, production of formal assessments, and mapping projects that track the intersection of terrorism with Australian interests on the continent.
- Our assessments and expertise shaped government policy responses and outcomes in relation to the relisting of Islamic State–Khorasan Province (ISKP) and Jama’at Nusrat al Islam Muslimin (JNIM) as proscribed terrorist groups.
- ASIO provided threat assessments and protective security advice for significant events in Australia. These assessments were tailored to the needs of planning partners, and those responsible for delivering a secure and safe event.





- ASIO started providing checks for access to critical infrastructure – Critical Infrastructure Background Checks (CIBC) – from July 2023.
- ASIO also provided event access assessments for major events including the ASEAN Summit held in Melbourne in March 2024 and the FIFA Women’s World Cup hosted in Australia and New Zealand in July and August 2023.

# Influence and impact

## Result – ASIO’s delivery of impactful intelligence and advice

### 5. Delivery of impactful intelligence and advice

Measure	Case studies which demonstrate the delivery of impactful intelligence and advice, resulting in an operational outcome or policy reform.	
Overall result	ACHIEVED	
Source	ASIO Corporate Plan 2023–27 (p.20)	
How performance was assessed		Result
The influence and impact measure relies on demonstration, via at least one case study, of ASIO’s delivery of impactful intelligence and advice resulting in an operational outcome or policy reform. Case studies have been chosen on the basis of their demonstration of the impact of ASIO assessments and advice with consideration to protecting sensitive tradecraft, capabilities and information. ASIO has been proactive in its advice to government and industry, leveraging our capabilities and insights to help stakeholders better understand, identify and manage security threats.		ACHIEVED

### Results and analysis

ASIO has hardened the environment against the threats of espionage and foreign interference in Australia. We have been proactive in our advice to government, industry and the public. We have promoted security awareness and strengthened security maturity by providing expert insights and impactful advice. ASIO leveraged the Organisation’s capabilities and insights to help stakeholders better understand, identify and manage sophisticated security threats.

The following case studies demonstrate a range of scenarios where we have delivered impactful intelligence and/or advice.

# SECURE YOUR SUCCESS



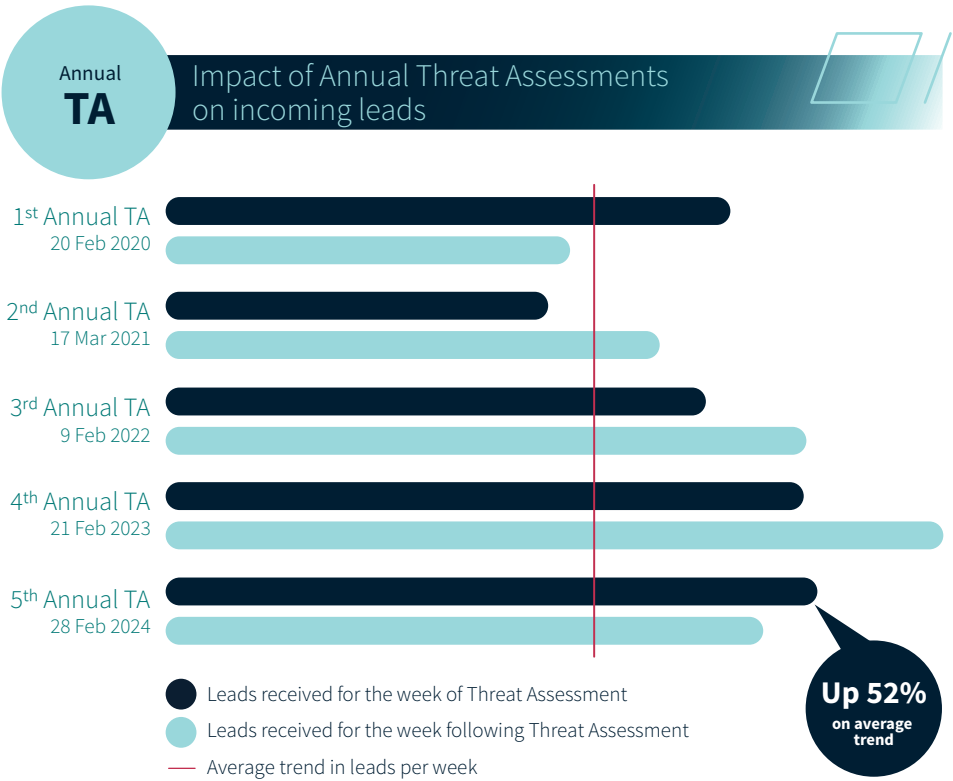
## Secure your success

The Director-General launched ASIO's 'Secure your success' campaign at the Five-Eyes Emerging Technology and Securing Innovation Summit in Silicon Valley in October 2023. The campaign provides consolidated advice on how organisations can stop foreign powers and their proxies from stealing intellectual property, harvesting experience, and co-opting academic research. A CEO provided feedback that this guidance was the best they had seen, and they would share it with their board. Separately, an international partner has translated the campaign material to raise awareness of the threat in their country.

### Annual Threat Assessment

The Director-General’s Annual Threat Assessment raises awareness of security threats. The significant increase in lead referrals following the Threat Assessment is one indicator showing demonstrable impact, year on year. Within this overall increase in lead referrals, in 2024 we recorded the greatest increase in national security leads over the last 5 years in the week of the Threat Assessment, compared with the long-term trend.

This increase predominately represents a surge in National Security Hotline reporting, but also included public line calls and correspondence directed at ASIO, or received by ASIO via our domestic partners.





Hi Ian, this is Sophy from Data 31. We are interested in your expertise, and would like to offer you a role as a part time consultant for our company. We would like your insights on Australian foreign policy, trade issues and risks, to inform our clients' investment strategies.



That sounds interesting. Can you tell me more about the opportunity and how it would work?  
What sort of information do you need?



We would prefer information that is not available online. Do you have contacts in government you can approach? If they ask, say it's for some research you're doing – it's better not to mention that you're working for us.



How much do you pay for reports?



Payment will be decided based on the source and quality of the information provided, but it is very competitive.  
If this arrangement is suitable we would like to meet you outside Australia. We would pay for your flights and accommodation.



Figure 1: The Annual Threat Assessment highlighted an investigation focused on the 'A Team'.



### The A Team

The Director-General's 2024 Annual Threat Assessment highlighted an investigation focused on the 'A Team', a team from a foreign intelligence service who extensively targeted Australians to obtain insights into Australian trade, politics, economics, foreign policy, defence and security. The Threat Assessment showed the 'A Team' sought not only classified information, but also targeted students, academics, politicians, business people, researchers, law enforcement officials and public servants at all levels of government. Raising awareness of the tradecraft and methodology employed by the 'A Team' increased engagement and reporting from both individuals and Australian Government agencies on potential suspicious approaches and activities, hardening the Australian security environment.

### Prosecution for foreign interference

On 19 December 2023, Mr Duong Di Sanh was found guilty for the offence of preparing to commit an act of foreign interference on behalf of the Chinese Communist Party. This was the first successful prosecution under the EFI Act. The prosecution was the culmination of a complex and challenging ASIO security intelligence investigation, which sought to identify and understand Mr Duong's activities of security concern, to mitigate the potential harm his activities posed, and to successfully transition security intelligence to support a criminal prosecution by the CFITF. Such prosecutions harden the environment by sending a clear message that subversive conduct will not be tolerated, and offenders will be pursued and punished where possible.

### *Defence Amendment (Safeguarding Australia's Military Secrets) Act 2024*

ASIO made a submission to the Parliamentary Joint Committee on Intelligence and Security (PJCIS) on its review of the Defence Amendment (Safeguarding Australia's Military Secrets) Bill 2023, which aimed to prevent people with sensitive Defence knowledge from training or working for some foreign governments and military organisations.

ASIO's submission supported the Bill, but also emphasised the need for equivalent arrangements for former NIC employees.

In line with ASIO's advice, the PJCIS recommended that the government assess how to strengthen existing legislation and procedures covering former NIC officers and their work for foreign governments.

### *National Security Legislation Amendment (Comprehensive Review and Other Measures No. 3) Act 2024*

ASIO worked closely with the Department of Home Affairs on the development of the *National Security Legislation Amendment (Comprehensive Review and Other Measures No. 3) Act 2024* (NSLAB3).

The Act addresses 12 recommendations of the Comprehensive Review of the Legal Framework of the NIC, as well as a number of other measures identified as necessary to support Australia's national security agencies, by increasing operational flexibility and information sharing, clarifying some authorities to provide greater certainty, and supporting quicker processing of security clearance suitability assessments.

The Act also strengthens the protection of the identities of ASIO officers. NSLAB3 modernised section 92 of the ASIO Act so that any form of publication which identifies an ASIO employee or affiliate will be an offence, regardless of the mode by which the publication is made. The removal of particular types of publication methods recognises developments in technology and modern methods of communication including social media, and ensures that the offences apply to making information public by any means.

The Act also introduced a new aggravated offence (section 92A) that prohibits the intentional disclosure of current and former ASIO staff and affiliate identities, where the discloser intends to endanger the health or safety of a person, or where the discloser intends to prejudice the effective performance of the functions or duties of ASIO.

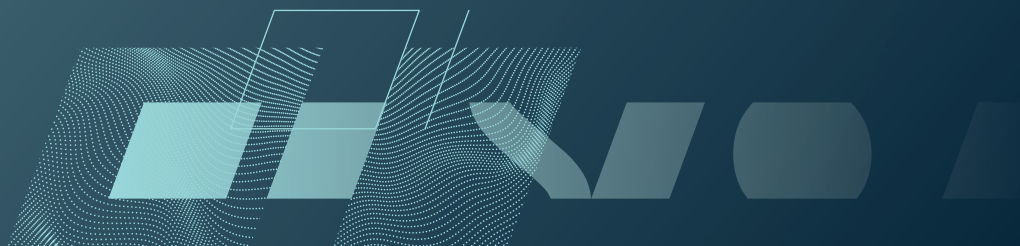
ASIO's advice assisted the government to deliver on its commitment to improve Australia's national security laws, and to ensure that Australia and Australians are protected from threats to their security.

### Capability sharing with Australian law enforcement agencies

ASIO has ongoing capability sharing arrangements with law enforcement to ensure that new technologies developed by ASIO can be available to law enforcement for its investigations. These sharing arrangements are long standing, and essential in an era of rapid technological change. Capability sharing enables tactical cooperation between the agencies when joint investigations are being undertaken, for example through the Joint Counter Terrorism Teams. During this review period ASIO has assisted law enforcement agencies by sharing a specialised telecommunications-related capability and providing training and tradecraft in its use. This capability is continuing to be rolled out.

### Industry changes to security practices

In November 2023, a Chief Security Manager of a major Australian company provided feedback to ASIO that the company had implemented new policy to secure sensitive company meetings. The initiative sought to designate 'sensitive' meetings – reminding executives of the threat from foreign powers and their proxies, and the insider threat – requiring that no electronic devices be brought into these meetings. The security manager said this reflects an increased security posture within the company due to engagement, briefings and product provided by ASIO.



## ASIO's Artificial Intelligence ethical principles

ASIO takes an ethical, human-centred approach to our work. Technology and data enrich our work, assisting us to accomplish tasks and derive insights to assist with our decision-making.

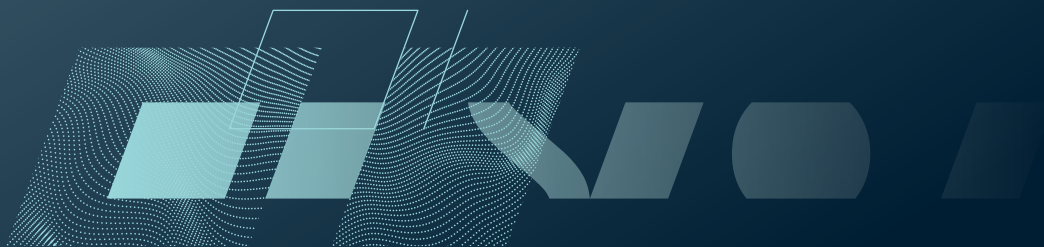
The *Ethical Principles for AI* outlines the seven cornerstone values ASIO applies in developing, maintaining and using AI-based capabilities. The principles have been developed specifically with AI in mind but can also be used to assist in considering automated processes more generally.

- **Human-led** – our use of AI supports human decision-making. While we find ourselves required to delegate some routine, large-scale tasks to AI due to increasing volumes of data, we ensure that ultimately humans are accountable for decision-making, and that the use of AI includes an appropriate level of human involvement for the particular use-case. This is especially relevant in the case of decisions significantly affecting an individual.
- **Data-driven** – we actively endeavour to evaluate the accuracy and limitations of AI models and determine whether an AI solution is appropriate for a given problem. We strive to understand, and where possible minimise through technical design and data usage, the biases inherently present in all AI.
- **Considered** – we seek to recognise harms that may arise from the use of AI and act to minimise those harms whether they be individual or societal, reputational or operational. We balance potential risks and costs of using AI against both the benefits of AI, and the risks associated with not using AI.
- **Accountable** – we clearly and actively communicate information on proper usage and limitations of AI capabilities to users. Responsibility for proper use of AI is clearly articulated and a system of checks and balances is in place, guiding use where appropriate to ensure our actions are reasonable, fair and proportionate.



- **Responsive** – the use of AI is monitored as use-cases emerge or evolve over time – officers should be empowered to highlight any perceived issues with the use of AI. Where appropriate, systems are updated to ensure the use of AI continues to meet its intended purpose.
- **Security-conscious** – data and AI models are security classified and handled appropriately. This includes considering the potential for compromise of our capabilities arising from improper classification or sharing of data and AI models which is balanced against the need for the transparency afforded by a lower classification where appropriate.
- **Compliant and responsible** – ASIO’s use of AI complies with relevant legislation and codes of practice. Further, our use of AI and the data that support it considers not just whether we can do something (because the action is lawful) but whether we should do it – our use of AI must be respectful of the values of our democratic society as well as upholding ASIO values. We strive for transparency in the development, deployment and reporting of AI capabilities, to ensure we maintain our licence to operate.





## Artificial Intelligence supports triage of counter-terrorism data

ASIO is a data-driven, technology-enabled organisation that uses AI to support human decision-making. The scale and complexity of data means that finding a critical piece of intelligence can be very difficult. AI and machine learning makes that process easier and faster by escalating security relevant material within our data to ASIO officers in minutes and hours, rather than the weeks and months required to identify that data manually.

