

## **ERRATUM**


### **Queensland Family and Child Commission – Annual Report 2024–2025**

Title: Queensland Family and Child Commission Annual Report 2024–2025

Action: Please replace pages 106, 209, 210, 215 and 235 with the attached revised pages.

The purpose of the erratum is to revise the following:

- Page 106 incorrectly states that Employee expenses for 2024-25 were \$10.909 million representing 46 per cent of budget. This should read that Employee expenses for 2024-25 were \$10.827 million representing 51 per cent of budget.
- Page 209 incorrectly states that employee related expenditure was \$10.426 million. This represents 49 per cent of our total expenditure meaning for the first time the majority of our expenditure is not employee related. This should read that employee related expenditure was \$10.827 million. This represents 51 per cent of budget.
- Page 210 incorrectly shows in the Financial Results table, 2024-25 actuals column, that employee expenses is \$10.888 million. This should read \$10.827 million.
- Page 215 incorrectly shows in the Statement of Comprehensive Income table, 2025 column, that Employee expenses are \$10.888 million. This should read \$10.827 million.
- Page 235 incorrectly shows in the Budget to Actual Comparison – Statement of Cash Flows table, in column 2025 Original Budget, that cash and cash equivalents at end of financial year is \$4,085 when it should read \$4,384, this will align with the certified financial statements.

- 
- acknowledged the Commission’s work in relation to its new strategic plan, governance model, internal policies and procedures.

In 2025, the JICS Committee has oversight responsibility for the Commission, with the Standing Rules and Orders of the Queensland Legislative Assembly requiring it to monitor and review the Commission’s performance.

On 13 March 2025, the JICS Committee held its public hearing on the 2023–24 oversight of the Commission. The Committee report, resulting from this appearance, will be released in 2025–26.

## **Our people**

The Commission’s work is carried forward by a highly skilled and deeply committed team of professionals. Across policy, legal, data analysis, engagement, communications, governance, corporate services and leadership functions, our people bring expertise, integrity and purpose to everything they do. Each role contributes to our collective mission of promoting the safety, wellbeing and rights of Queensland’s children and families.

Commission staff lead rigorous reviews, produce evidence-informed recommendations and maintain a firm focus on outcomes for children. They must hold deep system knowledge while remaining alert to the lived experiences that shape the realities of children and families. This work demands both intellectual discipline and strategic agility to position the Commission for the greatest influence and impact. Our data professionals play a vital role in transforming complex information into meaningful insights that highlight risks and guide service reforms. By upholding rigorous standards of accuracy, integrity, and ethical data use, they maintain trust in the Commission’s stewardship of sensitive information.

Community and sector engagement staff build trust and partnerships with children, families, communities, service providers and government. These roles require cultural humility, emotional intelligence and the ability to listen while advocating boldly. The work of engaging First Nations communities, children with lived experience, and marginalised families demands sustained care and sensitivity.

Our legal, governance, corporate and administrative staff ensure the Commission meets its statutory obligations and remains a trusted, transparent and responsive institution. These staff carry out essential compliance, finance, human resources, risk and operational functions with professionalism and precision—often behind the scenes but never without impact.

Together, the staff of the Commission form an organisation that strives to be both courageous and compassionate. Their work is often challenging—dealing with issues of vulnerability, harm and social injustice—but it is deeply important.

As of 30 June 2025, our workforce comprised 68.92 FTE staff with a total staff headcount of 74. Several Youth Advocates were also employed casually during the year. Employee expenses for 2024–25 were \$10.827 million, representing 51 per cent of our total budget.

## Financial performance

The 2024-25 budget for the Commission was \$21.298 million. This included:

- \$8.807 million grant funding for the *CSO Act*,
- \$1.9 million specific allocation for the Board, and
- \$1.717 million specific limited-life funding for First Nations focused work.

During the year the Commission deferred \$1.856 million allocated for the CSO ICT project from 2024-2025 to 2025-2026. This was necessitated due to revised project planning and procurement timelines.

Throughout the year the Commission managed our budget prudently while ensuring the maximum impact is delivered within our funding envelope. To this effect, we delivered a very minor underspend of approximately \$606,000, or 2.8 per cent of our 2024-25 budget.

