



Australian Government

Australian Institute of Criminology

# ANNUAL REPORT

2024–25

## Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander peoples as the traditional custodians of Australia. We recognise and celebrate their culture and connection to land, water and community, and pay our respects to Elders past and present.

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## Alternative versions

An electronic version of this report, along with further information about the Australian Institute of Criminology (AIC) and our work, is available on our website: [aic.gov.au](http://aic.gov.au). The Australian Government Transparency portal ([transparency.gov.au/](http://transparency.gov.au/)) contains online versions of Australian Government corporate plans and annual reports.

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## / Letter of transmittal

3 October 2025

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

Dear Minister

I am pleased to present the annual report of the Australian Institute of Criminology for the year ended 30 June 2025, prepared in accordance with the requirements of the *Public Governance, Performance and Accountability Act 2013* and the Public Governance, Performance and Accountability Rule 2014.

The report outlines the AIC's performance for 2024–25 and includes audited financial statements.

Subsection 46(1) of the Act requires me to provide you with a report for presentation to the Parliament.

In addition, I certify that I am satisfied the AIC has undertaken all appropriate fraud control measures as set out in Part 2-2 of the Public Governance, Performance and Accountability Rule 2014.

Yours sincerely



Heather Cook  
Director  
Australian Institute of Criminology

## / Guide to the report

The annual report of the Australian Institute of Criminology (AIC) is produced to meet parliamentary reporting requirements and to provide information to stakeholders and the community about the Institute's work.

The information contained in this report is provided to inform the Australian Government, members of parliament, state and territory agencies, grant recipients, award winners, consultants, students of crime and criminal justice, potential employees and the public.

### **The report is designed as follows.**

#### **Director's review**

In this section, the Director (Chief Executive) reviews the year's significant issues and achievements.

#### **Overview**

This section describes the purpose and role of the AIC and its organisational structure. It also includes the AIC's functions and outcome.

#### **Our performance**

This section summarises the AIC's performance in relation to the criteria set out in its corporate plan.

#### **Delivery**

This section describes the Institute's performance in the areas of research, research funding and dissemination.

#### **Management and accountability**

This section reviews the AIC's governance arrangements and external scrutiny, including the operation of the Criminology Research Advisory Council, which advises the Director on a range of matters. It also outlines the AIC's corporate services, procurement and consultancy arrangements.

#### **Our people**

This section details workforce matters such as staffing numbers and classifications, remuneration, employment arrangements and work health and safety.

#### **Financial performance**

This section presents the AIC's financial statements and describes the Institute's resources and expenditure.

#### **Appendices**

The appendices contain mandatory material not included elsewhere.



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## / Acronyms

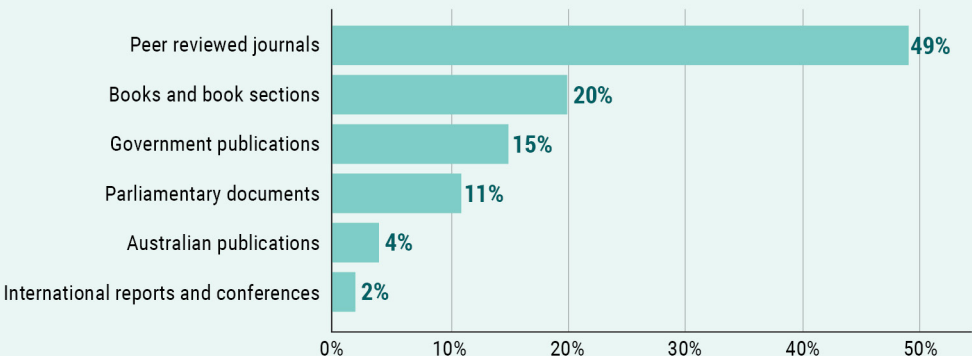
<b>ACIC</b>	Australian Criminal Intelligence Commission
<b>AIC</b>	Australian Institute of Criminology
<b>AUSTRAC</b>	Australian Transaction Reports and Analysis Centre
<b>CRG</b>	Criminology Research Grant
<b>FOI Act</b>	<i>Freedom of Information Act 1982</i>
<b>HREC</b>	Human Research Ethics Committee
<b>NHMP</b>	National Homicide Monitoring Program
<b>PGPA Act</b>	<i>Public Governance, Performance and Accountability Act 2013</i>
<b>PoCA</b>	<i>Proceeds of Crime Act 2002</i>

# 2024–25 at a glance

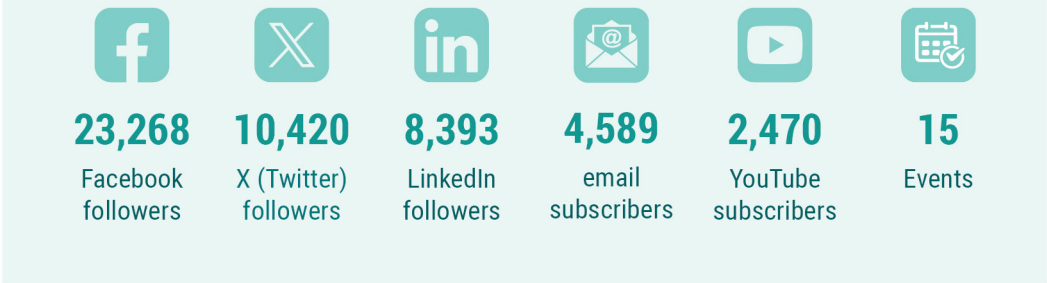
## / Highlights



## / Citations



## / Events and social media



## / Director's review



I am pleased to present the 2024–25 annual report of the Australian Institute of Criminology (AIC), outlining the Institute's achievements and outcomes for the year. Over the past 12 months, the AIC has successfully pursued its mission of promoting evidence informed crime and justice policy and practice in Australia.

In consultation with the Criminology Research Advisory Council, the research priorities of the Institute were revised to reflect the changing requirements from Commonwealth and state and territory governments. Economic crime was removed as a priority, in recognition that much of this work falls under the category of cybercrime (an existing research priority), while violent extremism was added to reflect the AIC's program of work in this area.

The seven agreed priorities for the AIC were:

- Indigenous over-representation in the criminal justice system;
- transnational serious and organised crime;
- violent extremism;
- family, domestic and sexual violence;
- human trafficking and modern slavery;
- online sexual exploitation of children; and
- cybercrime.

These priorities set the direction for the AIC's research program with most of our work focusing on these issues, while remaining responsive to new and emerging research issues in support of policy developments.

Following the federal election, the AIC moved from the Attorney-General's portfolio to the Home Affairs portfolio. This naturally brings new opportunities to support government with crime and justice research and to review priority themes into the future.

During the year, AIC staff worked closely with policymakers and practitioners from the Department of Home Affairs, the Attorney-General's Department, the Australian Border Force, the Australian Criminal Intelligence Commission, the Australian Federal Police, the Australian Security Intelligence Organisation, the Australian Transaction Reports and Analysis Centre (AUSTRAC), the Department of the Prime Minister and Cabinet, the Department of Social Services and the eSafety and Australian Anti-Slavery Commissioners.

Internationally, the AIC continued to support the United Nations Office on Drugs and Crime through the United Nations Crime Prevention and Criminal Justice Program Network. It also worked with the European Institute for Crime Prevention and Control on a series of seminars on human trafficking and modern slavery. Work also continued with UN Women and the Regional Support Office for the Bali Process on a study examining scam centres in South-East Asia. In addition, the AIC participated in a series of seminars on online sexual exploitation of children, hosted by the US Department of Justice.

## Research

During 2024–25, there were numerous notable research projects that supported policymaking. Research examining the relationship between money laundering and organised crime harms was used to support the business case for tranche 2 reforms to anti-money laundering and counter-terrorism financing legislation. This research demonstrated that organised crime groups known to be involved in money laundering created more organised crime related harm in the community than other organised crime groups. The AIC also published the fourth iteration of the costs of serious and organised crime, which estimated the overall cost to Australia at up to \$68.7 billion in 2022–23. In future, the AIC intends to produce an annual figure of serious and organised crime costs.

The AIC also completed several projects that support policymakers to address family, domestic and sexual violence. Two studies used innovative methods to estimate the scale of violence. A birth cohort study estimated that one in 10 men in New South Wales had been proceeded against by the police for a domestic or family violence offence by the age of 37. A study of self-reported sexual violence estimated that 26 percent of men had committed some form of sexual violence during adulthood. These studies shone a light on levels of perpetration, which have largely been unmeasured and under-researched in Australia. The AIC also developed the outline of a domestic violence threat assessment centre (DVTAC), which could potentially target fixated individuals who might escalate to intimate partner homicide. This work, along with the AIC's earlier research on focused deterrence, supported the government's decision to launch trials to test the efficacy of DVTACs and focused deterrence strategies. The AIC also completed work on a comprehensive review of sexual offence legislation in Australia for the Attorney-General's Department, which was used to inform the Australian Law Reform Commission's inquiry into reforming justice responses to sexual violence.

Research on online sexual exploitation of children saw the AIC work closely with the Attorney-General's Department on a number of important projects. This included measuring the scale of sexual extortion of young people and examining the relationship between online child exploitation and the use of artificial intelligence. The AIC also commenced a study to

examine the impact on child sexual abuse of the policy to delay access to social media for children under 16 years. This will include surveys of parents and young people and collecting data on potential behavioural change among perpetrators.

These are just a few examples of how the AIC’s innovative research is informing government, and further examples are included later in this report.

## Dissemination

The AIC is not only mandated to undertake crime and justice research but also to disseminate this research to inform policymaking. Research is typically disseminated through reports published on the AIC website. The Institute’s flagship report series, *Trends & issues in crime and criminal justice*, was ranked internationally as a top-tier journal and as the top law journal in Australia this year, providing another indication of the quality of AIC output.

The AIC website remains a key method by which its research and statistical reports are disseminated. It hosts almost 2,000 publications and received over 1.1 million page views in 2024–25. During the year, reports published on the AIC website were cited in publications in over 80 countries, providing an indication of AIC’s significant international reach. The AIC also has a social media presence on Facebook, X, LinkedIn and YouTube, where we reach a combined audience of over 44,000 subscribers.

During the year, the AIC delivered a range of events to disseminate research findings to policymakers and practitioners. These included a one-day masterclass on applied organised crime research and seminars on online child sexual abuse, coercive control, youth crime, Indigenous women in the criminal justice system, human trafficking and modern slavery, and cybercrime. In March 2025, the AIC 2025 Conference ‘Reducing online harms’ attracted an audience of over 250 policymakers, practitioners and academics to hear about the latest research in this field and received excellent feedback.

Overall in 2024–25, the AIC continued to produce high-quality research and deliver it to stakeholders through a range of channels, thereby helping to inform crime and justice policy and practice in Australia.



Heather Cook  
Director  
Australian Institute of Criminology

# Overview

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The AIC has served successive Australian governments and the criminal justice system for over 50 years as the nation's research and knowledge centre on crime and justice—undertaking and disseminating research, compiling trend data and providing policy advice.

The Institute was established in 1973 by the Commonwealth *Criminology Research Act 1971*, to centrally collect and analyse national criminological data and provide evidence-based research to government and policing agencies. In late 2010 the Australian Government passed the *Financial Framework Legislation Amendment Act 2010*, amending the *Criminology Research Act 1971*.

Following a machinery-of-government change in October 2015, staff from the AIC were transferred to the Australian Criminal Intelligence Commission (ACIC), with the ACIC Chief Executive Officer becoming Director of the AIC.

Throughout 2024–25, the Institute maintained strong links and partnerships with Commonwealth, state and territory government agencies, police agencies, universities and other research organisations by providing research, analysis and advice. The AIC also frequently undertook research projects in partnership or under contract to meet its partner agencies' needs.

## / Minister, portfolio and Director

The Hon Tony Burke MP, Minister for Home Affairs, has ministerial responsibility for the AIC. On 14 May 2025, the AIC moved from the Attorney-General's portfolio to the Home Affairs portfolio. The Director of the AIC is Ms Heather Cook, who was appointed on 15 January 2024.

## / Purpose and role

The AIC is Australia's national research and knowledge centre on crime and justice. The purpose of the AIC is to inform crime and justice policy and practice in Australia by undertaking, funding and disseminating policy-relevant research of national significance.

## / Functions

The AIC undertakes its functions as set out in the *Criminology Research Act 1971*, which are:

- (a) to promote justice and reduce crime by:
  - (i) conducting criminological research; and
  - (ii) communicating the results of that research to the Commonwealth, the States, the Australian Capital Territory, the Northern Territory and the community;
- (b) to assist the Director in performing the Director's functions;
- (c) to administer programs for awarding grants, and engaging specialists, for:
  - (i) criminological research that is relevant to the public policy of the States, the Australian Capital Territory and the Northern Territory; and
  - (ii) activities related to that research (including the publication of that research, for example).

The functions of the Director include:

- conducting criminological research, including the collection of information and statistics on crime and justice matters;
- communicating the results of that research, including through the publication of research material and seminars and courses of training or instruction;
- providing information and advice on the administration of criminal justice to the Australian Government and state and territory governments; and
- collaborating both within and outside Australia with governments, institutions and authorities, and with bodies and persons, on research and training in connection with the administration of criminal justice.

## / Outcomes

The AIC's outcome, as stated in the Portfolio Budget Statement, is to inform crime and justice policy and practice in Australia by undertaking, funding and disseminating policy-relevant research of national significance.

This outcome is achieved by:

- undertaking impartial and policy-relevant research of the highest standard on crime and criminal justice;
- working cooperatively with the Department of Home Affairs, the Attorney-General's Department, other federal agencies and state and territory government agencies in the AIC's role as the Australian Government's national research centre on crime and justice;
- administering an effective and efficient annual Criminology Research Grants program that results in policy-relevant research; and
- actively disseminating research findings to policymakers, practitioners and the general public, across Australia and internationally, in a timely manner.

## / Organisational structure

Figure 1 illustrates the AIC’s structure during 2024–25. The AIC’s research and information services teams reported through the Deputy Director to the AIC Director, who is also the Chief Executive Officer of the ACIC.

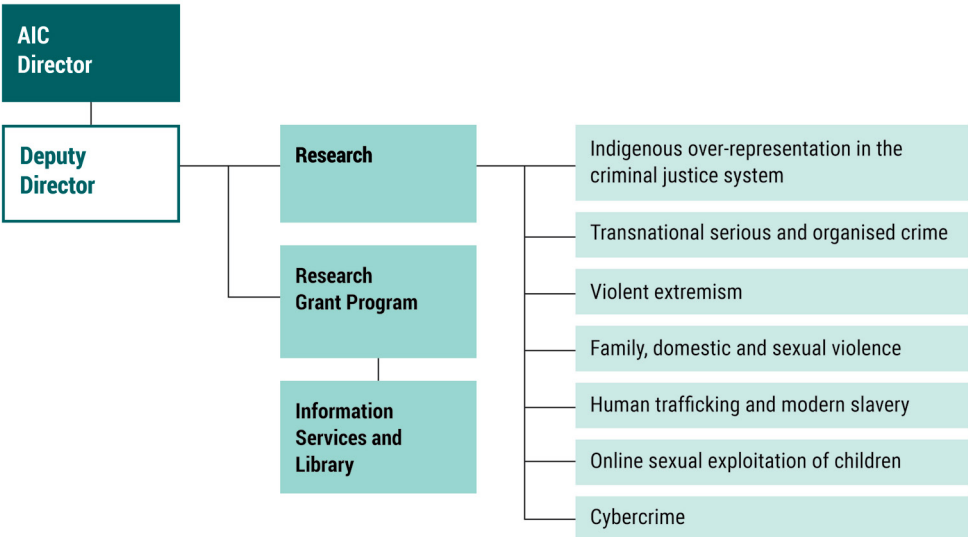
In 2024–25, the AIC’s research teams were aligned with the Institute’s priority themes:

- Indigenous over-representation in the criminal justice system;
- transnational serious and organised crime;
- violent extremism;
- family, domestic and sexual violence;
- human trafficking and modern slavery;
- online sexual exploitation of children; and
- cybercrime.

