



Australian Government
IP Australia



Annual Report 2025





Acknowledgement of Country

We acknowledge the rich contributions to innovation that Aboriginal and Torres Strait Islander peoples have made through more than 65,000 years of continuing lore and history. We pay our respects to the Traditional Custodians of the lands on which our agency is based and where we conduct our business.

About this report

This report provides information on IP Australia's activities during the 2024–25 reporting period.

It addresses the annual reporting requirements of the Public Governance, Performance and Accountability Act 2013 and the *Public Governance, Performance and Accountability Rule 2014*.

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Important information

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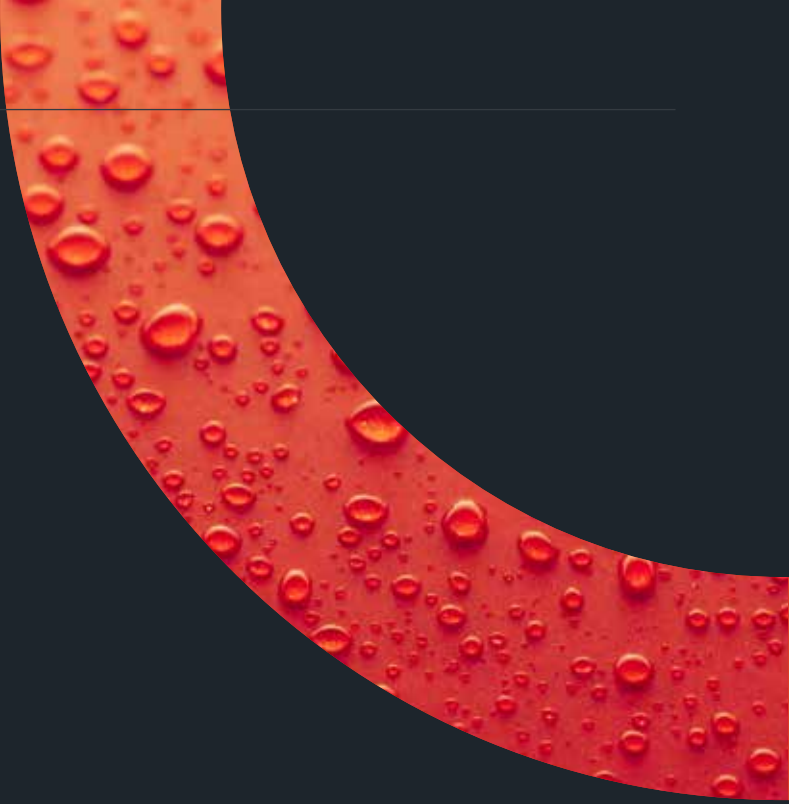
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Disclaimer

The information contained in this brief has been gathered from global intellectual property (IP) databases and represents a snapshot of IP rights at a particular point in time. It is provided for general information only and should not be relied upon for the purposes of any particular matter. It is not a report on patentability or freedom to operate and should not be relied upon for those purposes.



Reader's guide

This report is organised into 6 parts:

Part 1: Overview 2024–25

This includes an introduction to IP Australia and a summary of the year's results and achievements. It includes our Director General's review and 4 case study highlights.

Part 2: Report on performance

This includes our Annual Performance Statements and performance measures for our 3 programs. It also includes a report on our financial performance for the year.

Part 3: Financial statements

This includes our financial statements for the period ended 30 June 2025 that we are legally required to submit in our Annual Report, including the Independent Auditor's Report, the Statement by the Accountable Authority and Chief Financial Officer.

Part 4: Management and accountability

This includes a summary and results related to our governance, our people, our procurement, and the APS Net Zero 2030 Commitment.

Part 5: Appendices

These are appendices relating to certain parts of the report.

Part 6: Glossary and Index

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Letter of transmittal

Senator the Hon Tim Ayres
Minister for Industry and Innovation,
and Minister for Science
Parliament House
CANBERRA ACT 2600

Dear Minister,

I am pleased to present IP Australia's Annual Report for the 2024–25 financial year.

This report has been prepared in accordance with all applicable obligations of the Public Governance, Performance and Accountability Act 2013 (PGPA Act), including section 46, which requires that you table the report in Parliament. The report reflects the matters dealt with and legislation administered by IP Australia as at 30 June 2025.

The report includes IP Australia's Annual Performance Statements as required under section 39(1)(a) of the PGPA Act and the audited financial statements as required by section 43(4) of the PGPA Act.

As required by section 10 of the Public Governance, Performance and Accountability Rule 2014, I certify that:

- IP Australia has prepared fraud and corruption risk assessments and fraud and corruption control plans.
- IP Australia has in place appropriate fraud and corruption prevention, detection, investigation and reporting mechanisms.
- I have taken all reasonable measures to appropriately deal with fraud and corruption relating to IP Australia.

Yours sincerely,



Michael Schwager

Director General
8 October 2025





PART 1 OVERVIEW 2024-25 . PART 1 OVERVIEW 2024-25 .

Part 1

Overview 2024-25



IP Australia at a glance

Our role and functions

IP Australia is responsible for administering Australia's intellectual property (IP) rights system – specifically trade marks, patents, designs and plant breeder's rights – and regulating the IP attorney profession.

Our registration and administration functions are set out in the *Patents Act 1990*, the *Plant Breeder's Rights Act 1994*, the *Trade Marks Act 1995*, the *Designs Act 2003* and the *Olympic Insignia Protection Act 1987*.

The granting of exclusive IP rights for a period of time fosters innovation, investment and international competitiveness by:

- providing an effective legal framework for protecting products and brands
- contributing to an attractive environment for investment
- promoting the disclosure of discoveries and diffusion of ideas
- enabling firms to build brand value and business reputation, which helps improve consumer confidence
- providing incentives for undertaking research and development.

We also regulate patent attorneys in both Australia and New Zealand (under the Trans-Tasman IP Attorneys regime) and trade marks attorneys in Australia. This includes setting professional standards, managing registration, and overseeing disciplinary processes.

We educate the community regarding IP and provide advice to the Australian Government on the development of IP policy. We contribute to bilateral and multilateral negotiations and the development of cooperation programs to support the global IP system.

We recover almost all our costs by charging fees for the services we administer in accordance with the Australian Government Cost Recovery Policy.

IP Australia is a non-corporate Commonwealth entity within the Industry, Science and Resources portfolio.

Our purpose

Enabling Australians to benefit from great ideas by providing a world-leading IP system.

We are committed to delivering world-leading IP services that are modern, effective, and efficient. We achieve this by administering the registrable IP rights system, regulating the IP attorney profession, building public awareness and encouraging industry engagement, and advising the Australian Government.

Through this, we provide an effective national framework to protect Australian products and brands. This creates a secure environment for investment in innovation and enables firms to build brand value and business reputation. It also encourages individuals and businesses to disclose inventions and share knowledge and technology.

Outcome and program structure

Our Portfolio Budget Statements set out our outcome and 3 supporting programs that contribute to achieving this outcome.

Outcome:

Increased innovation, investment and trade in Australia, and by Australians overseas, through the administration of the registrable intellectual property rights system, promoting public awareness and industry engagement, and advising government.

Purpose:

Enabling Australians to benefit from great ideas by providing a world-leading IP system.



Responsible Ministers

Table 1 outlines the responsible Ministers for IP Australia during 2024–25.

Table 1: Details of responsible Ministers during the reporting period (2024–25)

Name	Period as the responsible Minister within the reporting period	
	Start date (1 July 2024 or after)	End date (30 June 2025 or before)
The Hon Ed Husic MP	1 July 2024	12 May 2025
Senator the Hon Tim Ayres	13 May 2025	30 June 2025

Our Executive

The Director General is our accountable authority. Table 2 provides details of the person who held this position during the reporting period.

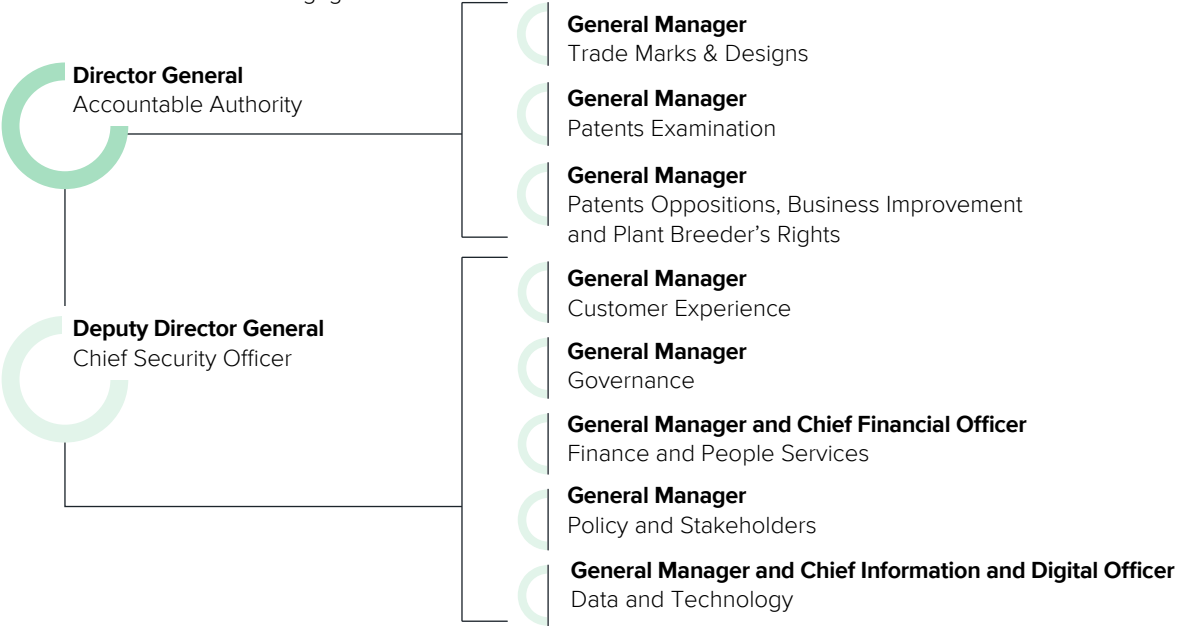
Table 2: Details of accountable authority during the reporting period (2024–25)

Name	Position title	Period as the accountable authority or member within the reporting period	
		Start date (1 July 2024 or after)	End date (30 June 2025 or before)
Michael Schwager	Director General	1 July 2024	30 June 2025

Our structure

During 2024–25 the Director General was assisted by the Deputy Director General.

The Deputy Director General was responsible for policy advice, corporate governance and enabling services, economic and data analysis, customer experience, public education and awareness activities and international engagement.



Director General's review

IP rights are essential to Australia's economic success. They fuel innovation, attract investment, generate employment, open export opportunities, encourage collaboration, and enhance the global competitiveness of Australian businesses. As a cornerstone of a modern knowledge-based economy, IP rights play a crucial role. Our duty is to ensure potential is fully realised by managing the IP system in an efficient, effective, and accessible way.

Following a review of our enterprise strategy and performance framework we unified our vision and purpose into a single purpose, 'Enabling Australians to benefit from great ideas by providing a world-leading IP system'. We are dedicated to continuous improvement, adaptation, and innovation. These values allow us to build trust in the value of IP, meet our customers' needs, and empower all Australians to access and benefit from IP rights ownership.

Our Strategic Corporate Plan outlines 9 strategic objectives under the themes of Impact, Customer, Capability, and Innovation. I am proud to present our progress and achievements to date.



1. Impact

- 1.1 Increase trust and confidence by maintaining a high-quality, customer centric, efficient IP rights system.
- 1.2 Increase awareness of the IP system.
- 1.3 Increase our reputation, influence and contribution to the IP eco-system.

2. Customer

- 2.1 Increase access to and benefits from IP rights ownership.
- 2.2 Increase customer experience excellence in the delivery of IP rights services.

3. Capability

- 3.1 Create and continually improve capabilities that meet the current and future needs of the IP rights system.
- 3.2 Build a workplace culture that is customer centric, empowered, inclusive and risk-engaging.

4. Innovation

- 4.1 Increase innovation and adaptiveness in our stewardship of the IP rights system.
- 4.2 Create innovative contemporary digital and data driven customer services and staff experiences.

Impact

Throughout the 2024–25 financial year, we continued to make a positive impact in enhancing Australia’s IP landscape. At the centre of this achievement was our commitment to maintaining a high-quality, customer-centric and efficient IP rights system through regulatory enhancements and strategic analysis. These efforts are key in fostering an environment where innovation thrives, and IP is safeguarded effectively.

Table 3 provides a quantitative view of IP Australia’s role in administering the IP system, outlining the number of applications processed and rights enforced/registered during 2024–25. We had an increase in trade mark and design applications, and a decrease in the number of patent and plant breeder’s rights applications. Fluctuations in trade mark, design, patent, and plant breeder’s rights applications indicate changes in patterns of innovation and commercial activity in Australia and internationally. Filing trends provide insights which help us better serve the needs of creators, innovators, and the broader Australian economy.

Table 3: Applications processed and enforceable/registered rights during 2024–25

Rights	Patents	Trade marks	Design rights	Plant breeder's rights
Applications processed to 30 June 2025 ¹	29,999	93,215	10,107	258
Applications processed to 30 June 2024	31,548	84,147	8,988	302
Total enforceable/registered rights as of 30 June 2025	163,525	914,581	61,123	2,525
Total enforceable/registered rights as of 30 June 2024	161,463	880,281	57,465	2,674
Definition	Provides exclusive rights for a device, substance, method, or process that is new, inventive, and useful.	Provides protection for brands (e.g. words, logos, images) when used in relation to specific products or services.	Protects the overall visual appearance of a product.	Provides exclusive commercial rights for a registered variety of plant along with its variety name.
Duration	Up to 20 years (standard) or 25 years for pharmaceuticals	No limit (renewed every 10 years)	Up to 10 years	Up to 20 years (standard) or 25 years for trees or vines

¹Received by IP Australia by 30 June 2025

Artificial intelligence patent analytics

In 2024, we published a series of artificial intelligence (AI) patent analytics reports² that deliver strategic insights into one of the fastest-growing technology sectors. By analysing patenting trends across applications such as computing and hardware, these reports identify innovation hotspots and emerging players. This work supports Australia's innovation ecosystem by equipping decision-makers with robust evidence to guide investment, policy, and capability development. Importantly, the findings feed into the Australian Critical Technology Hub's focus on AI as a technology of national interest³ – reinforcing Australia's position as a forward-looking, innovation-driven economy.

² [Artificial Intelligence Patent Analytics | IP Australia](#)

³ [AI technologies | List of Critical Technologies in the National Interest | Department of Industry Science and Resources](#)

Patent Oppositions Modernisation Project

In 2024–25, we reached a significant milestone by modernising our patent oppositions system to make it faster, more secure, and easier for staff to use. The revised system combines key functions from legacy systems into a single, streamlined experience. This upgrade reduces manual work, improves performance and supports future improvements to patent administration. It also brings us closer to our long-term Information Technology (IT) goals by moving services to the cloud and retiring outdated systems. This work reflects our commitment to delivering efficient, contemporary services that support the protection of IP rights and create lasting impact through improved digital infrastructure.



Case study

Australian designers to reap economic rewards of international Treaty

We are committed to helping small and medium enterprises (SMEs) and exporters to make the most of their ideas in domestic and foreign markets, including through our work with the World Intellectual Property Organization (WIPO) and IP offices abroad.

In November 2024, the Riyadh Design Law Treaty (the Treaty) was agreed at a WIPO diplomatic conference in Riyadh, Saudi Arabia, after negotiations spanning 20 years. Working closely with the Department of Foreign Affairs and Trade (DFAT), IP Australia representatives were pivotal in WIPO Members' final agreement to the Treaty.