In April 2024, ASIO deployed AI capabilities in support of a high-priority counter-terrorism investigation to quickly triage terabytes of data and identify the intelligence-needle in a field of digital-haystacks. The AI capabilities efficiently prioritised security-relevant information within hours, enabling ASIO officers to go straight to the most security-relevant product that would otherwise take hundreds of hours to find. Our deployment of AI capabilities is designed to ensure an ASIO officer reviews all results and a human is responsible and accountable for ASIO's decision making throughout. The use of AI in this context significantly reduced the time between the collection and analysis of intelligence, informed our understanding of the threat and increased our ability to make decisions promptly, engage with our partners and respond to this threat.

ASIO's use of AI is governed by strict ethical controls and, as demonstrated by the example above, we put humans at the centre of our decision-making. An ASIO process might be data-driven and technology-enabled; however, it will always be human-led. ASIO's *Automation and artificial intelligence policy* establishes an ethical approach to our use of AI – the principles underpin ASIO's use of AI and are applied by all involved from development to implementation. They ensure an appropriate level of human involvement and acknowledge humans are accountable for decision-making.

# Top Secret–Privileged Access Vetting

## Result – ASIO’s delivery of Top Secret–Privileged Access Vetting

### 6. Delivery of high assurance and transferable security clearances

Measure	High assurance and transferable security clearances are issued to Australia’s highest cleared workforce.
Overall result	SUBSTANTIALLY ACHIEVED
Source	ASIO Corporate Plan 2023–27 (p.21)   PBS 2023–24, Outcome 1 (table 2.1.2)
How performance was assessed	Result
Qualitative and quantitative analysis of the capability is informed via a range of inputs, including program governance and oversight arrangements; assessment of benefits realisation; stakeholder feedback; the development of key enabling partnerships; the onboarding of capabilities, and other program delivery metrics such as budget and timeframe.	SUBSTANTIALLY ACHIEVED

### Results and analysis

Performance methodology for the program focused on a range of inputs including program governance and oversight arrangements; assessment of benefits realisation; stakeholder feedback; the development of key enabling partnerships; the onboarding of capabilities, and other program delivery metrics such as budget and timeframe.

The TS-PA reforms uplift and harden Australia’s highest level of security clearance in response to the unprecedented threat from espionage and foreign interference.

TS-PA reforms also drive efficiency by delivering transferability and a consistent standard across government, and by streamlining and aligning processes (as we transition from five separate TOP SECRET vetting agencies into a single Authority).

In a phased approach, commensurate with the resources made available, ASIO has matured productivity measures and targets, developed the necessary policy frameworks, and uplifted enabling capabilities to provide government and other stakeholders high assurance and transferable security clearances.

As the majority of inputs were assessed as achieved for 2023–24, ASIO substantially achieved the performance measure for delivering the Top Secret–Privileged Access Vetting program.

Specific information about the milestones and developments against this program during 2023–24 are outlined in **Appendix T<sup>1</sup>**.

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<sup>1</sup> Consistent with the determination issued to ASIO by the Minister for Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, this section of the annual performance statement has been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament.

## Report on financial performance

The 2023–24 financial statements report a \$111.5 million operating deficit compared with a \$122.6 million operating deficit the previous financial year. ASIO's 2023–24 operating funding from government was \$534.1 million compared to \$519.9 million in 2022–23. In 2023–24 ASIO incurred depreciation and amortisation expenses (including for the right-of-use leased assets) noting that the Australian Government does not provide operating funding for these expenses. ASIO also incurred principal repayments for leased assets reflecting the implementation of Australian Accounting Standards Board Standard 'Leases' (AASB 16 Leases) which became effective on 1 July 2019.

After adjusting for these items, the 2023–24 operating result is a surplus of \$3.2 million compared to an \$17.2 million deficit in 2022–23. This year's surplus is due to a slight reduction in operating expenses than originally budgeted.

In 2023–24 ASIO received \$135.3 million in capital funding through the departmental capital budget for asset replacement and equity injections. This compares to \$116.5 million in 2022–23. This funding has been applied to the necessary development, enhancement and replacement of assets to support ASIO's operational effectiveness in the increasingly fluid security and technology environments.

A table summarising ASIO's total resources for 2023–24 is provided at **Appendix A**.

Our total expenses by outcome for this reporting period are at **Appendix B**.




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# MANAGEMENT AND ACCOUNTABILITY



*ASIO surveillance van 'OSTRICH' in front of the Soviet Embassy, Canberra, 1953*



# Corporate governance

Our governance processes guide us in achieving our mission and meeting public expectations of probity, accountability and transparency.

The Director-General of Security is the accountable authority for ASIO under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The Director-General is supported by a number of corporate governance committees, including ASIO's peak governing body (the Executive Committee); three internal advisory committees (the Security and Compliance Committee, the Capability and Investment Committee, and the Influence and Impact Committee); and an independent advisory committee (the Audit and Risk Committee).

In 2023–24, ASIO refined its enterprise management and governance practices, including:

- continuing to mature our approach to enterprise risk management in line with the Commonwealth Risk Management Maturity Model
- continuing updates to ASIO's business continuity framework, supported by dedicated crisis management guidance materials, to ensure the organisation is positioned to sustain high priority operations in the event of a significant disruption
- strengthening ASIO's preparedness to respond in the event of crisis through strategic planning and activities.

## Executive Committee

The Executive Committee is ASIO's peak governing body, advising the Director-General on matters requiring executive decision-making. The Executive Committee's purpose is to provide oversight of all ASIO activities, including the effective management of ASIO's risks. The Executive Committee sets and reviews the Organisation's risk appetite and tolerance, determines whether ASIO's overall level of risk is acceptable, and considers whether the risk management framework remains effective.

## Security and Compliance Committee

The Security and Compliance Committee, chaired by Deputy Director-General Intelligence Service Delivery, makes recommendations to the Executive Committee on significant security and compliance matters relating to or impacting ASIO, including the successful delivery of ASIO's strategic objectives and management of enterprise risk.

## Capability and Investment Committee

The Capability and Investment Committee, chaired by the Deputy Director-General Enterprise Service Delivery, makes recommendations to the Executive Committee on significant matters related to organisational capability and investment and ensures their alignment to ASIO's strategic objectives.

## Influence and Impact Committee

The Influence and Impact Committee, chaired by the Principal Advisor, makes recommendations to the Executive Committee on significant matters related to or impacting on ASIO's influence agenda and gives account of performance against ASIO's objectives and endorsed lines of effort.

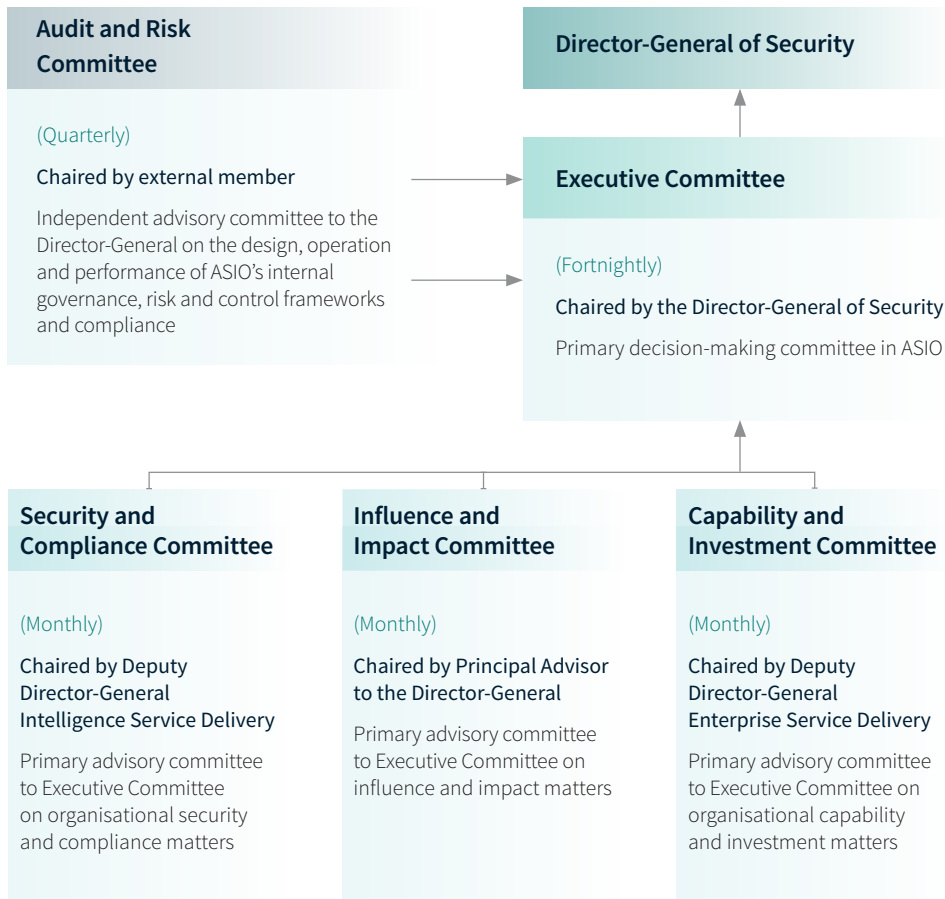


Figure 2: ASIO's governance framework

# External scrutiny

## Parliamentary Joint Committee on Intelligence and Security

The Parliamentary Joint Committee on Intelligence and Security (PJICIS) performs a key role in ASIO's independent oversight and accountability framework by providing assurance to the Australian community about ASIO's performance of its functions.

The PJICIS' remit includes overseeing ASIO's administration and expenditure, reviewing national security bills, and ensuring national security legislation remains necessary, proportionate and effective.

In 2023–24, ASIO provided a written submission to the PJICIS Review of Administration and Expenditure No. 22 (2022–23). Beyond administration and expenditure, ASIO also contributed to a number of PJICIS reviews and inquiries, including:

- the review of Division 3 of Part III of *Australian Security Intelligence Organisation Act 1979*
- the review of the Counter-Terrorism Legislation Amendment (Declared Areas) Bill 2024
- the review of the National Security Legislation Amendment (Comprehensive Review and Other Measures No. 3) Bill 2023
- the review of the Defence Amendment (Safeguarding Australia's Military Secrets) Bill 2023.

## Senate Legal and Constitutional Affairs Committee

ASIO appeared before the Senate Legal and Constitutional Affairs Committee as part of the Senate Estimates process on 23 October 2023, 12 February 2024 and 29 May 2024.

ASIO's evidence to the committee can be found in the estimates Hansard for those days (refer to [www.aph.gov.au/Parliamentary\\_Business/Senate\\_Estimates](http://www.aph.gov.au/Parliamentary_Business/Senate_Estimates) and navigate to the relevant hearing).

## Other parliamentary committees

ASIO provides submissions to and appears before other parliamentary committees as appropriate. In 2023–24, ASIO appeared before the Senate Select Committee on Foreign Interference through Social Media on 12 July 2023.

## Inspector-General of Intelligence and Security

The Inspector-General of Intelligence and Security (IGIS) assists ministers to oversee and review the activities of intelligence agencies for legality and propriety.

The IGIS performs this function through inspections and inquiries of ASIO's investigative and operational functions, as well as investigating complaints received by their office about ASIO.



The IGIS is also required to assist the government to assure the public and the parliament that Commonwealth intelligence and security matters are open to scrutiny.

The IGIS retains statutory powers akin to those of a standing royal commission.

During 2023–24 the IGIS regularly inspected activities across our operational and analytical functions, and investigated complaints received by the Office. We are committed to acting with legality and propriety, and in 2023–24 we continued to respond to recommendations where the IGIS identified concerns or areas requiring improvement.

We continued to support the IGIS's important work throughout 2023–24 by proactively briefing IGIS staff on a number of operational matters, including new capabilities and initiatives.

## National Anti-Corruption Commission

The National Anti-Corruption Commission (NACC) is an independent Commonwealth agency that commenced operations on 1 July 2023. It has broad jurisdiction to detect, investigate and report on serious or systemic corruption across the Commonwealth public sector. The NACC forms an important part of ASIO's multi-faceted integrity framework.

## Independent National Security Legislation Monitor

The Independent National Security Legislation Monitor (INSLM) independently reviews the operation, effectiveness and implications of national security and counter-terrorism laws; and considers whether the laws contain appropriate protections for individual rights, remain proportionate to terrorist or national security threats, and remain necessary. In conducting reviews, the INSLM has powers to access to all relevant material, including classified information, and can determine their own review process which usually includes an issues paper, consultation meetings, seeking submissions from interested parties, and public and/or private hearings. INSLM reports are tabled in parliament.

During 2023–24 ASIO made a submission and appeared at the public hearing related to the INSLM's review of the secrecy offences in Part 5.6 of the *Criminal Code Act 1995*.

## Independent Reviewer of Adverse Security Assessments

The Independent Reviewer of Adverse Security Assessments (Independent Reviewer) reviews adverse ASIO security assessments that impact individuals who are in immigration detention and who have been found by the Department of Home Affairs to be owed protection under international law. The Independent Reviewer conducts a primary review of each adverse security assessment. For eligible individuals, these assessments are periodically reviewed – every 12 months – for the duration of the adverse assessment.

**Appendix C** provides the Independent Reviewer's annual report for the 2023–24 reporting period.

## Independent Reviewer of Security Clearance Decisions

The Independent Reviewer of Security Clearance Decisions (Independent Reviewer) is a new position, established on 1 July 2023 by the *Australian Security Intelligence Organisation Amendment Act 2023*. The Independent Reviewer's role is to review certain security clearance decisions for persons who did not hold an existing security clearance nor were Commonwealth employees immediately before the original security clearance decision was made. Independently reviewable decisions are decisions made following internal review, to deny a security clearance, revoke a security clearance, or impose or vary a condition on a security clearance.

**Appendix D** provides the Independent Reviewer's annual report for the 2023–24 reporting period.

# Compliance

Ethical behaviour and integrity are core values of the Organisation, and are essential to sustaining the confidence and trust of the parliament and the Australian people. We earn this confidence through strict compliance with the law, stringent application of policies and procedures, and active cooperation with external oversight bodies.

Meeting our legal obligations and embodying the highest ethical standards is critical to maintaining the trust of the Australian public and our ongoing effectiveness as Australia's security intelligence organisation.

Every ASIO officer is responsible for complying with our legislated requirements, the Minister's Guidelines for ASIO, and associated internal policies and procedures. Central to this is acting with integrity and ensuring proportionality in all our work.

Centralised internal audit and compliance functions are key components of ASIO's approach to corporate governance. These provide assurance to the Director-General that our risk, control and compliance measures are operating as intended. These efforts also serve to ensure ASIO is positioned to meet current and future security challenges.