Another team focused on crime and justice statistical monitoring.

In addition, the AIC’s small grants management team administered the Criminology Research Grants (CRG) and the Australian Crime and Violence Prevention Awards.

**Figure 1: Organisation structure**



# Our performance

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## / Annual performance statements

As the accountable authority of the Australian Institute of Criminology, I present the Institute's 2024–25 annual performance statements, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).

In my opinion, these annual performance statements accurately present the AIC's performance during 2024–25 and comply with subsection 39(2) of the PGPA Act.



Heather Cook  
Director  
Australian Institute of Criminology

3 October 2025

## / Performance against criteria

### Performance rating system

Three performance ratings were applied when assessing performance in 2024–25:

- **fully achieved**—targets were 100 percent achieved;
- **partially achieved**—targets were 50–99 percent achieved; and
- **not achieved**—targets were less than 50 percent achieved.

### Summary

Page 10 of the AIC’s *Corporate plan 2024–25* and pages 176–77 of the Portfolio Budget Statement for 2024–25 include the criteria used to measure the Institute’s performance. A summary of our performance against each criterion is shown in Table 1.

**Table 1: Summary of performance against criteria, 2024–25**

Performance criterion	Result
<b>1</b> Trends & issues papers and Research Reports are peer reviewed to ensure the quality of the AIC’s research outputs	Fully achieved
<b>2</b> Reports produced for each of the monitoring programs are issued according to schedule, annually or biennially	Partially achieved
<b>3</b> 29 peer-reviewed T&Is and Research Reports are prepared for publication	Partially achieved
<b>4</b> 17 other publications—including Statistical Reports, Statistical Bulletins, briefs, journal articles, consultancy reports et cetera—to be published each year	Fully achieved
<b>5</b> Evidence that AIC research has contributed to Australian Government policymaking	Partially achieved
<b>6</b> At least 10 roundtables, workshops, seminars and other forums to be held annually	Fully achieved
<b>7</b> At least 90% satisfaction with events attended by more than 100 people	Fully achieved

## Criterion 1: Peer review

**Table 2: Performance against criterion 1, 2024–25**

Criterion	Target	Actual	Result
<i>Trends &amp; issues</i> papers and Research Reports are peer reviewed to ensure the quality of the AIC's research outputs	100%	100%	Fully achieved

In 2024–25, all papers in the *Trends & issues* and Research Report series were subjected to double-blind peer review, as were all CRG reports. This ensures the Institute's research stands up to external scrutiny. Each paper is de-identified and independently reviewed by two experts, who assess the appropriateness of the research method used, the rigour of the analysis and the study's relevance to criminal justice agencies. The reviews are similarly de-identified before being sent to the author, so reviewers can offer feedback anonymously.

## Criterion 2: Monitoring reports

**Table 3: Performance against criterion 2, 2024–25**

Criterion	Target	Actual	Result
Reports produced for each of the monitoring programs are issued according to schedule, annually or biennially	6	3	Partially achieved

The AIC's monitoring programs include the National Deaths in Custody Program, the Fraud Against the Commonwealth census, the National Homicide Monitoring Program, the Australian Cybercrime Survey, the Australian Sexual Offence Statistical collection and the Human Trafficking and Modern Slavery National Minimum Dataset.

The following monitoring reports were scheduled for release in 2024–25:

- *Deaths in custody in Australia 2023–24*;
- *Homicide in Australia 2023–24*;
- *Sexual offending in Australia 2022–23*;
- *Fraud against the Commonwealth 2023–24*;
- *Cybercrime in Australia 2024*; and
- *Human trafficking and modern slavery 2023*.

The first three of these—*Deaths in custody in Australia 2023–24*, *Homicide in Australia 2023–24* and *Sexual offending in Australia 2022–23*—were released according to schedule. The statistical monitoring papers *Fraud against the Commonwealth 2023–24* and *Cybercrime in Australia 2024* were prepared for publication but were not released until July 2025. As a matter of policy, the AIC does not release publications during the caretaker period. The other publication scheduled for release in 2024–25, on human trafficking and modern slavery, was held up by delays in data provision.

Other statistical monitoring papers published in 2024–25 were *Findings from the Human Trafficking and Modern Slavery National Minimum Dataset pilot, July to December 2022* and *Fraud against the Commonwealth 2022–23*. These papers had been scheduled for release in 2023–24.

Criterion 3: Peer-reviewed publications

Table 4: Performance against criterion 3, 2024–25

Criterion	Target	Actual	Result
Peer-reviewed T&I and Research Report papers are prepared for publication	29	20	Partially achieved

In 2024–25, the AIC published 16 *Trends & issues* papers, one Research Report and three CRG reports, for a total of 20 peer-reviewed publications. These papers are listed in Table 5.

Table 5: Peer-reviewed papers published, 2024–25

Count	Series no.	Title and authors
Trends & issues in crime and criminal justice		
1	697	<i>Sexual exploitation of children on dating platforms and experiences of revictimisation as an adult</i> C Teunissen, MJ Cahill, S Napier, T Cubitt, H Boxall & R Brown
2	698	<i>Understanding the impact of COVID-19 on responses to technology-facilitated coercive control</i> A Powell, A Flynn, L Wheildon & K Bentley
3	699	<i>Benefits and risks of implementing cloud-based technology for child sexual abuse investigations in Australia</i> B Westlake, R Brewer, K Toole, T Daly, T Swearingen, S Fletcher, F Ucci & K Logos
4	700	<i>Family support, enriched preschool and serious youth offending</i> J Allen, R Homel, D Vasco & K Freiberg
5	701	<i>Prevalence of recorded family and domestic violence offending: A birth cohort study</i> J Payne & A Morgan
6	702	<i>An experimental study of support for protest causes and tactics and the influence of conspiratorial beliefs</i> A Morgan, T Cubitt, A Voce & I Voce



**Table 5: Peer-reviewed papers published, 2024–25 (cont)**

Count	Series no.	Title and authors
7	703	<i>Drivers and deterrents of child sexual offending: Analysis of offender interactions on the darknet</i> H Wolbers, T Cubitt, M Cahill, M Ball, J Hancock, S Napier & R Broadhurst
8	704	<i>Routine online activities and vulnerability to dating app facilitated sexual violence</i> H Wolbers & C Dowling
9	705	<i>Exposure to and sharing of fringe or radical content online</i> T Cubitt & A Morgan
10	706	<i>Developing a harm index for individual victims of cybercrime</i> I Voce & A Morgan
11	707	<i>Safety and accountability: Stakeholder referrals to restorative justice for domestic, family and sexual violence</i> S Lawler
12	708	<i>The overlap between viewing child sexual abuse material and fringe or radical content online</i> T Cubitt, A Morgan & R Brown
13	709	<i>Supporting incarcerated mothers: A mixed methods evaluation of the NSW Co-Located Caseworker Program</i> A Gibson, M Rémond, P MacGillivray, E Baldry & E Sullivan
14	710	<i>The impacts of sexual extortion on minors: A systematic review</i> H Wolbers, T Cubitt, R Carter & S Napier
15	711	<i>Artificial intelligence and child sexual abuse: A rapid evidence assessment</i> H Wolbers, T Cubitt & M Cahill
16	712	<i>Sexual extortion of Australian adolescents: Results from a national survey</i> H Wolbers, T Cubitt, S Napier, M Cahill, M Nicholas, M Burton & K Giunta
<b>Research Reports</b>		
17	33	<i>Restorative justice conferencing for domestic and family violence and sexual violence: Evaluation of Phase Three of the ACT Restorative Justice Scheme</i> S Lawler, H Boxall & C Dowling

Table 5: Peer-reviewed papers published, 2024–25 (cont)

Count	Series no.	Title and authors
Criminology Research Grant reports		
18	–	<i>Technology-facilitated coercive control: Mapping women’s diverse pathways to safety and justice</i> A Flynn, L Wheildon, A Powell & K Bentley
19	–	<i>The impact of a preschool communication program and comprehensive family support on serious youth offending: New findings from the Pathways to Prevention Project</i> J Allen, R Homel, D Vasco & K Freiberg
20	–	<i>The criminalisation of coercive control: A national study of victim-survivors’ views on the need for, benefits, risks and impacts of criminalisation</i> K Fitz-Gibbon, S Walklate, S Meyer & E Reeves

Criterion 4: Other publications

Table 6: Performance against criterion 4, 2024–25

Criterion	Target	Actual	Result
Other publications—including Statistical Reports, Statistical Bulletins, briefs, journal articles, consultancy reports et cetera—to be published each year	17	27	Fully achieved

In addition to the peer-reviewed papers listed above, the AIC published 27 other publications, well over the number required. These are listed in Table 7.

Table 7: Other publications published, 2024–25

Count	Series no.	Title and authors
Statistical Reports		
1	47	<i>Sexual offending in Australia 2021–22</i> T Sullivan, E Faulconbridge, S Bricknell & M McAlister
2	48	<i>Findings from the Human Trafficking and Modern Slavery National Minimum Dataset pilot, July to December 2022</i> A Gannoni & S Bricknell
3	49	<i>Deaths in custody in Australia 2023–24</i> H Miles, M McAlister & S Bricknell
4	50	<i>Estimating the costs of serious and organised crime in Australia, 2022–23</i> RG Smith

**Table 7: Other publications published, 2024–25 (cont)**

Count	Series no.	Title and authors
5	51	<i>Sexual offending in Australia 2022–23</i> T Sullivan, M McAlister & S Bricknell
6	52	<i>Homicide in Australia 2023–24</i> H Miles & S Bricknell
<b>Statistical Bulletins</b>		
7	44	<i>Fraud against the Commonwealth 2022–23</i> M McAlister & S Bricknell
8	45	<i>Perpetration of sexual violence in a community sample of adult Australians</i> L Doherty & C Dowling
9	46	<i>Homicide of Aboriginal and Torres Strait Islander women</i> S Bricknell & H Miles
<b>Research in Practice</b>		
10	48	<i>Targeting fixated individuals to prevent intimate partner homicide: Proposing the Domestic Violence Threat Assessment Centre</i> T Cubitt, A Morgan, C Dowling, S Bricknell & R Brown
<b>Consultancy reports</b>		
11	–	<i>Impacts of money laundering and terrorism financing: Final report</i> A Schmidt
12	–	<i>Brief review of the Bali Process Regional Support Office: United Nations High Commissioner for Refugees Screening and Referral Toolkit</i> C Dowling
13	–	<i>Monitoring and evaluation framework for the Bali Process Regional Support Office: United Nations High Commissioner for Refugees Screening and Referral Toolkit</i> C Dowling
14	–	<i>Money laundering and the harm from organised crime: Results from a data linkage study</i> A Morgan
15	–	<i>National review of child sexual abuse and sexual assault legislation in Australia</i> C Dowling, S Lawler, L Doherty & H Wolbers
16	–	<i>Evaluation of the National Action Plan to Combat Modern Slavery 2020–2025: Interim report</i> L Doherty, S Lyneham & C Dowling
17	–	<i>Estimating the cost of serious and organised crime in South Australia, 2022–23</i>

Table 7: Other publications published, 2024–25 (cont)

Count	Series no.	Title and authors
Journal articles		
18	–	Characteristics that predict exposure to and subsequent intentional viewing of child sexual abuse material among a community sample of Internet users <i>Child Abuse &amp; Neglect</i> S Napier, M Seto, J Cashmore & R Shackel
19	–	Offense specialization among outlaw motorcycle gang members: Comparing specialization metrics <i>Journal of Criminal Justice</i> H Wolbers, T Cubitt & A Morgan
20	–	The overlap between child sexual abuse live streaming, contact abuse and other forms of child exploitation <i>AIPol</i> C Teunissen & S Napier
21	–	Understanding the offline criminal behaviour of individuals who live stream child sexual abuse <i>AIPol</i> T Cubitt, S Napier & R Brown
22	–	Prevalence and characteristics of online child sexual victimization: Findings from the Australian Child Maltreatment Study <i>Child Abuse &amp; Neglect</i> K Walsh, B Mathews, K Parvin, R Smith, M Burton, M Nicholas, S Napier, T Cubitt, H Erskine, H Thomas, D Finkelhor, D Higgins, J Scott, A Flynn, J Noll, E Malacova, H Le & N Tran
23	–	Viewing child sexual abuse material for the first time: Findings from an anonymous survey of internet users <i>Sexual Abuse</i> S Napier, M Seto, R Shackel, J Cashmore & K McGeechan
Book chapters		
24	–	Measuring crime. In <i>Crime and justice: A guide to criminology</i> , 7th ed. Sydney: Thomson Reuters T Sullivan
25	–	Outlaw motorcycle gangs in Australia: Exploring variability in gang member involvement in organized crime. In <i>Outlaw bikers as organized crime</i> . Routledge A Morgan, C Dowling & I Voce
Books		
26	–	<i>Crime and justice research 2025</i> R Brown (ed)
Other publications		
27	–	<i>Australian Institute of Criminology annual report 2023–24</i>

### Criterion 5: Contribution to policymaking

**Table 8: Performance against criterion 5, 2024–25**

Criterion	Target	Actual	Result
Evidence that AIC research has contributed to Australian Government policymaking	Case studies	2 case studies	Partially achieved

Two case studies were selected for 2024–25. These were associated with reports on the development of a Domestic Violence Threat Assessment Centre and on pornography and sexual aggression.

#### **CASE STUDY 1 / Domestic Violence Threat Assessment Centres**

In July 2024, the AIC published a report titled *Targeting fixated individuals to prevent intimate partner homicide: Proposing the Domestic Violence Threat Assessment Centre*. This drew on two earlier AIC studies that examined the pathways to intimate partner homicide and an evaluation of fixated threat assessment centres. Given the fixated nature of one cohort of intimate partner homicide offenders, the report authors proposed the fixated threat assessment centre as a model for identifying, triaging and case-managing individuals who may pose a high risk. Such a model could be tailored to address domestic violence offenders.

At a National Cabinet meeting on 6 September 2024, the Prime Minister announced that the Australian Government would trial Domestic Violence Threat Assessment Centres. These centres would use intelligence, monitor individuals and intervene with those at high risk of carrying out homicide. Since then, the AIC has been working closely with the Attorney-General’s Department to further develop the model and, in due course, will be involved in evaluating the trials.

#### **CASE STUDY 2 / Pornography and sexual aggression**

The AIC received funding under section 298 of the *Proceeds of Crime Act 2002* (Cth) to undertake research exploring the relationship between viewing pornography and perpetrating sexual violence among men. This proved to be a complex project, requiring painstaking analysis to identify and explain the association between variables and the factors that mediated the relationship. Part of this process also included responding to extensive peer review comments received on an earlier draft. As a result, the research was not published in 2024–25. Although falling outside of the reporting period, a presentation on the early findings from this project was delivered in June 2024 to an audience of Commonwealth policymakers.

Criterion 6: Events

Table 9: Performance against criterion 6, 2024–25

Criterion	Target	Actual	Result
Roundtables, workshops, seminars and other forums to be held annually	At least 10	15	Fully achieved

The AIC hosted 15 events during 2024–25, including conferences, seminars and workshops. Some events were held in person, while others were run online via Microsoft Teams. The events are listed in Table 10.