The Treaty aims to make it easier for local designers to secure IP protection for their creative works at home and in international markets. It does this by seeking to harmonise the application process for design rights in different countries.

The number of design applications by Australians jumped 8.6% last year, from 2,656 in 2023 to 2,884 in 2024, highlighting the growing interest of local designers in securing IP rights. The Treaty will be particularly beneficial for designers who cannot afford to engage an attorney to navigate the various application requirements in different countries.

The Treaty establishes a maximum list of indications or elements that designers must submit with an application, so applicants will know exactly what is required. The Treaty also requires IP offices to provide certain administrative protections and flexibility to applicants, such as grace periods, deferments of publication, and relief measures to prevent applicants from losing their rights if they miss a deadline.

Significantly, the Treaty ensures flexibility for member countries to create or keep their own rules about disclosure of Indigenous Knowledge used in designs applications, including Traditional Cultural Expressions and Traditional Knowledge. This builds on the landmark WIPO treaty on Intellectual Property, Genetic Resources, and associated Traditional Knowledge, successfully negotiated in May 2024.

The Treaty marks an important step forward in empowering designers, fostering innovation and international collaboration in design.

Customer

Our commitment to continuously improving our customer service offerings drives our service delivery. We make sure all information about IP rights is not only accessible and accurate but also presented in a way that is easy for all Australians to understand and use.

Integration of TM Checker

TM Checker is a free digital tool that enables customers to quickly determine whether their proposed trade mark is available and to identify potential issues during examination. The tool was integrated into the corporate website and online services in December 2024. This integration makes it easier for small and medium-sized businesses to search for trade marks and begin the application process. Since its launch in 2022, over 300,000 checks have been completed through TM Checker, with more than 200,000 of those in the past year alone. With its placement on the website and online services, integration gives customers easier access to the tool, and the ability to use it as part of the TM Headstart application process. New features, such as pre-filled customer details, also save time and effort. These improvements are designed to better support customers who are taking their first steps with the trade mark system.

Launch of the First Nations Strategy

In 2025, we launched the First Nations Strategy, a transformative framework designed to make the IP system more inclusive, accessible, and responsive to the needs of Aboriginal and Torres Strait Islander peoples. By embedding cultural respect and shared decision-making into our services, we are not only meeting our obligations under the National Agreement on Closing the Gap – we are also expanding the reach and relevance of the IP system to better serve all Australians. This strategy ensures that our customers, especially those from First Nations communities, are empowered to protect and commercialise their innovations through a system that respects and reflects their unique knowledge and contributions.



Case study

Providing a simpler way to access data with the IP Rights Overview dashboard

IP Australia has long provided open access to IP data. We identified that to truly support open access we needed to provide more accessible, timely and user-friendly information. In January 2025, the IP Rights Overview dashboard was launched. The dashboard presents a simplified, more accessible view of our IP RAPID dataset. It offers a user-friendly resource to a wide range of professionals – including attorneys, local governments and universities – with high-level insights and intuitive visualisations.

The IP Rights Overview dashboard has proven valuable in enabling government departments to respond effectively to emerging technologies and economic shifts, while also supporting the development of public outcomes monitoring frameworks aligned with national innovation metrics. For example, an entity used patent and trade mark application data from the tool to support the development of a publicly available outcomes monitoring framework. This highlights the tool's role in enabling evidence-based policy development and confirms its benefit to external stakeholders.

The IP Rights Overview dashboard builds on our commitment to open data and responds to stakeholder demand for easier access to IP insights.

Using application data from the previous 2 financial years and the current year-to-date, it includes:

- names and origin of applicants
- the type of IP right that was applied for
- classifications and subtypes
- filing trends.

The product supports our strategic objectives by:

- enhancing public access to IP data
- promoting transparency and data literacy
- enabling evidence-based decision-making across the IP ecosystem.

Capability

Our people remain our most valuable asset, and their attraction, retention, and development are paramount. Throughout 2024–25, we have concentrated on enhancing and sustaining our workforce capabilities to meet the evolving demands of the IP rights system. We have placed a significant emphasis on fostering and empowering a workplace culture that champions diversity, inclusion, and proactive risk engagement.

Launch of our People Strategy

Delivering a world-leading IP system starts with investing in the people who make it possible. In 2024, we launched our new People Strategy 2024–27, which sets a clear direction for investing in our workforce over the next 3 years. It is built around 4 key pillars, each supported by tangible actions. Below provides details on what we delivered in the first year of implementation:

- **Culture of connection, belonging, and integrity:** We conducted a psychosocial risk assessment to identify potential risks across the 14 hazards outlined in the Model Code of Practice: Managing Psychosocial Hazards. We also launched the Culturally and Linguistically Diverse (CALD) Action Plan 2025–30 and the Gender Equity Action Plan 2025–27, both designed to remove barriers to participation and promote inclusive leadership and career development.
- **Manager capability uplift:** We piloted an avatar-based manager feedback tool to help our managers improve the quality of their performance conversations. Effective performance management is essential to support high-quality customer service delivery. This pilot has informed how we will design and deliver manager training in the future years of our People Strategy, utilising avatar and AI-based training tools.

- **Innovative mindset:** We designed a new Capability Framework which includes a focus on a commitment to lifelong learning and digital, data and AI literacy uplift, and promoted the AI Government Fundamentals course. These initiatives will help staff build confidence and capability in using data and digital tools to inform decisions and drive innovation.
- **Talent and development:** We are committed to attracting, developing and retaining diverse, high-quality talent by creating an inclusive and supportive workplace. We reviewed our Performance Development Framework to ensure it is fit for purpose in driving performance, productivity and development in a hybrid and home-based work model. During 2024–25 we undertook extensive consultation with employees and managers to develop our guiding principles and design our new approach to performance development at IP Australia.

The strategy sets clear expectations for all staff and is governed by the People Strategy Committee to ensure implementation is successful and impactful.





IK Panel members Colin Saltmere, Chrissy Grant and Shay Vigona-Goudge

Case study

Establishment of the Indigenous Knowledge Panel to shape a better IP system for Aboriginal and Torres Strait Islander peoples

Aboriginal and Torres Strait Islander peoples have been the original innovators of these lands for over 65,000 years. We are committed to ensuring this is recognised through the IP system and that Aboriginal and Torres Strait Islander peoples can benefit from and protect their Indigenous Knowledge. To do this, we need to ensure our practices, procedures and policy positions are directly informed by the views and experiences of Aboriginal and Torres Strait Islander peoples.

We established the Indigenous Knowledge (IK) Panel pilot to assist in achieving these commitments and to provide a mechanism for informed decision making. The pilot also supports our commitment to priority reforms under the National Agreement on Closing the Gap.

Our IK Panel members bring a wealth of experience and expertise across various sectors, and their contributions will be invaluable in shaping the future of the IP system to better respond to the needs of Aboriginal and Torres Strait Islander peoples. The IK Panel members are:

- **Chrissy Grant (Chair)**, an Elder from the Jalunji-Warra clan of the Eastern Kuku Yalanji and the Mualgal from Kubin on Moa Island.
- **Colin Saltmere**, a senior Indjalandji-Dhidhanu Traditional Owner of the Camooweal region in North-West Queensland.
- **Shay Vigona-Goudge**, an Aboriginal woman from the Northern Territory, of Tiwi Island and Warumunga heritage.

The panel's work is guided by the following key functions.

1. Assist IP Australia to develop, deliver and implement processes and policies related to IK which will support and enable IP Australia to:
 - a. administer IP rights and legislation in the context of Indigenous matters
 - b. better support Aboriginal and Torres Strait Islander peoples, communities, and businesses to benefit from and protect their IK, and
 - c. determine whether to continue the panel beyond its 3-year pilot period, and the shape, role, form, and processes to support any future iteration of the panel.
2. Participate in assessments and provide advice on IP rights applications that contain, or appear to contain, IK.
3. Provide advice and make recommendations to IP Australia for consideration on policy and legislative matters relating to IK in the context of IP.
4. Assist IP Australia in promoting awareness and understanding of IK as it relates to IP rights.

Innovation

Our dedication to innovation underpins our flexible and forward-thinking administration of the IP rights system. In line with this commitment, we continuously support and improve a diverse range of digital services that enhance both customer and staff experiences. As technology evolves at a rapid pace, we strive to stay ahead, seizing opportunities and managing risks effectively.

Launch of IP First Response Pilot

Strengthening enforcement support is key to increasing the value of IP rights and building trust in the IP system. In 2025, we launched IP First Response, a pilot digital tool to help users understand if their IP rights have been infringed and explore possible next steps. IP First Response provides accessible, always-on guidance on how to navigate IP enforcement options with greater confidence. Early feedback from user interviews and professional stakeholders has been encouraging, and we are refining the product and content in response to what we are learning, ensuring the information is impartial, accurate and timely for users.

AI Use Case Project

Throughout 2024–25, our patent and trade mark teams undertook the AI Use Case Project, exploring the potential of AI to enhance the efficiency of their examination processes. While AI will not replace the expertise of our examiners, it has shown promise in assisting with repetitive tasks such as research, report preparation, document retrieval and analysis. Several potential applications of AI were identified and trialled during the reporting period. In line with our commitment to innovation and continuous improvement, projects are advanced where they demonstrate potential for measurable benefits in efficiency, quality or outcomes for customers. These initiatives illustrate our proactive approach. We rapidly identify opportunities, test concepts, learn from outcomes, and apply these insights to strengthen our operations. The AI Use Case Project continues, reflecting our dedication to harnessing emerging technologies in support of our strategic objectives.

Case study

Building governance that keeps up with developments in AI and automated decision making

Reflecting our commitment to innovation, we are exploring how we can increase our use of AI and automated decision making (ADM) to improve our service delivery and staff experience. We want to empower our people to engage with these emerging technologies in ways that will improve our efficiency and capability without compromising our legislative obligations or security.

It is critical to have effective AI and ADM governance that can adapt and respond as the technology evolves. To achieve this, we have developed new governance policies and processes that provide support across the entire lifecycle of an AI or ADM product, from experimentation to decommission. These have been developed to reflect the *Policy for the responsible use of AI in government*, *Australia's AI Ethics Principles*, and the pilot *Australian Government artificial intelligence (AI) assurance framework*.

During the developmental phase of AI use cases, we encourage positive risk engagement by providing our staff with the tools and permissive environment to safely and responsibly experiment with AI technologies that have the potential to significantly contribute to our strategic objectives. The focus in this initial phase is thinking big and failing fast, with clear guardrails for experimentation and robust governance mechanisms as use cases transition into solution building.

Once use cases pass this phase, the information is recorded in a use case card, and a risk assessment is undertaken to identify decision-makers and record the nature, function, and potential harms of a product. These governance artefacts are reviewed by an internal panel of subject matter experts in key business areas to ensure compliance with our legislative, transparency and accountability obligations. Each use case is then entered into the centralised AI and ADM Inventory. This acts as a single source of truth and is maintained to ensure accurate information about instances of AI and ADM at IP Australia is available at any time.

Our Enterprise Risk Framework ensures that our risk appetites are calibrated to allow us to adapt and evolve to changing technologies, while our AI and ADM governance processes enable us to comply with whole-of-government policies and frameworks.

PART 2 REPORT ON PERFORMANCE . PART 2 REPORT ON

Part 2

Report on performance

Annual performance statements

Introductory statement

I, as the accountable authority of IP Australia, present the Annual Performance Statements of IP Australia for 2024–25, as required under section 39(1)(a) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act).

In my opinion, this statement is based on properly maintained records and accurately represents IP Australia's performance in the reporting period in accordance with section 39(2) of the PGPA Act.

In accordance with subsection 16F(1) of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule), these performance statements report on our performance for the year ended 30 June 2025, assessed against the purpose and measures published in:

- IP Australia Strategic Corporate Plan 2024–25
- Portfolio Budget Statements 2024–25 – Industry, Science and Resources Portfolio.

Our performance measures demonstrate our performance against the 3 principles of regulator best practice, in line with the Australian Government's expectations for regulator performance under the *Regulator Performance Resource Management Guide* RMG 128.



Michael Schwager

Director General
8 October 2025

Performance measure summary of results

The table below provides a summary of the performance results for each of the 4 performance measures for 2024–25.

Table 4: IP Australia’s performance measure results summary

Performance measures	Targets	Results
PM1: IP Australia’s timeliness, quality, satisfaction, and availability commitments are met.	Meet the key organisational performance metrics for timeliness, quality, satisfaction and availability published in IP Australia’s 2024–25 Strategic Corporate Plan.	Met
PM2: Process trans-Tasman attorney registration applications within 15 working days from the date that the application complies with registration requirements.	100% of applications are processed within the required timeframe.	Met
PM3: Improved awareness of the IP rights system.	Meet the key performance metrics for public education and awareness programs. • Reach: increased volume of partners and multipliers. • Engagement: increased number of participants engaging with online material (website, newsletter, and social media). • Satisfaction: 85%+ of participants are satisfied with the education and awareness activity delivered. • Knowledge: 85%+ of participants identify an increased understanding and awareness of the IP system.	Partially Met
PM4: Provision of high-quality advice to the Australian Government on policy, legislation, ministerial correspondence and briefs.	1. Ministerial briefs and correspondence delivered to the Minister’s Office are of a high quality with less than 10% resubmitted due to error or omission. 2. 100% of ministerial briefs and correspondence requested by the Minister’s Office are delivered within the agreed timeframes.	Met

Changes to our performance measures

As part of our ongoing commitment to refining and strengthening our performance measures, 2 key updates were made to our 2024–25 performance measures and are reflected in our 2024–25 Strategic Corporate Plan.

- We increased our customer satisfaction targets from 80% to 85% for performance measures 1 and 3, to better reflect our historically high performance and ongoing commitment to customer service excellence. These updates are outlined on pages 20 and 23 of the 2024–25 Strategic Corporate Plan.
- The second target under performance measure 3 “An increase in the percentage of customers who respond that their level of knowledge of the IP system is either adequate or extensive from the [previous year’s] result” was removed. This was due to the metric not being a true indication of increase in knowledge of the IP system. This update is outlined on page 23 of the 2024–25 Strategic Corporate Plan.

Program 1:

IP rights administration and professional registration

This program delivers robust intellectual property rights that satisfy our customers in terms of timeliness and quality, and by maintaining professional registration of persons wishing to qualify for registration as patent and trade marks attorneys.



Performance measure 1

Objective

IP Australia’s timeliness, quality, satisfaction, and availability commitments are met.

Source

2024–25 Portfolio Budget Statements, pages 161 to 162
IP Australia 2024–25 Strategic Corporate Plan, pages 18 to 19

Regulator performance principles

- Principle 1: Continuous improvement and building trust
- Principle 2: Risk based and data driven
- Principle 3: Collaboration and engagement

Results

Criterion

- The timeliness, quality, satisfaction, and availability commitments are measured by:
- the timeliness of IP rights products and services
 - customer satisfaction with the administration of the IP system
 - customer satisfaction with the quality of our products and services
 - the availability of online services portal for customers.

Target

Meet the key organisational performance metrics for timeliness, quality, satisfaction and availability published in IP Australia’s 2024–25 Strategic Corporate Plan.