## Internal audit function

ASIO's internal audit function provides assurance on the effectiveness of governance, risk management and internal controls. By applying a systematic and disciplined approach to evaluation and advice, the function supports effective and efficient internal control and governance frameworks.

Subject to security policies and operational considerations, our internal audit function has unrestricted access to all the ASIO premises, work areas, documentation and information necessary to meet its responsibilities.

During the reporting period, ASIO undertook a program of compliance audits and performance reviews.

## Compliance function

ASIO's compliance function is focused on ensuring the Organisation continues to demonstrate our commitment to the highest standards of ethics and compliance with all applicable laws, regulations, rules and policies.

The centralised compliance function ensures a formal, structured approach to supporting compliance in ASIO. It performs an important role in demonstrating ASIO's transparency and commitment to further embedding a culture of compliance within ASIO.

## ASIO Audit and Risk Committee

The ASIO Audit and Risk Committee is an independent advisory body, responsible for providing independent assurance and advice to the Director-General and the Executive Committee on ASIO's risk oversight and management, financial and performance reporting responsibilities, and systems of internal control.

The committee operates under a charter which sets out its functions and responsibilities in accordance with section 45 of the PGPA Act and section 17 of the *Public Governance Performance and Accountability Rule 2014*.<sup>2</sup>

Under the Audit and Risk Committee's charter, the committee has five external members, including an external chair, as well as observers from the Australian National Audit Office.<sup>3</sup> The audit committee members have a broad range of appropriate qualifications, knowledge, skills and experience relevant to the operations of ASIO. This includes at least one member with accounting or related financial management experience, and an understanding of accounting and auditing standards in a public sector environment. On appointment, committee members receive an induction briefing on ASIO governance and operations.

During this reporting period, the Audit and Risk Committee met five times (four quarterly meetings and an extraordinary meeting convened for the financial statements and performance statement review) with each meeting having a quorum.

## Fraud control and management

ASIO has zero tolerance for fraudulent behaviour. ASIO treats both suspected and actual fraud seriously and takes all reasonable measures to prevent, detect and investigate fraudulent behaviour. ASIO's *Fraud and Corruption Control Plan* documents our approach to fraud and corruption awareness, prevention, detection, reporting and investigation, and our commitment to ensuring efficient, effective and ethical use of resources. This includes the information and data we collect as well as the resources received from government. Our fraud prevention measures are in line with the *Commonwealth Fraud Control Framework 2017*.

During the reporting period, ASIO's fraud control arrangements transitioned to comply with the new *Fraud and Corruption Control Framework 2024* to ensure compliance from 1 July 2024.

<sup>2</sup> Consistent with the determination issued to ASIO by the Minister for Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, a direct electronic address for the charter determining the functions of ASIO's Audit and Risk Committee has been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament (**Appendix R**).

<sup>3</sup> Consistent with the determination issued to ASIO by the Minister for Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, membership and remuneration details have been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament (**Appendix R**).

During the reporting period ASIO conducted fraud pressure testing on a sample of controls identified in our Fraud Risk Assessment. This testing allowed us to identify fraud vulnerabilities and determine the effectiveness of our controls.

As part of this framework, all staff must complete mandatory e-Learning on ethics and accountability, including modules on fraud, during induction and then at least every 3 years thereafter.

ASIO's *Fraud Strategy Statement 2024* ([www.asio.gov.au/resources/strategy-and-policy/asio-fraud-strategy-statement](http://www.asio.gov.au/resources/strategy-and-policy/asio-fraud-strategy-statement)) provides further information on our fraud control and management arrangements.



# Significant legal matters affecting ASIO's business

During 2023–24, ASIO continued to be involved in numerous legal proceedings in courts, tribunals, and in inquisitorial settings. Matters have included prosecutions, judicial and merits review matters, a judicial inquiry, and applications for post-sentence orders.

## Administrative Appeals Tribunal merits reviews

ASIO was involved in proceedings before the Administrative Appeals Tribunal (AAT). These proceedings included reviews of ASIO security assessments relating to eligibility for visas, security clearances, and the use and supply of telecommunications carriage services.

Over the reporting period, ASIO was also involved in AAT review of National Archives access decisions in which exemptions had been claimed to protect ASIO material from release.

## Information sharing and protection – criminal prosecutions, civil proceedings, inquiries, and post-sentence order applications

In collaboration with our law enforcement partners and prosecuting authorities – and with appropriate protections – ASIO responded to subpoenas and disclosure requests in criminal prosecutions. In addition, ASIO has been involved in the protection of sensitive information in other legal proceedings. ASIO has also been involved in, and provided information to assist in, inquisitorial matters (e.g, coronial inquest/judicial inquiry matters). ASIO information has been used in applications for post-sentence orders.

## Federal Court of Australia and High Court of Australia proceedings

ASIO was involved in proceedings in the Federal Court of Australia and the High Court of Australia. This included matters where the Director-General of Security was a respondent (such as in the judicial review of security assessment decisions). In these matters ASIO worked closely with other stakeholders to manage the collective Commonwealth interest, including ensuring that sensitive information received appropriate protections throughout court proceedings.

# Management of human resources

## Current workplace agreement

ASIO's terms and conditions of employment were updated and are set out in a determination approved by the Director-General under the ASIO Act. Executive and Other Highly Paid Staff (OHPS) remuneration is discussed at

### **Appendix E.**

The salary ranges available for employees by classification level are shown at

### **Appendix F.**

## Performance management

Maintaining a high performing workforce ensures ASIO can fulfil its purpose. The *ASIO Performance Management Framework* supports the development of the skills and capability required to achieve the Organisation's strategic and operational goals, and the ongoing development of ASIO's employees.

Consistent with policy requirements, all ASIO employees participated in the 2023–24 Performance Management Cycle.

ASIO's performance management framework supports employee development and progression and includes the future learning objectives and goals for ASIO employees.

The performance framework includes toolkits for all employees to support them both in their day to day roles as well as their long-term aspirations. This includes ASIO's commitment to diversity, inclusion and mentoring. The performance process also underpins ASIO's retention plan and ensures that leaders and employees are aligned in career conversations.

ASIO is committed to the development and support of its leaders through its Manager-once-Removed Feedback mechanism which is incorporated into the ongoing performance and career conversations. ASIO commenced reviewing its Performance Framework for Senior Executive Service (SES) employees to ensure continued alignment with the Australian Public Service Commission framework.

## People strategy

The *ASIO Workforce Plan 2025* was developed to address key workforce requirements and mitigate workforce risks which continue to be challenging. The Workforce Plan's actions and measures are being delivered through the implementation of the *ASIO Retention Plan 2023*, *ASIO Recruitment Model Implementation Plan 2023*, and the *ASIO Learning and Development Strategy Implementation Plan 2024*.

Initiatives launched in the *ASIO Retention Plan 2023* continued throughout the financial year with deliverables across four key pillars – Belonging, Recognition, Development and Communications. Key retention initiatives delivered in 2023–24 included:

- consultation, voting and agreeing of an updated workplace determination for non-SES employees
- continued promotion of learning pathways including a new orientation program and monthly people management sessions
- the *ASIO Mental Health Plan*, initiatives in the year included:
  - mental health literacy awareness
  - manager training on Workplace Health and Safety (WHS) and psychosocial risk management obligations
  - Trauma Awareness and Management training for staff.
- in 2024, the delivery of events and activities celebrating ASIO's 75th Anniversary.

The *Learning and Development Strategy 2022–2025* acts as a catalyst for continuous learning, professional growth, and enhanced organisational effectiveness. Now in the third year of implementation, the strategy is focused on meeting ASIO's learning and development requirements through enhanced learning practice and technology and effective business partnerships. Accompanying this is an uplift in manager and leader capability under the *ASIO Leadership Development Framework*.

The Framework supports leaders at all levels to achieve continuous personal and professional growth to effectively lead ASIO and its people to realise strategic objectives and navigate a complex, challenging and changing external environment.

## Diversity and inclusion

ASIO continues to be committed to a diverse and inclusive work environment where all employees feel welcome, valued and respected in a safe environment where they can reach their full potential. We know that a positive environment fosters innovation, creativity and increases productivity, which in turn increases employee satisfaction and retention.

ASIO's *Diversity and Inclusion Strategy 2021–24* is the roadmap for prioritising action and monitoring the progress of our diversity and inclusion objectives. Work is underway on development of ASIO's next Diversity and Inclusion Strategy.

Through the dedication of the ASIOpen network, ASIO has made significant strides in creating a more inclusive environment for our LGBTQIA+ employees. In 2023–24 ASIO achieved GOLD level recognition in the Australian Workplace Equality Index and is one of only seven public sector employers to do so. ASIO is also the first NIC agency to achieve this status.

ASIO is committed to ensuring its workforce reflects the diversity of Australian society, and to achieve this, diversity is at the forefront of recruitment strategies, which have included affirmative measures such as Indigenous- and disability-focused rounds. To further enhance inclusion, ASIO established a Neurodiversity Working Group which aims to raise awareness and educate staff on working with neurodivergent individuals, and provide guidance to managers and teams to better support them. Through this and other initiatives, ASIO continues to make progress against its *Disability Action Plan 2022–2024*, promoting a culture of inclusivity and effective support for all staff, and fostering a workforce that reflects the diversity of the Australian community.

ASIO continues to acknowledge and celebrate the important contributions of Aboriginal and Torres Strait Islander culture in our workplace and in Australian society. This has been evident through National Reconciliation Week and NAIDOC Week activities as well as attending the first Five-Eyes Indigenous conference which connected Australian and Five-Eyes networks and identified areas for future collaboration and learning.

ASIO is compliant with the reporting obligations of the *Workplace Gender Equality Act 2012*.

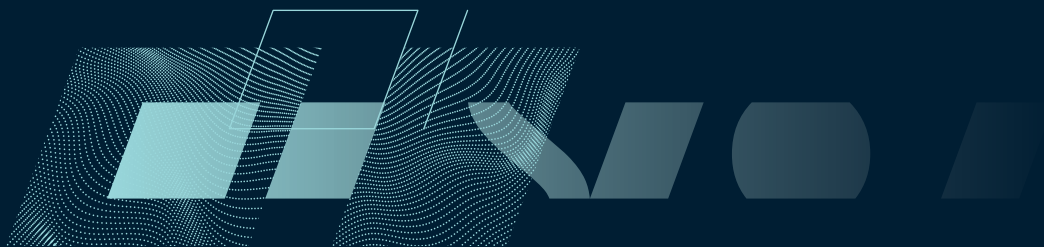
Statistics on the diversity of our workforce are provided at **Appendix G** and **Appendix S**<sup>4</sup>.

ASIO's seven staff-led diversity networks form an essential part of creating a diverse and inclusive culture. Our networks empower individuals to initiate change and work together to achieve our diversity and inclusion goals. This has been evident through the network's involvement in a range of projects aimed at improving our recruitment, vetting and internal staff diversity data.

The ASIO Diversity and Inclusion Council provides oversight of the diversity networks, strategic alignment of diversity activities and quarterly reporting of network outcomes.

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<sup>4</sup> Consistent with the determination issued to ASIO by the Minister of Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, detailed statistics on workforce diversity have been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament (**Appendix S**).



## Diversity networks

### aGENda

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Our gender-equity network promotes equal opportunity for the ASIO workforce, regardless of gender. The aGENda network organises events and initiatives to ensure gender equity considerations continue to shape the corporate agenda. The aGENda network is committed to tangible outcomes through policy reform, awareness raising, research, advocacy and engagement with government for improved gender equity outcomes across the national security community.

### ASIOpen

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Our gender and sexually diverse network promotes an inclusive workplace culture and supports gender and sexually diverse employees to be open and authentic in the workplace. ASIOpen celebrates the benefits of inclusivity and drives reform on gender and sexually diverse issues through information sharing, hosted events and policy reform.

### CapABILITY

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Our CapABILITY network represents staff experiencing all forms of physical and mental health issues, neurodiversity and caring responsibilities. CapABILITY advocates for increased awareness, acceptance and respect for all forms of ability within ASIO. CapABILITY works in ASIO to overcome barriers to staff access and participation within ASIO's physical environment and to promote the acceptance and celebration of neurodiversity within the Organisation.

### Introverts

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Our Introverts network contributes to all staff being heard, recognised and valued for their contributions, regardless of how introverted or extroverted they are. The network champions diversity in thinking and communication style, and contributes to a positive workplace culture by progressing improvements to ASIO's policies and procedures to support introverted employees to reach their full potential.



## Mozaik

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Our Mozaik network is ASIO's cultural and linguistic diversity network. Mozaik advocates for, and on behalf of, ASIO's culturally and linguistically diverse workforce and collaborates with staff and management to develop tangible work programs to remove potential barriers to acceptance and opportunity.

## Mudyi

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ASIO acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to all Aboriginal and Torres Strait Islander peoples, their cultures and to their Elders past, present and emerging. Our Aboriginal and Torres Strait Islander network is committed to supporting reconciliation by fostering a culture where diversity is appreciated and supported, and which contributes to the coming together of Australians in an equal and inclusive society. Mudyi helps drive corporate initiatives that support diversity and improve the workplace experience for Aboriginal and Torres Strait Islander peoples.

## Parents' Network

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This network is for ASIO staff who are parents, or who are about to become parents, and helps parents – both while they are on leave and as they return to work – to navigate flexible and part-time working arrangements.

## Other mandatory information

### Commonwealth Child Safe Framework – Statement of compliance

ASIO has a strong commitment to child safety, protecting and safeguarding children, while promoting and maintaining a culture that provides a safe environment for children.

ASIO's purpose is to protect Australia and Australians from threats to their security. In meeting this purpose, ASIO has occasional contact with minors, including direct and indirect contact.

An annual audit of ASIO's roles and activities has been undertaken to ensure that existing and emerging risks to children are identified and that appropriate mitigation strategies are developed. The overall risk rating of the safety of children and young people as at 30 June 2024 is assessed as medium.

ASIO's activities are consistent with each of the four requirements of the Commonwealth Child Safe Framework (CCSF). Further, ASIO's operational and investigative activity involving children is managed through the application of laws and policies to support children's physical and psychological safety, the maintenance of a workforce that is appropriately trained, qualified and compliant with mandatory obligations, and the effective identification, reporting and management of child related incidents. In addition, there are strong safeguards embedded in legislation relating to the compulsory questioning of minors under the ASIO Act, noting ASIO has never used, nor requested, a minors compulsory questioning warrant. Staff are aware of the sensitivities that apply when working with children and have access to specialist advice as required.