Table 10: Events held, 2024–25

Count	Event
1	<b>Targeting live streaming child sexual abuse perpetrators through financial transactions</b> 28 August 2024, online William Crogan, US Department of Homeland Security Dr Rick Brown, Australian Institute of Criminology Dr Timothy Cubitt, Australian Institute of Criminology (Co-hosted with the US Department of Homeland Security) Number of attendees: 32
2	<b>Youth crime and gangs symposium</b> 4 September 2024, Melbourne Professor David Kennedy, National Network for Safe Communities and John Jay College of Criminal Justice, New York City Superintendent Suzanne Hopper, Metropolitan Police Service, London Professor Stephane Shepherd, Deakin University Dr John Denley, UK National Crime Agency Number of attendees: 85
3	<b>Coercive control and investigative interviewing within the context of trafficking in human beings</b> 10 September 2024, online Dr Julia Korkman, European Institute for Crime Prevention and Control Noora Halmeenlaakso, National Bureau of Investigation, Finland Pekka Hätönen, Prosecution District of Western Finland Dr Helen Paterson, University of Sydney (Co-hosted with the European Institute for Crime Prevention and Control, Finland) Number of attendees: 62

**Table 10: Events held, 2024–25 (cont)**

Count	Event
4	<p><b>Indigenous Justice Clearinghouse Forum: Indigenous women and the criminal justice system</b></p> <p>15 October 2024, online</p> <p>Dr Marlene Longbottom, James Cook University</p> <p>Professor Kyllie Cripps, Monash University</p> <p>Professor Hilde Tubex, University of Western Australia</p> <p>Associate Professor Hannah McGlade, Curtin University</p> <p>Associate Professor Stella Tarrant, University of Western Australia</p> <p>Number of attendees: 191</p>
5	<p><b>AUS-US Joint Council Webinar: Financial sextortion</b></p> <p>4 November 2024, online</p> <p>Special Agent Matthew Crowley, Federal Bureau of Investigations</p> <p>Melissa Stroebel, Thorn</p> <p>Jennifer Newman, National Center for Missing &amp; Exploited Children</p> <p>Dr Sarah Napier, Australian Institute of Criminology</p> <p>Number of attendees: approximately 60</p>
6	<p><b>Award ceremony: 2024 Australian Crime and Violence Prevention Awards</b></p> <p>12 November 2024, Canberra</p> <p>Number of attendees: approximately 85</p>
7	<p><b>Masterclass in applied organised crime research</b></p> <p>2 December 2024, Canberra</p> <p>Professor Francesco Calderoni, Transcrime</p> <p>Anthony Morgan, Australian Institute of Criminology</p> <p>Dr Christopher Dowling, Australian Institute of Criminology</p> <p>(Held in collaboration with Transcrime)</p> <p>Number of attendees: 45</p>
8	<p><b>Human Trafficking and Modern Slavery Research Network meeting</b></p> <p>4 December 2024, online</p> <p>Samantha Lyneham, Australian Institute of Criminology</p> <p>Number of attendees: 49</p>
9	<p><b>Combating labour exploitation: The INVERT Project</b></p> <p>4 December 2024, Canberra</p> <p>Professor Francesco Calderoni, Transcrime</p> <p>Number of attendees: 20</p>
10	<p><b>Sexual extortion against adolescents: Results from a national survey</b></p> <p>9 December 2024, Canberra</p> <p>Dr Sarah Napier, Australian Institute of Criminology</p> <p>Dr Heather Wolbers, Australian Institute of Criminology</p> <p>Number of attendees: 30</p>

**Table 10: Events held, 2024–25 (cont)**

Count	Event
11	<b>Enhancing administrative data collection on modern slavery</b> 10 December 2024, online Detective Sergeant Luke Perritt, Australian Federal Police Dr Samantha Bricknell, Australian Institute of Criminology Ms Terhi Tafari, Finnish National Assistance System for Victims of Human Trafficking (Co-hosted with the European Institute for Crime Prevention and Control) Number of attendees: 56
12	<b>First results from the Australian Cybercrime Survey 2024</b> 13 December 2024, Canberra Isabella Voce, Australian Institute of Criminology Number of attendees: 20
13	<b>AIC 2025 Conference: Reducing online harms</b> 11–12 March 2025, Canberra Number of attendees: 264
14	<b>Building evidence to help partners develop a data-informed approach to crime prevention: A case study of reducing violence against women and girls in public places</b> 13 March 2025, Canberra Professor Andy Newton, Nottingham Trent University Number of attendees: 18
15	<b>Exposure to fringe and radical content, anti-government sentiment, conspiratorial beliefs and support for violence in Australia: Changes from 2022 to 2024</b> 14 April 2025, online Dr Timothy Cubitt, Australian Institute of Criminology Number of attendees: 50



**Criterion 7: Satisfaction with events**

**Table 11: Performance against criterion 7, 2024–25**

Criterion	Target	Actual	Result
Satisfaction with events attended by more than 100 people	90%	91%	Fully achieved

In 2024–25, the AIC held two events with more than 100 attendees: the AIC 2025 Conference and the Indigenous Justice Clearinghouse Forum on Indigenous women and the criminal justice system. Attendee satisfaction with these events was measured using online surveys. Satisfaction was measured by asking the question ‘Overall, how satisfied were you with this event?’ Response options included ‘Very satisfied’, ‘Satisfied’, ‘Neutral’, ‘Dissatisfied’ and ‘Very dissatisfied’. The proportion satisfied was based on combining the ‘Very satisfied’ and ‘Satisfied’ responses.

Thirty participants (16%) from the Indigenous Justice Clearinghouse Forum completed the survey, with 27 (90%) satisfied with the event. Eighty-eight participants (30%) attending the AIC 2025 Conference completed the survey, of whom 80 (91%) were satisfied with the event. As a result, 91 percent of those attending an event with over 100 people were satisfied with the event.

# Delivery

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## / Undertaking research

The AIC's primary function is undertaking, funding and disseminating policy-relevant research. We publish new knowledge developed by both AIC researchers and external authors. The AIC's publications are the foundation of this. A summary of reports published by the AIC in 2024–25 is presented in Table 12.

**Table 12: AIC publications by series, 2024–25**

Publication type	<i>n</i>
Research Reports	1
<i>Trends &amp; issues in crime and criminal justice</i>	16
Statistical Reports	6
Statistical Bulletins	3
Research in Practice	1
Reports to the Criminology Research Advisory Council	3
Other	9
<b>Total</b>	<b>39</b>

The priority research topics are chosen annually by the Director, in consultation with the Criminology Research Advisory Council. The research priorities for 2024–25 were:

- Indigenous over-representation in the criminal justice system;
- transnational serious and organised crime;
- violent extremism;
- family, domestic and sexual violence;
- human trafficking and modern slavery;
- online sexual exploitation of children; and
- cybercrime.

## Indigenous over-representation in the criminal justice system

The Indigenous Justice Research Program was established to fund academic research relating to Aboriginal and Torres Strait Islander criminal justice. The program comprises eight funded projects from seven institutions. The projects are examining:

- the role of alcohol and other factors in the over-representation of Aboriginal and Torres Strait Islander peoples in prison (National Drug and Alcohol Research Centre);
- the validation of a violence risk scale suitable for Aboriginal and Torres Strait Islander populations (South Australian Department for Correctional Services);
- the availability of Aboriginal language interpreters in circuit courts (Monash University);
- barriers to mental health diversion for First Nations people (University of New South Wales);
- Aboriginal and Torres Strait Islander women's experiences of the criminal justice system (University of Western Australia);
- throughcare models to reduce the over-representation of Aboriginal and Torres Strait Islander young people in remote and rural Northern Australia (James Cook University);
- impacts of *Bugmy* Bar resources (University of New South Wales); and
- substance use disorder and mental health among Aboriginal and Torres Strait Islander persons released from prison (Edith Cowan University).

Five Indigenous Justice Research Program projects were finalised in 2024–25, joining the publication of the first reports in 2023–24.

The AIC was also commissioned by the NSW Department of Communities and Justice to undertake two literature reviews on the drivers of the increase in bail refusal for Aboriginal and Torres Strait Islander people and the effectiveness of responses for reducing the use of remand. The first report was finalised in 2024–25 and examined recent state and territory bail amendments and the effects of historical and contemporary reforms on remand rates for Aboriginal and Torres Strait Islander adults and young people.

## Transnational serious and organised crime

The latest report on the costs of serious and organised crime was published in December 2024. The fourth in a series of reports, it included further updates and improvements to the AIC's methodology. The report estimated the cost of serious and organised crime in 2022–23 to be between \$30.4b and \$68.7b. Work immediately commenced on the fifth report, as the AIC moves towards annual reporting on the cost of serious and organised crime.

The AIC also published two reports on money laundering and organised crime in collaboration with AUSTRAC. The first was a scoping and feasibility study to determine the economic and social impacts of money laundering and terrorism financing on the Australian economy and community. The AIC worked with AUSTRAC to prepare this report for publication, to coincide with the public release of the Money Laundering in Australia National Risk Assessment.

The second report measured the relationship between money laundering, organised crime and associated harm. This involved linking AUSTRAC financial intelligence data with data from the ACIC on known organised crime groups and the recorded offence histories of their members. That report was released in support of the government's new money laundering laws. This study also formed the basis of AIC modelling that contributed to an Attorney-General's Department analysis of the effect of preventing money from being laundered through then-unregulated entities like real estate agents, accountants and lawyers.

## Violent extremism

Several publications released in 2024 were based on data collected as part of the AIC's inaugural Survey of Social and Political Beliefs. The first was a study of support for different protest causes and tactics using a randomised survey experiment. The second paper measured intentional and unintentional exposure to fringe or radical content and groups online. A third paper explored the online activity of individuals who viewed fringe and radical content and online child sexual abuse material, or both.

Work is now continuing on the second Survey of Social and Political Beliefs, conducted in late 2024. This work was funded by the Countering Violent Extremism Sub-Committee and included both a repeat of the core survey and a longitudinal component that involved recruiting respondents from the 2022 survey.

## Family, domestic and sexual violence

Several publications on family, domestic and sexual violence were published in 2024–25. Two explored the use of restorative justice as a response to family, domestic and sexual violence, based on an evaluation conducted in the Australian Capital Territory. We also published research examining the impact of the COVID-19 pandemic on responses to technology-facilitated coercive control. Two prevalence studies were also released—one examining the prevalence of recorded family and domestic violence offending in a NSW birth cohort, and the other examining the prevalence of self-reported perpetration of sexual violence in a community sample of adult Australians. Finally, we published research examining the online activities that increase vulnerability to dating app facilitated sexual violence, based on a national survey of adult Australian dating app users.

Two new projects, funded by the Attorney-General's Department, commenced in 2024–25. The first is an evaluation of two innovative police-led responses to domestic violence being trialled by the Attorney-General's Department. One of these responses is based on focused deterrence and the other on a fixated threat model. The second new project involves a program of work on elder abuse perpetration. Research has commenced to review existing evidence on elder abuse perpetration, analyse indicators of financial abuse of elders, and examine dialogue-based responses to elder abuse such as restorative justice and family mediation.

## Human trafficking and modern slavery

In 2024–25, the AIC continued its work on the evaluation of the *National Action Plan to Combat Modern Slavery 2020–25*. The AIC also finalised work to review a toolkit to help border officials identify and refer vulnerable people at ports of entry which was developed by the Bali Process Regional Support Office and the United Nations High Commissioner for Refugees. Finally, the AIC also undertook a rapid review of Australia’s criminal justice response to modern slavery to inform the new Australian Anti-Slavery Commissioner’s activities over the next three years.

## Online sexual exploitation of children

Projects completed in 2024–25 under the Online Sexual Exploitation of Children Research Program focused on sextortion of minors, sexual exploitation of children on adult dating apps, darknet chat forums for child sexual offenders, and the use of artificial intelligence in child sexual abuse. The first paper released on sextortion examined the prevalence of victimisation among a sample of almost 2,000 adolescents, finding that one in 10 had experienced sextortion. Victims most commonly met their perpetrators on popular platforms that many Australians use. The second paper involved a systematic review examining the impacts of sextortion on minors, finding that it can lead to adverse psychological, social, environmental and financial impacts on children and adolescents.

Research on child sexual exploitation on dating apps analysed data from a survey of almost 10,000 Australian dating app users. The research found that 12 percent of users had received a request from another dating app user for child sexual exploitation relating to their own children or children they had access to. The study also found that around 880 users (9%) first used an adult dating app when they were under 18 years and that, among those who did so, over half had received sexually exploitative requests from other users who were aware they were under 18.

The AIC also released a paper exploring the drivers and deterrents of child sexual abuse offending, based on analysis of darknet chat forums for child sexual offenders. The study found that offenders on the forum normalised sexual contact with children while minimising or denying the resulting harm and shifting the responsibility for offending. These cognitive drivers of offending were coupled with access to technology and close engagement with online communities supportive of child sexual abuse.

Finally, we conducted a rapid evidence review of research focused on AI and child sexual abuse. This review provided an overview of key studies focused on initiatives that use AI to detect, investigate and disrupt child sexual abuse, while highlighting an important gap in the literature on how offenders use AI to sexually abuse and exploit children.

## Cybercrime

The second Australian Cybercrime Survey was conducted in mid-2024, with fieldwork for the third survey completed in mid-2025. Much of 2024–25 was spent focused on preparing the second *Cybercrime in Australia* report, which will be the first to allow us to measure changes in cybercrime over time. A new interactive online dashboard was also produced.

Each year the Australian Cybercrime Survey includes focused addenda on contemporary cybercrime topics, developed in partnership with our partner agencies. In 2024, these included addenda on artificial intelligence and pathways to scam victimisation, which will form the basis of future AIC publications. The 2024 survey also included the second wave of the AIC's experimental trial, carried out with the Australian Federal Police Joint Policing Cybercrime Coordination Centre and eSafety Commissioner, to test the effect of targeted prevention messages on cybercrime victimisation and online safety.

The AIC also published a new harm index for individual victims of cybercrime. The validated index comprises scores for 17 types of cybercrime, based on a 34-item measure of harm across five domains: practical, health, social, financial and legal impacts. This harm index can help with prioritising the cybercrimes that cause the most harm, ensuring targeted support for victims.

## Statistical monitoring

In addition to undertaking projects on each of the research priorities, the AIC informs crime and justice policy by administering statistical collections on deaths in custody, fraud against the Australian Government, homicide, cybercrime, sexual offences, and human trafficking and modern slavery.

### National Deaths in Custody Program

Established following recommendation 41 of the Royal Commission into Aboriginal Deaths in Custody, the National Deaths in Custody Program has monitored the extent and nature of deaths in prison, police custody and youth detention that have occurred since 1979–80.

In 2024–25, the AIC released the Statistical Report *Deaths in custody in Australia 2023–24*, which described the 24 Aboriginal and Torres Strait Islander and 80 non-Indigenous deaths in custody between 1 July 2023 and 30 June 2024. In addition, the AIC released four quarterly updates on the age, sex, Indigenous status, legal status, method of detention and manner of death of persons who died in custody during this 12-month period on the online Deaths in Custody dashboard, as well as administering the real-time dashboard.

### Fraud Against the Commonwealth

In 2024–25 the AIC published the results of the 2022–23 Fraud Against the Commonwealth census as well as finalising work on the 2023–24 census. The latter involved the participation of 157 Australian Government entities. A total of 288,808 allegations of fraud were received or detected by Australian Government entities in 2023–24, of which 95 percent were allegations of external fraud.

In addition, the AIC developed the new Fraud and Corruption Against the Commonwealth census in collaboration with the Commonwealth Fraud Prevention Centre and in line with the Commonwealth Fraud and Corruption Control Framework 2024. The new census will be run for the first time in 2025–26.

## National Homicide Monitoring Program

The National Homicide Monitoring Program (NHMP) is Australia's only national collection on homicide incidents, victims and offenders. The NHMP has been administered by the AIC since 1990 following a recommendation of the National Council on Violence for a comprehensive data collection on homicide in Australia.