Result

Met

Table 5: Key organisational performance metrics

Targets		Results 2024–25	Met/ Not met	Results 2023–24
The timeliness of IP rights				
1	Patents			
1.1	85% of international search reports (for one invention) in 10 weeks.	95%	Met	95%
1.2	95% of international search reports (for all search requests) in 12 weeks.	98%	Met	98%
1.3	85% of international-type search reports (for one invention where the original request is compliant) in 6 weeks.	91%	Met	93%
1.4	95% of international-type search (for all search requests from receiving a compliant request) in 8 weeks.	99%	Met	99%
2	Trade marks			
2.1	85% of first reports on new applications in 13 weeks.	99%	Met	100%
2.2	95% of first reports on new applications in 18 weeks.	100%	Met	100%
2.3	95% of TM Headstart Part 1 assessments in 5 days.	99%	Met	99%
2.4	97% of TM Headstart Part 1 assessments in 7 days.	100%	Met	100%
3	Designs			
3.1	85% of first reports on registration requests in 8 weeks.	97%	Met	97%
3.2	95% of first reports on registration requests in 9 weeks.	98%	Met	99%
3.3	85% of first reports from examination requests in 13 weeks.	98%	Met	94%
3.4	95% of first reports from examination requests in 16 weeks.	99%	Met	100%
4	Plant breeder's rights			
4.1	85% of initial examination in 8 weeks.	99%	Met	100%
4.2	85% of further examination in 4 weeks.	97%	Met	96%
Customer satisfaction with the quality of our products and services				
5	Greater than 85% of customers are satisfied with the quality of our products and services.	90%	Met	90%
Customer satisfaction with the administration of the IP system				
6	Greater than 85% of customers are satisfied overall with IP Australia.	86%	Met	87%
7	Greater than 85% of customers are satisfied with IP Australia's administration of the IP system.	89%	Met	89% ⁴
Availability of online services portal for customers				
8	Greater than 98% of online services portal availability for customers.	100%	Met	100%

Note: all results in this table have been rounded to the nearest whole number.

⁴ See Appendix C5 for a summary of the 2023–24 correction

Analysis

Patents

In 2024–25, we continued to exceed all 4 timeliness commitments for patents, with 3 of 4 measures above 94%. A combination of factors contributed to our timeliness, including proactive management of examination resources and targeted recruitment and examiner development.

Trade marks

In 2024–25, we continued to exceed all 4 timeliness commitments for trade marks, with all measures above 98%. First reports on new applications within 13 weeks decreased by 0.2% from 2023–24. Timeliness compliance for TM Headstart Part 1 within 5 days decreased slightly against 2023–24. However, the end-of-year result still finished at 99%, exceeding the target of 95%.

Designs

In 2024–25, we continued to exceed all 4 timeliness commitments for designs, finishing above 97%. Compared to 2023–24, timeliness compliance improved for the 8-week measure for registration requests by 0.4% and the 13-week measure for examination requests by 3.6%.

Plant breeder's rights (PBR)

In 2024–25, we continued to exceed timeliness commitments for plant breeder's rights. We achieved 99% compliance with issuing initial examination reports in 8 weeks and 97% compliance with issuing further examination reports in 4 weeks.

We typically issued initial examination reports within an average of 6.6 weeks and further reports within an average of 1.2 weeks.

Compared to other IP rights, the proportionately low volumes of PBR applications means that even a single report issued beyond the given timeframe can have a large percentile impact on whether timeliness targets are met.

The data used to measure the PBR timeliness commitments is currently collected through a combination of automated and manual processes. We have established quality assurance processes to ensure the completeness and accuracy of the performance data, as we continue to take steps to move to a fully automated data collection process in the future.

Customer satisfaction

Our customers are at the core of everything we do – our decisions, actions, products and services. Our Customer Service Charter outlines our commitment to continuous improvement and maintaining high customer satisfaction rates.

To deliver on this commitment, we analyse customer data to identify meaningful trends and opportunities to improve the customer experience. Regular monitoring of our performance was achieved through the delivery of a biannual customer satisfaction survey (CSS). The CSS was conducted as an online census of all customers who had transacted with us through the online services portal in the previous 6 months. A total of 41,853 customers were invited to participate in 2024–25. Of those, 2,340 customers responded to the survey, an overall response rate of 5.6% ⁵.

We met our customer satisfaction target for:

- customer satisfaction with the quality of our products and services (90%)
- overall customer satisfaction with IP Australia (86%)
- administration of the IP system (89%)

⁵To achieve a confidence level of 95% and a margin error of 3%, a survey of 41,853 customers would require 1,041 respondents (2.4%). (<https://www.qualtrics.com/articles/strategy-research/calculating-sample-size/>)

Availability of our online services

Availability of the online services portal is a key contributor to maintaining high customer satisfaction. Availability was measured using actual system uptime (including planned maintenance periods) with automated monitoring as the authoritative source of data. Our target of greater than 98% online services portal availability remains consistent from 2023–24. For 2024–25, we achieved 99.83% availability.

Performance measure 2

Objective

Process trans-Tasman attorney registration applications within 15 working days from the date that the application complies with registration requirements.

Source

2024–25 Portfolio Budget Statements, page 161
IP Australia 2024–25 Strategic Corporate Plan, page 21

Regulator performance principles

Principle 1: Continuous improvement and building trust
Principle 2: Risk based and data driven

Results

Criterion

Applications for trans-Tasman attorney registration are processed within 15 working days from the date that the application complies with registration requirements.

Target

100% of applications are processed within the required timeframe.

Result

Met

Analysis

In 2024–25 we processed a total of 100 compliant applications, comprised of:

- 82 registrations for individuals (2023–24: 82)
- 18 registrations for incorporated attorneys (2023–24: 5).

This reflects an overall increase of 13 applications compared to 2023–24, where we processed a total of 87 applications.

We met the target of 100% of compliant applications processed within the 15 working day timeframe. The average processing time for applications during 2024–25 was 4.1 days.

Applicants seeking registration close to the annual renewal date can elect to defer until the following year to avoid paying 2 annual registration fees in succession. If an applicant elects to voluntarily defer registration until 1 July, the period of deferment is excluded from the calculation of the 15 working days.

In 2024–25, we implemented a new attorney registration system. The system replaces the previously manual collection and collation of registration statistics, providing increased assurance of the accuracy of our processing and reporting.



Program 2:

Education and awareness

This program facilitates understanding among our stakeholders of the value of IP, and access to the domestic and international intellectual property system in line with Australia’s interests.

Performance measure 3

Objective

Improved awareness of the IP rights system.

Source

2024–25 Portfolio Budget Statements, page 163

IP Australia 2024–25 Strategic Corporate Plan, page 22

Regulator performance principles

Principle 1: Continuous improvement and building trust.

Results

Criterion

Improved awareness of the IP rights system measured by:
Effective delivery of public education and awareness programs, which promote the importance of IP and provide Australians with the tools they require to make informed decisions.

Target

- Meet the key performance metrics for public education and awareness programs:
- Reach: increased volume of partners and multipliers⁶.
 - Engagement: increased number of participants engaging with online material (website, newsletter, and social media).
 - Satisfaction: 85%+ of participants⁷ are satisfied with the education and awareness activity delivered.
 - Knowledge: 85%+ of participants identify an increased understanding and awareness of the IP system.

All targets must be met for the performance measure to be reported as ‘Met’ in the Annual Report.

Result

Partially Met

⁶ Partners and multipliers refer to organisations that have established connections within one of our target audience segments.

We leverage our partner and multiplier networks to get information out to a broader audience

⁷ Participants are individuals who have attended an event or information session.

Results

Reach (met)

Increase in volume of partners by 19% (29 partners) from 2023–24.

Engagement (partially met)

Decreased engagement with website tools and resources page by 37% from 2023–24.

Increased newsletter subscribers by 0.4% (12 subscribers) from 2023–24.

Increased social media engagement by 23.5% from 2023–24.

Satisfaction (met)

92% of participants were satisfied with the education and awareness activity delivered.

Knowledge (met)

94% of participants identified an increased understanding and awareness of the IP system.



Analysis

During 2024–25, our ongoing collaboration with industry associations, universities and local, state and federal government agencies, has allowed us to expand reach, increase awareness and uplift capability. This is evidenced by quantitative and qualitative data from our education sessions and engagements, with an overall 92% satisfaction rate, and 94% of participants claiming they had an increased understanding and awareness of the IP system after the session.

Our strategic partnership approach continued to successfully reach target audiences with an additional 29 partnerships established across 2024–25 (178 total compared to 149 in 2023–24), a growth of 19%. As the Public Education and Awareness function continues to mature, effort and resources are being directed towards partners who offer greater value and reach for our target audience.

Engagement across communication platforms has improved, with a small increase in newsletter subscribers. Our engagement rate per impression on our social media channels (Facebook, LinkedIn and Instagram) also increased by 23.5% (from 4.8% to 6.1%). Our 'less is more' strategy, centred on relevance and value, continues to drive these results.

Throughout 2024–25, we began to promote the 'Business resources' page rather than the 'Tools and research' page on our website. This page contains resources that are more suited to our target audience of small and medium sized enterprises, researchers and innovators. It also provided a more streamlined experience allowing our customers to access the right materials from 'one click'. We understood this change might impact our results but prioritised it to better meet customer needs. This is a contributing factor as to why website access through the 'Tools and research' page saw an overall decrease in page views compared to the previous year.

Due to this shift, the performance measure methodology has been altered for 2025–26. It now includes a range of pages on the IP Australia website, and the measure has been amended to the number of engaged sessions⁸, rather than page views.

This change also responds to the changing nature of our audience base, and the way they consume information. An engaged user accesses materials that are relevant and has ongoing participation with the content. They expect to find information within minimal clicks on a website. Work is ongoing to assess the accessibility and discovery aspects of these pages to ensure they are appropriately located within our overall website architecture.

⁸ Engaged sessions are defined as a session that lasts longer than 10 seconds or when a session includes two or more page views.

Program 3:

Advice to government and international engagement

This program supports policy and legislative change to foster Australian innovation by shaping the development of the IP system domestically and abroad. We engage internationally to influence the development of effective IP systems in line with Australian interests.

Performance measure 4

Objective

Provision of high-quality advice to the Australian Government on policy, legislation, ministerial correspondence, and briefs.

Source

2024–25 Portfolio Budget Statements, page 164

IP Australia 2024–25 Strategic Corporate Plan, page 24

Regulator performance principles

Principle 3: Collaboration and engagement

Results Criterion

High quality advice measured by both:

1. The quality of ministerial briefs and correspondence delivered to the Minister's Office.
2. The timeliness of ministerial briefs and correspondence delivered to the Minister's Office.

Target

1. Ministerial briefs and correspondence delivered to the Minister's Office are of a high quality with less than 10% resubmitted due to error or omission.
2. 100% of ministerial briefs and correspondence requested by the Minister's Office are delivered within the agreed timeframes.

Both targets must be met for the performance measure to be reported as 'Met' in the Annual Report.

Result

Met - No items delivered to the Minister's Office were resubmitted due to error or omission. 100% of ministerial briefs and correspondence requested by the Minister's Office were delivered within the agreed timeframes.

Analysis

We continued to deliver high-quality and timely advice to the Australian Government, meeting both targets in 2024–25. We prepared and submitted 43 (2023–24: 38) ministerial briefs and correspondence during the year, and none were resubmitted due to error or omission. All ministerial briefs and correspondence requested by the Minister's Office were also delivered within the agreed timeframes.

The data used to measure the submission of ministerial briefs and correspondence is collected through a manual process. As with any manual process, there is a risk of errors or inconsistencies in the collection process. Noting this risk, we have established quality assurance processes to ensure the completeness and accuracy of the data supporting the results reported above.

Financial performance

Report on financial performance

IP Australia reported an operating surplus of \$14.4 million for 2024–25, after excluding the impacts of changes to the asset revaluation reserve.

Revenues grew by 7.8% when compared to 2023–24, largely reflecting the introduction of fee changes during the financial year. Our expenses increased by 2.6% from the prior financial year, reflecting the combination of rising staff costs and partially offset by reduced suppliers' expenses.

As a cost recovery agency, we continued to focus our efforts on securing the financial sustainability of the agency to 2030. Cash reserves grew by \$29.4 million during the financial year to \$113.8 million as at 30 June 2025. This reflects increased receipts primarily relating to patent and trade marks, coupled with the impact of fee changes. IP Australia carries liabilities to customers as unearned revenues and to staff as employee provisions. The total of these liabilities as at 30 June 2025 was \$117 million, with current assets providing full coverage against current liabilities.

As at 30 June 2025, we held net assets of \$129.8 million. Our strong balance sheet ensures we have sufficient assets to settle our liabilities as and when they fall due. We are well placed for long-term strategic financial and operational planning, whilst delivering services that are efficient, effective and responsive to customers.

Demand forecast and actual performance

Each year we forecast the expected demand for our services based on historical application trends. We use this information to determine the workforce profile and capacity required to meet our Strategic Corporate Plan commitments, in line with our cost-recovery framework.

Table 6 reports our actual performance against the estimated demand for examination and registration services for the year.



Table 6: Program 1 results, 2024–25

Deliverable	Estimated	Actual
Receipt of Applications		
Patents	31,450	29,999
Plant Breeder's Rights	350	258
Patent Cooperation Treaty	2,774	2,240
Trade Marks	88,079	93,215
Designs	8,615	10,107
Registration Services		
Trans-Tasman IP Attorney Regime	1,922	1,704

PART 3 FINANCIAL STATEMENTS . PART 3 FINANCIAL STA

Part 3

Financial statements



INDEPENDENT AUDITOR'S REPORT To the Minister for Industry and Innovation

Opinion

In my opinion, the financial statements of IP Australia (the Entity) for the year ended 30 June 2025:

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

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

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

Basis for opinion

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

Accountable Authority's responsibility for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



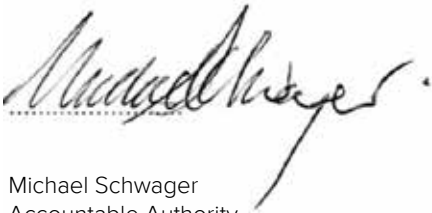
Michael Bryant
Senior Director
Delegate of the Auditor-General

Canberra
3 October 2025

IP Australia**STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that IP Australia will be able to pay its debts as and when they fall due.



Michael Schwager
Accountable Authority

3 October 2025



Doug Pereira
Chief Financial Officer

3 October 2025

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IP AUSTRALIA
STATEMENT OF COMPREHENSIVE INCOME

for the period ended 30 June 2025

		2025	2024	Original Budget ¹
		\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	160,848	152,479	159,242
Suppliers	1.1B	64,552	67,194	77,941
Depreciation and amortisation	2.2A	35,853	34,532	36,969
Finance costs	1.1C	1,428	1,567	1,467
Impairment loss on financial instruments	1.1D	1	-	-
Write-down and impairment of other assets	1.1E	9	383	-
Losses from non-financial assets revaluation	2.2A	207	-	-
Losses from asset sales		4	-	-
Total expenses		262,902	256,155	275,619
Own-Source Income				
Own-source revenue				
Revenue from contracts with customers	1.2A	272,893	252,919	273,890
Other revenue	1.2B	162	155	155
Rental income	1.2C	3,881	3,708	3,694
Total own-source revenue		276,936	256,782	277,739
Gains				
Gains from sale of assets - Plant and equipment		-	1	-
Total gains		-	1	-
Total own-source income		276,936	256,783	277,739
Net (cost of)/contribution by services		14,034	628	2,120
Revenue from Government		380	371	380
Surplus/(Deficit) attributable to the Australian Government		14,414	999	2,500
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		2,037	3,315	-
Total comprehensive income/(loss) attributable to the Australian Government		16,451	4,314	2,500

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

1. Budget reported in the 2024-25 Portfolio Budget Statements published in May 2024.
Explanations of major variances are provided in Note 1.