All ASIO's activities are subject to oversight by the IGIS, who is responsible for reviewing the activities of intelligence agencies for legality, propriety and consistency with human rights.

By complying with the requirements of the CCSF, adhering to ASIO's policies and procedures, and identifying and controlling the identified child-related risks, the possibility of harm to children is mitigated.

ASIO will continue to review child-related risks where relevant to further refine policies and procedures, and improve staff awareness.

## Disability reporting

*Australia's Disability Strategy 2021–2031* (the Strategy) is the overarching framework for inclusive policies, programs and infrastructure that will support people with disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the *United Nations Convention on the Rights of Persons with Disabilities* are incorporated into Australia's policies and programs that affect people with disability, their families and carers.

All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy's actions and outcome areas will be published and available at [www.disabilitygateway.gov.au/ads](http://www.disabilitygateway.gov.au/ads).

Statistics on the diversity of our workforce including statistics on people with a disability, are provided at **Appendix G** and **Appendix S**<sup>5</sup>.

## Work Health and Safety Act 2011

Schedule 2, part 4 of the *Work Health and Safety Act 2011* requires non-corporate Commonwealth entities to include in their annual report information on health and safety outcomes and initiatives taken during the reporting period to ensure the health, safety and welfare of workers who carry out work for them. Our report for 2023–24 is provided at **Appendix H**.

## ASIO Ombudsman

The ASIO Ombudsman is an external service provider who works to resolve employee issues or concerns impartially and informally through advice, consultation and mediation.

During the reporting period, the ASIO Ombudsman supported employees and line managers through:

- assistance to two organisation-wide internal capability reviews
- undertaking one formal health check
- engagement with the Staff Association on individual and group matters
- engagement on a number of policy-related matters in support of the 12th Determination for non-SES employees

<sup>5</sup> Consistent with the determination issued to ASIO by the Minister of Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, detailed statistics on workforce diversity have been deleted from the version of the *ASIO Annual Report 2023–24* tabled in parliament (**Appendix S**).

- undertaking 12 inquiries requiring specific interventions which may have involved multiple parties and/or cover multiple issues, such as:
  - two investigation related matters
  - one request for a mediated discussion
  - one request regarding a privacy related matter
  - four requests regarding the application of the merit principle and recruitment in general
  - four requests regarding entitlements such as employment status, leave and pay
- fielding numerous general enquiries from employees and/or groups of employees and provided general advice. General enquiries refer to those enquiries that do not result in formal intervention.

In 2023–24 the ASIO Ombudsman did not undertake any public disclosure reviews however advice was provided as necessary.

## Recruitment, advertising and market research

ASIO seeks exceptional people for exceptional careers. We seek to reflect the diversity of the community we protect, and continue to develop and implement attraction strategies to achieve this.

In the financial year 2023–24, ASIO expended \$183,633 on advertising and marketing for recruitment activities and campaigns.

During the reporting year, ASIO continued to adapt and refine its approach to recruitment in order to remain an employer of choice for Australia's best and brightest. We focused on growing our own capability through entry-level roles in intelligence, technology, national security and strategic policy, HR, finance, vetting and traineeships. ASIO undertook targeted recruitment to fill critical capabilities with specialist skills in technology, project management, business analysis and corporate services.

ASIO had nil expenditure on other types of advertising and market research during 2023–24.

## Purchasing

During 2023–24 ASIO adhered to the Commonwealth Procurement Rules (CPR) and associated policy and guidelines. ASIO's compliance was monitored by the Audit and Risk Committee. No significant issues were identified and overall compliance was acceptable.

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.

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.

ASIO is not required to publish information on the AusTender website, in line with exemptions to avoid prejudice to essential security interests. A list of consultancy and non-consultancy contracts to the value of \$10,000 or more during this reporting period, and the total value of each of those contracts over the life of each contract, is available on request to the PJCIS, which oversees our administration and expenditure.

## Consultancies

ASIO applied the CPR and Department of Finance guidance when selecting and engaging consultants. We followed internal policy and associated procedures on identifying and determining the nature of a contract. This ensured that we used appropriate methods for engaging and contracting consultants.

ASIO engaged consultants when we needed professional, independent and expert advice or services that were not available within the Organisation.

As shown in Table 1, in 2023–24, 62 new consultancy contracts were entered into involving total actual expenditure of \$6.19 million. In addition, 8 ongoing consultancy contracts were active during the period, with total actual expenditure of \$0.83 million.

## Non-consultancies

As shown in Table 2, in 2023–24, 486 new non-consultancy contracts were entered into with total actual expenditure of \$132 million. In addition, 273 ongoing non-consultancy contracts were active during the reporting period, with total actual expenditure of \$97.2 million.

Table 1: Expenditure on reportable consultancy contracts  
current reporting period (2023–24)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	62	6,186
Ongoing contracts entered into during a previous reporting period	8	832
<b>Total</b>	<b>70</b>	<b>7,018</b>

Table 2: Expenditure on reportable non-consultancy contracts  
current reporting period (2023–24)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	486	131,785
Ongoing contracts entered into during a previous reporting period	273	97,160
<b>Total</b>	<b>759</b>	<b>228,945</b>



## Australian National Audit Office access clauses

During the reporting period, ASIO did not enter into any contracts valued at \$100,000 or more that did not provide the Auditor-General with access to the contractor's premises.

## Exempt contracts

The Director-General of Security has applied measures necessary for the protection of essential security interests in accordance with clause 2.6 of the CPR, which exempts ASIO from publishing details of contract arrangements, including standing offers on AusTender.

Details of our arrangements, contracts and standing offers are available to the PJCIS on request.

## Procurement initiatives to support small business

ASIO 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 [www.finance.gov.au](http://www.finance.gov.au).

Our procurement practices to support SME include:

- standardising contracts and approach-to-market templates, using clear and simple language
- ensuring information is easily accessible through the electronic advertisement of business opportunities and electronic submission and responses; and
- using electronic systems to facilitate the Department of Finance's Procurement On-Time Payment Policy for Small Business, including payment cards.

ASIO recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of the Australian Government Payments to Small Business are available on the Treasury's website.

## Asset management

The Organisation's governance framework to provide assurance that asset balances in the financial statements are accurately reported, includes:

- setting an annual budget for asset investment and replacement that reflects both government priorities, and ongoing business requirements. The budget is monitored monthly and reviewed regularly during the year to ensure planned expenditure reflects business requirements
- conducting fair-value measurement through 3-yearly revaluations of all tangible assets, which is completed by qualified external valuers. A materiality review is undertaken in the years between valuations
- maintaining property, plant and equipment assets through maintenance programs
- providing a centralised procurement policy and advice service, including quality control oversight.

A review of ASIO's asset register occurred in 2023–24, with a particular focus on updating replacement plans and prioritisation to ensure accuracy and affordability.

## Australian Public Service Net Zero 2030 Policy

The Australian Public Service (APS) Net Zero 2030 is the government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions from the latter half of 2023. Our public reporting of greenhouse gas emissions inventory for 2023–24 is provided at **Appendix I**.

## Environment Protection and Biodiversity Conservation Act 1999

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* requires Commonwealth entities to report on how the activities of the entity during the period accorded with the principles of ecologically sustainable development.

Our report for 2023–24 is provided at **Appendix I**.

## Australian Electoral Act

ASIO does not fall within the definition of agencies covered by the reporting requirements of the *Commonwealth Electoral Act 1918*.

## Australian Security Intelligence Organisation Act 1979

ASIO is required by section 94 of the ASIO Act to include in its annual report, details on its use of questioning warrants; special intelligence operation authorities; authorisations for access to telecommunications data; technical assistance notices; special powers under warrant and other powers; and applications for international production orders.

The statement on questioning warrants is provided at **Appendix J**. To ensure compliance with section 94 of the ASIO Act, and to avoid prejudice to security, the Attorney-General, on advice from the Director-General of Security, has made deletions from the annual report tabled in parliament. The following deletions have been made under section 94(5) of the ASIO Act; **Appendix L** relating to special intelligence operation authorities, **Appendix M** relating to authorisations for access to telecommunications data, **Appendix N** relating to the use of technical assistance requests, technical assistance notices and technical capability notices, **Appendix O** relating to the use of special powers under warrant and other powers, and **Appendix P** relating to applications for international production orders.

These appendices are provided separately to the Attorney-General, the PJCS, IGIS, INSLM and, as required by the ASIO Act, to the Leader of the Opposition.





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# FINANCIAL INFORMATION

*Vladimir Petrov with ASIO officers and Director-General Spry, c1955*





# Financial information

ASIO prepared financial statements for the year ended 30 June 2024 that 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. These financial statements have been audited by the Australian National Audit Office (ANAO) who have issued an unmodified audit opinion.

The audited financial statements together with the ANAO audit opinion and the Statement by the Director-General of Security have been provided to the Attorney-General as required by subsection 43(1) of the PGPA Act, through their inclusion in the classified appendices to the *ASIO Annual Report 2023–24* (**Appendix Q**).

For national security reasons the financial information provided in this annual report has been summarised into higher-order categories and detailed notes have been removed, as allowed by the application of s105D of the PGPA Act.



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## STATEMENT OF COMPREHENSIVE INCOME

### for the period ended 30 June 2024

	Notes	2024 \$'000	Original budget 2024 \$'000	2023 \$'000
<b>EXPENSES</b>	1.1	<b>666,929</b>	<b>655,823</b>	661,753
<b>OWN-SOURCE INCOME</b>	1.2			
Revenue		18,511	20,688	17,145
Gains		2,873	165	2,149
<i>Net cost of services</i>		<i>(645,545)</i>	<i>(634,970)</i>	<i>(642,459)</i>
<b>REVENUE FROM GOVERNMENT</b>	1.3	<b>534,082</b>	<b>532,089</b>	519,883
<b>DEFICIT ON CONTINUING OPERATIONS</b>		<b>(111,463)</b>	<b>(102,881)</b>	<b>(122,576)</b>
<b>OTHER COMPREHENSIVE INCOME</b>		(3,765)	-	49,466
<b>TOTAL COMPREHENSIVE LOSS</b>		<b>(115,228)</b>	<b>(102,881)</b>	<b>(73,110)</b>

## STATEMENT OF FINANCIAL POSITION

as at 30 June 2024

		2024	Original budget 2024	2023
	Notes	\$'000	\$'000	\$'000
<b>ASSETS</b>				
Financial assets	2.1	262,968	138,813	224,996
Non-financial assets	2.2	893,910	836,788	888,682
<b>TOTAL ASSETS</b>		<b>1,156,878</b>	<b>975,601</b>	<b>1,113,678</b>
<b>LIABILITIES</b>				
Payables	2.3	63,748	27,366	60,663
Interest bearing liabilities	2.4	556,105	495,054	533,306
Provisions	2.5	109,623	102,060	104,609
<b>TOTAL LIABILITIES</b>		<b>729,476</b>	<b>624,480</b>	<b>698,578</b>
<b>NET ASSETS</b>		<b>427,402</b>	<b>351,121</b>	<b>415,100</b>
<b>EQUITY</b>				
<b>Parent equity interest</b>				
Contributed equity		1,339,028	1,309,668	1,211,498
Reserves		136,070	90,369	139,835
Accumulated deficit		(1,047,696)	(1,048,916)	(936,233)
<b>TOTAL EQUITY</b>		<b>427,402</b>	<b>351,121</b>	<b>415,100</b>



## STATEMENT OF CHANGES IN EQUITY

### for the period ended 30 June 2024

	2024 \$'000	Original budget 2024 \$'000	2023 \$'000
<b>RETAINED EARNINGS</b>			
Opening balance	(936,233)	(946,035)	(813,657)
<b>Comprehensive income</b>			
Deficit for the period	(111,463)	(102,881)	(122,576)
<b>Closing balance</b>	<b>(1,047,696)</b>	<b>(1,048,916)</b>	<b>(936,233)</b>
<b>ASSET REVALUATION RESERVE</b>			
Opening balance	139,835	90,369	90,369
<b>Other comprehensive income</b>	<b>(3,765)</b>	<b>-</b>	<b>49,466</b>
<b>Closing balance</b>	<b>136,070</b>	<b>90,369</b>	<b>139,835</b>
<b>CONTRIBUTED EQUITY</b>			
Opening balance	1,211,498	1,181,892	1,095,003
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection—appropriation	63,705	63,951	71,945
Departmental capital budget	63,825	63,825	44,550
<b>Closing balance</b>	<b>1,339,028</b>	<b>1,309,668</b>	<b>1,211,498</b>
<b>CLOSING BALANCE ATTRIBUTABLE TO THE AUSTRALIAN GOVERNMENT</b>	<b>427,402</b>	<b>351,121</b>	<b>415,100</b>

#### 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.

## STATEMENT OF CASH FLOWS

as at 30 June 2024

	2024	Original budget 2024	2023
	\$'000	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Appropriations	600,343	548,570	579,566
Other	51,754	38,901	55,566
<b>Cash used</b>	635,501	544,141	559,225
<b>NET CASH FROM/(USED BY) OPERATING ACTIVITIES</b>	<b>16,596</b>	<b>43,330</b>	<b>75,907</b>
<b>INVESTING ACTIVITIES</b>			
<b>Cash received</b>	767	-	209
<b>Cash used</b>	107,192	142,352	97,927
<b>NET CASH FROM/(USED BY) INVESTING ACTIVITIES</b>	<b>(106,425)</b>	<b>(142,352)</b>	<b>(97,718)</b>
<b>FINANCING ACTIVITIES</b>			
<b>Cash received</b>	102,224	142,291	89,991
<b>Cash used</b>	40,526	39,514	35,469
<b>NET CASH FROM/(USED BY) FINANCING ACTIVITIES</b>	<b>61,698</b>	<b>102,777</b>	<b>54,522</b>
<b>Net increase (decrease) in cash held</b>	<b>(28,131)</b>	<b>2,816</b>	<b>32,711</b>
Cash and cash equivalents at the beginning of the reporting period	54,967	22,450	22,256
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD</b>	<b>26,836</b>	<b>25,266</b>	<b>54,967</b>

## NOTES TO THE FINANCIAL STATEMENTS

### Overview

#### The basis of preparation

The financial statements underpinning this financial information are general purpose and required by section 42 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

The financial statements have been prepared in accordance with:

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

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

#### New accounting standards

There were no new or revised accounting standards issued prior to the signing of the statement by the Director-General that are applicable to the current reporting period.