The AIC released the Statistical Report *Homicide in Australia 2023–24*, which described the 262 homicide incidents recorded by Australian state and territory police between 1 July 2023 and 30 June 2024. The AIC also finalised a Statistical Bulletin using 35 years of NHMP data to examine the prevalence and characteristics of parricide (the homicide of parents by their children) and released four quarterly updates to the intimate partner homicide dashboard.

## Australian Sexual Offence Statistical collection

The AIC established the Australian Sexual Offence Statistical collection to monitor sexual offending across the country. The collection brings together data on all types of sexual offending, with a focus on alleged sexual offenders.

In 2024–25, the AIC released two Statistical Reports from this collection: *Sexual offending in Australia 2021–22*, based on the pilot collection, and *Sexual offending in Australia 2022–23*. These reports describe the 8,326 and 9,101 alleged sexual offenders proceeded against by police in New South Wales, Victoria, Queensland, Western Australia, the Northern Territory and the Australian Capital Territory in 2021–22 and 2022–23 respectively.

## Human Trafficking and Modern Slavery National Minimum Dataset

The Human Trafficking and Modern Slavery National Minimum Dataset was established to inform the AIC's evaluation of the *National Action Plan to Combat Modern Slavery 2020–25*. The national minimum dataset was piloted in 2023–24, collecting data from the Australian Federal Police, Department of Social Services, Department of Home Affairs and the Commonwealth Director of Public Prosecutions. A Statistical Report *Findings from the Human Trafficking and Modern Slavery National Minimum Dataset pilot, July to December 2022* was released in 2024–25.

## Other research

Not all of the research undertaken in 2024–25 focused on one of the priority themes. Some publications relate to priorities from previous years while others arose from projects funded under the CRG program. Topics covered by this research included:

- a support program for mothers in prison; and
- the effect of family support and a preschool communications program on rates of youth offending.



## / Funding research

The CRG program provides funding for criminological research relevant to crime and justice policy at both the national and state and territory levels. The program also promotes the value and usefulness of such research by publishing and disseminating the findings of the funded work.

While the CRG program is described as a grants program, funded projects involve contracts procured through a competitive approach to market via AusTender. The term 'grant' is maintained in the program's title for historical reasons and can be traced back to the *Criminology Research Act 1971*.

### 2024–25 expenditure

The CRG program is administered by the AIC and funded by the Commonwealth and state and territory governments. State and territory governments collectively contributed \$237,053 (2023–24: \$232,405) to the AIC to fund projects. Table 13 summarises CRG program income and expenditure for 2024–25.

**Table 13: Criminology Research Grants program financial data, 2024–25**

<b>Total income for CRG program</b>	<b>\$</b>
Commonwealth funding	237,053
State and territory funding <sup>a</sup>	128,830
<b>Total income for purpose of making grants</b>	<b>365,883</b>
<b>Expenditure for CRG program</b>	<b>\$</b>
Funded projects	355,032
Direct administration expenditure	10,851
<b>Total expenditure</b>	<b>365,883</b>

a The total 2024–25 state/territory contribution is \$237,053. The unused portion is reported as unearned revenue in the statement of financial position.

## / Disseminating research

One of the AIC's critical functions is disseminating new research findings, recognising that applied criminological research should inform policy, practice and the wider community debate on issues of concern. The dissemination function ensures the AIC's research is publicly available and easily understood, so that it informs policy and practice. We promote our research findings in various ways, including on our website, via media and social media channels, and by hosting events.

Website

The AIC website currently contains 1,996 publications. Making these works publicly available on our website is an important method of disseminating our research findings. Table 14 shows the number of people accessing the AIC’s website in 2023–24 and 2024–25.

Table 14: Web sessions and page views, 2023–24 and 2024–25

	Sessions	Users	Page views
2023–24	699,494	475,507	1,072,411
2024–25	748,753	538,714	1,113,868

Source: Google analytics

Media

Our media engagement is both proactive (disseminating publications and research findings, and promoting events, grants and awards programs) and reactive—responding to journalists’ enquiries or requests for interviews on criminal justice topics. During 2024–25, there were 153 media enquiries and 77 interviews.

Social media

The AIC uses various social media platforms to promote crime and justice research. At 30 June 2025, we had an online subscriber network of 49,140 people:

- 23,268 Facebook followers;
- 10,420 X followers;
- 8,393 LinkedIn followers;
- 4,589 email alert subscribers; and
- 2,470 YouTube subscribers.

Our YouTube channel, CriminologyTV, makes 446 AIC videos publicly available to both subscribers and non-subscribers worldwide, substantially expanding access to AIC products. These videos include lectures, keynote conference presentations, seminars and award ceremonies.

Events

The AIC also disseminates and promotes crime and justice research by holding online and in-person events. In 2024–25, the AIC held 15 such events, including conferences, seminars, workshops and forums. For details of these events, see Table 10 on page 24.

## Distribution, reach and influence of AIC publications

The AIC has a significant influence on criminological research and policy development across multiple jurisdictions, nationally and internationally. Crime and justice researchers and practitioners, international organisations and parliaments continue to use AIC publications—both the most recent papers and those produced in decades past. In addition to the numerous journal articles which cite AIC publications, citation analysis shows AIC material being used by all levels of government. Government organisations that cited the Institute’s publications in 2024–25 include:

- Parliament of Australia;
- parliaments of New South Wales, Victoria, Queensland and the Northern Territory;
- Attorney-General’s Department (Commonwealth);
- Australian Human Rights Commission;
- Australian Institute of Family Studies;
- Australian Institute of Health and Welfare;
- Australian Law Reform Commission;
- Corrective Services New South Wales;
- Department of Home Affairs;
- Department of the Prime Minister and Cabinet;
- Domestic, Family and Sexual Violence Commission;
- National Indigenous Australians Agency;
- New South Wales Bureau of Crime Statistics and Research;
- New South Wales Sentencing Council;
- Queensland Crime and Corruption Commission;
- Queensland Law Reform Commission;
- Queensland Sentencing Advisory Council; and
- Victoria’s Sentencing Advisory Council.

Citations in peer-reviewed literature are concentrated in crime and criminal justice topics in Australian publications and studies. However, a significant number of these journal articles were on related subjects in social sciences and health. AIC research has also been cited in studies about or published in 89 countries (see Figure 3).

**Figure 2: Types of publications citing AIC material (%)**

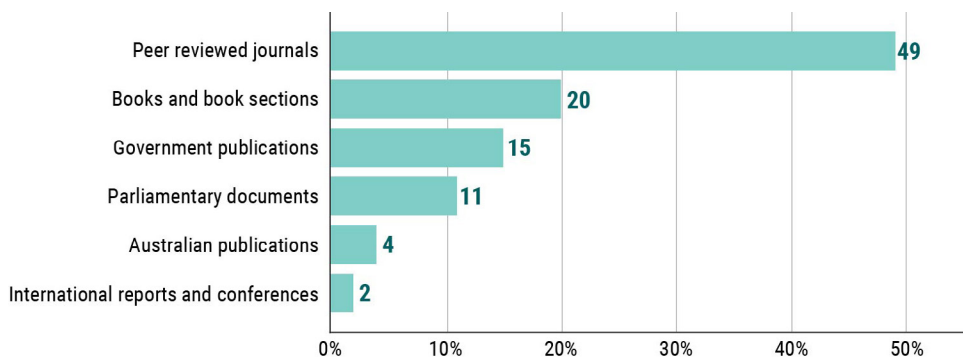
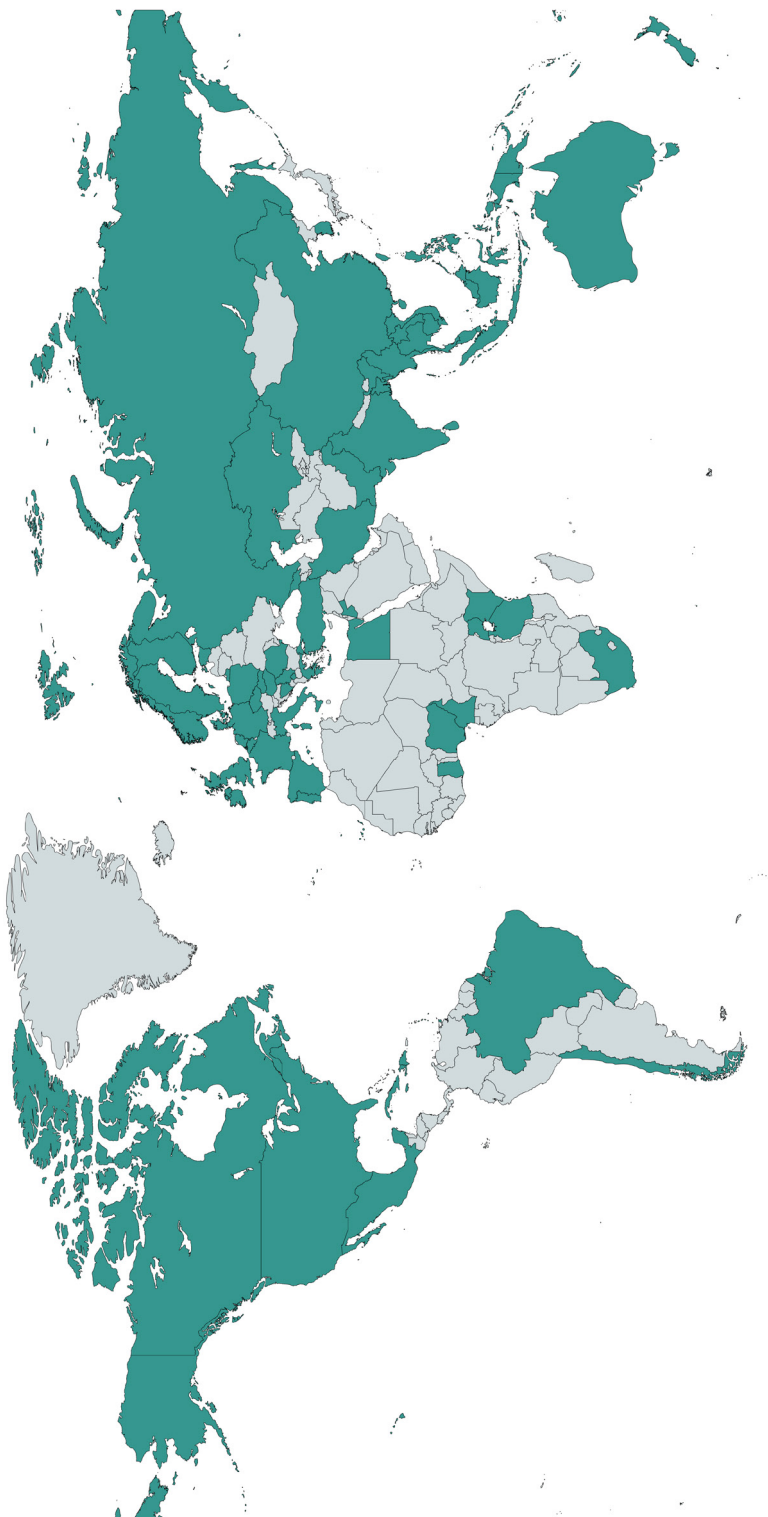
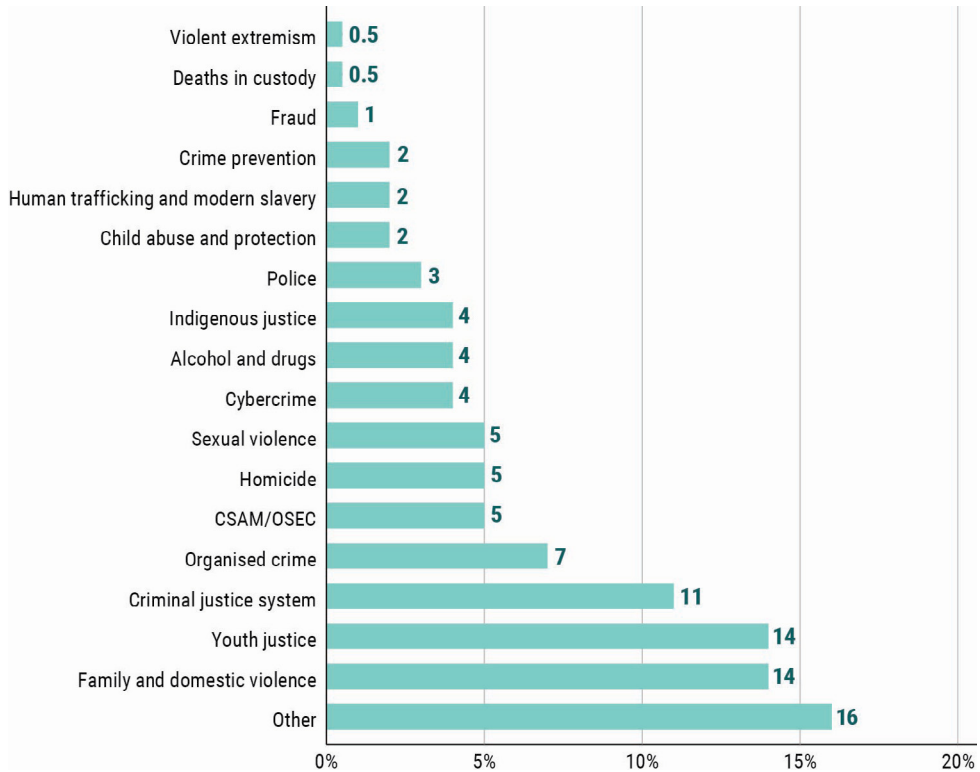


Figure 3: Where AIC material is cited



**Figure 4: Topics of papers citing AIC publications (%)**

### / **Trends & issues series ranked as a top-tier journal**

The latest SCImago World Journal Rankings listed the AIC's *Trends & issues in crime and criminal justice* series as a top-tier journal internationally. For the third consecutive year, the *Trends & issues* series was listed in the top quartile of law journals (the category that includes criminology). In 2024, for the first time, the series was named as the most highly cited Australian journal in its category.

This external measure of quality demonstrates that our research is being used extensively by the academic community. This is an even greater achievement considering the applied nature of the AIC's research.

## / Library and information services

The Institute's information services, centred around the JV Barry Library, are essential to our role as Australia's national knowledge centre on crime and justice. The Library provides information to practitioners, policymakers, academics, students and the general public. The Information Services team also offers fundamental support to AIC researchers, particularly by anticipating their research requirements and proactively sourcing new and authoritative material.

### Library collection

The JV Barry Library collection continues to grow, with a focus on online material to better suit the 'anywhere, anytime' needs of researchers. The majority of research monographs added to the collection in 2024–25 were online only. The review of the print collection continued, with a focus on duplicate monograph material.

### Library services

The Library continues to maintain CINCH, the Australian criminology database. Records are added each month with a focus on government reports and research.

Providing in-depth research support to the AIC is a core function of the Library team. Staff undertook 318 hours of detailed research support for AIC and ACIC in 2024–25.

The Library also provides document supply and inter-library loan services, both lending materials to and borrowing from library collections around the country to support researchers. There were 76 document supply requests from AIC staff and 82 materials supplied to other organisations during 2024–25.

### Stakeholder and public enquiries

The Library and Information Services team provides support for all enquiries from the public, as well as stakeholder requests for information assistance. The AIC received over 800 queries across the year, most of which received an initial response within one business day.



# Management and accountability

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## / Corporate governance

### Director

Ms Heather Cook, CEO of the ACIC, is also the Director of the AIC. She was appointed to both roles on 15 January 2024.

### Audit and Risk Committee

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

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

The committee’s authority is established under the Audit and Risk Committee Charter, which is available on the ACIC website: [acic.gov.au/about/governance](https://acic.gov.au/about/governance).

Throughout 2024–25, the committee consisted of at least three independent members (including the Chair). Information on each member’s qualifications, attendance at meetings and remuneration is set out in Table 15.