IP AUSTRALIA
STATEMENT OF FINANCIAL POSITION

as at 30 June 2025

		2025	2024	Original Budget ¹
		\$'000	\$'000	\$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	113,821	84,429	83,885
Trade and other receivables	2.1B	4,465	4,287	5,158
Total financial assets		118,286	88,716	89,043
Non-financial assets				
Prepayments		7,500	8,019	8,520
Leasehold improvements ²	2.2A	115,491	128,884	112,010
Plant and equipment ²	2.2A	3,644	5,875	4,869
Intangibles	2.2A	114,185	119,408	122,403
Total non-financial assets		240,820	262,186	247,802
Total assets		359,106	350,902	336,845
LIABILITIES				
Payables				
Suppliers	2.3A	5,906	6,382	8,648
Other payables	2.3B	72,794	71,277	79,165
Total payables		78,700	77,659	87,813
Interest bearing liabilities				
Leases	2.4A	100,082	111,956	98,819
Total interest bearing liabilities		100,082	111,956	98,819
Provisions				
Employee provisions	2.5A	50,022	47,630	42,894
Other provisions	2.5B	551	357	333
Total provisions		50,573	47,987	43,227
Total liabilities		229,355	237,602	229,859
Net assets		129,751	113,300	106,986
EQUITY				
Contributed equity		5,908	5,908	5,908
Reserves		8,302	6,265	2,949
Retained surplus		115,541	101,127	98,129
Total equity		129,751	113,300	106,986

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

1. Budget reported in the 2024-25 Portfolio Budget Statements published in May 2024.

Explanations of major variances are provided in Note 1.

2. Right-of-use assets are included in the following line items:

Leasehold improvements Note 2.2A

Plant and equipment Note 2.2A

IP AUSTRALIA
STATEMENT OF CHANGES IN EQUITY

for the period ended 30 June 2025

	Retained earnings			Asset revaluation reserve			Contributed equity			Total equity		
	2025	2024	Original Budget ¹	2025	2024	Original Budget ¹	2025	2024	Original Budget ¹	2025	2024	Original Budget ¹
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Opening balance as at 1 July												
Balance carried forward from previous period	101,127	100,128	95,629	6,265	2,950	2,949	5,908	5,908	5,908	113,300	108,986	104,486
Adjusted opening balance	101,127	100,128	95,629	6,265	2,950	2,949	5,908	5,908	5,908	113,300	108,986	104,486
Comprehensive income												
Surplus/(Deficit) for the period	14,414	999	2,500	-	-	-	-	-	-	14,414	999	2,500
Other comprehensive income - changes in asset revaluation surplus	-	-	-	2,037	3,315	-	-	-	-	2,037	3,315	-
Total comprehensive income	14,414	999	2,500	2,037	3,315	-	-	-	-	16,451	4,314	2,500
Closing balance as at 30 June	115,541	101,127	98,129	8,302	6,265	2,949	5,908	5,908	5,908	129,751	113,300	106,986

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

1. Budget reported in the 2024-25 Portfolio Budget Statements published in May 2024.
Explanations of major variances are provided in Note 1.



IP AUSTRALIA

CASH FLOW STATEMENT

for the period ended 30 June 2025

	2025	2024	Original Budget ¹
	\$'000	\$'000	\$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	380	371	380
Sale of goods and rendering of services	276,878	256,198	278,628
GST received	7,396	8,310	(90)
Total cash received	284,654	264,879	278,918
Cash used			
Employees	(157,326)	(152,141)	(158,689)
Suppliers	(63,247)	(68,431)	(77,775)
Interest payments on lease liabilities	(1,413)	(1,554)	(1,467)
GST Paid	(7,280)	(8,035)	-
Total cash used	(229,266)	(230,161)	(237,931)
Net cash from operating activities	55,388	34,718	40,987
INVESTING ACTIVITIES			
Cash received			
Proceeds from sales of property, plant and equipment	1	1	-
Total cash received	1	1	-
Cash used			
Purchase of leasehold improvements	(470)	(62)	(300)
Purchase of property, plant and equipment	(974)	(1,627)	(2,300)
Purchase of intangibles	(10,986)	(10,740)	(22,400)
Total cash used	(12,430)	(12,429)	(25,000)
Net cash used by investing activities	(12,429)	(12,428)	(25,000)
FINANCING ACTIVITIES			
Cash used			
Principal payments of lease liabilities	(13,567)	(12,822)	(11,923)
Total cash used	(13,567)	(12,822)	(11,923)
Net cash used by financing activities	(13,567)	(12,822)	(11,923)
Net increase/(decrease) in cash held	29,392	9,468	4,064
Cash and cash equivalents at the beginning of the reporting period	84,429	74,961	79,821
Cash and cash equivalents at the end of the reporting period	113,821	84,429	83,885

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

1. Budget reported in the 2024-25 Portfolio Budget Statements published in May 2024.

Explanations of major variances are provided in Note 1.

Overview

IP Australia's objectives are to support Australia's economic development through the administration of intellectual property (IP) rights and to contribute to the improvement of Australian and international IP systems.

IP Australia is structured to meet one outcome: increased innovation, investment, and trade in Australia, and by Australians overseas, through the administration of the registrable IP rights system, promoting public awareness and industry engagement, and advising government.

IP Australia's activities are classified as departmental and involve the use of assets, liabilities, income, and expenses controlled or incurred by IP Australia in its own right.

The principal activities of IP Australia are identified under three programs:

Program 1.1 - IP Rights Administration and Professional Registration.

Program 1.2 - Education and Awareness; and

Program 1.3 - Advice to Government and International Engagement.

IP Australia operates on a cost recovery basis, funding its operations almost entirely through revenues raised from charges for IP services. IP Australia also receives departmental appropriation for the non-charging activities it undertakes. The use of a Special Account, established under the *Public Governance, Performance and Accountability Act 2013*, enables IP Australia to fund its operations from the revenue received from charges for IP services.

IP Australia's principal place of business is in Discovery House, 47 Bowes Street, Phillip, ACT.

The basis of preparation of the financial statements

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

The financial statements have been prepared in accordance with:

a) Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR); and

b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

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

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

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

There were no amending or new standards issued during the financial year that would impact IP Australia's financial statements for the current and future reporting periods.

Taxation

IP Australia is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST). Revenues, expenses, and assets are recognised net of GST except:

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

Events After the Reporting Period

There are no events occurring after the date of the statement of financial position that materially affect the financial statements.

Notes to the financial statements and other

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when IP Australia gains control of the appropriation. Appropriations receivables are recognised at their nominal amounts.

Significant Accounting Judgements and Estimates

IP Australia has used accounting judgements and estimates when applying accounting policies. Information about judgements made in applying accounting policies that have the most significant effects on the amounts recognised in the financial statements is included in the following notes:

- Note 2.2A – leasehold improvements and plant & equipment – the fair value of IP Australia's leasehold improvements and plant and equipment has been taken to be the market value of similar items or depreciated replacement cost as determined by an independent valuer. In some instances, IP Australia's leasehold improvements that were purposed-built and some specialised plant and equipment may in fact realise more or less in the market.
- Note 2.5A – employee provisions – IP Australia uses judgements and estimates in determining the cost of future leave liabilities. The present value of the liability takes into account expected staff attrition rates and pay increases through promotion and inflation. The estimated value has been determined with reference to work of an actuarial assessment undertaken by Australian Government Actuary as at 31 January 2025.

Contingent Liabilities and Contingent Assets

IP Australia had no quantifiable or unquantifiable contingent liabilities or assets at 30 June 2025. (2023–24: nil).

IP AUSTRALIA

Note 1: Budget Variance Commentary

for the period ended 30 June 2025

IP Australia considers that major variances are those where:

- A variance between budget and actual is greater than 10% of the original Portfolio Budget Statement (PBS) estimate or
- An item below this threshold but is considered important for the reader's understanding or is relevant to an assessment of the discharge of accountability and to an analysis of the performance of IP Australia.

Where a budget estimate has not been provided in the PBS, for example non-cash items such as sale of asset adjustments and finance cost, for these items no explanation has been provided unless the variance is considered to be 'major'.

The Budget is not audited.

1A: Departmental Major Budget Variances for 2025

Explanation of major variances	Affected line items
Cash and cash equivalents were \$29.9 million (36%) higher than the Budget estimate. This variance largely comprises of the opening balance carried over from 2023-24 being \$4.6 million higher than originally budgeted, combined with lower than budgeted supplier expenditure of \$14.5 million and capital investment expenditure of \$12.6 million.	Statement of Financial Position Cash and cash equivalents
Supplier expenses were \$13.3 million (17%) lower than Budget and this variance was largely due to lower than planned usage of contractor resources and also decreased requirements for Information Communication and Technology services, and Administrative related services.	Supplier expenses, supplier payables and prepayments
Employee provisions were \$7.1 million (17%) higher than Budget largely due to the combination of Average Staffing Levels being higher than planned and also discounting impacts on leave provisions that were not included in the Budget estimate. In addition, the Budget estimate classified \$4.6 million in Superannuation on costs as Other payables.	Statement of Financial Position Employee provision
Plant and equipment & Intangibles were \$12.6 million (50%) lower than Budget, and this variance primarily reflects reduced capital investment expenditure than originally anticipated.	Cash Flow Statement Plant and equipment & Intangibles

IP AUSTRALIA

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 1.1: Expenses

	2025 \$'000	2024 \$'000
1.1A: Employee Benefits		
Wages and salaries	123,648	117,572
Superannuation:		
Defined contribution plans	16,404	15,026
Defined benefit plans	5,201	5,328
Leave and other entitlements	15,253	13,653
Separation and redundancies	342	900
Total employee benefits	160,848	152,479

Accounting Policy

Accounting policies for employee related expenses are contained in note 2.5A.

1.1B: Suppliers

Goods and services supplied or rendered

Contractors	19,926	23,343
Consultants	919	1,654
Travel	2,719	2,495
Communication & IT Services	27,121	27,172
Administrative Services	11,018	9,931
Audit fees ¹	474	508
Subscription to World Intellectual Property Organization	1,289	1,233
Total goods and services supplied or rendered	63,466	66,336

Goods supplied	101	233
Services rendered	63,365	66,103
Total goods and services supplied or rendered	63,466	66,336

Other suppliers

Operating lease rentals	182	281
Workers compensation expenses	904	577
Total other suppliers	1,086	858
Total suppliers	64,552	67,194

1. Financial statement audit services were provided to IP Australia by the Australian National Audit Office free of charge, at a nominal cost of \$162,000 (2023-24: \$155,000). Internal audit services were provided by RSM Australia Pty Ltd under contract at the cost of \$311,875 (2023-24: \$152,500).

1.1C: Finance costs

Interest on lease liabilities	1,413	1,554
Unwinding of discount	15	13
Total finance costs	1,428	1,567

The above lease disclosures should be read in conjunction with the accompanying notes 2.2A, 2.4A and 2.5B.

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Impairment Loss on Financial Instruments

Impairment on trade and other receivables	1	-
Total impairment on financial instruments	1	-

Accounting Policy

Accounting policies relating to financial instruments are contained in notes 1.2A and 2.6.

1.1E: Write-down and Impairment of Other Assets

Impairment of ROU leasehold improvements	-	29
Impairment on intangible assets	-	305
Write-down of property, plant and equipment	8	5
Write-down of intangible assets	1	44
Total write-down and impairment of other assets	9	383

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 1.2: Own-Source Revenue and Gains

	2025 \$'000	2024 \$'000
Own-Source Revenue		
1.2A: Revenue from contracts with customers		
Provision of goods	349	349
Rendering of services	272,544	252,570
Total revenue from contracts with customers	272,893	252,919

Major services and goods are made up of

Patent fees	176,348	161,420
Trade Mark fees	88,458	83,385
Design fees	4,685	4,899
Plant Breeders Rights fees	1,766	1,558
Other goods and services	816	700
Trans-Tasman IP Attorney fees	820	957
	272,893	252,919

Accounting Policy

Revenue from the sale of goods and services is recognised when a customer obtains control of the goods and services. IP Australia operates on a cost recovery basis, funding its operations almost entirely through revenues raised from charges for intellectual property services. The breakdown of major services provided by IP Australia are listed above.

For all of the services provided by IP Australia, the performance obligation is satisfied at a point in time. IP Australia recognises revenue when it satisfies each performance obligation by transferring promised goods or services to the customer.

1.2B: Other revenue

Resources received free of charge - Remuneration of auditors (ANAO)	162	155
	162	155

Accounting Policy

Resources Received Free of Charge

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

1.2C: Rental income

Sub-lease income	3,881	3,708
	3,881	3,708

IP Australia sub-leased part of its premises at Discovery House Phillip ACT to the Clean Energy Regulator (CER), Australian Digital Health Agency (ADHA) and Australian Research Council (ARC) without limiting IP Australia's obligation under the Head Lease. IP Australia agrees to perform all of its obligations as tenant under the Head Lease except those which CER, ADHA and ARC are required to perform "under sublease agreement". The leasing arrangement with CER is for 10 years commencing in April 2022 and will cease in September 2032, ADHA is for 4 years and 8 months commencing in May 2025 and will cease in December 2029 and ARC is for 7 years and 3 months commencing in July 2025 and will cease in September 2032.

Maturity analysis of operating lease income receivables:

Within 1 year	5,555	3,348
One to two years	6,028	3,460
Two to three years	6,227	3,576
Three to four years	6,433	3,695
Four to five years	5,932	3,818
More than 5 years	12,243	13,200
Total undiscounted lease payments receivable	42,418	31,097

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 2.1: Financial Assets

	2025	2024
	\$'000	\$'000
2.1A: Cash and Cash Equivalents		
Cash in special accounts (held as cash in OPA)	111,625	82,125
Cash on hand or on deposit	2,196	2,304
Total cash and cash equivalents	113,821	84,429

The closing balance of Cash in special accounts does not include amounts held in trust: \$690,008 in 2025 and \$456,098 in 2024. See note 3.2 Special Accounts for more information.

2.1B: Trade and Other Receivables

Trade receivable	1,056	1,116
GST receivable from the Australian Taxation Office	811	927
Lease incentive receivable	694	790
Rent receivable	1,373	1,048
Other receivables	531	406
Total trade and other receivables	4,465	4,287

Accounting Policy

Trade and other receivables are held for the purpose of collecting the contractual cash flows of principal and interest at market interest rates. These receivables are subsequently measured at amortised cost using the effective interest method, adjusted for any loss allowance.

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

IP Australia assesses trade and other receivables for impairment losses, which is presented separately in the Statement of Comprehensive Income. IP Australia recognised an impairment loss of \$665 in 2024-25 (2023-24: nil).

IP AUSTRALIA

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 2.2: Non-Financial Assets

2.2A: Reconciliation of the opening and closing balances of Property, Plant and Equipment and Intangibles 2025

	Leasehold Improvements	Plant & equipment	Computer software internally developed	Computer software purchased	Total Intangibles	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
As at 1 July 2024						
Gross book value	190,667	16,636	220,414	7,088	227,502	434,805
Accumulated depreciation and impairment	(61,783)	(10,761)	(102,612)	(5,482)	(108,094)	(180,638)
Total as at 1 July 2024	128,884	5,875	117,802	1,606	119,408	254,167
Additions - by purchase or internally developed	470	909	11,063	-	11,063	12,442
Right-of-use assets	-	568	-	-	-	568
Revaluations and impairments recognised in other comprehensive income	2,218	(1)	-	-	-	2,217
Revaluations recognised in net cost of services	-	(207)	-	-	-	(207)
Depreciation/Amortisation expense	(3,678)	(2,579)	(15,850)	(435)	(16,285)	(22,542)
Depreciation on right-of-use assets	(12,403)	(908)	-	-	-	(13,311)
Disposals and write down of assets	-	(13)	-	(1)	(1)	(14)
Total as at 30 June 2025	115,491	3,644	113,015	1,170	114,185	233,320
Total as at 30 June 2025 represented by:						
Gross book value	189,677	12,038	231,459	7,075	238,534	440,249
Accumulated depreciation and impairment	(74,186)	(8,394)	(118,444)	(5,905)	(124,349)	(206,929)
Total as at 30 June 2025 represented by:	115,491	3,644	113,015	1,170	114,185	233,320
Carrying amount of right-of-use assets	87,795	1,066	-	-	-	88,861

No property, plant and equipment and intangibles are expected to be sold or disposed within the next 12 months.