#### Taxation

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

#### Events after the reporting period

On 29 July 2024, the Governor-General made an Administrative Arrangements Order that commenced on 29 July 2024, in which ASIO was determined to be moved under the Attorney-General's Portfolio (previously under the Home Affairs Portfolio).

No significant financial impact has been incurred due to this change.

No other significant events have occurred since the reporting date requiring disclosure in the financial statements.

# 1. Financial performance

## 1.1 EXPENSES

### Accounting policy

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

## 1.2 OWN-SOURCE REVENUE

### Accounting policy

Revenue from the sale of services is recognised by reference to the stage of completion of contracts at reporting date. This is determined by the proportion that costs incurred to date bear to the estimated total costs of the transaction.

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

## 1.3 REVENUE FROM GOVERNMENT

### Accounting policy

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

## 2. Financial position

### 2.1 FINANCIAL ASSETS

All receivables are expected to be recovered in no more than 12 months.

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

Financial assets were assessed for impairment at 30 June 2024. No indicators of impairment have been identified.

#### Accounting policy

Trade and other receivables are:

- held for the purpose of collecting contractual cash flows where the cash flows are solely payments of principal and interest and not provided at below-market interest rates;
- adjusted on initial measurement for expected credit losses; and
- subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

### 2.2 NON-FINANCIAL ASSETS

#### Impairment

Non-financial assets are assessed for impairment at the end of each reporting period. Any reduction in assets' carrying value due to impairment throughout the year has been accounted for in the statement of comprehensive income.

#### Sale or disposal

Property, plant, equipment and computer software of an immaterial value only is expected to be sold or disposed of within the next 12 months.

#### 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.

Purchases of non-financial assets are initially recognised at cost in the statement of financial position, except for purchases costing less than \$4,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

**Property, plant, equipment and computer software (excluding right-of-use assets)**

Following initial recognition at cost, property, plant and equipment is carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not materially differ from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

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

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

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to ASIO using, in all cases, the straight-line method of depreciation. Leasehold improvements are depreciated on a straight-line basis over the lesser of the estimated useful life of the improvements or the unexpired period of the lease.

All assets were assessed for impairment at 30 June 2024. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

An asset is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

**Fair value measurement**

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

Comprehensive valuations are carried out at least once every three years. ASIO engaged the services of a qualified valuer to conduct a materiality review of carrying amounts for all non-financial assets (excluding software and lease right-of-use assets) as at 31 March 2024. A desktop revaluation of the Building asset class was undertaken with adjustments made on a class basis. The valuer has provided written assurance to ASIO that the models developed are in compliance with AASB 13 Fair Value Measurement.

The market approach has been utilised to determine the fair value of identified land, buildings, plant and equipment. The market approach considered transactions and pricing data that has occurred in the principal market in arriving at fair value. The Depreciated Replacement Cost (DRC) approach has been utilised to determine fair value. The DRC approach reflects the amount a market participant will be prepared to pay to acquire or construct a substitute asset of comparable utility, adjusted for physical depreciation and obsolescence.

Assets classified in a particular level input in the current financial reporting period may be reclassified into a different level in subsequent periods as identified during the materiality review process.

## 2.3 PAYABLES

Settlement is usually made within 30 days.

## 2.4 INTEREST BEARING LIABILITIES

### Accounting policy

For all new contracts entered into, ASIO 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 Organisation'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 PROVISIONS

### Accounting judgements and estimates

Leave provisions involve assumptions based on the expected tenure of existing staff, patterns of leave claims and payouts, future salary movements and future discount rates.

### Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within 12 months of the end of the reporting period are measured at nominal amounts.

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

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will apply at the time the leave is taken, including ASIO'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 leave has been determined by reference to the work of an actuary as at May 2023.

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

Superannuation payable as at 30 June represents outstanding contributions for the final fortnight of the year.



## 3. Funding

### 3.1 APPROPRIATIONS

#### 3.1.A Annual departmental appropriations

	Ordinary annual services \$'000	Capital budget \$'000	Equity injections \$'000
<b>2024</b>			
<b>Appropriation Act</b>			
Annual appropriation	534,082	63,825	71,442
<b>PGPA Act</b>			
Section 74 transfers	94,968	-	-
<b>Total appropriation</b>	<b>629,050</b>	<b>63,825</b>	<b>71,442</b>
Appropriation applied (current and prior years)	(625,847)	(52,584)	(49,640)
<b>Variance</b>	<b>3,203</b>	<b>11,241</b>	<b>21,802</b>
<b>2023</b>			
<b>Appropriation Act</b>			
Annual appropriation	519,883	44,550	71,945
<b>PGPA Act</b>			
Section 74 transfers	44,943	-	-
<b>Total appropriation</b>	<b>564,826</b>	<b>44,550</b>	<b>71,945</b>
Appropriation applied (current and prior years)	(544,750)	(42,617)	(47,374)
<b>Variance</b>	<b>20,076</b>	<b>1,933</b>	<b>24,571</b>

## 4. Managing uncertainties

### 4.1 CONTINGENT ASSETS AND LIABILITIES

#### Quantifiable contingencies

ASIO's contingent liabilities relate to claims for damages or costs.

#### Unquantifiable contingencies

At 30 June 2024, ASIO had a number of legal claims against it. ASIO has denied liability and is defending the claims. It is not possible to estimate the amounts of any eventual payments that may be required in relation to these claims.

#### Accounting policy

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

### 4.2 FINANCIAL INSTRUMENTS

#### Accounting policy

##### Financial assets

ASIO classifies its financial assets as 'measured at amortised cost'. Financial assets included in this category must meet two criteria:

- the financial asset is held in order to collect the contractual cash flows; and
- the cash flows are solely payments of principal and interest on the principal outstanding amount.

Amortised cost is determined using the effective interest method with income recognised on an effective interest rate basis.

Financial assets are recognised when ASIO becomes party to a contract and, as a consequence, has a legal right to receive or 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.

Financial assets are assessed for impairment at the end of each reporting period. Allowances are made when collectability of the debt is no longer probable.

Financial assets are assessed for impairment at the end of each reporting period based on an amount equal to the lifetime expected credit losses. A write-off directly reduces the gross carrying amount of the financial asset.

##### Financial liabilities

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

## 5. Other information

2024  
\$'000

2023  
\$'000

### 5.1 CURRENT/NON-CURRENT DISTINCTION FOR ASSETS AND LIABILITIES

#### Assets expected to be recovered in:

No more than 12 months	289,545	252,307
More than 12 months	867,333	861,371
<b>Total assets</b>	<b>1,156,878</b>	<b>1,113,678</b>

#### Liabilities expected to be recovered in:

No more than 12 months	133,564	129,863
More than 12 months	595,912	568,715
<b>Total liabilities</b>	<b>729,476</b>	<b>698,578</b>

### 5.2 KEY MANAGEMENT PERSONNEL REMUNERATION

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of ASIO, directly or indirectly. ASIO has determined key management personnel to be the Director-General and members of the Executive Committee.

Short-term employee benefits	2,510	2,546
Long-term employee benefits	121	84
Post-employment benefits	413	418
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>3,044</b>	<b>3,048</b>

The number of key management positions as at 30 June 2024 is 6 (2023: 6).

Membership of the Executive Committee changed throughout 2023–24. Several key management positions were occupied by different officers for portions of the year.

<sup>1</sup> The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Ministers whose remuneration and other benefits are set by the Remuneration Tribunal and are not paid by ASIO.

### 5.3 RELATED PARTY DISCLOSURES

#### **Related party relationships**

ASIO is an Australian Government-controlled entity. ASIO's related parties are key management personnel including the Portfolio Ministers and Executive Committee, and other Australian Government entities.

#### **Transactions with key management personnel**

Given the breadth of government activities, key management personnel and their associates may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions are not disclosed in this note.

All related party transactions with key management personnel during 2023–24 were in the ordinary course of business and do not require separate disclosure.

#### **Transactions with other Australian Government entities**

ASIO transacts with Commonwealth Government entities at arm's-length for the provision of goods and services in the normal course of business. These transactions are not disclosed in this note.

#### 5.4 MAJOR BUDGET VARIANCES

The following provides an explanation of variances between the original budget as presented in the 2023–24 Portfolio Budget Statements (PBS) and the 2023–24 actual result. The budget is not audited. Where the published budget is not disaggregated to the financial statements level, budget figures are derived from internal documentation used in developing the budget. Explanations are provided for major budget variances only. Variances are treated as major when it is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of ASIO's performance.

The nature and timing of the Commonwealth's budget process can also contribute to the variances. The original budget as presented in the 2023–24 Budget PBS may be amended by Government throughout the year.

##### **Expenses**

Actual expenses are \$11.106 million (2%) greater than original budget. Operating costs reflect the impact of a competitive workplace market and inflationary pressures on supply chains.

##### **Income**

Income is \$0.531 million (3%) greater than original budget. This budget is dependent on requests and activities undertaken by external parties which was less than anticipated, and an increase in gains was recognised.

##### **Assets**

Total assets are \$181.277 million (19%) higher than original budget. Financial assets are \$124.155 million higher than budget largely due to undrawn appropriations and reduced expenditure throughout the year. These funds will be available in 2024–25.

Non-financial assets are \$57.122 million greater than original budget largely due to additions during the year and the difference between actual and budgeted opening balances.

**Liabilities**

Total liabilities are \$104.996 million (17%) greater than original budget. The variance is largely due to inflationary increases, and changes in provisions and liabilities.

**Statement of changes in equity**

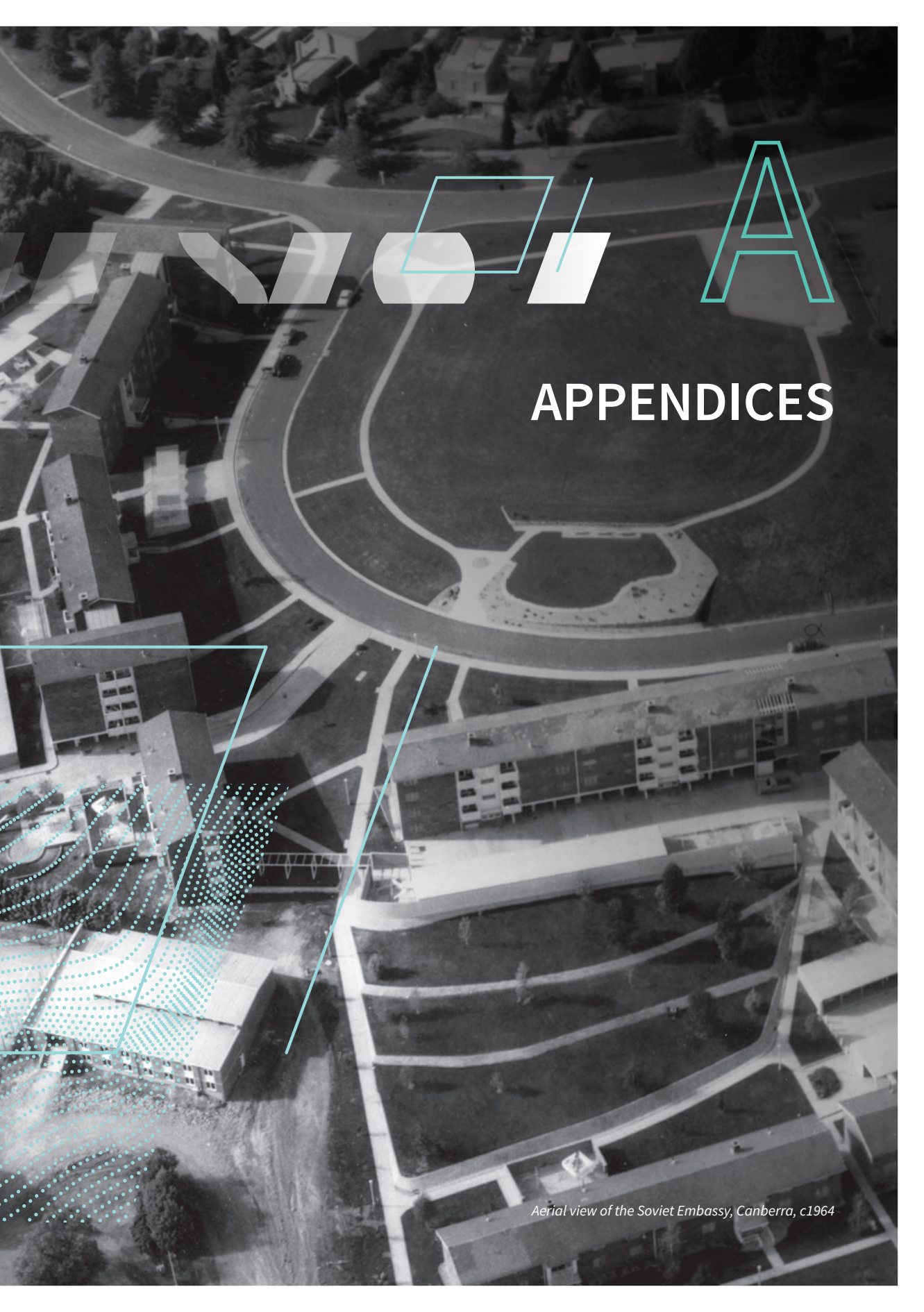
Total equity is \$76.281 million (22%) greater than budget. Opening balances in the original budget include estimated actuals at the time the 2023–24 PBS was developed prior to the end of the 2022–23 financial year.

**Statement of cash flows**

The amounts reported in the statement of cash flows reflect the cash impact of figures disclosed in the statement of comprehensive income and statement of financial position. Consequently, cash flow variances are attributable to the relevant variance explanations provided above.







A

# APPENDICES

*Aerial view of the Soviet Embassy, Canberra, c1964*



# Appendix A: ASIO resource statement

	Actual available appropriation 2024 \$'000	Payments made 2024 \$'000	Balance remaining 2024 \$'000
<b>Departmental</b>			
Annual appropriations – ordinary annual services <sup>1</sup>			
Prior year appropriation	112,201	112,201	-
Departmental appropriation <sup>2</sup>	534,082	418,775	115,306
s74 external revenue <sup>3</sup>	94,968	94,968	-
Departmental capital budget <sup>4</sup>	63,825	26,983	36,842
Cash on hand	54,967	28,131	26,836
Annual appropriations – other services – non-operating <sup>5</sup>			
Prior year appropriation <sup>6</sup>	42,571	35,166	7,405
Equity injections <sup>7</sup>	71,442	14,474	56,968
<b>Total net resourcing and payments for ASIO</b>	<b>974,056</b>	<b>730,698</b>	<b>243,357</b>

<sup>1</sup> Appropriation Act (No.1), Appropriation Act (No.3), and Supply Act (No.3).