**Table 15: Audit and Risk Committee membership, 2024–25**

Name	Qualifications, knowledge, skills and experience	Meetings attended and remuneration <sup>a</sup>
Geoff Knuckey (Chair)	Bachelor of Economics (ANU), FCA, GAICD, RCA An experienced audit committee member and chair, Geoff currently serves on audit committees for numerous government entities. He also has extensive experience as a director and serves on the boards and audit committees of several private sector entities. He has been a full-time company director and audit committee member since 2009, following a 32-year career with Ernst & Young specialising in audit and assurance services in the public and private sectors across a range of industries.	6/6 \$26,048



Name	Qualifications, knowledge, skills and experience	Meetings attended and remuneration <sup>a</sup>
Elizabeth Montano	<p>Bachelor of Arts and Bachelor of Laws (UNSW), FAICD</p> <p>Elizabeth has more than 20 years of experience as a chair, deputy chair and member of boards and audit committees across a range of government and not-for-profit entities. She has broad-ranging experience in governance and the machinery of government, including in financial and performance reporting, risk, assurance, and program and project management and oversight. She is a former CEO of AUSTRAC and senior financial services lawyer with King &amp; Wood Mallesons.</p>	<p>6/6</p> <p>\$24,255</p>
Peter Woods	<p>Bachelor of Arts (Australian National University)</p> <p>Peter is a consultant in ICT and corporate management. He has extensive experience in the executive management of major ICT business solutions and procurement projects and has served on multiple boards. He has worked in a range of senior executive roles in government agencies, including as Chief Information Officer at the Australian Competition and Consumer Commission and Chief Information Officer and head of the Corporate Services Division at the Department of the Environment. Peter's understanding of ICT is complemented by his wide experience in public policy and program management in a range of subject areas, non-ICT business improvement processes and the management of the full range of corporate services.</p>	<p>6/6</p> <p>\$23,100</p>
Greg Divall	<p>Bachelor of Applied Science—Mathematics (University of Technology Sydney), Master of Business Administration (University of New England)</p> <p>Greg is an experienced committee member and currently serves on several Audit and Risk Committees across Commonwealth and state government agencies. He has over 20 years experience in Commonwealth Senior Executive Service leadership roles and has led major reform programs and whole-of-government change initiatives in Centrelink and the departments of Defence, Human Services, Treasury, Climate Change and Energy Efficiency and Industry. These programs have all been nationally focused, involving strategic transformation, cultural and technology refresh.</p> <p>He currently serves as a Defence Independent Assurance Board member.</p>	<p>2/2</p> <p>\$10,648</p>

Name	Qualifications, knowledge, skills and experience	Meetings attended and remuneration <sup>a</sup>
Roxanne Kelley	<p>Bachelor of Speech Therapy (University of Queensland), Executive Masters of Public Administration (Australian National University), PSM GAICD</p> <p>Roxanne has extensive senior leadership experience in the public service across a range of sectors, including social policy, national security, and central government agencies. Her responsibilities have encompassed service delivery, cross-government policy development, program implementation, international relations and foreign investment, as well as compliance, investigations and enforcement. She has also led initiatives in organisational redesign, change management, human resources, ICT, finance, legal services, communications, audit, and corporate governance. She has held Deputy Secretary positions in the Treasury, the Department of Defence, the Department of Social Services and the Department of Human Services.</p> <p>In recognition of her contributions to reform within the Department of Defence, Roxanne was awarded the Public Service Medal in the 2017 Australia Day Honours.</p>	<p>2/2</p> <p>\$5,324</p>

a Total remuneration including GST

## Management committees

### Research Managers Committee

The AIC's Research Managers Committee meets every two weeks to consider both strategic and operational aspects of the AIC's research program and provides advice to the Executive Committee on research priorities and risks. Its members at 30 June 2025 were:

- Dr Rick Brown, Deputy Director (Chair);
- Dr Samantha Bricknell, Research Manager;
- Dr Christopher Dowling, Research Manager;
- Ms Samantha Jackson, Library Manager;
- Mr Anthony Morgan, Research Manager; and
- Dr Sarah Napier, Research Manager.

### Human Research Ethics Committee

The AIC's Human Research Ethics Committee (HREC) has been operating since 1992. It is registered with the National Health and Medical Research Council and is governed in accordance with the *National Statement on Ethical Conduct in Human Research 2023* (the National Statement).

The HREC ensures that all human research undertaken by the AIC is ethically reviewed and monitored in accordance with the National Statement. The Committee provides advice to the Deputy Director of the AIC as to whether or not approval should be granted for research to proceed under AIC auspices. The HREC regularly reviews research proposals to ensure that appropriate safeguards exist and that the conduct of the research is consistent with the highest ethical standards.

During 2024–25, the HREC reviewed and approved eight research proposals. The HREC met twice, on 31 July 2024 and 27 March 2025.

The committee chair in 2024–25 was Professor Emeritus Nicolas Peterson PhD.

The committee's other members at 30 June 2025 were:

- Ms Christine Freudenstein (person who brings a broader community or consumer perspective and who has no paid affiliation with the Institute);
- Ms Sarah James (person who brings a broader community or consumer perspective and who has no paid affiliation with the Institute);
- Professor Debra Rickwood PhD, MAPS (person with knowledge of, and current experience in, the professional care or treatment of people);
- Dr Neil Miller (person who performs a pastoral care role in a community);
- Ms Dolores Schneider LLB (lawyer);
- Associate Professor Tony Krone PhD (person with current research experience that is relevant to research proposals to be considered by the Committee);
- Ms Laura Doherty MCCJ (secretariat; person with current research experience that is relevant to research proposals to be considered by the Committee); and
- Ms Merran McAlister MCJR (secretariat; person with current research experience that is relevant to research proposals to be considered by the Committee).

## / Risk management

We are committed to fostering a constructive risk culture in which staff confidently engage with uncertainty and opportunity across research activities. Through the consistent application of risk management principles, we enable informed decision making that supports the achievement of research objectives. Our approach empowers staff to take considered action, ensuring that risk processes facilitate progress rather than inhibit it.

In 2024–25, the AIC implemented its own Risk Management Framework, transitioning from the framework previously shared with the ACIC. This shift has enabled a more tailored and strategic approach to identifying and managing risks specific to the AIC's operations and research activities. The framework aligns with the Commonwealth Risk Management Policy, the PGPA Act, and ISO 31000:2018 Risk Management – Guidelines, ensuring compliance with national and international standards.

Oversight of the framework is maintained through regular reporting to the joint AIC and ACIC Audit and Risk Committee, the Criminology Research Advisory Council, and the Research Managers Committee. These forums provide structured governance for both enterprise and research-related risks, supporting informed decision making and accountability across the organisation.

## Fraud and corruption control

As required by the Commonwealth Fraud Control Framework, the Director certifies she is confident that:

- a fraud and corruption risk assessment and fraud and corruption control plan has been prepared in accordance with the requirements of the Commonwealth Fraud Control Framework;
- appropriate fraud prevention, detection, investigation and reporting procedures and processes are in place; and
- annual fraud data that comply with the Commonwealth Fraud Control Framework have been collected and reported.

Fraud and corruption risks were assessed as part of the ACIC's fraud and corruption risk assessment process. The inclusion of corruption control in the fraud control plan recognises the ACIC's organisational environment as a target for infiltration and corruption. No fraud or corruption relating to the AIC was reported or identified in 2024–25.

## Protective security

As an Australian Government agency, the AIC is required to follow the Commonwealth Government Protective Security Policy Framework and the Commonwealth Government Information Security Manual. The AIC's protective security requirements are managed by the ACIC.

The AIC has a positive risk-based protective security culture and implements appropriate controls to ensure physical and personnel security arrangements and ICT networks are managed in accordance with Commonwealth Government Protective Security Policy Framework and Information Security Manual requirements. The AIC continues to review and enhance physical and personnel security and ICT controls to appropriately manage risk and improve compliance.

A business continuity plan defines our approach to managing a disruption and outlines the steps the agency should take to recover lost functions. This plan details the roles and responsibilities of the personnel who will coordinate the recovery process. If a disruption occurs, all agency staff will know who is responsible for business recovery and what they need to do to sustain the agency's ability to continue operating until business-as-usual resumes. The AIC's business continuity plan is subject to regular testing to identify any opportunities for improvement.

## / External scrutiny

In 2024–25, no judicial decisions or decisions of administrative tribunals or the Australian Information Commissioner significantly affected the Institute, nor were there any relevant parliamentary committee reports or Ombudsman reports.

The AIC undertakes a risk assessment annually and reviews risks on a regular basis. The Institute is subject to an annual statutory audit performed by the Australian National Audit Office. In addition, regular internal audit reviews are undertaken by an independent consultant. The outcomes of all audits are presented to the AIC's Audit and Risk Committee.

### Criminology Research Advisory Council

The Criminology Research Advisory Council was established under 2011 amendments to the *Criminology Research Act 1971*. This council and its members have no legal, management or financial responsibility for the AIC. The role of the council and its members is to advise the Director in relation to:

- strategic priorities for criminological research;
- priorities for communicating the results of that research; and
- applications for research projects made under the CRG program.

The Criminology Research Advisory Council consists of nine members representing the Australian Government and state and territory governments. This composition ensures that areas targeted for research funding reflect national, state and territory priorities.

In 2024–25 the council met via teleconference on the following occasions:

- 25 July 2024;
- 20 November 2024; and
- 28 March 2025.

### Council members at 30 June 2025

#### Commonwealth

Ms Amy Dyde, Acting Assistant Secretary, Criminal Law Policy Branch, Criminal Justice Division, Attorney-General's Department

#### New South Wales

Mr Paul McKnight, Deputy Secretary, Law Reform and Legal Services, NSW Department of Justice

#### Victoria

Ms Fiona Dowsley, Executive Director, Data and Performance, Chief Statistician, Victorian Crime Statistics Agency (Chair)

#### Queensland

Ms Kate Connors, Deputy Director-General, Justice Services, Queensland Department of Justice and Attorney-General

#### Western Australia

Ms Kylie Maj, Director General, WA Department of Justice

### **South Australia**

Mr Adam Kilvert, Executive Director, Policy and Community,  
SA Attorney-General's Department (Deputy Chair)

### **Tasmania**

Ms Kristy Bourne, Secretary, Tasmanian Department of Justice

### **Australian Capital Territory**

Mr Ray Johnson, Acting Director-General, ACT Justice and Community Safety Directorate

### **Northern Territory**

Ms Gemma Lake, Chief Executive Officer, NT Department of the Attorney-General and Justice

## **/ Procurement**

The AIC's approach to procuring property and services, including consultancies, is consistent with the Australian Government's procurement policy and legislation. The Commonwealth Procurement Rules are applied to activities through the Accountable Authority Instructions and supporting operational policies and procedures, which are reviewed for consistency with the Commonwealth Procurement Framework. The procurement framework reflects the core principle governing Australian Government procurement—value for money. The Institute's policies and procedures also focus on:

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

During 2024–25 the AIC continued to participate in whole-of-government, coordinated procurement initiatives and sought opportunities to lower tendering costs and provide savings through economies of scale.

### **Property and corporate services**

All support services required by the AIC are provided by the ACIC. This includes functions relating to finance, human resources, information and communication technology and property. The AIC currently occupies space leased by the ACIC. Details of the support services are outlined in a memorandum of understanding.

### **Legal services**

The AIC engages legal services in accordance with the Whole of Government Legal Services Panel and the Legal Services Directions 2017. Legal services include both contract and consultancy services relating to legislation, governance, contracting and human resource matters.

During 2024–25, the AIC spent \$11,727.00 (GST n/a) on legal services.

## Contracts

### Consultancy contracts

During 2024–25, four new reportable consultancy contracts were entered into, involving total actual expenditure of \$0.16 million. In addition, no ongoing reportable consultancy contracts were active during the period, involving no total actual expenditure. Details are presented in Tables 16 and 17.

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.

Consultants are engaged where particular specialist expertise is necessary, sufficiently skilled expertise is not immediately available in-house, or independent advice on a matter is required. We make decisions to engage consultants in accordance with the *Public Governance, Performance and Accountability Act 2013* and related regulations including the Commonwealth Procurement Rules and relevant internal policies.

**Table 16: Reportable consultancy contracts, 2024–25**

	Number	Expenditure
New contracts entered into during the reporting period	4	\$159,715
Ongoing contracts entered into during a previous reporting period	–	–
<b>Total</b>	<b>4</b>	<b>\$159,715</b>

**Table 17: Organisations receiving a share of consultancy contract expenditure, 2024–25**

Organisation	Expenditure	Share of expenditure
Dr Russell Smith	\$70,000	44%
Noetic Solutions Pty Ltd	\$61,930	39%
Griffith University	\$27,785	17%

### Non-consultancy contracts

During 2024–25, 20 new non-consultancy contracts were entered into, involving total actual expenditure of \$1.813 million. In addition, 28 ongoing non-consultancy contracts were active, involving total actual expenditure of \$1.145 million during the period. Details are provided in Tables 18 and 19.

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 18: Reportable non-consultancy contracts, 2024–25**

	Number	Expenditure
New contracts entered into	20	\$667,899
Ongoing contracts entered into during a previous reporting period	28	\$1,145,159
<b>Total</b>	<b>48</b>	<b>\$1,813,058</b>

**Table 19: Organisations receiving a share of non-consultancy contract expenditure, 2024–25**

Organisation	Expenditure	Share of expenditure
Roy Morgan Research Ltd	\$678,524	37%
Griffith University	\$96,269	5%
University of New South Wales	\$94,490	5%
Ebsco Australia Subscription	\$82,213	5%
Altis Consulting Pty Ltd	\$74,800	4%
<b>Total</b>	<b>\$1,026,296</b>	<b>56%</b>

### Supporting small business

The AIC supports small business participation in the Commonwealth Government procurement market. Small and medium enterprise participation statistics are available on the Department of Finance’s website.

The AIC 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.

### Australian National Audit Office access

The AIC’s contract templates contain standard clauses to provide for the Auditor-General to have access to the contractor’s premises. All contracts entered into during the reporting period contained these standard clauses.

### Exempt contracts

The AIC has not entered into any contracts or standing offers that have been exempted from publication on AusTender.





## AUSTRALIAN CRIME AND VIOLENCE PREVENTION AWARDS 2024

The annual Australian Crime and Violence Prevention Awards recognise and reward programs that reduce crime and violence in Australia. The awards encourage public initiatives and help governments identify practical projects that reduce violence and other crime in the community.

The AIC manages the awards, with the Director of the AIC chairing the selection board. On 12 November 2024, nine projects were recognised for their contribution to preventing crime and violence in Australian communities. Five of these projects were run by community groups and four were led by police agencies. The Hon Mark Dreyfus KC MP, Attorney-General at the time, presented the awards at a ceremony in Canberra.

### 2024 Australian Crime and Violence Prevention Award winners



## Community winners

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### GOLD AWARD WINNERS

#### **Queensland Department of Youth Justice—Intensive Case Management Program**

The Intensive Case Management Program is an evidence-based program designed to reduce youth offending. It provides an integrative framework to work intensively with young people assessed as having a high or very high risk of reoffending, as well as their family and support network, to address the causes of chronic offending and build their capacity to lead a good life. The model incorporates the internationally recognised frameworks: the ‘What Works’ theory, multi-systemic therapy, the Good Lives model, Collaborative Family Work, and Strengthening Families: Protective Factors Framework. The model uses comprehensive offence profiling and mapping and coordinated stakeholder collaboration to achieve sustainable behavioural change with families.

### SILVER AWARD WINNERS

#### **Salvation Army—Alexis Family Violence Response Model**

The Alexis Family Violence Response Model aims to reduce family violence for victim-survivors and to achieve accountability among perpetrators. This model also seeks to reduce secondary victimisation and decrease the incidence of family violence through inter-agency cooperation and collaboration. This aim is achieved by providing a coordinated cross-sectoral, multi-agency response to families who are assessed as high risk and who have repeated contact with police and support services due to family violence. In this manner, the Alexis Family Violence Response Model aims to identify and respond to family violence as soon as possible after an incident.