All revaluations were conducted in accordance with the revaluation policy. IP Australia performs a formal revaluation every four years. IP Australia engaged JLL Public Sector Valuations Pty Ltd (JLL) to conduct a revaluation of leasehold improvements and plant & equipment asset classes as at 30 June 2025.

Total depreciation expense for 2024-25 is \$35.853m (2023-24: \$34.532m).

Capital commitments

As at 30 June 2025, IP Australia had capital commitments with respect to property, plant and equipment and software enhancements.

Commitments payable on non-financial asset purchases by maturity:	2025
	\$'000
Within 1 year	143
Total capital commitments¹	143

1. Total capital commitments exclude GST.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 2.2: Non-Financial Assets

Accounting Policy

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.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases of leasehold improvements with a cost of less than \$20,000 (2023-24: \$20,000) and computer equipment with a cost of less than \$1,000 (2023-24: \$1,000). Purchases of other plant and equipment are also recognised initially at cost in the statement of financial position, except for purchases with a cost of less than \$5,000 (2023-24: \$5,000).

Where purchases do not meet the threshold for capitalisation, these items are expensed in the year of purchase.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. IP Australia accounts for these assets as separate asset classes to corresponding assets of leasehold improvements and plant and equipment, but included in the same column where the corresponding underlying assets would be presented if these items were owned.

An impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are 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 did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class by class basis. Any revaluation increment was 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 were recognised directly through the surplus/deficit except to the extent that these amounts reversed a previous revaluation increment for that class.

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

Depreciation

Depreciable plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to IP Australia 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.

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

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

	2025	2024
Leasehold improvements	Lease term	Lease term
Plant and Equipment	3 to 25 years	3 to 25 years

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

IP AUSTRALIA

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Financial Performance

Note 2.2: Non-Financial Assets

Impairment

All cash-generating assets and assets held at cost, including intangibles and ROU assets, were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount. For non-cash generating assets held at fair value, the recoverable amount is expected to be materially the same as fair value at 30 June 2025.

Derecognition

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

Sale of Asset

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

Intangibles

IP Australia's intangible assets comprise internally developed and purchased software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of IP Australia's software are 3 to 10 years (2023-24: 3 to 10 years).

Purchases of software are recognised initially at cost in the statement of financial position, except for purchases with the cost of less than \$5,000 (2023-24: \$5,000). Dependent on the stage of development, internally developed software is recognised at cost in the statement of financial position, except for purchases with the cost of less than \$200,000 (2023-24: \$200,000).

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.3: Payables

	2025 \$'000	2024 \$'000
2.3A: Suppliers		
Trade creditors and accruals	5,906	6,382
Total suppliers	5,906	6,382

Settlement is usually made within 30 days.

2.3B: Other Payables

Unearned revenues		
Patents fees	19,781	20,978
Trade Marks fees	44,049	42,867
Designs fees	401	406
Plant Breeders Rights fees	2,442	2,143
Total unearned revenues	66,673	66,394
Other unearned income	929	540
Salary and wages	4,530	3,785
Superannuation	662	558
Total other payables	72,794	71,277

Accounting Policy

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

For unearned revenue policy refer Note 1.2A.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.4: Interest bearing liabilities

	2025	2024
	\$'000	\$'000
2.4A: Leases		
Lease Liabilities	100,082	111,956
Total leases	100,082	111,956

Total cash outflow for leases for the year ended 30 June 2025 was \$14.980m (2024: \$14.376m).

Maturity analysis - contractual undiscounted cash flows

Within 1 year	14,144	13,738
Between 1 to 5 years	57,333	56,466
More than 5 years	34,360	49,024
Total leases	105,837	119,228

IP Australia in its capacity as lessee holds significant leasing arrangements for office accommodation at Phillip in the ACT and at Southbank in Victoria.

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

Accounting Policy

For all new contracts entered into, IP Australia 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 IP Australia's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest incurred. 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.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.5: Provisions

	2025 \$'000	2024 \$'000
2.5A: Employee Provisions		
Leave entitlements	45,459	43,478
Superannuation on-cost	4,312	4,152
Separations and redundancies	251	-
Total employee provisions	50,022	47,630

Accounting Policy

Employee Benefits

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

Other long-term employee benefits are measured as the net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

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

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

The liability for long service leave has been determined by reference to the work of an actuary as at 31 January 2025. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and Redundancy

IP Australia recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the plan.

Superannuation

IP Australia staff are predominantly members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap). The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for the defined benefits schemes is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported by the Department of Finance within its administered schedules and disclosure notes.

IP Australia makes employer contributions to the employee's superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. IP Australia accounts for the contributions as if these amounts were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June 2025 represents outstanding employer contributions.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.5: Provisions

2.5B: Other Provisions

	Provision for restoration ¹ \$'000	Total \$'000
As at 1 July 2024	357	333
Additional provision	194	24
Total as at 30 June 2025	551	357

1. IP Australia has one lease agreement which requires the premises to be restored to their original condition at the conclusion of the lease.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.6: Financial Instruments

	Notes	2025 \$'000	2024 \$'000
2.6A: Categories of Financial Instruments			
Financial assets at amortised cost			
Cash and cash equivalents	2.1A	113,821	84,429
Trade and other receivables ¹	2.1B	1,587	1,522
Total financial assets		115,408	85,951
Financial Liabilities			
Financial liabilities measured at amortised cost			
Trade creditors	2.3A	5,906	6,382
Total financial liabilities		5,906	6,382

1. The total amounts disclosed exclude straight lining of lease incentives, rent receivables and statutory amount of GST receivable from the Australian Taxation Office.

IP AUSTRALIA

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 2.6: Financial Instruments

Accounting Policy

Financial assets

IP Australia classifies its financial assets at amortised cost in accordance with AASB 9 *Financial Instruments*.

This classification is based on IP Australia's business model for managing the financial assets and contractual cash flow characteristics at the time of recognition.

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

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

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

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

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

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

Financial liabilities

Financial liabilities are classified as financial liabilities 'at amortised cost'. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Trade creditors 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).

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Funding

Note 3.1: Appropriations

3.1A: Annual Appropriations (Recoverable GST exclusive)

Annual Appropriations for 2025

	Annual Appropriation	Total appropriation	Appropriation applied in 2025 (current and prior years)	Variance
	\$'000	\$'000	\$'000	\$'000
DEPARTMENTAL				
Ordinary annual services	380	380	380	-
Total departmental	380	380	380	-

Annual Appropriations for 2024

	Annual Appropriation	Total appropriation	Appropriation applied in 2024 (current and prior years)	Variance
	\$'000	\$'000	\$'000	\$'000
DEPARTMENTAL				
Ordinary annual services	371	371	371	-
Total departmental	371	371	371	-

Appropriations received under ordinary annual services are sourced from Appropriation Act (No. 1)

3.1B: Unspent Annual Appropriations (Recoverable GST exclusive)

	2025 \$'000	2024 \$'000
DEPARTMENTAL		
Ordinary Annual Services of the Government - Supply Act (No.1) - Operating 2022-23	-	-
Ordinary Annual Services of the Government - Supply Act (No.3) - Operating 2022-23	-	-
Ordinary Annual Services of the Government - Appropriation Act (No.1) - Operating 2023-24	-	-
Ordinary Annual Services of the Government - Appropriation Act (No.1) - Operating 2024-25	-	-
	-	-

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Note 3.2: Special Accounts

[Recoverable GST Exclusive]	Intellectual Property Special Account ¹		Services for Other Entities and Trust Moneys World Intellectual Property Organisation ²		Services for Other Entities and Trust Moneys - Security of Costs ²		Service for Other Entities and Trust Moneys - Comcare ²	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Balance brought forward from previous period	84,429	74,961	331	316	125	83	-	-
Increases:								
Appropriation credited to special account	380	371	-	-	-	-	-	-
Costs recovered	276,878	256,198	-	-	-	-	-	-
Receipts on behalf of WIPO	-	-	4,037	4,901	-	-	-	-
Other receipts	1	1	-	-	138	78	379	146
Total increases	277,259	256,570	4,037	4,901	138	78	379	146
Available for payments	361,688	331,531	4,368	5,217	263	161	379	146
Decreases:								
Payments made to suppliers	(90,657)	(95,236)	-	-	-	-	-	-
Payments made to employees	(157,326)	(152,141)	-	-	-	-	-	-
Adjustments to special account	116	275	-	-	-	-	-	-
Money held for non-Commonwealth Party	-	-	(3,892)	(4,886)	(49)	(36)	(379)	(146)
Total decreases	(247,867)	(247,102)	(3,892)	(4,886)	(49)	(36)	(379)	(146)
Total balance carried to the next period	113,821	84,429	476	331	214	125	-	-
Balance represented by:								
Cash held in entity bank accounts	2,196	2,304	476	331	214	125	-	-
Cash held in the Official Public Account	111,625	82,125	-	-	-	-	-	-
	113,821	84,429	476	331	214	125	-	-

1. Appropriation: *Public Governance and Performance, Accountability Act 2013: s78*

Establishing Instrument: PGPA Act Determination - Establishment of Intellectual Property Special Account 2017 [29 March 2017]

Purpose: For developing and administering intellectual and industrial property systems, including the provision of property rights in inventions, Trade Marks, designs and plant breeders rights.

2. Appropriation: *Public Governance and Performance, Accountability Act 2013: s78*

Establishing Instrument: PGPA Act Determination - Establishment of IP Australia SOETM Special Account 2021 [1 July 2021].

Purpose: For the Services for Other Entities and Trust Moneys - IP Australia (Special Public Money) - For expenditure of money temporarily held on trust or otherwise for the benefit of a person other than the Commonwealth and expenditure in connection with services performed on behalf of other Government, other Commonwealth entities and Commonwealth companies.

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Funding

Note 3.3: Regulatory Charging Summary

	2025	2024
	\$'000	\$'000
Amounts applied		
Departmental		
Annual appropriations	380	371
Own source revenue	276,878	256,198
Total amounts applied	277,258	256,569
Expenses		
Departmental	262,902	256,155
Total Expenses	262,902	256,155
External Revenue		
Departmental	272,893	252,919
Total External Revenues	272,893	252,919

Regulatory charging activities:

IP Australia operates on a cost recovery basis, predominately funding all operations from cost recovered activities.

These activities include:

- Patents
- Trade marks
- Designs
- Plant breeder's rights
- Trans-Tasman IP Attorneys Board

Documentation - Cost Recovery Implementation Statement for the above activities is available at

<https://www.ipaustralia.gov.au/about-us/accountability-and-reporting>

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Other Items

Note 4.1: Key Management Personnel Remuneration

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

	2025	2024
	\$	\$
Short-term employee benefits	764,348	714,594
Post-employment benefits	144,068	134,852
Other long-term employee benefits	34,814	25,901
Termination benefits	-	-
Total key management personnel remuneration expenses	943,230	875,347

Notes:

The total number of key management personnel that are included: two individuals. (2024: There were two key management personnel).

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

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Other Items

Note 4.2: Related Party Disclosures

Related party relationships:

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

Transactions with related parties:

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of IP rights services fees.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by IP Australia, it has been determined that there are no related party transactions to be separately disclosed (2023-24: Nil).

IP AUSTRALIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Other Items

Note 4.3: Current/Non-Current Distinction for Assets and Liabilities

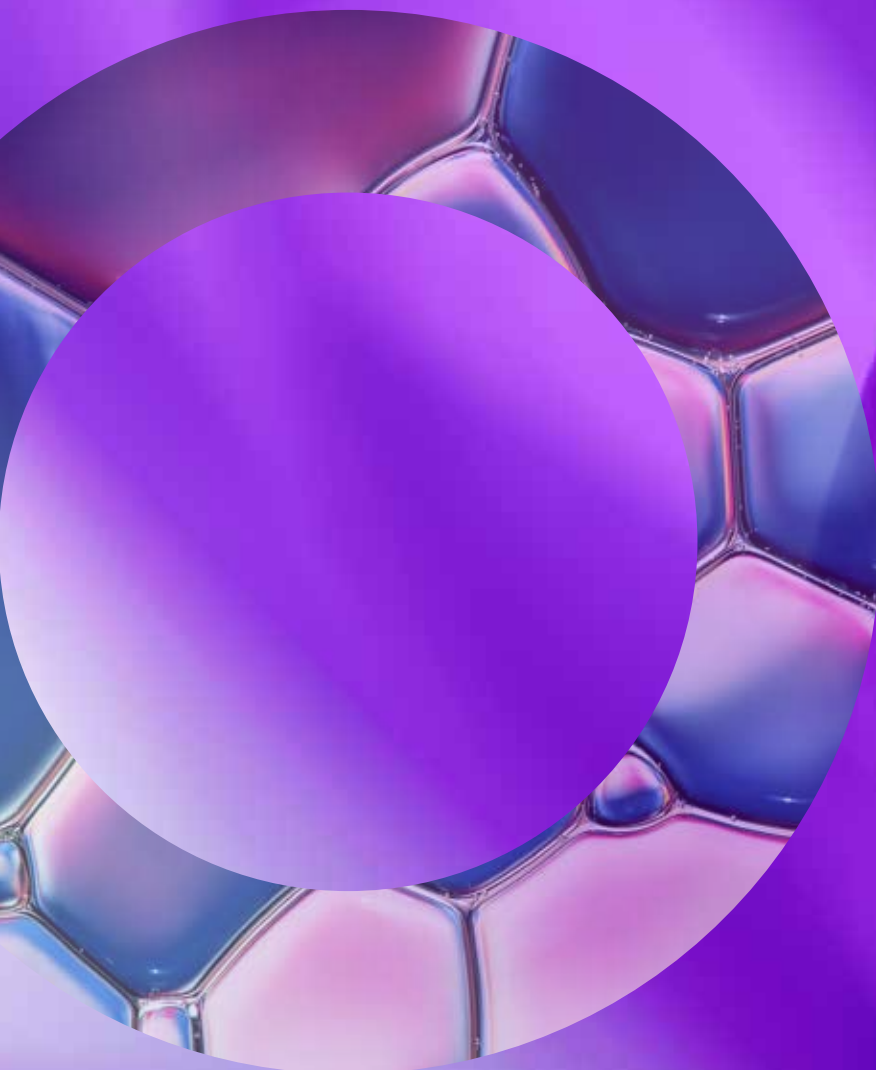
	2025 \$'000	2024 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	113,821	84,429
Trade and other receivables	2,494	2,545
Prepayments	7,302	7,712
Total no more than 12 months	123,617	94,686
More than 12 months		
Trade and other receivables	1,971	1,742
Prepayments	198	307
Leasehold improvements	115,491	128,884
Plant and equipment	3,644	5,875
Intangibles	114,185	119,408
Total more than 12 months	235,489	256,216
Total Assets	359,106	350,902
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	5,906	6,382
Other payables	65,124	63,015
Leases	12,575	12,345
Employee provisions	17,072	15,884
Total no more than 12 months	100,677	97,626
More than 12 months		
Other payables	7,670	8,262
Leases	87,507	99,611
Employee provisions	32,950	31,746
Other provisions	551	357
Total more than 12 months	128,678	139,976
Total Liabilities	229,355	237,602

PART 4 MANAGEMENT AND ACCOUNTABILITY . PART 4 MA

Part 4

Management and accountability

We are required to provide information on our management and accountability practices for the reporting period. This includes information about our corporate governance, human resources, emissions, procurement and health and safety.



Our corporate governance

Introduction

Our key governing committee is the Executive Board. The Executive Board supports the Director General in delivering our purpose and strategic objectives. It considers all issues that affect our strategic direction, corporate governance, risk environment, performance or reputation.

During 2024–25 the Executive Board was supported by 4 governance committees.