<sup>2</sup> Excludes departmental capital budget (DCB)

<sup>3</sup> External receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

<sup>4</sup> Departmental capital budgets are not separately identified in Appropriation Act (No.1), and Appropriation Act (No.3), and form part of ordinary annual services items. For accounting purposes, this amount has been designated as a 'contribution by owner'.

<sup>5</sup> Appropriation Act (No.2) and Appropriation Act (No.4), Appropriation Act (No.2) 2022 and Supply Act (No.4) 2022.

<sup>6</sup> Includes \$7.405 million that was withheld under section 51 of the PGPA Act.

<sup>7</sup> Includes \$0.332 million that was withheld under section 51 of the PGPA Act.

Due to rounding, figures presented may not add precisely to the totals provided.

## Appendix B: expenses by outcomes

Outcome 1: To protect Australia, its people and its interests from threats to security through intelligence collection, assessment and advice to Government	Budget <sup>1</sup> 2024 \$'000	Actual expenses 2024 \$'000	Variation 2024 \$'000
<b>Program 1.1: Security Intelligence</b>			
Departmental expenses			
Departmental appropriation	534,082	419,227	114,855
S74 external revenue <sup>2</sup>	20,853	92,341	(71,488)
Expenses not requiring appropriation in the budget year <sup>3</sup>	109,581	155,361	(45,780)
<b>Total for Program 1.1</b>	<b>664,516</b>	<b>666,929</b>	<b>(2,413)</b>
<b>Total expenses for Outcome 1</b>	<b>664,516</b>	<b>666,929</b>	<b>(2,413)</b>

<sup>1</sup> Full-year budget, including any subsequent adjustments made at Additional Estimates and reductions under *Public Governance, Performance and Accountability Act 2013* section 51.

<sup>2</sup> Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act 2013.

<sup>3</sup> Expenses not requiring appropriation in the budget year are depreciation, amortisation expenses and resources received free of charge.

# Appendix C: report of the Independent Reviewer of Adverse Security Assessments

## Appointment of the Independent Reviewer of Adverse Security Assessments

Mr Philip Moss AM was appointed as the Independent Reviewer for a term of three years commencing on 17 January 2022.

## The role of the Independent Reviewer

The Independent Reviewer of Adverse Security Assessments conducts an independent advisory review of any Australian Security Intelligence Organisation (ASIO) adverse security assessment (ASA) furnished to the Department of Home Affairs in respect of an eligible person, being such a person who:

- remains in immigration detention, and
- has been found by Home Affairs to be owed protection obligations under international law, and
- is ineligible for a permanent protection visa, or has had their permanent protection visa cancelled, because they are the subject of an ASA.

The Independent Reviewer's terms of reference and other relevant information are available at [www.ag.gov.au/asareview](http://www.ag.gov.au/asareview).

The Independent Reviewer undertakes a primary review of each adverse security assessment which comes within the terms of reference and periodic reviews every 12 months thereafter while the person remains in detention and ineligible to hold a visa because they are subject to the ASA.

In the past, the Independent Reviewer has commonly delayed a periodic review pending the outcome of an internal review by ASIO with the agreement of the person's solicitor. This arrangement has avoided the need for the person to respond to two reviews about the same matter at the same time.

It also recognises the reality that:

- if the internal review results in a qualified or non-prejudicial security assessment, the person no longer falls within the Reviewer's terms of reference and no periodic review is required, or
- if the internal review results in a further adverse security assessment, that ASA will become the subject of a primary review, replacing the former ASA and the need for the outstanding periodic review.

I have decided to adopt this approach in relation to annual periodic reviews and have informed relevant legal representatives accordingly.

## No Reviews were required or undertaken during the year

During the year, the Independent Reviewer was aware of an adverse security assessment applicable to one eligible person (Person B in the Independent Reviewer's 2021–22 Report and Case 2 in the 2022–23 Report) who had been the subject of several previous adverse security assessments. On 31 May 2022, the Director-General advised that ASIO had commenced a new security assessment.

On 5 July 2023, the Director-General furnished a non-prejudicial security assessment to the Department of Home Affairs concerning the person. Accordingly, ASIO assessed that it would be consistent with the requirements of security for the person to be granted a temporary visa. The individual was released from detention on 9 April 2024.

As previously reported, for the Independent Reviewer this matter is now at an end.

## New matters arising during the year

No new matters were referred to the Independent Reviewer during 2023–24.

### **Philip Moss AM**

Independent Reviewer of Adverse Security Assessments

# Appendix D: report of the Independent Reviewer of Security Clearance Decisions

## Appointment of the Independent Reviewer of Security Clearance Decisions

Mr Philip Moss AM was appointed the Independent Reviewer for a term of 18 months commencing on 10 January 2024.

## The role of the Independent Reviewer

The Independent Reviewer's role is to review certain security clearance decisions for persons who did not hold an existing security clearance nor were Commonwealth employees immediately before the original security clearance decision was made.

Independently reviewable decisions are decisions, made following internal review, to:

- deny a security clearance,
- revoke a security clearance, or
- impose or vary a condition on a security clearance.

ASIO must provide the affected person with notice of their right to apply for independent review.

The Independent Reviewer cannot review decisions where the affected person is engaged, or proposed to be engaged, for employment or duties outside Australia; and they are not an Australian citizen or do not normally reside in Australia.

## Process for Independent Review

When the Independent Reviewer receives a written request for review from an affected person, they must decide, as soon as practicable after receiving the application, whether they will review the decision.

Should the Independent Reviewer decide to review the decision, the Independent Reviewer must review the decision in as timely a manner as possible, and in their review they must consider all the information provided to them by the Director-General of Security.

Once the Independent Reviewer has completed a review, they must provide to the Director-General of Security and the Inspector-General of Intelligence and Security, their opinion as to whether the decision was reasonably open to have been made.



Within 14 days of providing the opinion to the Director-General of Security, the Independent Reviewer must give the affected person and the sponsoring agency of the security clearance notice that the opinion has been given. The Independent Reviewer must not give the affected person and the sponsoring agency the opinion.

## New matters arising during the year

During the period ending 30 June 2024, no matters were referred to the Independent Reviewer.

### **Philip Moss AM**

Independent Reviewer of Security Clearance Decisions

## Appendix E: executive remuneration

### Key management personnel remuneration

Categories of ASIO's key management personnel include:

- the Director-General of Security
- members of the Executive Committee.

The following tables show the remuneration of key management personnel, senior executives and other highly paid staff in 2023–24 in accordance with the *Public Governance, Performance and Accountability Rule 2014*.

### Remuneration policies, practices and governance

The Director-General's remuneration is set by the Remuneration Tribunal under Section 13 of the *Remuneration Tribunal Act 1973*.

Remuneration of ASIO's senior executive employees is established through determinations made under section 84 of the *Australian Security Intelligence Organisation Act 1979* (ASIO Act) and guided by the Australian Government's *Workplace Relations Policy 2023*.

## Information about remuneration for key management personnel

Name	Term	Position title	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits	Total remuneration <sup>3</sup>
			Base salary <sup>1</sup>	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave <sup>2</sup>	Other long-term benefits	Other		
			\$	\$	\$	\$	\$	\$	\$	\$	\$
Mike BURGESS	1 Jul 23 – 30 Jun 24	Director-General <sup>4</sup>	616,465	0	0	94,573	13,183	0	0	0	724,221
Mike NOYES	1 Jul 23 – 30 Jun 24	Deputy Director-General	377,743	0	0	57,983	19,397	0	0	0	455,123
Hazel BENNETT	1 Jul 23 – 30 Jun 24	Deputy Director-General	486,473	0	0	82,144	19,152	0	0	0	587,770
Ewan MACMILLAN	1 Jul 23 – 21 Apr 24	Deputy Director-General	287,180	0	0	54,300	6,316	0	0	0	347,796
Peter (Gus) GILMORE	20 Jun 24 – 30 Jun 24	Deputy Director-General	10,420	0	0	1,495	245	0	0	0	12,160
Name withheld <sup>5</sup>	1 Jul 23 – 19 Jun 24	Acting Deputy Director-General	83,358	0	0	11,962	1,961	0	0	0	97,280
Name withheld <sup>6</sup>	1 Jul 23 – 30 Jun 24	Principal Advisor	366,691	0	0	65,091	6,541	0	0	0	438,323
Name withheld <sup>6</sup>	1 Jul 23 – 07 Jan 24	General Counsel	145,609	0	0	25,034	3,982	0	0	0	174,625
Name withheld <sup>6</sup>	19 Feb 24 – 30 Jun 24	General Counsel	135,676	0	0	20,896	50,285	0	0	0	206,857

<sup>1</sup> Includes base salary, salary-related allowances and annual leave calculated in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*.

<sup>2</sup> Does not represent one year's leave accrual at officer's current salary. Value is in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*. Discount rate variations throughout the year will affect the value.

<sup>3</sup> Due to rounding, figures presented throughout these tables may not add precisely to the totals provided.

<sup>4</sup> The pro-rata remuneration in this table differs from that shown in *Remuneration Tribunal (Remuneration and Allowances for Holders of Full-time Public Office) Determination 2024* because the Department of Finance (in *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*) specifies a different basis of determining the value of annual and long service leave, and superannuation.

<sup>5</sup> Role assumed by a non-declared officer. To comply with section 92 of the ASIO Act the name has been withheld.

<sup>6</sup> The Principal Advisor and General Counsel are non-declared officers. To comply with section 92 of the ASIO Act these names have been withheld.

## Information about remuneration for senior executives

Remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits			Other long-term benefits			Termination benefits		Total remuneration <sup>3</sup>
		Average base salary <sup>1</sup>	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave <sup>2</sup>	Average other long-term benefits	Average termination benefits	Average total remuneration				
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
\$0 - \$220,000	22	77,530	0	1	14,490	4,434	0	5,642	102,097				
\$220,001 to \$245,000	5	197,333	0	39	33,466	5,882	0	0	236,720				
\$245,001 to \$270,000	2	208,598	0	0	38,781	7,425	0	0	254,805				
\$270,001 to \$295,000	11	237,004	0	0	42,402	6,866	0	0	286,272				
\$295,001 to \$320,000	14	248,051	0	738	42,923	11,507	0	0	303,219				
\$320,001 to \$345,000	4	276,527	0	0	43,920	11,785	0	0	332,231				
\$345,001 to \$370,000	4	277,026	0	15,268	50,498	7,435	0	0	350,227				
\$370,001 to \$395,000	8	299,552	0	0	47,659	30,413	0	0	377,624				
\$395,001 to \$420,000	2	146,758	0	123	25,548	3,520	0	227,935	403,883				
\$420,001 to \$445,000	1	367,351	0	0	56,169	10,197	0	0	433,716				
\$445,001 to \$470,000	2	386,484	0	0	51,360	12,482	0	0	450,326				
\$495,001 to \$520,000	1	449,301	0	21,921	37,010	9,854	0	0	518,086				
\$645,001 to \$670,000	1	311,529	0	0	55,838	7,332	0	284,321	659,020				

<sup>1</sup> Includes base salary, salary-related allowances and annual leave calculated in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*.

<sup>2</sup> Does not represent one year's leave accrual at officer's current salary. Value is in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*. Discount rate variations throughout the year will affect the value.

<sup>3</sup> Due to rounding, figures presented throughout these tables may not add precisely to the totals provided.

### Information about remuneration for other highly paid staff

Remuneration bands	Number of highly paid staff	Short-term benefits			Post-employment benefits			Other long-term benefits			Termination benefits		Total remuneration <sup>3</sup>
		Average base salary <sup>1</sup>	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave <sup>2</sup>	Average other long-term benefits	Average termination benefits	Average long-term benefits	Average other long-term benefits	Average termination benefits	Average long-term benefits	
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
\$250,000 to \$270,000	21	217,672	0	182	32,361	9,517	0	0	0	0	0	0	259,733
\$270,001 to \$295,000	15	239,519	0	519	32,034	9,162	0	0	0	0	0	0	281,233
\$295,001 to \$320,000	3	271,390	0	0	32,864	6,074	0	0	0	0	0	0	310,328
\$320,001 to \$345,000	5	281,914	0	8,053	29,110	7,027	0	0	0	0	0	0	326,105
\$345,001 to \$370,000	2	314,833	0	0	31,157	7,740	0	0	0	0	0	0	353,729
\$370,001 to \$395,000	1	333,540	0	0	32,223	7,821	0	0	0	0	0	0	373,583
\$395,001 to \$420,000	1	367,095	0	0	26,120	6,710	0	0	0	0	0	0	399,925
\$420,001 to \$445,000	1	406,705	0	0	32,047	5,788	0	0	0	0	0	0	444,540

<sup>1</sup> Includes base salary, salary-related allowances and annual leave calculated in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*.

<sup>2</sup> Does not represent one year's leave accrual at officer's current salary. Value is in accordance with Department of Finance requirements: *Resource Management Guide No. 138 Commonwealth entities' executive remuneration reporting guide for annual reports*. Discount rate variations throughout the year will affect the value.

<sup>3</sup> Due to rounding, figures presented throughout these tables may not add precisely to the totals provided.

## Appendix F: ASIO's salary classification structure

Senior Executive Service	Minimum salary	Maximum salary
SES 3	356,649	
SES 2	277,492	
SES 1	221,993	
<b>Senior employees</b>		
AEE 3	207,323	
AEE 2	150,640	178,255
AEE 1	131,433	146,872
<b>Employees</b>		
AE 6	103,415	116,519
AE 5	93,566	100,431
AE 4	85,271	91,487
AE 3	75,410	82,397
AE 2	66,320	73,465
AE 1	57,254	63,593

Note: Figures are as applied in 2023–24 and exclude Individual Flexibility Agreements. The salary figures include a 7.5 per cent service allowance. The service allowance is paid to all employees and recognises the imposition of security, professional and personal restrictions applicable to working at ASIO.

# Appendix G: workforce statistics<sup>1</sup>

## Public Governance, Performance and Accountability Rule (PGPA Rule) section 17AG(4)(aa)

### Statistics for ongoing employees by gender – current reporting period (2023–24) percentage of total workforce

Male		Female		Non-binary		Prefers not to answer		Uses a different term	
Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Total male		Total female		Total non-binary		Total prefers not to answer		Total uses a different term	
50.3%	2.5%	46.4%	9.2%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%

### Statistics for non-ongoing employees by gender – current reporting period (2023–24) percentage of total workforce

Male		Female		Non-binary		Prefers not to answer		Uses a different term	
Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Total male		Total female		Total non-binary		Total prefers not to answer		Total uses a different term	
0.1%	0.5%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

<sup>1</sup> From 2023–24 all ASIO workforce statistics by headcount will be included in the classified appendices to the ASIO Annual Report 2023–24 (Appendix S), consistent with the application of section 105D of the PGPA Act.