#### **Griffith University—Pathways to Prevention Project**

The Pathways to Prevention Project was a pioneering developmental crime prevention initiative in a disadvantaged, high-crime region of Brisbane. It operated as a research–practice partnership involving families, seven state preschools and primary schools, and community agency Mission Australia. An enriched preschool program implemented by specialist Queensland Department of Education teachers in 2002 and 2003 developed four-year-olds’ oral language and communication skills and achieved a 56 percent reduction in court-adjudicated youth crime by age 17 among participating children. When families also received support from the Mission Australia team, the offending rate was zero. A community-wide reduction of 20 percent in youth crime was also observed.

**BRONZE AWARD WINNERS****Home Base—Step Up: Stop, Think, Evaluate, Plan, Use skills and Patience**

Step Up is a program that works with adolescents aged 11 to 17 who are using violent behaviour in the home, towards family members or intimate partners. The program is a one-on-one case management, outreach model that works with both the young person and their family or intimate partner. Step Up is a curriculum-based intervention where teens learn and practise nonviolent, respectful ways of communicating and resolving conflict with those they have been abusive towards, while parents learn a model of respectful parenting that balances leadership and positive support, promoting non-violence in the family.

**Peninsula Community Legal Centre—This is Not Who I Want to Be**

‘This is Not Who I Want to Be’ is an interactive theatre project for secondary students. It provides legal education on family violence and forced marriage to young people from multicultural communities. The project was designed in response to data showing that culturally and linguistically diverse teenage girls in the local government area of Casey were already experiencing controlling relationships and family violence, and that some were going on to forced marriages after leaving school. The project empowers young people by giving them knowledge of their legal rights and obligations and the tools to challenge violence-supporting attitudes to reduce family violence and forced marriage in their own community.

## Police winners

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**GOLD AWARD WINNERS****Victoria Police—Public Transport Notification Project: STOPIT**

Unwanted sexual behaviour is prevalent on Victorian public transport and mainly affects women and girls. It affects when and where they use public transport, and after becoming a victim some never use public transport again. This unwanted sexual behaviour is significantly under-reported, making it difficult for police to address the issue. Launched in July 2022, Victoria Police’s innovative STOPIT service provides the public with the means and confidence to notify police of this behaviour. This enables police to apprehend offenders and prevent offences, leading to women and girls feeling safer and being safer on public transport.

## SILVER AWARD WINNERS

### **Australian Federal Police—Jack Changes the Game**

Jack Changes the Game is a complete learning package to teach young children about online grooming. A picture book was developed to address key recommendations from research conducted in 2019 by the Australian Federal Police-led Australian Centre to Counter Child Exploitation. The research outlined approaches to maximise prevention behaviours, including the development of resources and tools for information and support to complement education activities. The project includes the development of adult-led learning resources to help children aged five to eight years recognise the signs of online grooming and to encourage them to seek help. It forms part of a complete learning package, including background information and additional activities for parents/carers and teachers to ensure proper understanding and discussion of the topic.

### **Queensland Police Service—Repeat Offender Disruption Strategy**

Recidivism is a social problem, as a small proportion of the population commits a disproportionate amount crime. Evidence-based strategies to address early and persistent offenders are often constrained by resourcing and time, leaving many offenders without adequate support. The Queensland Police Service's Repeat Offender Disruption Strategy uses nudge theory, which proposes that subtle changes in the choices presented to people can influence their behaviour, to explore whether transparent nudges could reduce recidivism. A randomised controlled trial was conducted, in which 355 offenders received an SMS message offering support, 24 to 48 hours after being charged. Results showed the nudges group had lower reoffending rates than the control group.

### **Victoria Police—Youth Crime Prevention and Early Intervention Project**

The Youth Crime Prevention and Early Intervention Project is a joint initiative led by Victoria Police in partnership with West Justice, Victoria Legal Aid, the Youth Support and Advocacy Service, the Centre for Multicultural Youth and Youth Now. It aims to reduce the rate of offending and reoffending among children and young people by diverting them from the criminal justice system, minimising their contact with police and the courts. The project focuses on supporting police to issue warnings, cautions and fast-tracked diversion, and on improving referrals for children and young people to appropriate support services that can help address any underlying causes of offending behaviour.

# Our people

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## / Staffing profile

As at 30 June 2025, the AIC had 23 employees. Most of these staff are located at the AIC’s head office in Canberra. Five employees are located elsewhere: one each in New South Wales, Victoria, Queensland, Western Australia and South Australia.

The following tables present staffing numbers for 2023–24 and 2024–25 broken down by gender, location, full-time/part-time status, ongoing/non-ongoing status and classification.

Table 20: Ongoing employees by location, current reporting period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Vic	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Qld	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
WA	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SA	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	3	0	3	10	4	14	0	0	0	0	0	0	0	0	0	17
Total	3	1	4	14	4	18	0	0	0	0	0	0	0	0	0	22

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

Table 21: Non-ongoing employees by location, current reporting period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
ACT	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
Total	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

Table 22: Ongoing employees by location, previous reporting period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SA	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
ACT	4	0	4	10	4	14	0	0	0	0	0	0	0	0	0	18
Total	4	1	5	11	4	15	0	0	0	0	0	0	0	0	0	20

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

Table 23: Non-ongoing employees by location, previous reporting period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
Qld	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
ACT	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
Total	1	0	1	3	0	3	0	0	0	0	0	0	0	0	0	4

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.



Table 24: Ongoing employees by classification, current reporting period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EL 2	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	4
EL 1	1	1	2	5	2	7	0	0	0	0	0	0	0	0	0	9
APS 6	0	0	0	2	1	3	0	0	0	0	0	0	0	0	0	3
APS 5	0	0	0	4	1	5	0	0	0	0	0	0	0	0	0	5
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	4	1	5	13	4	17	0	0	0	0	0	0	0	0	0	22

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

Table 25: Non-ongoing employees by classification, current reporting period (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 5	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

**Table 26: Ongoing employees by classification, previous reporting period (2023–24)**

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EL 2	2	0	2	2	0	2	0	0	0	0	0	0	0	0	0	4
EL 1	1	1	2	1	1	2	0	0	0	0	0	0	0	0	0	4
APS 6	0	0	0	4	2	6	0	0	0	0	0	0	0	0	0	6
APS 5	0	0	0	2	1	3	0	0	0	0	0	0	0	0	0	3
APS 4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>11</b>	<b>4</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

Table 27: Non-ongoing employees by classification, previous reporting period (2023–24)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 6	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 5	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	3
APS 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1	0	1	3	0	3	0	0	0	0	0	0	0	0	0	4

Note: The ACIC, which provides corporate services to the AIC, does not collect data on the number of employees who are non-binary or who use a different term.

**Table 28: Employees by full-time/part-time status, current reporting period (2024–25)**

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	1
EL 2	4	0	4	0	0	0	4
EL 1	6	3	9	0	0	0	9
APS 6	2	1	3	0	0	0	3
APS 5	4	1	5	1	0	1	6
APS 4	0	0	0	0	0	0	0
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
<b>Total</b>	<b>17</b>	<b>5</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>23</b>

**Table 29: Employees by full-time/part-time status, previous reporting period (2023–24)**

	Ongoing			Non-ongoing			Total
	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0
SES 1	1	0	1	0	0	0	1
EL 2	4	0	4	0	0	0	4
EL 1	2	2	4	0	0	0	4
APS 6	4	2	6	1	0	1	7
APS 5	2	1	3	3	0	3	6
APS 4	2	0	2	0	0	0	2
APS 3	0	0	0	0	0	0	0
APS 2	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
<b>Total</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>24</b>

**Table 30: Employment type by location, current reporting period (2024–25)**

	Ongoing	Non-ongoing	Total
NSW	1	0	1
Vic	1	0	1
Qld	1	0	1
WA	1	0	1
SA	1	0	1
ACT	17	1	18
<b>Total</b>	<b>22</b>	<b>1</b>	<b>23</b>

**Table 31: Employment type by location, previous reporting period (2023–24)**

	Ongoing	Non-ongoing	Total
NSW	1	0	1
Qld	0	1	1
SA	1	0	1
ACT	18	3	21
<b>Total</b>	<b>20</b>	<b>4</b>	<b>24</b>

## Diversity

The AIC is committed to creating an environment that respects and values the expertise, experiences and abilities of all employees. In doing so, we are able to build an inclusive and diverse workforce that allows us to better serve the community by delivering on our key purpose of being Australia’s national research and knowledge centre on crime and justice.

The AIC shares the ACIC’s commitment to developing and implementing inclusion policies. We have two current diversity action plans, on people with disability and LGBTQ+ people. Another three diversity action plans—on culturally and linguistically diversity, gender equity and reconciliation—have been drafted.

### Indigenous employment

In 2024–25, no AIC staff members identified as Indigenous.

## / Remuneration

### Salary

The salary ranges for APS 1–6 and Executive Level staff are set out in the Australian Criminal Intelligence Commission Enterprise Agreement 2024–27, which came into effect on 21 March 2024. The salary ranges for 2024–25 are presented in Table 32.

**Table 32: Salary ranges by classification level, current reporting period (2024–25)**

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

### Executive remuneration

The nature and amount of remuneration for SES officers is determined through the ACIC Senior Executive Service Remuneration and Benefits Policy. SES salary increases take into account the complexity of the role, current and previous performance, contribution to corporate goals and values, the financial position of the ACIC, comparisons with other SES officers and the quantum of remuneration relative to other ACIC staff. The ACIC uses common-law contracts for all SES employees to govern remuneration and entitlements.

**Table 33: Remuneration of key management personnel, 2024–25**

Name and position	Short-term benefits	Post-employment benefits	Other long-term benefits	Total remuneration
Dr Rick Brown Deputy Director	<b>Base salary</b> \$267,450  <b>Other benefits and allowances</b> \$1,751	<b>Superannuation contributions</b> \$40,498	<b>Long service leave</b> \$6,686	<b>\$316,386</b>

Performance pay

The agency does not have a system of performance payments. Rather, incremental advancement is available to eligible staff as part of our performance development system.

Non-salary benefits

Non-salary benefits include flexible working arrangements for APS 1–6 officers, time-off-in-lieu arrangements for Executive Level staff, tertiary studies assistance and a comprehensive performance development system. Staff are also offered free influenza vaccinations, and an employee assistance program is available to provide counselling and support to staff members and their families.

/ Employment arrangements

The Institute’s employment arrangements are as follows.

Table 34: Employment arrangements, current reporting period (2024–25)

	SES	Non-SES	Total
Enterprise agreement	0	22	22
Common-law contract	1	0	1
Total	1	22	23

/ Learning and development

The AIC fosters an environment of continuous learning and improvement for all staff, to support their personal and professional development. We provide opportunities for staff to develop skills aligned to their classification and role, positioning them and the agency for the future. Our learning and development model both recognises the importance of formal training and acknowledges the value of informal learning opportunities and collaboration across teams.

In 2024–25, learning and development focused on how to use artificial intelligence tools in research while maintaining scholarly integrity and authority.



## / Workforce management

AIC staff are specialists in research, library services and grant management. This expertise ensures the AIC can achieve its objectives. Researchers are generally recruited into early career positions and then given in-house training to develop their skills.

Staff retention at the AIC is relatively high, with nearly half of employees having worked for the Institute for five years or more. This retention is supported by flexible working conditions and ongoing staff development.

## / Work health and safety

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

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

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

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

### Notifiable incidents and investigations

Under section 38 of the *Work Health and Safety Act 2011*, entities are required to notify Comcare immediately after becoming aware of any death, serious personal injury/illness or dangerous incident. No incidents were reported to Comcare in 2024–25, and no investigations were conducted by Comcare during the reporting period.

# Financial performance

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## / Financial overview

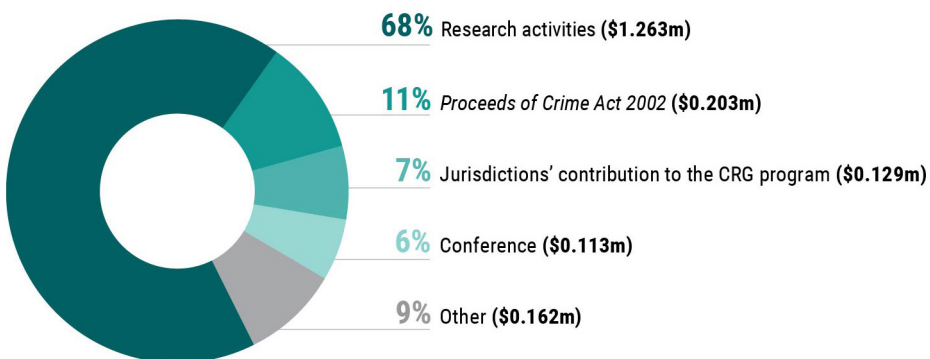
The AIC's operating result for the year ended 30 June 2025 was a deficit of \$0.041 million. Excluding depreciation expenses, the operating deficit is \$0.015 million for the 2024–25 financial year. The deficit is mainly due to slightly higher employee expenses than anticipated.

The AIC received an unmodified audit opinion from the Australian National Audit Office.

During 2024–25 there were no instances of significant non-compliance with the finance law.

- The AIC's revenue totalled \$7.355 million in 2024–25 (2023–24: \$6.577 million). Revenue included \$5.484 million appropriation for operating budget and \$1.871 million own-source income. Own-source income includes:
  - \$1.263 million from research activities;
  - \$0.203 million from the *Proceeds of Crime Act 2002* (PoCA) to fund research activities;
  - \$0.113 million from conference revenue;
  - \$0.162 million from other minor sources including the Australian Crime and Violence Prevention Awards, royalties and audit services received free of charge; and
  - \$0.129 million from jurisdictions' contribution to the CRG Program.

**Figure 5: Own-source income, 2024–25 (%)**



Note: Percentages do not total 100 due to rounding

The AIC's operating expenses totalled \$7.396 million in 2024–25 (2023–24: \$6.115 million).

The AIC's net asset position decreased to \$3.233 million (2023–24: \$3.250 million).

This decrease is mainly due to the operating deficit.

The closing balance of the Criminology Research Special Account as at 30 June 2025 was \$5.127 million (2023–24: \$4.675 million).

The following tables report actual appropriation, payments, budgets and actual expenses against the outcome.

**Table 35: Agency resource statement, 2024–25**

Actual available appropriations for 2024–25	\$'000	Payments made 2024–25 \$'000	Balance remaining \$'000
<b>Ordinary annual services</b>			
Departmental appropriations <sup>a</sup>	5,531	5,499	32
<b>Total</b>	<b>5,531</b>	<b>5,499</b>	<b>32</b>
<b>Criminology Research Special Account</b>			
Opening balance	4,675		
Receipts to special accounts	1,799		
Payments made		1,347	
Closing balance			5,127
<b>Total</b>	<b>6,474</b>	<b>1,347</b>	<b>5,127</b>
<b>Total resourcing and payments</b>	<b>12,005</b>	<b>6,846</b>	<b>5,127</b>

a Includes capital budget of \$0.023 million for 2024–25 and \$0.024 million for 2023–24.  
For accounting purposes, this amount has been designated as 'contributions by owners'

**Table 36: Expenditure and staffing by outcome**

Outcome 1: Informed crime and justice policy and practice in Australia by undertaking, funding and disseminating policy-relevant research of national significance

		Actual expenses 2024–25 \$'000	Variation \$'000
	\$'000		
<b>Outcome 1: Departmental expenses</b>			
Departmental appropriations	5,484	5,484	
Special accounts	593	1,846	–1,253
Expenses not requiring appropriation in the Budget year	75	66	9
<b>Total for Outcome 1</b>	<b>6,152</b>	<b>7,396</b>	<b>–1,244</b>
<b>Total expenses for Outcome 1</b>	<b>6,152</b>	<b>7,396</b>	<b>– 1,244</b>
	Budget 2024–25	Actual 2024–25	
Average staffing level (number)	39	21	

## / Independent auditor's report



### INDEPENDENT AUDITOR'S REPORT

#### To the Minister for Home Affairs

#### Opinion

In my opinion, the financial statements of the Australian Institute of Criminology (the Entity) for the year ended 30 June 2025:

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

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

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

#### Basis for opinion

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

#### Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Director 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 is also responsible for such internal control as the Director 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 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 is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

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

### Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Michael Bryant  
Senior Director  
Delegate of the Auditor-General

Canberra  
1 October 2025



**Australian Government**  
**Australian Institute of Criminology**

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

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

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

A handwritten signature in black ink, appearing to read 'H. Cook'.