- Strategic Policy and International Committee
- Information and Data Committee
- Investment, ICT and Property Committee
- People Strategy Committee.

A vital element of our corporate governance is our strategic risk framework that establishes our risk appetites and tolerances. The Executive Board dynamically reviews our risk environment and monitors emerging risks that have the potential to impact our strategic objectives. Our governance committees provide a mechanism for the escalation and delegation of risks and controls and help to achieve our risk maturity objectives.

We have established targets for risk maturity, which are monitored by the Executive Board and assessed through the Comcover Risk Management Benchmarking Program. Our current risk maturity has been assessed as ‘Embedded’. Activities to continue to build our risk maturity are endorsed and monitored by the Executive Board.

Audit Committee

Our Audit Committee was established by the Director General in accordance with section 17 of the PGPA Rule. This Committee provides independent advice to support the Director General in meeting his obligations as an accountable authority, relating to financial and performance reporting, systems of risk oversight and management, and systems of internal control. The functions of the Committee are set out in our Audit Committee Charter and available on our [website](#).

In 2024–25 our Audit Committee comprised 3 independent members. Members are selected based on their expertise and ability to discharge the functions of the Committee in line with the Charter. During 2024–25, the Committee met in September and November 2024, and in March and June 2025.

Independent members are engaged as contractors according to the Commonwealth Procurement Rules.

Table 7: 2024–25 Audit Committee members

Member name	Qualifications, knowledge, skills or experience (include formal and informal as relevant)	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional Information (including role on committee)
Ms Cath Ingram	Ms Ingram FCA FIPAA B. Acc is a Chartered Accountant and was a Registered Company Auditor for over 20 years, leading financial statements audits in the financial services and public sector. She has over 38 years professional services experience in governance, risk and internal audit over large complex programs and is an independent member on several non-for-profit Boards and Australian Government Audit Committees.	4	4	\$34,600	Chair
Mr Stephen Sheehan	Mr Sheehan's key capabilities include managerial finance and accounting, and strategic governance and planning. Throughout his 40-year career he has served as a Chief Financial Officer to Australian public service agencies and undertaken various financial management and accounting roles across the private sector. He is now an audit committee member for various Commonwealth agencies. Mr Sheehan is a Fellow of CPA Australia and holds a Bachelor of Commerce.	4	4	\$23,532	Member
Dr Lesley Seebeck	Dr Seebeck is a former Chief Information Officer and Chief Executive Officer and is an independent consultant and a professor of cybersecurity strategy at the University of New South Wales. She has extensive experience in the Australian public sector, across ICT and transformation, budget management, defence, strategic policy, intelligence and national security, as well as working with industry and the research sector. Dr Seebeck holds a Doctor of Philosophy in Information Technology, Master of Business Administration and Defence Studies, Bachelor of Arts in Applied Science, and is a graduate member of the Australian Institute of Companies Directors.	3	4	\$23,532	Member

Audit Committee charter

Direct electronic address of the charter determining the functions of the audit committee

<https://www.ipaustralia.gov.au/about-us/accountability-and-reporting>

Fraud control

We maintain a Fraud and Corruption Control Framework that meets the requirements under section 10 of the *Public Governance, Performance and Accountability Rule 2014*. It is made up of Accountable Authority Instructions, Fraud and Corruption Control Framework, Fraud and Corruption Control Plan, and Fraud and Corruption Risk Register with supporting investigation procedures. Our framework ensures appropriate systems of fraud prevention, detection, investigation, reporting, and data collection procedures are in place to ensure all reasonable measures are taken to appropriately deal with any fraud relating to the entity.

Our Risk Register is linked to our risk management framework and brings together key fraud prevention and detection controls.

As required under the Commonwealth Fraud and Corruption Control Framework we review our systems periodically to consider changes to our operating environment and test control effectiveness. Oversight for the appropriateness of our fraud and corruption control environment is provided by the Executive Board. The Audit Committee also provides independent advice to the Director General on the appropriateness of our systems of internal control and risk oversight and management, which include fraud and corruption control.

Compliance with finance law

Our compliance responsibilities under the finance law relating to governance, performance and resource management require that we notify our responsible Minister of any significant issue that has affected IP Australia.

A significant issue, under section 19 of the PGPA Act, includes significant non-compliance with the finance law.

There were no significant instances of non-compliance with finance law reported to the responsible Minister as part of our internal compliance reporting process for 2024–25.

External scrutiny

We are subject to external scrutiny in the form of appeals or applications for judicial reviews of our decisions, made by the Commissioner of Patents, the Registrar of Trade Marks, the Registrar of Designs, the Registrar of Plant Breeder's Rights and their delegates.

The Federal Court of Australia has jurisdiction over appeals. However, in some cases, an application for review may be made to the Administrative Review Tribunal⁹. Decisions of the Registrar of Trade Marks and the Registrar of Designs are also appealable in the Federal Circuit Court. Appendix C1: Appeals of decisions summarises the appeals and applications for judicial review and administrative review IP Australia received in 2024–25.

The Auditor-General completed one performance audit involving IP Australia during 2024–25 – *Auditor-General Report No.38 of 2024–25 Ministerial Statements of Expectations and Responding Statements of Intent*. Details of this audit are available on the ANAO website at anao.gov.au.

During 2024–25 there were no reports on our operations by a committee of either or both Houses of Parliament, or the Commonwealth Ombudsman. There were also no capability reviews.

⁹ The Administrative Review Tribunal replaced the Administrative Appeals Tribunal on 14 October 2024. Statements relate to both bodies.

Information Publication Scheme

As an Australian Government agency subject to the [Freedom of Information Act 1982](#) (FOI Act) we must publish a range of information on our website as part of the Information Publication Scheme (IPS). This includes our structure, functions, appointments, annual reports, consultation arrangements and contact details of our FOI officer. Information routinely released through FOI requests and provided to Parliament must also be published online.

Where possible, we publish information that has been released in response to an FOI request in the [FOI disclosure log](#). However, an agency is not required to publish personal or business affairs information. Most FOI requests we receive are for documents containing business affairs information, as submitted by trade mark applicants, and are not routinely published in our FOI disclosure log.

The IPS also requires an agency to publish its Information Publication Scheme Agency Plan explaining what information it proposes to publish, how it intends to publish the information, and what else it intends to do to comply with the IPS. Our Information Publication Scheme Agency Plan is published on our [website](#) and routinely reviewed.

Management of human resources

Our human resources (HR) management function plays a pivotal role in executing our People Strategy. The People Strategy 2024–27, focuses on key themes: flexibility, innovation, capability uplift, connection and cohesion. This strategy has guided our actions and initiatives this year, providing a clear pathway forward.

Throughout 2024–25, we continued to focus on developing and leveraging the capabilities of our people, systems, processes, and culture, ensuring that Australians benefit from great ideas. We advanced our commitment to psychosocial safety, diversity and inclusion, integrity, managerial capability and digital innovation. We also progressed work to establish foundational frameworks for performance development and capability uplift. The actions from year one of the People Strategy span 4 pillars: culture of connection, belonging and integrity; manager capability uplift; innovative mindset; and talent and development.



Strategic Commissioning Framework

In accordance with the APS Strategic Commissioning Framework, we continued our efforts to bring core work in-house during 2024–25. Our targets aimed to reduce the use of contractors in the following job families: Human Resources, Engineering and Technical and Communications and Marketing. We also set a target to reduce contractor expenditure by \$950,000. These targets were achieved during 2024–25.

Executive remuneration

Key management personnel (KMP) include those who have direct or indirect authority and responsibility for planning, directing and controlling the activities of the entity. This includes any Director, whether executive or otherwise. Our KMP include the Director General (SES Band 3) and the Deputy Director General (SES Band 2). For 2024–25, remuneration for our KMP was determined by the Secretary of the Department of Industry, Science and Resources, or her delegate, in accordance with the conditions set out in their common law contract.

During the reporting period ended 30 June 2025, we had 2 executives who met the definition of KMP, as shown in Table 8.

Table 8: Key management personnel, 2024–25

Name	Position	Term
Michael Schwager	Director General	Full year
Margaret Tregurtha	Deputy Director General	Full year

Table 9 details the total remuneration paid to KMP, as shown in the notes to the financial statements for 2024–25. Further detail on executive remuneration and other highly paid employees in Appendix C4.

Table 9: Total remuneration of key management personnel, 2024–25

Key management personnel remuneration	2024–25
Short-term benefits:	
Base salary	\$755,014
Bonus	\$0
Other benefits and allowances	\$9,334
Total short-term benefits	\$764,348
Superannuation	\$144,068
Total post-employment benefits	\$144,068
Other long-term benefits:	
Long service leave	\$34,814
Total other long-term benefits	\$34,814
Total key management personnel remuneration	\$943,230

Work health and safety

We are committed to providing a healthy and safe working environment for all workers and visitors and have prioritised matters related to work health and safety (WHS).

In 2024–25 IP Australia completed several internal processes to test and strengthen our WHS Management System to better support our workers and visitors. This has led to:

- improved risk assessment tools aligned with the Enterprise Risk Framework for higher risk areas
- increased uptake of wellbeing activities targeted at preventing physical and psychological injuries and illness.

Employees have ongoing access to the Thriving@IP program – a holistic, evidence-based approach to wellbeing – empowering our workforce to improve their physical and psychological health. Employees and their families continue to be supported by the offer of free counselling services through our Employee Assistance Program.

Through flexible working arrangements, we are providing employees and managers with work arrangements to assist employees identify strategies to balance their work commitment with their wellbeing strategies. We will continue our focus on managing physical and psychological hazards associated with remote working, including the effects of isolation, in 2025–26.

Disability reporting mechanisms

[Australia's National Disability Strategy 2021-31](#) is a national framework that all Australian governments have signed. It sets out a plan for continuing to improve the lives of people with disability in Australia over the next 10 years.

Disability reporting is included in the [State of the Service Report](#) and the [APS Statistical Bulletin of the Australian Public Service Commission](#) (APSC). Both reports are available on the APSC website.

In 2024–25, we continued implementation of our Access and Inclusion Plan 2023–26. This plan sets out a roadmap of practical actions for creating an environment that embraces accessibility and removes barriers for our employees and customers. By implementing this plan and working collaboratively we can create a workplace where everyone feels valued, respected, and empowered to thrive.

We continue to partner with organisations, such as the Australian Disability Network, with the joint aim of building a disability confident workplace. Our Disability Network – Learning, Equity and Accessibility Partnership (LEAP) – focuses on accessibility and disability and is open to all employees, carers, and allies. LEAP provides peer support to colleagues, a safe space to raise workplace issues and barriers, and reinforces our commitment to being a diverse and inclusive workplace, including celebrating events such as the International Day of People with Disability

Purchasing

During 2024–25, our Procurement and Contracts team continued to ensure our commitments remained consistent with the [Commonwealth Procurement Rules](#) and authorised delegates achieved value for money for the Australian Government.

Our Accountable Authority Instructions require the use of purchase orders for all purchases valued at more than \$10,000. This assists in tracking commitments and meeting accountability requirements.

As necessary, we publish our annual procurement plan on [AusTender](#) to give prospective suppliers advance knowledge of anticipated procurement opportunities for the next 12 months.

We support 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 website - Statistics on Australian Government Procurement Contracts](#).

We support SMEs through the following measures:

- complying with the Commonwealth Procurement Rules
- using credit cards for procurements valued under \$10,000
- using standardised contracts for low-risk procurement valued under \$200,000
- adhering to the Indigenous Procurement Policy, as many Indigenous businesses are also SMEs
- dedicated procurement guidance and training material for procuring officers
- complying with the government's Supplier Pay on Time or Pay Interest policy.

Consultants

During 2024–25, 6 new reportable consultancy contracts were entered into, involving total actual expenditure of \$0.797 million (including GST). In addition, 7 ongoing reportable consultancy contracts were active during this period, involving total actual expenditure of \$0.518 million (including GST).

Decisions to engage consultants during 2024–25 were made in accordance with the PGPA Act and related regulations, including the Commonwealth Procurement Rules and relevant internal policies. We select consultants using panel arrangements or by making an open approach to market.

We engage individuals and companies to provide professional services under contracts for service, taking into account the skills and resources required for the task, the skills available internally, and cost-effectiveness.

Consultants are typically engaged to:

- investigate or diagnose a defined issue or problem
- carry out defined reviews or evaluations
- provide independent advice, information or creative solutions to assist in decision-making.

The Director General did not exempt any contract during 2024–25 from publication on AusTender on the basis that it would disclose exempt matters under the [Freedom of Information Act 1982](#). All contracts valued at \$100,000 (GST inclusive) or more during 2024–25 allowed for the Auditor General to have access to the contractor's premises.

Annual reports contain information about our actual expenditure on reportable consultancy contracts. Information on the value of our reportable consultancy contracts is available on the [AusTender website](#).

Table 10: Expenditure on reportable consultancy contracts, 2024–25

Reportable consultancy contracts 2024–25	Number	Expenditure (\$)
New contracts entered into during the reporting period	6	\$796,696
Ongoing contracts entered into during a previous reporting period	7	\$517,834
Total	13	\$1,314,530

Table 11: Organisations receiving a share of reportable consultancy contract expenditure, 2024–25

Organisations receiving a share of reportable consultancy contract expenditure 2024–25	Expenditure (\$)
Bevington Consulting Pty Ltd	\$502,403
KPMG Australia Pty Ltd	\$296,665
Strategic Project Partners Pty Ltd	\$187,000
Orima Research Pty Ltd	\$64,400
Circle T Industries Pty Ltd	\$56,843

Non-consultancy contracts

During 2024–25, 133 new non-consultancy contracts were entered into, involving a total actual expenditure of \$35.791 million (including GST). In addition, 169 ongoing reportable non-consultancy contracts were active during this period, involving total actual expenditure of \$48.481 million (including GST).

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the [AusTender website](#).

Table 12: Expenditure on reportable non-consultancy contracts, 2024–25

Reportable consultancy contracts 2024–25	Number	Expenditure (\$)
New contracts entered into during the reporting period	133	\$35,791,041
Ongoing contracts entered into during a previous reporting period	169	\$48,480,670
Total	302	\$84,271,711

Table 13: Organisations receiving a share of reportable non-consultancy contract expenditure, 2024–25

Organisations receiving a share of reportable consultancy contract expenditure 2024–25	Expenditure (\$)
Jones Lang Lasalle Pty Ltd	\$17,526,345
Amazon Web Services Australia Pty Ltd	\$4,127,406
Data#3 Limited	\$3,237,129
MTP Services Pty Ltd	\$2,529,951
Ignite Limited	\$2,236,146

Grant programs

We did not administer any grants during 2024–25.

Advertising and market research

During 2024–25, we made one payment to a market research entity above the reporting threshold of \$16,900 per payment, totalling \$64,400.00 (including GST).

We did not conduct any advertising campaigns in 2024–25.

Table 14: Payments associated with advertising and market research, 2024–25

Name of recipient	Services	Total (\$)
Advertising agencies		
Nil		0
Direct mail		
Nil		0
Market research		
Orima Research Pty Ltd	Detailed Analysis of the APS Census Results	\$64,400
Media advertising		
Nil		0
Polling organisations		
Nil		0

Emissions reporting

As part of the [Net Zero in Government Operations Strategy](#), and the reporting requirements under section 516A of the [Environment Protection and Biodiversity Conservation Act 1999](#), non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory and Electricity Greenhouse Gas Emissions tables present greenhouse gas emissions over the 2024–25 financial year. The greenhouse gas emissions reported are calculated on the basis of Carbon Dioxide Equivalent (CO₂-e) and in line with the [Emissions Reporting Framework](#). This is consistent with a whole-of-Australian Government approach, outlined in the Net Zero in Government Operations Strategy, and [Commonwealth Climate Disclosure](#) requirements.