Statistics for ongoing employees by gender – previous reporting period (2022–23) percentage of total workforce

Male			Female			Non-binary			Prefers not to answer			Uses a different term		
Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total non-binary	Full-time	Part-time	Total prefers not to answer	Full-time	Part-time	Total uses a different term
49.0%	2.5%	51.5%	36.6%	11.1%	47.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%

Statistics for non-ongoing employees by gender – previous reporting period (2022–23) percentage of total workforce

Male			Female			Non-binary			Prefers not to answer			Uses a different term		
Full-time	Part-time	Total male	Full-time	Part-time	Total female	Full-time	Part-time	Total non-binary	Full-time	Part-time	Total prefers not to answer	Full-time	Part-time	Total uses a different term
0.1%	0.6%	0.7%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

### Statistics on full-time and part-time employees – Current reporting period (2023–24) percentage of total workforce

	Ongoing			Non-ongoing		
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing
<b>Total</b>	<b>87.6%</b>	<b>11.8%</b>	<b>99.3%</b>	<b>0.1%</b>	<b>0.6%</b>	<b>0.7%</b>

### Statistics on full-time and part-time employees – Previous reporting period (2022–23) percentage of total workforce

	Ongoing			Non-ongoing		
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing
<b>Total</b>	<b>85.7%</b>	<b>13.6%</b>	<b>99.2%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>0.8%</b>

### Employment type by location – Current reporting period (2023–24) percentage of total workforce

	Ongoing	Non-ongoing
All locations	99.3%	0.7%
<b>Total</b>	<b>99.3%</b>	<b>0.7%</b>

### Employment type by location – Previous reporting period (2022–23) percentage of total workforce

	Ongoing	Non-ongoing
All locations	99.2%	0.8%
<b>Total</b>	<b>99.2%</b>	<b>0.8%</b>

## PGPA Rule section 17AH(1)(c)

### People with a disability employment – current reporting period (2023–24) percentage of total workforce

Ongoing	1.9%
Non-ongoing	0.0%
<b>Total</b>	<b>1.9%</b>

### People with a disability employment – previous reporting period (2022–23) percentage of total workforce

Ongoing	1.6%
Non-ongoing	0.0%
<b>Total</b>	<b>1.6%</b>

## Appendix H: work health and safety

ASIO is committed to providing safe work places for all staff. The management of workplace safety hazards and risk is incorporated into our systems and procedures supporting the delivery of the range of activities across varied work environments.

Our safety risk management strategies reinforce legislative compliance through planning, assessing and monitoring our safety systems and services. These are aimed at identifying and monitoring safety risks, implementing controls and driving continuous improvement.

### Health and wellbeing

ASIO is focused on delivering health and wellbeing programs aimed at building knowledge, capability, awareness and enhanced safety culture. Our investment in mental health literacy across the workforce will improve awareness about workplace psychosocial hazards and enable early response to emerging concerns. Tailored training about the management of psychosocial risks is building the capability of the leadership group, supporting them to identify, assess and appropriately respond to issues.

ASIO's health and wellbeing program continues to support the workforce through a range of services and programs, including:

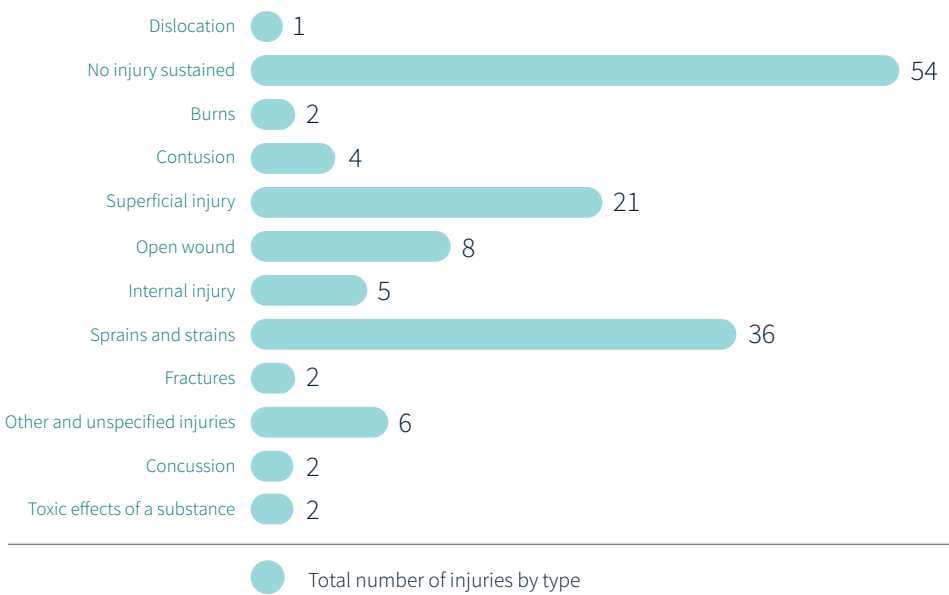
- Employee Assistance Program and other psychological support services
- Early Intervention Program
- assistance with accommodating reasonable workplace adjustments
- ergonomic assistance
- annual workplace influenza vaccinations
- promotion of physical and psychological health.

### Incidents

In accordance with legislated notification obligations, ASIO reported four incidents to Comcare in 2023–24. In consultation with Comcare, each of the incidents were investigated by ASIO to ensure appropriate controls and prevention strategies are implemented.

A new safety incident reporting platform and procedural guidelines are supporting improvements in ASIO's safety incident, hazard and near miss reporting culture. Staff are encouraged to report both physical and psychosocial issues and in the 2023-24 period, 18 incidents were reported that relate to workplace psychosocial factors, in particular workplace stress and the impact of change in the workplace.

The following table outlines physical safety incidents by mechanism of injury for the period 2023–24.



# Appendix I: ecologically sustainable development and environmental performance

ASIO is committed to enhancing our environmental sustainability. We strive to operate in an environmentally responsible manner, making every effort to use our resources efficiently and manage our waste effectively.

Below ASIO has reported how its activities during 2023–24 accorded with the principles of ecologically sustainable development per Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999*. This also includes reporting on ASIO's greenhouse gas emissions within the Climate Action in Government Operations emissions inventory tables in line with the Australian Public Service Net Zero 2030 Policy and the priorities and actions of ASIO's Emissions Reduction Plan.

Theme	Performance measure	Indicator(s) <sup>1</sup>	2022–23	2023–24
<b>Energy efficiency</b>	Total consumption of energy	Amount of purchased electricity consumed (kWh)	20,398,304	21,387,788
		Amount of gas consumed (MJ)	13,365,461	11,851,009
		Amount of other fuels consumed (L)	29,287	21,943
	Total production of energy from sources other than grid-connected electricity provider	Total amount of energy produced and consumed (kWh) from alternative sources	263,603	251,239
		Energy produced (kWh) from gas cogeneration plant	46,687	8,475
		Energy produced (kWh) from solar panels (green energy)	216,916	242,764
	Greenhouse gas emissions <sup>2</sup>	Amount of greenhouse gases produced (tonnes)	15,838	15,246
	Environmental performance targets – tenant light & power (TL&P) and central services	TL&P less than 7,500 MJ/person/annum	9,335	9,773
		Central services less than 400 MJ/m <sup>2</sup> /annum	681	582
	<b>Energy rating</b>	NABERS <sup>3</sup> Energy for Offices star rating (1–6 stars)	6 stars	6 stars

Theme	Performance measure	Indicator(s) <sup>1</sup>	2022–23	2023–24
Waste	<b>Priorities</b> <ul style="list-style-type: none"> <li>Continue the ongoing LED light replacement program to reduce the use of fluorescent and metal-halide lights.</li> <li>Further optimise the efficiency of the air-conditioning system – which reduced the demand on boilers, chillers and cooling towers.</li> </ul> <b>Actions</b> <ul style="list-style-type: none"> <li>Deep-cleaned solar panels to maximise energy production.</li> <li>Ensured that end-of-life audiovisual equipment was replaced with more energy efficient systems with LED variants.</li> <li>Participated in national environmental events such as Earth Hour.</li> <li>Ensured that all ICT equipment has built-in energy-saving features to enter low power states when not in use.</li> </ul>			
	Total waste production – this includes all waste (unwanted by-products) produced when undertaking the functions of the agency		197.74	196.49
	Unrecyclable waste production – this includes all waste that is not reused or recycled	Amount of waste going to landfill (tonnes)	66.04	71.89
	Recyclable waste production (excluding office paper)	Amount of waste going to recycling facilities (tonnes)	118.24	109.94
	Paper usage	Amount of waste paper going to recycling facilities (tonnes)	13.46	14.66
		Amount of paper sourced from recyclable sources (tonnes)	8.56	0
		Percentage of paper sourced from recyclable sources	59	0
	Relative waste production	Total waste (kg) per employee	125.31	113.26
	<b>Waste rating</b>	NABERS Waste star rating (1–6 stars)	5 stars	5 stars
	<b>Priorities</b> <ul style="list-style-type: none"> <li>Investigate other recycling options to reduce waste to landfill.</li> </ul> <b>Actions</b> <ul style="list-style-type: none"> <li>Recycled waste including batteries, cardboard, coffee beans, coffee cups, co-mingled waste, cooking oil, e-waste, fluorescent lights, food waste, grease-trap waste, green waste, paper, polystyrene, scrap metal, toner cartridges and wooden pallets.</li> </ul>			



Theme	Performance measure	Indicator(s) <sup>1</sup>	2022–23	2023–24
<b>Water</b>	Total consumption of water – this includes all water consumed when undertaking the functions of the agency	Amount of water consumed (kL)	47,608	49,882
	Rainwater use	Amount of captured rainwater used (ML)	15.75	17.19
	Relative consumption of water	Total water used (kL) per employee	30.17	30.81
	<b>Water rating</b>	NABERS Water star rating (1–6 stars)	2.5 stars	2 stars
<p><b>Priorities</b></p> <ul style="list-style-type: none"> <li>■ Plan water-sparing gardens to replace end-of-life gardens.</li> </ul> <p><b>Actions</b></p> <ul style="list-style-type: none"> <li>■ Used captured stormwater for irrigation and toilet flushing, which reduced our reliance on potable and bore water.</li> </ul>				

### Notes:

<sup>1</sup> Figures relate to ASIO's Ben Chifley Building only.

<sup>2</sup> Calculated using the National Greenhouse and Energy Reporting Facility Energy and Emissions Calculator 2023–24.

<sup>3</sup> The National Australian Built Environment Rating System (NABERS) measures a building's energy efficiency, carbon emissions, water consumption, and waste produced and delivers a performance based on a rating from 1 to 6, expressed as a number of stars for comparison with similar buildings.

## Greenhouse gas emissions inventory

The greenhouse gas emissions inventory presents greenhouse gas emissions for 2023–24, with results based on carbon dioxide equivalent (CO<sub>2</sub>-e) emissions. Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the whole-of-Australian Government approach as part of the APS Net Zero 2030 policy.

### 2023–24 greenhouse gas emissions inventory – location-based method

Emission source	Scope 1 t CO <sub>2</sub> -e <sup>2</sup>	Scope 2 t CO <sub>2</sub> -e	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e <sup>6</sup>
Electricity (location-based approach) <sup>1</sup>	N/A	14,475.255	1,154.941	15,630.195
Natural gas	610.682	N/A	155.248	765.931
Solid waste <sup>3</sup>	N/A	N/A	115.024	115.024
Refrigerants <sup>3,4</sup>	0.000	N/A	N/A	0.000
Fleet and other vehicles <sup>5</sup>	0.000	N/A	0.000	0.000
Domestic commercial flights <sup>5</sup>	N/A	N/A	0.000	0.000
Domestic hire car <sup>3,5</sup>	N/A	N/A	0.000	0.000
Domestic travel accommodation <sup>3,5</sup>	N/A	N/A	0.000	0.000
Other energy	38.288	N/A	9.436	47.724
<b>Total kg CO<sub>2</sub>-e</b>	<b>648.971</b>	<b>14,475.255</b>	<b>1,434.648</b>	<b>16,558.874</b>

<sup>1</sup> Emissions related to electricity usage are calculated using the location-based accounting method which reflects the average emissions intensity of grids on which energy consumption occurs.

<sup>2</sup> CO<sub>2</sub>-e: carbon dioxide equivalent.

<sup>3</sup> Indicates emissions sources collected for the first time in 2023–24; data quality is expected to improve over time as emissions reporting matures.

<sup>4</sup> Indicates optional emissions source for 2023–24 emissions reporting.

<sup>5</sup> This sensitive data was not included.

<sup>6</sup> Due to rounding, figures presented throughout these tables may not add precisely to the totals provided.

## 2023–24 electricity greenhouse gas emissions

Emission source	Scope 2 t CO <sub>2</sub> -e <sup>3</sup>	Scope 3 t CO <sub>2</sub> -e	Total t CO <sub>2</sub> -e	% of electricity use
Electricity (location-based approach) <sup>1</sup>	14,475.255	1,154.941	15,630.195	100%
Electricity (market-based approach) <sup>2</sup>	0.000	0.000	0.000	100%
Total renewable electricity	–	–	–	100%
<i>Mandatory renewables<sup>4</sup></i>	–	–	–	19%
<i>Voluntary renewables<sup>5</sup></i>	–	–	–	81%

<sup>1</sup> Emissions related to electricity usage are calculated using the location-based accounting method which reflects the average emissions intensity of grids on which energy consumption occurs.

<sup>2</sup> Emissions related to electricity usage are calculated using the market-based accounting method which takes into account factors such as GreenPower, large-scale generation certificates and being located in the Australian Capital Territory.

<sup>3</sup> CO<sub>2</sub>-e: carbon dioxide equivalent.

<sup>4</sup> Mandatory renewables: the portion of electricity consumed from the grid that is generated by renewable sources; this includes the renewable power percentage.

<sup>5</sup> Voluntary renewables: the eligible carbon credit units surrendered by the entity; this may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (Australian Capital Territory only).

## Appendix J: report on use of questioning warrants

ASIO is required under section 94 of the ASIO Act to provide in its annual report details of its use of questioning warrants.

Item 18 of Schedule 1 to the *Australian Security Intelligence Organisation Amendment Act 2020* (ASIO Amendment Act) provides that section 94 of the ASIO Act as amended by Part 1 of Schedule 1 to the ASIO Amendment Act applies in relation to annual reports prepared on or after the commencement of item 18.