Heather Cook  
Director  
Australian Institute of Criminology  
29 September 2025

A handwritten signature in black ink, appearing to read 'E. Sokolowski'.

Eneasz Sokolowski  
Chief Financial Officer  
Australian Institute of Criminology  
29 September 2025



**STATEMENT OF COMPREHENSIVE INCOME***for the period ended 30 June 2025*

		2025	2024	Budget 2025
	Notes	\$	\$	\$
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	3,236,898	3,088,924	4,259,000
Suppliers	1.1B	4,065,936	2,941,192	1,857,000
Resources received free of charge	1.1C	41,000	40,000	-
Depreciation and amortisation	2.2A	26,035	44,458	36,000
Write-down and impairment of property, plant and equipment	2.2A	25,727	-	-
<b>Total expenses</b>		<b>7,395,596</b>	<b>6,114,574</b>	<b>6,152,000</b>
<b>Own-source revenue</b>				
Contracts with customers	1.2A	1,755,044	837,713	543,000
Royalties		51,118	37,056	50,000
Resources received free of charge	1.2B	41,000	40,000	39,000
<b>Total own-source revenue</b>		<b>1,847,162</b>	<b>914,769</b>	<b>632,000</b>
<b>Gains</b>				
Other gains		23,751	2,653	-
<b>Total gains</b>		<b>23,751</b>	<b>2,653</b>	<b>-</b>
<b>Total own-source income</b>		<b>1,870,913</b>	<b>917,422</b>	<b>632,000</b>
<b>Net cost of services</b>		<b>(5,524,683)</b>	<b>(5,197,152)</b>	<b>(5,520,000)</b>
Revenue from Government	1.2C	5,484,000	5,662,000	5,484,000
<b>(Deficit)/Surplus attributable to the Australian Government</b>		<b>(40,683)</b>	<b>464,848</b>	<b>(36,000)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve		-	(117,794)	-
<b>Total comprehensive income</b>		<b>-</b>	<b>(117,794)</b>	<b>-</b>
<b>Total comprehensive (loss)/income attributable to the Australian Government</b>		<b>(40,683)</b>	<b>347,054</b>	<b>(36,000)</b>

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

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

**STATEMENT OF FINANCIAL POSITION***as at 30 June 2025*

		2025	2024	Budget 2025
	Notes	\$	\$	\$
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	2.1A, 2.4	5,127,355	4,675,177	3,770,000
Trade and other receivables	2.1B	464,016	328,312	54,000
<b>Total financial assets</b>		<b>5,591,371</b>	<b>5,003,489</b>	<b>3,824,000</b>
<b>Non-financial assets</b>				
Furniture and office equipment	2.2A	3,611	8,417	8,142
Library collection	2.2A	555,276	580,001	696,858
Intangibles	2.2A	8,070	16,140	8,000
Prepayments		46,307	43,691	53,000
<b>Total non-financial assets</b>		<b>613,264</b>	<b>648,249</b>	<b>766,000</b>
<b>Total assets</b>		<b>6,204,635</b>	<b>5,651,738</b>	<b>4,590,000</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	849,623	266,789	427,000
Other payables	2.3B	2,122,513	2,134,767	1,320,000
<b>Total payables</b>		<b>2,972,136</b>	<b>2,401,556</b>	<b>1,747,000</b>
<b>Total liabilities</b>		<b>2,972,136</b>	<b>2,401,556</b>	<b>1,747,000</b>
<b>Net assets</b>		<b>3,232,499</b>	<b>3,250,182</b>	<b>2,843,000</b>
<b>EQUITY</b>				
Contributed equity		1,359,294	1,336,294	1,359,000
Reserves		712,624	712,624	831,000
Retained surplus		1,160,581	1,201,264	653,000
<b>Total equity</b>		<b>3,232,499</b>	<b>3,250,182</b>	<b>2,843,000</b>

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

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

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

	Retained earnings			Asset revaluation surplus			Contributed equity/capital			Total equity		
	2025	2024	Budget 2025	2025	2024	Budget 2025	2025	2024	Budget 2025	2025	2024	Budget 2025
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Balance carried forward from previous period												
<b>Opening balance as at 1 July</b>	<b>1,201,264</b>	736,416	689,000	<b>712,624</b>	830,418	831,000	<b>1,336,294</b>	1,313,294	1,336,000	<b>3,250,182</b>	2,880,128	2,856,000
<b>Comprehensive income</b>												
Surplus/(Deficit) for the period	(40,683)	464,848	(36,000)	-	-	-	-	-	-	(40,683)	464,848	(36,000)
Other comprehensive income	-	-	-	-	(117,794)	-	-	-	-	-	(117,794)	-
<b>Total comprehensive income</b>	<b>(40,683)</b>	464,848	(36,000)	-	(117,794)	-	-	-	-	<b>(40,683)</b>	347,054	(36,000)
<b>Transactions with owners</b>												
<b>Contributions by owners</b>												
Departmental capital budget <sup>1</sup>	-	-	-	-	-	-	<b>23,000</b>	23,000	23,000	<b>23,000</b>	23,000	23,000
<b>Total transactions with owners</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>23,000</b>	23,000	23,000	<b>23,000</b>	23,000	23,000
<b>Closing balance as at 30 June</b>	<b>1,160,581</b>	1,201,264	653,000	<b>712,624</b>	712,624	831,000	<b>1,359,294</b>	1,336,294	1,359,000	<b>3,232,499</b>	3,250,182	2,843,000

<sup>1</sup> Amounts appropriated which are designated as 'Departmental capital budgets' are recognised directly in transactions with owners in that year.

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

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

**CASH FLOW STATEMENT***for the period ended 30 June 2025*

		2025	2024	Budget 2025
	Notes	\$	\$	\$
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Appropriations	3.1	5,484,000	5,662,000	5,484,000
Revenue from contracts with customers		1,786,324	989,668	543,000
Net GST received		54,784	206,074	193,000
Royalties		51,118	37,056	50,000
<b>Total cash received</b>		<b>7,376,226</b>	<b>6,894,798</b>	<b>6,270,000</b>
<b>Cash used</b>				
Employees		3,236,899	3,088,924	4,259,000
Suppliers		3,687,148	3,282,237	1,818,000
Net GST paid		-	-	193,000
<b>Total cash used</b>		<b>6,924,047</b>	<b>6,371,161</b>	<b>6,270,000</b>
<b>Net cash from / (used by) operating activities</b>		<b>452,179</b>	<b>523,637</b>	<b>-</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash used</b>				
Purchases of property, plant and equipment and intangibles	2.2A	14,161	16,405	23,000
<b>Total cash used</b>		<b>14,161</b>	<b>16,405</b>	<b>23,000</b>
<b>Net cash (used by) investing activities</b>		<b>(14,161)</b>	<b>(16,405)</b>	<b>(23,000)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity	3.1	14,161	16,405	23,000
<b>Total cash received</b>		<b>14,161</b>	<b>16,405</b>	<b>23,000</b>
<b>Net cash from financing activities</b>		<b>14,161</b>	<b>16,405</b>	<b>23,000</b>
<b>Net Increase/(decrease) in cash held</b>		<b>452,179</b>	<b>523,637</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		4,675,176	4,151,539	3,770,000
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>5,127,355</b>	<b>4,675,176</b>	<b>3,770,000</b>

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

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

## Overview

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

The objective of the AIC is to inform crime and justice policy and practice in Australia by undertaking, funding and disseminating policy relevant research of national significance; and through the generation of a crime and justice evidence base and national knowledge centre.

The continued existence of the AIC in its present form is dependent on Government policy and on continuing funding by Parliament. The AIC's activities contributing toward this outcome are classified as departmental. Departmental activities involve the use of assets and income controlled, or liabilities and expenses incurred by the AIC in its own right.

## Basis of preparation of the financial statements

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

The financial statements have been prepared in accordance with:

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

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities which are carried 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.

## New Accounting Standards

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

## Accounting judgements and estimates

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

### *Estimation of useful lives and fair value of assets*

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

The fair value of AIC's property, plant and equipment and library collection has been taken to be the market value or depreciated replacement costs as determined by an independent valuer.

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

## **Overview (Continued)**

### **Taxation**

The AIC 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:

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

### **Contingent assets and liabilities**

The AIC did not have any quantifiable or unquantifiable contingencies to report for the financial year ended 30 June 2025 (2023-24: Nil).

### **Events after the reporting period**

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

**Note 1.1: Expenses**

	2025	2024
	\$	\$

**Note 1.1A: Employee benefits**

Wages and salaries	2,365,465	2,298,534
Superannuation		
Defined contribution plans	336,771	301,838
Defined benefit plans	86,249	82,514
Leave and other entitlements	448,413	406,038
<b>Total employee benefits</b>	<b>3,236,898</b>	<b>3,088,924</b>

AIC staff were primarily employed by ACIC for the duration of the year and seconded to the AIC to resource AIC's ongoing operations. The ACIC initially met all the employee expenses, and claimed reimbursement from the AIC on a monthly basis. Therefore, whilst the employee benefits costs are reflected in the AIC statement of comprehensive income, the AIC does not hold any liabilities or provision in respect to employees in the statement of financial position.

**Accounting Policy***Superannuation*

The ACIC staff seconded to AIC were members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS) or the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.

The PSSap is a defined contribution scheme. The CSS and PSS are defined benefit schemes for the Australian Government. The liability for defined benefit 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 as an administered item.

The ACIC makes employer contributions to the employees' defined benefit superannuation schemes in respect to the staff seconded to AIC at rates determined by an actuary to be sufficient to meet the current cost to the Government. AIC accounts for the contributions as if they were contributions to defined contribution plans.

**Note 1.1B: Suppliers****Goods and services**

Outsourced corporate expenses <sup>1</sup>	1,723,600	1,605,684
Consultants and contractors	1,216,094	368,509
Research services	526,323	487,337
Communication and technology	160,119	91,527
Office expenses	111,159	157,908
Conferences and meetings	140,120	79,242
Travel	139,258	84,828
Other	49,263	66,157
<b>Total goods and services</b>	<b>4,065,936</b>	<b>2,941,192</b>

<sup>1</sup> Outsourced corporate expenses represents costs of services provided by the ACIC to the AIC.

**Note 1.1C: Resources received free of charge**

Audit fees - Australian National Audit Office	41,000	40,000
<b>Total resources received free of charge</b>	<b>41,000</b>	<b>40,000</b>

**Note 1.2: Own-source revenue**

	2025	2024
	\$	\$
<b>Note 1.2A: Revenue from contracts with customers</b>		
Proceeds of crime and memoranda of understanding	203,177	165,317
Research income	1,436,668	657,175
Conference and library income	113,813	13,856
Other income	1,386	1,365
<b>Total revenue from contracts with customers</b>	<b>1,755,044</b>	<b>837,713</b>

**Accounting Policy***Revenue from contracts with customers*

Revenue is recognised when the customer obtains control of the services provided. AIC generates revenue from Proceeds of Crime Act, Commonwealth, State and Territory government and non-government sectors under memorandum of understanding (MoU) arrangement, Research funding, Conference & Royalties and other revenues from minor sources. The revenue recognition processes are discussed below.

- For goods or services provided under Proceeds of Crime Act 2002 funding by the AIC, the performance obligation is satisfied over time. The AIC recognises revenue from this source is dependent upon the satisfactory submission of regular project progress reports.
- For goods or services provided under Research funding contracts or MoU with Commonwealth, State & Territory and non-government sectors by the AIC, the performance obligation is satisfied over time. The AIC recognises revenue from this source is dependent upon the satisfactory completion of agreed milestone reports.
- For Royalties & Conference services provided by the AIC, the performance obligation is satisfied at a point in time. The AIC recognises revenue when it satisfies the performance obligations by transferring the promised goods or services.
- For other revenues from minor sources, the performance obligation is satisfied at a point in time. The AIC recognises revenue when it satisfies the performance obligations by transferring the promised goods or services.

Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

**Note 1.2B: Resources received free of charge**

Resources received free of charge - Australian National Audit Office	41,000	40,000
<b>Total resources received free of charge</b>	<b>41,000</b>	<b>40,000</b>

**Accounting Policy***Resources received free of charge*

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



**Note 1.2C: Revenue from Government**

## Appropriations

Departmental appropriations	<b>5,484,000</b>	5,662,000
<b>Total revenue from Government</b>	<b>5,484,000</b>	5,662,000

**Accounting Policy***Revenue from Government*

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

**Note 2.1: Financial assets**

	2025	2024
	\$	\$

**Note 2.1A: Cash and cash equivalents**

Special account cash held in Official Public Account	<b>3,189,828</b>	3,175,668
Cash at bank and on hand	<b>1,937,527</b>	1,499,509
<b>Total cash and cash equivalents</b>	<b>5,127,355</b>	4,675,177

**Note 2.1B: Trade and other receivables**

Debtors	<b>334,939</b>	295,286
Accrued revenue	<b>53,095</b>	-
Appropriation receivable	<b>33,108</b>	24,269
GST receivable	<b>42,874</b>	8,757
<b>Total trade and other receivables</b>	<b>464,016</b>	328,312

**Accounting Policy***Trade and other receivables*

Trade and other receivables are held for the purpose of collecting the contractual cash flows and are measured at amortised cost.

**Note 2.2: Non-financial assets****Note 2.2A: Reconciliation of the opening and closing balances of non-financial assets**

	Furniture and office equipment	Library collection	Intangibles	Total
	\$	\$	\$	\$
<b>As at 1 July 2024</b>				
Gross book value	8,417	580,001	46,115	634,533
Accumulated depreciation, amortisation and impairment	-	-	(29,975)	(29,975)
<b>Total as at 1 July 2024</b>	<b>8,417</b>	<b>580,001</b>	<b>16,140</b>	<b>604,558</b>
Additions				
Purchase	-	14,161	-	14,161
Depreciation/amortisation	(4,806)	(13,159)	(8,070)	(26,035)
Write-down and impairment of library collection <sup>1</sup>	-	(25,727)	-	(25,727)
<b>Total as at 30 June 2025</b>	<b>3,611</b>	<b>555,276</b>	<b>8,070</b>	<b>566,957</b>
<b>Total as at 30 June 2025 represented by</b>				
Gross book value	8,417	567,888	46,115	622,420
Accumulated depreciation, amortisation and impairment	(4,806)	(12,612)	(38,045)	(55,463)
<b>Total as at 30 June 2025 represented by</b>	<b>3,611</b>	<b>555,276</b>	<b>8,070</b>	<b>566,957</b>

<sup>1</sup> Some obsolete library collections are being replaced by electronic books.

**Revaluations of non-financial assets**

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

A desktop valuation was conducted for property, plant and equipment and library collection by an independent valuer in accordance with the revaluation policy stated in Note 2.2A (in 2023–24, the AIC conducted a full valuation of property, plant and equipment and library collection).