Caveats

- Amendments to the 2023–24 data have been identified and will be addressed through the formal Amendments Process scheduled to take place in the first half of 2026.
- Electricity and natural gas consumption data was estimated based on the portion of space occupied by IP Australia.
- Due to the billing cycles not aligning with the end of the financial year, some electricity data was not available during the initial collection process in July–August 2025. Adjustments to the data may be required in future reports.
- IP Australia is reporting natural gas emissions for the first time in 2024–25 as the quality and completeness of this data and/or the calculation methodology has improved.
- A portion of solid waste data was unable to be separated from landlord data and has not been included.
- Reporting on refrigerants is optional for 2024–25 and will be phased in over time as emissions reporting matures.
- Commercial domestic flight emissions reported may contain some flights that were cancelled or not flown.
- Emissions from hire cars for 2024–25 have been sourced from third party providers and may be incomplete. The quality of data is expected to improve over time as emissions reporting matures.

Table 15: 2024–25 Greenhouse Gas Emissions Inventory – location-based method

Emission source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (location-based approach)	n/a	578.54	36.89	615.43
Natural gas	74.71	n/a	18.99	93.71
Solid waste	—	n/a	12.06	12.06
Refrigerants*	—	n/a	n/a	—
Fleet and other vehicles	—	n/a	—	—
Domestic commercial flights	n/a	n/a	218.03	218.03
Domestic hire car	n/a	n/a	3.54	3.54
Domestic travel accommodation	n/a	n/a	78.43	78.43
Other energy	—	n/a	—	—
Total t CO₂-e	74.71	578.54	367.94	1,021.20

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

* Reporting on refrigerants is being phased in over time as emissions reporting matures and may be an optional source in 2024–25 emissions reporting. See the [Emissions Reporting Framework](#) for more details.

Table 16: 2024–25 Electricity greenhouse gas emissions

Emission source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Location-based electricity emissions	578.54	36.89	615.43	869,532.23
Market-based electricity emissions	43.37	5.89	49.26	53,546.54
Total renewable electricity consumed	n/a	n/a	n/a	815,985.70
<i>Renewable Power Percentage¹⁰</i>	n/a	n/a	n/a	158,211.39
<i>Jurisdictional Renewable Power Percentage¹¹</i>	n/a	n/a	n/a	657,774.31
<i>GreenPower¹²</i>	n/a	n/a	n/a	—
<i>Large-scale generation certificates¹²</i>	n/a	n/a	n/a	—
<i>Behind the meter solar¹³</i>	n/a	n/a	n/a	—
Total renewable electricity produced	n/a	n/a	n/a	—
<i>Large-scale generation certificates¹²</i>	n/a	n/a	n/a	—
<i>Behind the meter solar</i>	n/a	n/a	n/a	—

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

¹⁰ Listed as Mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

¹¹ The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

¹² Listed as Voluntary renewables in 2023–24 Annual Reports.

¹³ Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Progress towards the APS Net Zero 2030 target

Table 17: Progress towards the APS Net Zero 2030 target

APS Net Zero 2030 target emission sources	2022–23* t CO ₂ -e	2023–24* t CO ₂ -e	Percentage change since 2022–23
Total Scope 1	—	—	—
Natural gas	—	—	—
Fleet and other vehicles	—	—	—
Refrigerants	—	—	—
Other energy	—	—	—
Total Scope 2	149.715	116.604	22.12%
Electricity (market based)	149.715	116.604	22.12%
Total Scope 1 and Scope 2	149.715	116.604	22.12%

Note: The table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent.

* Emissions reported may differ from previously published emissions due to reconciliation of natural gas and electricity data or updates to emission factors and calculation methods. See 2024–25 [Net Zero in Government Operations Annual Progress Report](#) for details regarding emission factors and calculation methods updates.

Emissions Reduction Plan summary

We have responsibility for managing and implementing emissions reduction initiatives set by the Australian Government's Net Zero in Government Operations Strategy (NZGO Strategy). This strategy sets out the Australian Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

We are following the APS Net Zero 2030 target in full in accordance with the NZGO Strategy. The Emissions Reduction Plan (ERP) sets out priorities and actions to achieve our target.

As required by the NZGO Strategy, the following is a summary of progress against these priorities and actions. Combined with annual emissions reporting, this will be used as a measure of our progress towards reducing our emissions.

Energy

- We extended our current electricity contract under the Department of Defence electricity panel arrangement to 30 June 2026 to align with delays in finalising the whole-of-government electricity arrangement.
- The rooftop solar PV installation on Canberra's Discovery House has been delayed to financial year 2025–26.

Buildings

- Discovery House retained a 5.5-star NABERS rating.

People, Culture and Capability

- We filled the role of Chief Sustainability Officer, to drive our emissions reduction activity and capability uplift.
- Our Environmental Management Sub-Committee continues to meet quarterly to support the ongoing effectiveness, commitment, promotion and maintenance of our Environmental Framework.
- The Environmental Management System training module was made an annual mandatory module in March 2025. To date, 504 staff have completed it. Climate Action in Government Operations training programs have been published and promoted on our intranet.

Travel and procurement

- We reviewed and made updates to travel and procurement policies to align with NZGO Strategy objectives and staff have been made aware of these changes.

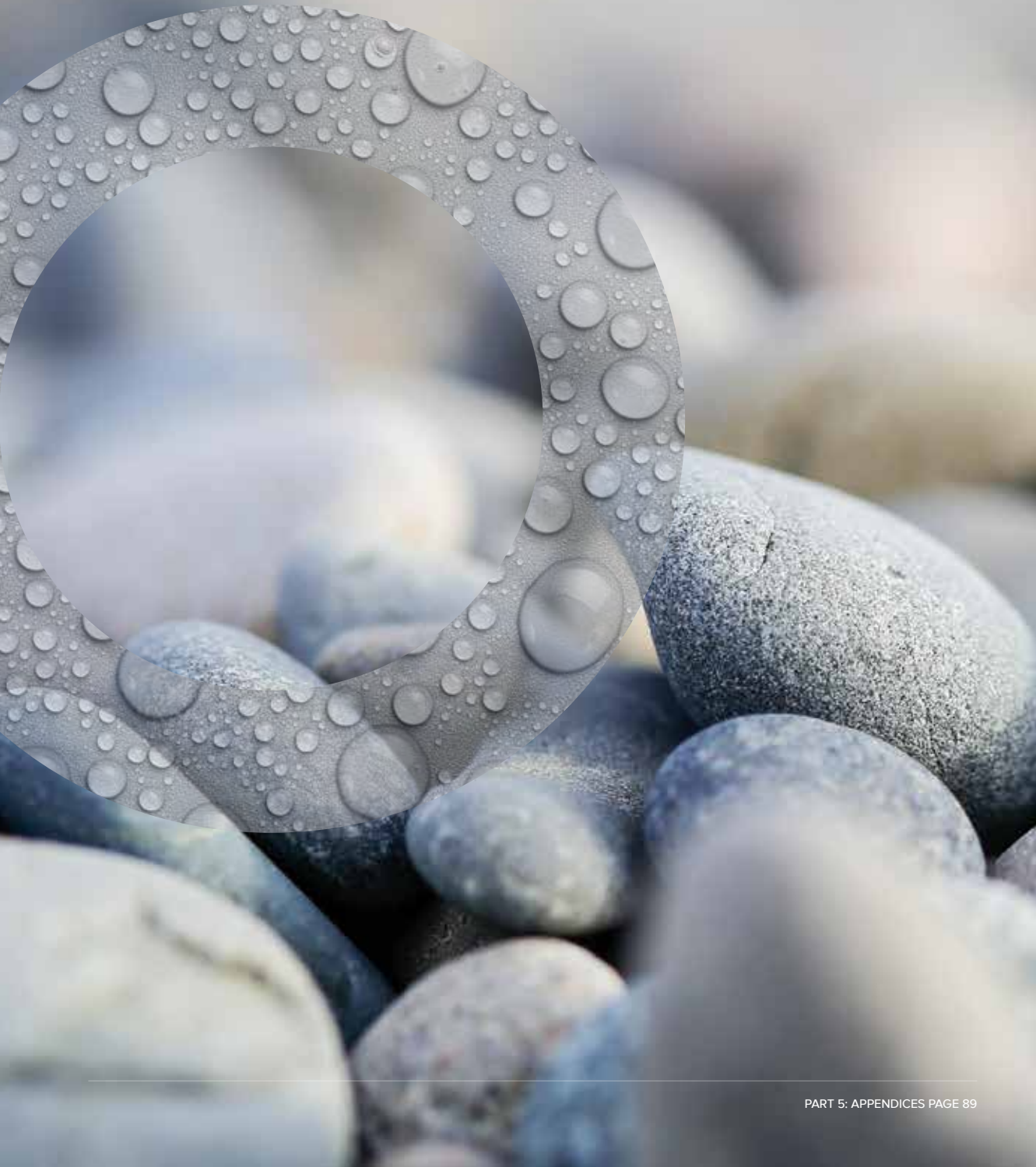
Additional priorities and actions or highlights from the reporting year

- A reduction of 4,185 square metres of vacant office space in Discovery House after securing 2 new subtenants to occupy the space.
- In preparation for the new subtenants, over \$300,000 of excess furniture and equipment from these spaces was rehomed to other Commonwealth entities. This was calculated to have an estimate emissions saving of 44 t CO₂e.
- An upgrade of the photocopiers halved the numbers of photocopiers in our fleet.
- As part of the upgrade of AV equipment, we were able to decommission and not replace all rooms in the new subtenant spaces ready for their equipment to be installed.

Our updated ERP has been signed by the Director General and published at ipaaustralia.gov.au/about-us/our-agency/environmental-management

Part 5

Appendices



Appendix C1: Appeals of decisions

Commissioner of Patents

In 2024–25, there were 2 new appeals filed with the Federal Court of Australia from decisions of delegates of the Commissioner of Patents. The Commissioner’s decision was upheld in 2 appeals initiated prior to July 2024, from decisions originating with the Commissioner, including one in which the Commissioner was added as a contradictor to the proceedings after the original contradictor withdrew. One appeal of a decision originating with the Commissioner was discontinued. As of 30 June 2025, one matter remains open where the Commissioner has an active role. The matter is set to be heard by a Full Court of the Federal Court of Australia.

Registrar of Trade Marks

In 2024–25, there were 27 new appeals filed from decisions made by the Registrar of Trade Marks, with the Federal Court of Australia being the central venue for these. A total of 18 appeals were finalised during 2024–25. No appeal matters were granted leave to appeal to the Full Bench of the Federal Court nor the High Court of Australia. The Administrative Review Tribunal heard one matter, and The Federal Court heard one matter under the *Administrative Decisions (Judicial Review) Act 1989*. Both matters were finalised in the financial year.

Registrar of Designs

In 2024–25, there were no appeals or finalisations from decisions made by the Registrar of Designs.

Registrar of Plant Breeder’s Rights

In 2024–25 one application was made for review by the Administrative Review Tribunal of a delegate’s decision to grant a plant breeders rights.

Appendix C2:

Financial summary

Entity resource statement – current period

Table 18: Entity resource statement 2024–25

	Current available appropriation 2024–25	Payments made 2024–25	Balance remaining 2024–25
	\$'000		
	(a)	(b)	(a) – (b)
Departmental			
Annual appropriations – ordinary annual services ¹⁴	380	380	0
Total departmental annual appropriations (c)	380	380	0
Special accounts ¹⁵			
Opening balance – special accounts	84,429		
Appropriation receipts ¹⁶	380		
Non-appropriation receipts to special accounts	276,879		
Payments made		247,867	
Total special accounts (d)	361,688	247,867	113,821
Less appropriations drawn from annual/special appropriations and credited to special accounts ¹⁶ (e)	380	380	0
Total departmental resourcing (c+d-e)	361,688	247,867	113,821
Total net resourcing and payments for IP Australia	361,688	247,867	113,821

¹⁴ Appropriation Act (No. 1) 2024–25.

¹⁵ Does not include 'special public money' held in accounts such as 'services for other entities and trust moneys' special accounts.

¹⁶ Appropriation receipts from IP Australia annual appropriations for 2024–25 included above.

Expenses for Outcome 1

Table 19: Expenses for Outcome 1

Expenses for Outcome 1			
	Budget* 2024–25	Actual expenses 2024–25	Variation 2024–25
	\$'000		
Outcome 1: Increased innovation, investment and trade in Australia, and by Australians overseas, through the administration of the registrable intellectual property rights system, promoting public awareness and industry engagement, and advising government.	(a)	(b)	(a) – (b)
Program 1: IP Rights Administration and Professional Registration			
Departmental expenses			
Special accounts	252,036	240,788	11,248
Expenses not requiring appropriation in the budget year ¹⁷	155	162	-7
Total for Program 1	252,191	240,950	11,241
Program 2: Education and Awareness			
Departmental expenses			
Special accounts	3,308	3,181	127
Total for Program 2	3,308	3,181	127
Program 3: Advice to Government and International Engagement			
Departmental expenses			
Departmental appropriation	380	380	0
Special accounts	19,740	18,391	1,349
Total for Program 3	20,120	18,771	1,349
Outcome 1 totals by appropriation type			
Departmental expenses			
Departmental appropriation	380	380	0
Special accounts	275,084	262,360	12,724
Expenses not requiring appropriation in the budget year ¹⁷	155	162	-7
Total expenses for Outcome 1	275,619	262,902	12,717
Average staffing level (number)	1,100	1,113	

¹⁷ Expenses not requiring appropriation in the Budget year are made up of audit fees.

* Full-year budget, including any subsequent adjustment made to the 2024–25 budget at Additional Estimates.

Appendix C3: Workforce statistics

All employees

The data presented in tables 20 to 35 includes staff on leave and staff acting at a higher level as at 30 June.