The details are provided in the following table.

Subsection	Description	2021–22	2022–23	2023–24
94(1)(a)	The total number of requests made during the period under Division 3 of Part III to the Attorney-General for the issue of warrants under that Division (including the number of requests made orally)	1	0	0
94(1)(b)	The total number of warrants issued during the period under that Division (including the number of warrants issued orally)	1	0	0
94(1)(c)	The number of times persons were apprehended during the period under that Division	0	0	0
94(1)(d)	The number of hours each person appeared before a prescribed authority for questioning under a warrant issued during the period under that Division and the total of all those hours for all those persons	4 hours, 43 minutes <sup>1</sup>	0	0
94(1)(e)	The number of times each prescribed authority had persons appear for questioning before the prescribed authority under warrants issued during this reporting period under that Division	1	0	0

<sup>1</sup> These hours are a cumulative total of multiple questioning periods for one person.

## Appendix K: correction of material errors in previous annual reports

This appendix provides correction of material errors in previous annual reports which have proved to be wrong, in accordance with paragraph 17AH(1)(e) of the *Public Governance, Performance and Accountability Rule 2014*.

In **Appendix N** of the *ASIO Annual Report 2022–23*, a footnote was included against a statistic required under section 94 of the ASIO Act relating to technical assistance requests. The statistic provided was correct, however the footnote was inaccurate. A corrected footnote is provided in **Appendix N** to the *ASIO Annual Report 2023–24*.

An error has also been identified in **Appendix K** of the *ASIO Annual Report 2018–19* regarding statistics required under section 94 of the ASIO Act relating to special intelligence operations. As ASIO provides 3 years of statistics in each annual report, the same error was carried through to the *ASIO Annual Report 2019–20* and *2020–21*. A correction is provided in **Appendix L** to the *ASIO Annual Report 2023–24*.









W O P

# PRELIMINARIES

*Soviet Consul Vladimir Alekseev at a secret meeting, Black Mountain Peninsula, Canberra, 1970*



# List of annual report requirements under schedule 2 of the Public Governance, Performance and Accountability Rule

Below is the table set out in Schedule 2 of the PGPA Rule. Section 17AJ(d) requires this table be included in entities' annual reports as an aid of access.

PGPA Rule reference	Description	Requirement	Part of this report
<b>17AD(g)</b>	<b>Letter of transmittal</b>		
17AI	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	Letter of transmittal
<b>17AD(h)</b>	<b>Aids to access</b>		
17AJ(a)	Table of contents (print only).	Mandatory	Preliminaries
17AJ(b)	Alphabetical index (print only).	Mandatory	Preliminaries
17AJ(c)	Glossary of abbreviations and acronyms.	Mandatory	Preliminaries
17AJ(d)	List of requirements.	Mandatory	Preliminaries
17AJ(e)	Details of contact officer.	Mandatory	Preliminaries
17AJ(f)	Entity's website address.	Mandatory	Preliminaries
17AJ(g)	Electronic address of report.	Mandatory	Preliminaries
<b>17AD(a)</b>	<b>Review by accountable authority</b>		
17AD(a)	A review by the accountable authority of the entity.	Mandatory	Part 1

PGPA Rule reference	Description	Requirement	Part of this report
<b>17AD(b)</b>	<b>Overview of the entity</b>		
17AE(1)(a)(i)	A description of the role and functions of the entity.	Mandatory	Part 2
17AE(1)(a)(ii)	A description of the organisational structure of the entity.	Mandatory	Part 2 and Appendix U
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity.	Mandatory	Part 2
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan.	Mandatory	Part 2
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority.	Mandatory	Part 2
17AE(1)(aa)(ii)	Position title of the accountable authority or each member of the accountable authority.	Mandatory	Part 2
17AE(1)(aa)(iii)	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory	Part 2
17AE(1)(b)	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory	Not applicable
17AE(2)	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory.	Not applicable
<b>17AD(c)</b>	<b>Report on the Performance of the entity</b>		
	<b><i>Annual performance Statements</i></b>		
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	Part 3
<b>17AD(c)(ii)</b>	<b><i>Report on Financial Performance</i></b>		
17AF(1)(a)	A discussion and analysis of the entity's financial performance.	Mandatory	Part 3 Part 5 and Appendix Q
17AF(1)(b)	A table summarising the total resources and total payments of the entity.	Mandatory	Appendices A and B
17AF(2)	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.	Not applicable

PGPA Rule reference	Description	Requirement	Part of this report
<b>17AD(d)</b>	<b>Management and Accountability</b>		
	<b><i>Corporate Governance</i></b>		
17AG(2)(a)	Information on compliance with section 10 (fraud systems).	Mandatory	Letter of transmittal and Part 4
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	Letter of transmittal
17AG(2)(b)(ii)	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place.	Mandatory	Letter of transmittal
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity.	Mandatory	Letter of transmittal
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	Part 4
17AG(2)(d) – (e)	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.	Not applicable
	<b><i>Audit Committee</i></b>		
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	Appendix R
17AG(2A)(b)	The name of each member of the entity's audit committee.	Mandatory	Appendix R
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	Appendix R
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	Appendix R
17AG(2A)(e)	The remuneration of each member of the entity's audit committee.	Mandatory	Appendix R

PGPA Rule reference	Description	Requirement	Part of this report
<b>External Scrutiny</b>			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	Part 4
17AG(3)(a)	Information on judicial decisions decisions of administrative tribunals and by the Australian Information Commissioner that have had, or may have a significant effect on the operations of the entity.	If applicable, Mandatory.	Part 4
17AG(3)(b)	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory.	Part 4
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory.	Not applicable
<b>Management of Human Resources</b>			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	Part 4
17AG(4)(aa)	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; and d. statistics on staff location.	Mandatory	Appendix G and Appendix S
17AG(4)(b)	Statistics on the entity's Australian Public Service (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	Not applicable
17AG(4)(c)	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	Not applicable

PGPA Rule reference	Description	Requirement	Part of this report
17AG(4)(c)(i)	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	Not applicable
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level.	Mandatory	Appendix F
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees.	Mandatory	Part 4
17AG(4)(d)(i)	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory.	Not applicable
17AG(4)(d)(ii)	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory.	Not applicable
17AG(4)(d)(iii)	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory.	Not applicable
17AG(4)(d)(iv)	Information on aggregate amount of performance payments.	If applicable, Mandatory.	Not applicable
<b>Assets Management</b>			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, Mandatory.	Part 4
<b>Purchasing</b>			
17AG(6)	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory	Part 4
<b>Reportable consultancy contracts</b>			
17AG(7)(a)	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	Part 4
17AG(7)(b)	A statement that “ <i>During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million].</i> ”.	Mandatory	Part 4
17AG(7)(c)	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	Part 4



PGPA Rule reference	Description	Requirement	Part of this report
17AG(7)(d)	A statement that <i>“Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.”</i>	Mandatory	Part 4
17AG(7A)(a)	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	Part 4
17AG(7A)(b)	A statement that <i>“Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”</i>	Mandatory	Part 4
<b>17AD(daa)</b>	<b><i>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</i></b>		
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	Not applicable
<b><i>Australian National Audit Office Access Clauses</i></b>			
17AG(8)	If an entity entered into a contract with a value of more than \$100,000 (inclusive of GST) and the contract did not provide the Auditor General with access to the contractor's premises, the report must include the name of the contractor purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory.	Part 4
<b><i>Exempt contracts</i></b>			
17AG(9)	If an entity entered into a contract or there is a standing offer with a value greater than \$10,000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory.	Part 4

PGPA Rule reference	Description	Requirement	Part of this report
<b>Small business</b>			
17AG(10)(a)	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory	Part 4
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	Part 4
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that “[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”	If applicable, Mandatory.	Part 4
<b>Financial Statements</b>			
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	Part 5 and Appendix Q
<b>Executive Remuneration</b>			
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2–3 of the Rule.	Mandatory	Appendix E
<b>17AD(f)</b>	<b>Other Mandatory Information</b>		
17AH(1)(a)(i)	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory.	Part 4
17AH(1)(a)(ii)	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory.	Not applicable
17AH(1)(b)	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory.	Not applicable
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	Part 4

PGPA Rule reference	Description	Requirement	Part of this report
17AH(1)(d)	Website reference to where the entity's Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	If applicable, Mandatory.	Not applicable (FOI exempt)
17AH(1)(e)	Correction of material errors in previous annual report.	If applicable, Mandatory.	Appendix K
17AH(2)	Information required by other legislation.	Mandatory	Part 4 and Appendices

Consistent with the determination issued to ASIO by the Minister for Finance under section 105D of the *Public Governance, Performance and Accountability Act 2013*, the Director-General of Security has made deletions from the annual report tabled in parliament, including to **Appendix Q, Appendix R, Appendix S, Appendix T** and **Appendix U**.

# List of annual report requirements under the ASIO Act

ASIO is required by section 94 of the ASIO Act to include in its annual report details of its use of questioning warrants; special intelligence operation authorities; authorisations for access to telecommunications data; technical assistance requests, technical assistance notices and technical capability notices; use of special powers under warrant and other powers.

Requirement	Refer to
Statement on questioning warrants	Appendix J
Statement on special intelligence operation authorities	Appendix L
Statement on authorisations for access to telecommunications data	Appendix M
Statement on use of technical assistance requests, technical assistance notices and technical capability notices	Appendix N
Statement on use of special powers under warrant and other powers	Appendix O
Statement on international production orders	Appendix P

Consistent with section 94(5) of the ASIO Act, the Attorney-General, on advice from the Director-General of Security, has made deletions from the annual report tabled in parliament, including to **Appendix L, Appendix M, Appendix N, Appendix O and Appendix P.**

# Abbreviations and short forms

## A

AASB – Australian Accounting Standards Board

AAT – Administrative Appeals Tribunal

AFP – Australian Federal Police

AGD – Attorney-General’s Department

AGSVA – Australian Government Security Vetting Agency

AI – Artificial Intelligence

AM – Member of the Order of Australia

AN – Ammonium Nitrate

ANAO – Australian National Audit Office

ANZAC – Australian and New Zealand Army Corps

ANSTO – Australian Nuclear Science and Technology Organisation

APS – Australian Public Service

APS Net Zero – Australian Public Service Net Zero 2030 Policy

ARC – Audit and Risk Committee

ASA – Adverse Security Assessment

ASEAN – Association of Southeast Asian Nations

ASEAN24 – ASEAN-Australia Special Summit 2024

ASIC – Aviation Security Identification Card

ASIO – Australian Security Intelligence Organisation

ASIO Act – *Australian Security Intelligence Organisation Act 1979*

ASIO Amendment Act – *Australian Security Intelligence Organisation Amendment Act 2020*

ASIO Amendment Bill – Australian Security Intelligence Organisation Amendment Bill 2023

AUKUS – Australia-United Kingdom-United States partnership

## B

## C

CCSF – Commonwealth Child Safe Framework

CEO – Chief Executive Officer

CFITF – Counter Foreign Interference Taskforce

CIBC – Critical Infrastructure Background Check

CPR – Commonwealth Procurement Rules

## D

DCB – Departmental Capital Budget

DFAT – Department of Foreign Affairs and Trade

DRC – Depreciated Replacement Cost

## E

EFI – Espionage and Foreign Interference

EFI Act – *National Security Legislation Amendment (Espionage and Foreign Interference) Act 2018*

**F**

FIFA23 – Women’s World Cup Australia & New Zealand 2023

Flight Crew – Flight Crew Licence

**G**

GST – Goods and Services Tax

**H**

HR – Human Resources

HUMINT – Human intelligence

**I**

IGIS – Inspector-General of Intelligence and Security

IMVE – Ideologically motivated violent extremism

Independent Reviewer – Independent Reviewer of Adverse Security Assessments

Independent Reviewer – Independent Reviewer of Security Clearance Decisions

INSLM – Independent National Security Legislation Monitor

ISIL – Islamic State of Iraq and the Levant

ISKP – Islamic State–Khorasan Province

**J**

JCTT – Joint Counter Terrorism Team

JNIM – Jama’at Nusrat al Islam Muslimin

**K****L**

LGBTQIA+ – Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other sex, gender and sexually diverse individuals

**M**

MSIC – Maritime Security Identification Card

**N**

NABERS – National Australian Built Environment Rating System

NACC – National Anti-Corruption Commission

NAIDOC – National Aboriginal and Islander Day Observance Committee

NHSC – National Health Security Check

NIC – National Intelligence Community

NRVE – Nationalist and racist violent extremism

NSH – National Security Hotline

NSLAB3 – *National Security Legislation Amendment (Comprehensive Review and Other Measures No. 3) Act 2024*

NSSIC – Naval Shipbuilding and Sustainment Identity Card

NV – Negative Vetting

**O**

OHPS – Other Highly Paid Staff

ONI – Office of National Intelligence

## P

PBS – Portfolio Budget Statement

PGPA Act – *Public Governance, Performance and Accountability Act 2013*

PGPA Rule – *Public Governance, Performance and Accountability Rule 2014*

PJCIS – Parliamentary Joint Committee on Intelligence and Security

PV – Positive Vetting

PVM – Politically motivated violence

## Q

## R

RMVE – Religiously motivated violent extremism

## S

SES – Senior Executive Service

SME – Small and Medium Enterprises

## T

TA – Threat Assessment

TS – TOP SECRET

TS-PA – Top Secret–Privileged Access

## U

UK – United Kingdom

US – United States

## V

## W

WHS – Workplace Health and Safety

## X

## Y

## Z



# Glossary

*Five-Eyes* – an intelligence alliance composed of Australia, Canada, New Zealand, the United Kingdom and the United States.

*adverse security assessments* – mechanism by which ASIO recommends a prescribed administrative action that would be prejudicial to the interests of a person to be taken or not taken, such as the refusal of a visa or cancellation of a passport.

*espionage* – the theft of Australian information or capabilities for passage to another country, which undermines Australia's national interest or advantages a foreign country.

*foreign Interference* – activities relating to Australia that are carried on by or on behalf of, are directed or subsidised by or are undertaken in active collaboration with, a foreign power, being activities that:

- are clandestine or deceptive and:
  - are carried on for intelligence purposes;
  - are carried on for the purpose of affecting political or governmental processes; or
  - are otherwise detrimental to the interests of Australia; or
- involve a threat to any person.

*AusTender website* – provides centralised publication of Australian Government business opportunities, annual procurement plans and contracts awarded.

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