Over the last four years the Commission has managed its growing budget to within three per cent of its allocation. This reflects internal discipline and robust financial management systems. As the Commission's budget grows and is tested with major expenditure in new areas, such as information and communications technology procurement and community grants, budget management will also grow in importance.

Another critical feature of our financial performance in 2024-25 has been the reduction of the proportion of the Commission budget allocated to internal staffing. Across the last three financial years employee related costs have exceeded 75 per cent of the Commission's business. In 2024-25 this has changed, as the Commission adopts a centralised role responsible for equipping and empowering others to safeguard children as part of its legislated responsibilities under the *CSO Act*. This year, despite the increase in total staffing number, our employee related expenditure was \$10.827 million. This represents 51 per cent of our total expenditure.

Other significant costs include grants (\$3.585 million), property expenses (\$0.717 million), contractors (\$3.057 million), finance and information and communications technology (\$1.105 million) and travel (\$0.194 million). This is reflective of our commitment to building sector capacity and capability in readiness for the rollout of CSO, empowering non-government organisations that support the delivery of our strategic priorities and harnessing external expertise to support continuous internal workforce improvement and capacity building and investing in research to ensure our work is embedded in contemporary, evidence-based best practice models.

**Financial results**

Queensland Family and Child Commission	Actual 2024-25 \$' 000	Actual 2023-24 \$' 000
<b>Income from continuing operations</b>		
Grants and other contributions	21,149	12,752
Other revenue	471	281
User charges	78	445
<b>Total income from continuing operations</b>	<b>21,698</b>	<b>13,478</b>
Employee expenses	10,827	9,529
Supplies and services	5,849	2,893
Depreciation and amortisation	4	4
Other expenses	4,412	1,040
<b>Total expenses from continuing operations</b>	<b>21,092</b>	<b>13,466</b>
<b>Operating results from continuing operations</b>	<b>606</b>	<b>12</b>

**Queensland Family and Child Commission**  
**STATEMENT OF COMPREHENSIVE INCOME**  
for the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
<b>Income from Continuing Operations</b>			
User charges	3.	78	445
Grants and other contributions	4.	21,149	12,752
Other revenue	5.	471	281
<b>Total Income from Continuing Operations</b>		<b>21,698</b>	<b>13,478</b>
<b>Expenses from Continuing Operations</b>			
Employee expenses	6.	10,827	9,529
Supplies and services	7.	5,849	2,893
Depreciation and amortisation		4	4
Other expenses	8.	4,412	1,040
<b>Total Expenses from Continuing Operations</b>		<b>21,092</b>	<b>13,466</b>
<b>Operating Result from Continuing Operations</b>		<b>606</b>	<b>12</b>
<b>Total Comprehensive Income</b>		<b>606</b>	<b>12</b>

*The accompanying notes form part of these financial statements.*

# Queensland Family and Child Commission

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

## 18. Budgetary Reporting Disclosures (cont'd)

### Budget to Actual Comparison - Statement of Cash Flows

	Variance Notes	2025 Actual \$'000	2025 Original Budget \$'000	Budget Variance \$'000
<b>Cash flows from operating activities</b>				
<i>Inflows:</i>				
User charges	9.	122	(32)	154
Grants and other contributions	1.	21,149	13,822	7,327
GST input tax credits from ATO		564		564
GST collected from customers		17		17
Interest receipts	10.	469	245	224
Other	11.	2	257	(255)
<i>Outflows:</i>				
Employee expenses	12.	(10,762)	(11,025)	263
Supplies and services	13.	(4,968)	(2,486)	(2,482)
GST paid to suppliers		(964)		(964)
GST remitted to ATO		(17)		(17)
Other	14.	(4,412)	(490)	(3,922)
<b>Net cash (used in) operating activities</b>		<b>1,201</b>	<b>291</b>	<b>909</b>
Net increase in cash held Cash and cash equivalents at beginning of financial year		1,201	291	909
		3,754	4,093	(339)
<b>Cash and cash equivalents at end of financial year</b>		<b>4,955</b>	<b>4,384</b>	<b>570</b>