Table 20: All ongoing employees 2024–25, at 30 June 2025 (actual positions)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	-	-	-	-	-	-	-	-	-	-
QLD	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
VIC	66	2	68	35	9	44	0	0	0	112
WA	-	-	-	-	-	-	-	-	-	-
ACT	512	34	546	410	113	523	3	0	3	1,072
NT	-	-	-	-	-	-	-	-	-	-
External territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	578	36	614	445	122	567	3	0	3	1,184

Table 21: All non-ongoing employees 2024–25, at 30 June 2025 (actual positions)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	-	-	-	-	-	-	-	-	-	-
QLD	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
VIC	0	0	0	0	1	1	0	0	0	1
WA	-	-	-	-	-	-	-	-	-	-
ACT	1	3	4	6	2	8	0	0	0	12
NT	-	-	-	-	-	-	-	-	-	-
External territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	1	3	4	6	3	9	0	0	0	13

Table 22: All ongoing employees 2023–24, at 30 June 2024 (actual positions)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	-	-	-	-	-	-	-	-	-	-
QLD	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
VIC	57	2	59	32	9	41	-	-	-	100
WA	-	-	-	-	-	-	-	-	-	-
ACT	527	28	555	445	85	530	3	-	3	1,088
NT	-	-	-	-	-	-	-	-	-	-
External territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	584	30	614	477	94	571	3	-	3	1,188

Table 23: All non-ongoing employees 2023–24, at 30 June 2024 (actual positions)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
NSW	-	-	-	-	-	-	-	-	-	-
QLD	-	-	-	-	-	-	-	-	-	-
SA	-	-	-	-	-	-	-	-	-	-
VIC	-	-	-	1	-	1	-	-	-	1
WA	-	-	-	-	-	-	-	-	-	-
ACT	4	2	6	4	1	5	-	-	-	11
NT	-	-	-	-	-	-	-	-	-	-
External territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
Total	4	2	6	5	1	6	-	-	-	12

Table 24: APS ongoing employees (2024–25)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	1	-	1	-	-	-	-	-	-	1
SES 2		-	-	1	-	1	-	-	-	1
SES 1	4	-	4	5	-	5	-	-	-	9
EL 2	55	1	56	43	5	48	-	-	-	104
EL 1	168	10	178	118	33	151	-	-	-	329
APS 6	290	18	308	193	61	254	3	-	3	565
APS 5	16	1	17	37	7	44	-	-	-	61
APS 4	42	4	46	48	14	62	-	-	-	108
APS 3	2	-	2	-	2	2	-	-	-	4
APS 2	-	2	2	-	-	-	-	-	-	2
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	578	36	614	445	122	567	3		3	1,184

Table 25: APS non-ongoing employees (2024–25)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	-	-	-	-	-	-	-	-	-	-
EL 2	-	-	-	-	-	-	-	-	-	-
EL 1	-	1	1	1	-	1	-	-	-	2
APS 6	-	2	2	2	2	4	-	-	-	6
APS 5	1	-	1	1	1	2	-	-	-	3
APS 4	-	-	-	2	-	2	-	-	-	2
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	1	3	4	6	3	9	-	-	-	13

Table 26: APS ongoing employees (2023–24)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	1	-	1	-	-	-	-	-	-	1
SES 2		-	-	2	-	2	-	-	-	2
SES 1	4	-	4	5	-	5	-	-	-	9
EL 2	46	1	47	48	1	49	-	-	-	96
EL 1	166	7	173	128	24	152	-	-	-	325
APS 6	306	18	324	186	54	240	2	-	2	566
APS 5	42	2	44	79	10	89	1	-	1	134
APS 4	18	-	18	29	2	31	-	-	-	49
APS 3	1	-	1	-	1	1	-	-	-	2
APS 2	-	2	2	-	2	2	-	-	-	4
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	584	30	614	477	94	571	3	-	3	1,188

Table 27: APS non-ongoing employees (2023–24)

	Man/Male			Woman/Female			Non-binary and/or gender diverse			Total
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	
SES 3	-	-	-	-	-	-	-	-	-	-
SES 2	-	-	-	-	-	-	-	-	-	-
SES 1	1	-	1	-	-	-	-	-	-	1
EL 2	-	-	-	-	-	-	-	-	-	-
EL 1	2	1	3	2	-	2	-	-	-	5
APS 6	-	1	1	1	1	2	-	-	-	3
APS 5	1	-	1	2	-	2	-	-	-	3
APS 4	-	-	-	-	-	-	-	-	-	-
APS 3	-	-	-	-	-	-	-	-	-	-
APS 2	-	-	-	-	-	-	-	-	-	-
APS 1	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-
Total	4	2	6	5	1	6				12

Table 28: APS employees by full-time and part-time status (2024–25)

	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing	
SES 3	1	-	1	-	-	-	1
SES 2	1	-	1	-	-	-	1
SES 1	9	-	9	-	-	-	9
EL 2	98	6	104	-	-	-	104
EL 1	286	43	329	1	1	2	331
APS 6	486	79	565	2	4	6	571
APS 5	53	8	61	2	1	3	64
APS 4	90	18	108	2	-	2	110
APS 3	2	2	4	-	-	-	4
APS 2	-	2	2	-	-	-	2
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
Total	1,026	158	1,184	7	6	13	1,197

Table 29: APS employees by full-time and part-time status (2023–24)

	Ongoing			Non-ongoing			Total
	Full-time	Part-time	Total ongoing	Full-time	Part-time	Total non-ongoing	
SES 3	1	-	1	-	-	-	1
SES 2	2	-	2	-	-	-	2
SES 1	9	-	9	1	-	1	10
EL 2	94	2	96	-	-	-	96
EL 1	294	31	325	4	1	5	330
APS 6	494	72	566	1	2	3	569
APS 5	122	12	134	3	-	3	137
APS 4	47	2	49	-	-	-	49
APS 3	1	1	2	-	-	-	2
APS 2	-	4	4	-	-	-	4
APS 1	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-
Total	1,064	124	1,188	9	3	12	1,200

Table 30: APS employment type by location (2024–25)

	Ongoing	Non-ongoing	Total
NSW	-	-	-
QLD	-	-	-
SA	-	-	-
SA	-	-	-
VIC	112	1	113
WA	-	-	-
ACT	1,072	12	1,084
NT	-	-	-
External territories	-	-	-
Overseas	-	-	-
Total	1,184	13	1,197

Table 31: APS employment type by location (2023–24)

	Ongoing	Non-ongoing	Total
NSW	-	-	-
QLD	-	-	-
SA	-	-	-
SA	-	-	-
VIC	100	1	101
WA	-	-	-
ACT	1088	11	1,099
NT	-	-	-
External territories	-	-	-
Overseas	-	-	-
Total	1,188	12	1,200

Table 32: APS Indigenous employment (2024–25)

	Total
Ongoing	21
Non-ongoing	1
Total	22

Table 33: APS Indigenous employment (2023–24)

	Total
Ongoing	17
Non-ongoing	0
Total	17

Employment arrangements of SES and non-SES employees

Table 34: APS employment arrangements (2024–25)

	SES	Non-SES	Total
Enterprise Agreement	0	1,097	1,097
Individual flexibility arrangement	0	91	91
Common law agreement	9	0	9
Total	9	1,188	1,197

Salary ranges by classification level

Table 35: APS employment salary ranges by classification level (minimum/maximum) (2024–25)

	Minimum salary (\$)	Maximum salary (\$)
SES 3	375,571	452,317
SES 2	294,577	344,748
SES 1	233,313	282,638
EL 2	146,680	207,508
EL 1	119,737	158,297
APS 6	95,395	116,132
APS 5	87,351	93,609
APS 4	78,448	91,452
APS 3	70,501	76,509
APS 2	62,714	68,667
APS 1	54,529	60,492
Other	-	-
Minimum/maximum range	54,529	452,317

Non-salary benefits

We provided employees with several non-salary benefits, which are not included under the provisions of the enterprise agreement, such as:

- annual influenza immunisation and annual health and skin checks
- early intervention for case management
- a return-to-work program for non-compensable injuries and illnesses
- mentoring programs
- access to capability development programs
- contributions to relevant professional memberships
- mental health and wellbeing support, including wellbeing seminars
- internal and external mobility and secondment opportunities.

Performance pay by classification level

No employee received performance pay during 2024–25.



Appendix C4:

Executive remuneration detail

Table 36: Information about remuneration for key management personnel

		Short-term benefits (\$)			Post-employment benefits (\$)	Other long-term benefits (\$)	Termination benefits (\$)	Total remuneration (\$)
Name	Position title	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave	Other long-term benefits	
Michael Schwager	Director General	433,448	0	4,667	81,224	15,574	0	0
Margaret Tregurtha	Deputy Director General	321,566	0	4,667	62,844	19,240	0	0

Table 37: Information about remuneration for senior executives

		Short-term benefits (\$)			Post-employment benefits (\$)	Other long-term benefits (\$)	Termination benefits (\$)	Total remuneration (\$)	
Total remuneration bands (\$)	Number of senior executives	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
0-220,000	3	112,002	0	4,282	14,720	2,290	0	0	133,294
220,001-245,000	1	179,512	0	4,040	22,853	21,582	0	0	227,987
245,001-270,000	1	191,874	0	12,360	37,068	7,355	0	0	248,657
270,001-295,000	1	238,280	0	4,667	37,068	7,210	0	0	287,225
295,001-320,000	2	251,956	0	4,667	35,597	10,478	0	0	302,698
320,001-345,000	1	259,317	0	4,667	58,021	10,871	0	0	332,876
345,001-370,000	1	287,255	0	4,667	77,964	-1,687	0	0	368,199
370,001-395,000	1	276,726	0	4,667	79,708	9,546	0	0	370,647

Information about remuneration for other highly-paid staff

We did not have any data to declare on other highly paid staff during 2024–25.

Appendix C5: Corrections to figures published in the 2023–24 Annual Report

The following errors appeared in IP Australia's 2023–24 annual report.

Table 4: Results in key organisational performance metrics contained an incorrectly rounded figure for 'Greater than 85% of customers are satisfied with IP Australia's administration of the IP system'. The correct figure for 2023–24 was 89%, rather than 90% originally reported.



PART 6 GLOSSARY AND INDEX • PART 6 GLOSSARY AND INDEX

Part 6

Glossary and index



List of requirements

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AD(G)	Letter of transmittal		
17AI	Letter of transmittal 8	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(H)	Aids to access		
17AJ(a)	Table of contents 6–7	Table of contents (print only).	Mandatory
17AJ(b)	Part 6: Glossary and Index 117–119	Alphabetical index (print only).	Mandatory
17AJ(c)	Part 6: Glossary and Index 115–116	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	Part 6: Glossary and Index 106–114	List of requirements.	Mandatory
17AJ(e)	About this report 3	Details of contact officer.	Mandatory
17AJ(f)	About this report 3	Entity's website address.	Mandatory
17AJ(g)	About this report 3	Electronic address of report.	Mandatory
17AD(A)	Review by accountable authority		
17AD(a)	Part 1: Overview 2024–25 15	A review by the accountable authority of the entity.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AD(B) Overview of the entity			
17AE(1)(a)(i)	Part 1: Overview 2024–25 <u>12</u>	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Part 1: Overview 2024–25 <u>14</u>	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	Part 1: Overview 2024–25 <u>13</u>	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Part 1: Overview 2024–25 <u>12</u>	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	Part 1: Overview 2024–25 <u>14</u>	Name of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(ii)	Part 1: Overview 2024–25 <u>14</u>	Position title of the accountable authority or each member of the accountable authority.	Mandatory
17AE(1)(aa)(iii)	Part 1: Overview 2024–25 <u>14</u>	Period as the accountable authority or member of the accountable authority within the reporting period.	Mandatory
17AE(1)(b)	Part 1: Overview 2024–25 <u>14</u>	An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(C) Report on the Performance of the entity			
<i>Annual performance Statements</i>			
17AD(c)(i); 16F	Part 2: Report on Performance <u>27</u>	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AD(D)	Report on Financial Performance		
17AF(1)(a)	Part 2: Report on Performance <u>40–41</u>	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Part 5: Appendices <u>91–92</u>	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.
17AD(D)	Management and Accountability		
	Corporate Governance		
17AG(2)(a)	Letter of transmittal <u>8</u>	Information on compliance with section 10 (fraud and corruption systems).	Mandatory
17AG(2)(b)(i)	Letter of transmittal <u>8</u>	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Letter of transmittal <u>8</u>	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Letter of transmittal <u>8</u>	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory
17AG(2)(c)	Part 4: Management and accountability <u>74</u>	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AG(2)(d) – (e)	N/A	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
<i>Audit Committee</i>			
17AG(2A)(a)	Part 4: Management and accountability <u>76</u>	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Part 4: Management and accountability <u>75</u>	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Part 4: Management and accountability <u>75</u>	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Part 4: Management and accountability <u>75</u>	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory
17AG(2A)(e)	Part 4: Management and accountability <u>75</u>	The remuneration of each member of the entity's audit committee.	Mandatory
<i>External Scrutiny</i>			
17AG(3)	Part 4: Management and accountability <u>76</u>	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	Part 5: Appendices <u>90</u>	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AG(3)(b)	Part 4: Management and accountability <u>76</u>	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	Part 4: Management and accountability <u>77</u>	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Part 5: Appendices <u>93–99</u>	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory
17AG(4)(b)	Part 5: Appendices <u>93–99</u>	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: - Statistics on staffing classification level; - Statistics on full-time employees; - Statistics on part-time employees; - Statistics on gender; - Statistics on staff location; - Statistics on employees who identify as Indigenous.	Mandatory
17AG(4)(c)	Part 5: Appendices <u>99</u>	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory
17AG(4)(c)(i)	Part 5: Appendices <u>99</u>	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	Part 5: Appendices <u>99</u>	The salary ranges available for APS employees by classification level.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AG(4)(c)(iii)	Part 5: Appendices <u>100</u>	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	Part 5: Appendices <u>100</u>	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	N/A	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	N/A	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	N/A	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities.	If applicable, mandatory
Purchasing			
17AG(6)	Part 4: Management and Accountability <u>80</u>	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Part 4: Management and Accountability <u>80</u>	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7)(b)	Part 4: Management and Accountability <u>80</u>	A statement that “During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]”.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AG(7)(c)	Part 4: Management and Accountability <u>80</u>	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	Part 4: Management and Accountability <u>80</u>	A statement that “ <i>Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.</i> ”	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Part 4: Management and Accountability <u>81</u>	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Part 4: Management and Accountability <u>81</u>	A statement that “ <i>Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.</i> ”	Mandatory
17AD(D)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Part 4: Management and Accountability <u>81–82</u>	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory
Australian National Audit Office Access Clauses			
17AG(8)	N/A	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

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
Exempt contracts			
17AG(9)	N/A	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Part 4: Management and Accountability <u>80</u>	A statement that “[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance’s website.”	Mandatory
17AG(10)(b)	Part 4: Management and Accountability <u>80</u>	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	N/A	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
Financial Statements			
17AD(e)	Part 3: Financial Statements <u>42–50</u>	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Part 4: Management and Accountability <u>78</u>	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory

PGPA Rule Reference	Part of Report (including page #)	Description	Requirement
17AD(F)	Other Mandatory Information		
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that <i>“During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”</i>	If applicable, Mandatory
17AH(1)(a)(ii)	Part 4: Management and Accountability <u>82</u>	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	N/A	A statement that <i>“Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”</i>	If applicable, Mandatory
17AH(1)(c)	Part 4: Management and Accountability <u>79</u>	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Part 4: Management and Accountability <u>77</u>	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	Part 5: Appendices <u>103</u>	Correction of material errors in previous annual report.	If applicable, mandatory
17AH(2)	Part 4: Management and Accountability <u>76, 78–79, 83–87</u>	Information required by other legislation.	Mandatory

Abbreviations and acronyms

Acronym/ Abbreviation	Description
AASB	Australian Accounting Standards Board
ADHA	Australian Digital Health Agency
ADM	Automated decision making
AI	Artificial intelligence
ANAO	Australian National Audit Office
APS	Australian Public Service
APSC	Australian Public Service Commission
ARC	Australian Research Council
CALD	Culturally and Linguistically Diverse
CER	Clean Energy Regulator
CO2-e	Carbon Dioxide Equivalent
CSS	Customer Satisfaction Survey
CSS	Commonwealth Superannuation Scheme
DFAT	Department of Foreign Affairs and Trade
EL	Executive Level
ERP	Emission Reduction Plan
FBT	Fringe Benefits Tax
FOI	Freedom of Information
FRR	<u>Public Governance, Performance and Accountability (Financial Reporting) Rule 2015</u>
GST	Goods and Services Tax
HR	Human Resources
IK	Indigenous Knowledge

IP	Intellectual Property
IPS	Information Publication Scheme
IT	Information Technology
KMP	Key Management Personnel
kWh	kilowatt hours
LEAP	Learning Equity and Accessibility Partnership
NABERS	National Australian Built Environment Rating System
NZGO	Net Zero in Government Operations
OPA	Official Public Account
PBR	Plant breeder's rights
PBS	Portfolio Budget Statement
PGPA Act	<u>Public Governance, Performance and Accountability Act 2013</u>
PGPA Rule	<u>Public Governance, Performance and Accountability Rule 2014</u>
PM	Performance Measure
PSS	Public Sector Superannuation Scheme
PSSap	Public Sector Superannuation accumulation plan
ROU	Right of Use
SES	Senior Executive Service
SME	Small and medium-sized enterprise
SOETM	Services for Other Entities and Trust Moneys
SPPI	Solely payments of principal and interest
TM	Trade mark
WHS	Work Health and Safety
WIPO	World Intellectual Property Organization

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