**Note 2.2: Non-financial assets (continued)**

**Accounting Policy**

*Asset recognition*

Furniture and office equipment costing greater than \$5,000, intangible assets purchased externally costing greater than \$5,000 and intangible assets purchased and modified or developed internally costing greater than \$20,000 are capitalised. All Library items are accumulated as a single asset on a financial year basis and recognised irrespective of the value. Items costing less than these thresholds are expensed in the year of acquisition.

*Revaluations*

Following initial recognition at cost, furniture and office equipment and library collections are carried at fair value. Carrying values of the assets are reviewed every year for market changes and a full independent valuation is performed every third year. Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that is previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class. Upon revaluation, any accumulated depreciation is eliminated against the gross carrying amount of the asset.

*Depreciation*

Depreciable furniture and office equipment assets are written-off to their estimated residual values over their estimated useful life using the straight-line method of depreciation. Leasehold improvements are depreciated over the life of the lease term. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following expected useful lives, unless an individual asset is assessed as having a different useful life.

	2025	2024
Furniture and office equipment	3-10 years	3-10 years
Intangibles - software purchased	3-5 years	3-5 years
Library	50 years	50 years

*Intangibles*

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

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

*Impairment*

All assets were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

*Derecognition*

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

**Note 2.3: Payables**

	2025	2024
	\$	\$

**Note 2.3A: Suppliers**

Trade creditors	329,939	199,065
Accrued expenditure	519,684	67,724
<b>Total supplier payables</b>	<b>849,623</b>	<b>266,789</b>

**Note 2.3B: Other payables**

Unearned income <sup>1</sup>	2,122,513	2,039,068
GST payable	-	95,699
<b>Total other payables</b>	<b>2,122,513</b>	<b>2,134,767</b>

<sup>1</sup> Unearned income related to funds held for future research projects.

**Accounting Policy***Financial liabilities*

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

**Note 2.4: Special accounts**

	2025	2024
	\$	\$

**Note 2.4: Criminology Research Special Account**

<b>Balance brought forward from previous period</b>	<b>4,675,177</b>	<b>4,151,539</b>
Total increases	<b>1,798,890</b>	1,620,773
<b>Available for payments</b>	<b>6,474,067</b>	5,772,312
Total decreases	<b>(1,346,712)</b>	(1,097,135)
<b>Total balance carried to the next period</b>	<b>5,127,355</b>	<b>4,675,177</b>
<b>Balance represented by:</b>		
Cash held in entity bank accounts	<b>1,937,527</b>	1,499,509
Cash held in the Official Public Account	<b>3,189,828</b>	3,175,668
<b>Total balance carried to the next period</b>	<b>5,127,355</b>	<b>4,675,177</b>

Increases and decreases exclude the impacts of GST.

Appropriation: *Public Governance, Performance and Accountability Act 2013* section 80.

The Criminology Research Special Account is established under Section 46 of the *Criminology Research Act 1971* as amended through the *Financial Framework Legislative Amendment Act 2010* with effect from 1 July 2011.

Purpose: Conduct criminology research to promote justice, crime reduction and communicating results to Commonwealth, State and Territory, including administering programs to award grants, engage specialists for research and publication of that research.

### Note 3.1: Appropriations

#### Note 3.1A: Annual appropriations (recoverable GST exclusive)

##### Annual appropriations for 2025

	Annual appropriation \$	Adjustments to appropriation <sup>1</sup> \$	Total appropriation \$	Appropriation applied in 2025 (current and prior years) \$	Variance \$
<b>Departmental</b>					
Ordinary annual services	5,484,000	142,078	5,626,078	(5,626,078)	-
Capital budget <sup>2&amp;3</sup>	23,000	-	23,000	(14,161)	8,839
<b>Total departmental</b>	<b>5,507,000</b>	<b>142,078</b>	<b>5,649,078</b>	<b>(5,640,239)</b>	<b>8,839</b>

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

<sup>2</sup> Unspent capital budget is held for forward year spending.

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

##### Annual appropriations for 2024

	Annual appropriation \$	Adjustments to appropriation \$	Total appropriation \$	Appropriation applied in 2024 (current and prior years) \$	Variance \$
<b>Departmental</b>					
Ordinary annual services	5,662,000	-	5,662,000	(5,662,000)	-
Capital budget <sup>1&amp;2</sup>	23,000	-	23,000	(16,405)	6,595
<b>Total departmental</b>	<b>5,685,000</b>	<b>-</b>	<b>5,685,000</b>	<b>(5,678,405)</b>	<b>6,595</b>

<sup>1</sup> Variance in capital budget of \$6,595 is held for forward year spending.

<sup>2</sup> Departmental capital budgets are appropriated through Appropriation Acts (No. 1,3,5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

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

	2025	2024
	\$	\$
Appropriation Act (No.1) 2024-25 <sup>1</sup>		-
Appropriation Act (No.1) 2023-24 <sup>1</sup>	23,000	
Appropriation Act (No.1) 2022-23 <sup>2</sup>	8,839	23,000
<b>Total departmental</b>	-	1,269
	31,839	24,269

<sup>1</sup> The Appropriation Act (No.1) balances for 2023-24 and 2024-25 represents unspent appropriation.

<sup>2</sup> The undrawn balance from prior year repealed as at 30 Jun 2025.

**Note 3.1C: Unspent annual appropriation withheld under SS1 of the PGPA Act or administrative quarantine**

Appropriation Act (No.1) 2022-23 <sup>1</sup>	130,000
<b>Total departmental</b>	130,000

<sup>1</sup> Impact of savings measures.

**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. The AIC has determined the key management personnel positions to be the Director and the Deputy Director. However the Director is also the full-time CEO of the Australian Criminal Intelligence Commission (ACIC) and their remuneration is reported against the ACIC, hence only one KMP position, the Deputy Director, is reported in the remuneration table below. Key management personnel remuneration and other benefits paid to the Minister are excluded as they are not paid by the AIC.

	2025	2024
	\$	\$
<b><u>Note 4.1: Key management personnel remuneration</u></b>		
Short-term employee benefits	269,201	262,566
Post-employment benefits	40,498	38,026
Other long-term employee benefits	6,686	6,441
<b>Total key management personnel remuneration expenses</b>	<b>316,385</b>	<b>307,033</b>
<b>Total number of key management personnel</b>	<b>1</b>	<b>1</b>

**Note 4.2: Related party disclosure**

**Related party relationships:**

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

**Transactions with related parties:**

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

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



**Note 5.1 : Financial instruments**

	2025	2024
	\$	\$

**Note 5.1A: Categories of financial instruments****Financial assets at amortised cost**

Cash and cash equivalents	5,127,355	4,675,177
Trade and other receivables <sup>1</sup>	334,939	295,286
<b>Total financial assets at amortised cost</b>	<b>5,462,294</b>	<b>4,970,463</b>

**Financial liabilities measured at amortised cost**

Trade creditors and accruals	849,623	266,789
<b>Total financial liabilities measured at amortised cost</b>	<b>849,623</b>	<b>266,789</b>

<sup>1</sup>This excludes statutory receivables (GST and appropriation). Refer Note 2.1.

Accounting policy for financial assets see Note 2.1

Accounting policy for financial liabilities see Note 2.3

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

	2025	2024
	\$	\$

**Note 6.1: Details of current/non-current distinction for assets and liabilities****Assets expected to be recovered in:****No more than 12 months**

Cash and cash equivalents	5,127,355	4,675,177
Trade and other receivables	464,016	328,312
Prepayments	46,307	43,691
Intangibles	8,070	-
Furniture and office equipment	297	-

**Total no more than 12 months**

5,646,045	5,047,180
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**More than 12 months**

Furniture and office equipment	3,314	8,417
Library collection	555,276	580,001
Intangibles	-	16,140

**Total more than 12 months**

558,590	604,558
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**Total assets**

6,204,635	5,651,738
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**Liabilities expected to be settled in:****No more than 12 months**

Suppliers	849,623	266,789
Other payables	2,122,513	2,134,767

**Total no more than 12 months**

2,972,136	2,401,556
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**Total liabilities**

2,972,136	2,401,556
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**Note 7: Explanations of major variances between budget and actual**

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

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

Explanation for major variances	Affected line items (and statement)
Employee benefits are higher than 2024-25 budget due to wage rise agreed in the enterprise agreement and adjustment to leave provision. Although AIC staff are seconded from ACIC, they are reflected within employee benefits for presentation purposes.	<i>Expenses: Employee benefits, Suppliers (Statement of Comprehensive Income)</i>
Supplier expenses are higher to cater for additional funding received for research projects.	<i>Financial Assets: Cash and cash equivalents (Statement of Financial Position)</i>
The AIC received additional research funding from Commonwealth, State and Territory sectors during the financial year. Additional funding was received in 2024-25 financial year and expected into 2025-26 for additional research projects. This resulted in an increase to unearned revenue, reported under other payables.	<i>Financial Liabilities: Unearned Revenue (Statement of Financial Position)</i>

# Appendices

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## Appendix 1 / Statutory reporting

### Advertising and market research

Section 311A of the *Commonwealth Electoral Act 1918* requires us to provide details of amounts paid for advertising and market research in our annual report. In 2024–25, the AIC did not conduct any advertising campaigns or make any payments for polling, direct mail or campaign advertising.

### Freedom of information

The AIC is subject to the Commonwealth *Freedom of Information Act 1982* (FOI Act). As such, we are required to publish information to the public as part of the Information Publication Scheme. This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the Information Publication Scheme requirements. The Institute's plan is available at [aic.gov.au/about-us/freedom-information/information-publication-scheme](http://aic.gov.au/about-us/freedom-information/information-publication-scheme).

### Environmental performance

This report on ecologically sustainable development and environmental matters is provided in accordance with section 516(a) of the *Environment Protection and Biodiversity Conservation Act 1999*. The Institute's executive and staff are committed to the principles of ecologically sustainable development.

Initiatives to reduce the Institute's environmental impacts include the following:

- staff are encouraged to use web-based and teleconference facilities where possible rather than undertaking air travel, which has adverse effects;
- selected seminars are made available electronically so people do not have to travel to the Institute to hear them;
- all AIC publications are available online, reducing the need for printing and paper use; and
- waste generation (resource waste and greenhouse gas emissions) is reduced by recycling paper, cardboard, glass, plastics and metals.

The AIC continues to look for ways to reduce its impact on the environment when undertaking new procurements.

## Greenhouse gas emissions

The Australian Government’s APS Net Zero 2030 policy requires agencies to report on greenhouse gas emissions from their operations. Because the AIC’s property and corporate services are provided by the ACIC, it is not possible to separate the AIC’s emissions from those of the ACIC. Information on combined greenhouse gas emissions is contained in the ACIC annual report ([acic.gov.au/publications/annual-reports](https://acic.gov.au/publications/annual-reports)).

## Disability reporting mechanism

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

Disability reporting is included the Australian Public Service Commission’s *State of the Service* reports and in the Australian Public Service Statistical Bulletin. These reports are available at [apsc.gov.au](https://apsc.gov.au).

## Appendix 2 / List of requirements

PGPA Rule Reference	Description	Requirement	References
<b>17AD(g)</b>	<b>Letter of transmittal</b>		
17AI	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory	Page 1
<b>17AD(h)</b>	<b>Aids to access</b>		
17AJ(a)	Table of contents	Mandatory	Page 3
17AJ(b)	Alphabetical index	Mandatory	Pages 104–108
17AJ(c)	Glossary of abbreviations and acronyms	Mandatory	Page 4
17AJ(d)	List of requirements	Mandatory	Pages 97–103
17AJ(e)	Details of contact officer	Mandatory	Page 1
17AJ(f)	Entity's website address	Mandatory	Inside front cover
17AJ(g)	Electronic address of report	Mandatory	Inside front cover
<b>17AD(a)</b>	<b>Review by accountable authority</b>		
17AD(a)	A review by the accountable authority of the entity	Mandatory	Pages 6–9
<b>17AD(b)</b>	<b>Overview of the entity</b>		
17AE(1)(a)(i)	A description of the role and functions of the entity	Mandatory	Pages 11–12
17AE(1)(a)(ii)	A description of the organisational structure of the entity	Mandatory	Page 13
17AE(1)(a)(iii)	A description of the outcomes and programmes administered by the entity	Mandatory	Page 12
17AE(1)(a)(iv)	A description of the purposes of the entity as included in corporate plan	Mandatory	Page 11
17AE(1)(aa)(i)	Name of the accountable authority or each member of the accountable authority	Mandatory	Page 11
17AE(1)(aa)(ii)	Position title of the accountable authority or each member of the accountable authority	Mandatory	Page 11

PGPA Rule Reference	Description	Requirement	References
17AE(1)(aa)(iii)	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	Page 11
17AE(1)(b)	An outline of the structure of the portfolio of the entity	Portfolio departments—mandatory	Page 11
17AE(2)	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, mandatory	Not applicable
<b>17AD(c) Report on the performance of the entity</b>			
<b>Annual performance statements</b>			
17AD(c)(i); 16F	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule	Mandatory	Page 15
<b>17AD(c)(ii) Report on financial performance</b>			
17AF(1)(a)	A discussion and analysis of the entity's financial performance	Mandatory	Pages 69–71
17AF(1)(b)	A table summarising the total resources and total payments of the entity	Mandatory	Pages 70–71
17AF(2)	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results	If applicable, mandatory	Page 69
<b>17AD(d) Management and accountability</b>			
<b>Corporate governance</b>			
17AG(2)(a)	Information on compliance with section 10 (fraud systems)	Mandatory	Page 46
17AG(2)(b)(i)	A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared	Mandatory	Page 46



PGPA Rule Reference	Description	Requirement	References
17AG(2)(b)(ii)	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud that meet the specific needs of the entity are in place	Mandatory	Page 46
17AG(2)(b)(iii)	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud relating to the entity	Mandatory	Page 46
17AG(2)(c)	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance	Mandatory	Pages 42–44
17AG(2)(d) – (e)	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to noncompliance with Finance law and action taken to remedy noncompliance	If applicable, mandatory	Not applicable
<b>Audit Committee</b>			
17AG(2A)(a)	A direct electronic address of the charter determining the functions of the entity's audit committee	Mandatory	Page 42
17AG(2A)(b)	The name of each member of the entity's audit committee	Mandatory	Pages 42–44
17AG(2A)(c)	The qualifications, knowledge, skills or experience of each member of the entity's audit committee	Mandatory	Pages 42–44
17AG(2A)(d)	Information about the attendance of each member of the entity's audit committee at committee meetings	Mandatory	Pages 42–44
17AG(2A)(e)	The remuneration of each member of the entity's audit committee	Mandatory	Pages 42–44
<b>External scrutiny</b>			
17AG(3)	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny	Mandatory	Page 47
17AG(3)(a)	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	Not applicable
17AG(3)(b)	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman	If applicable, mandatory	Not applicable
17AG(3)(c)	Information on any capability reviews on the entity that were released during the period	If applicable, mandatory	Not applicable

PGPA Rule Reference	Description	Requirement	References
<b>Management of human resources</b>			
17AG(4)(a)	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives	Mandatory	Pages 66–67
17AG(4)(aa)	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender (d) statistics on staff location	Mandatory	Pages 56–58, 64
17AG(4)(b)	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: <ul style="list-style-type: none"> <li>Statistics on staffing by classification level;</li> <li>Statistics on full-time employees;</li> <li>Statistics on part-time employees;</li> <li>Statistics on gender;</li> <li>Statistics on staff location;</li> <li>Statistics on employees who identify as Indigenous.</li> </ul>	Mandatory	Pages 56–64
17AG(4)(c)	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common-law contracts and determinations under subsection 24(1) of the <i>Public Service Act 1999</i> .	Mandatory	Page 66
17AG(4)(c)(i)	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory	Page 66
17AG(4)(c)(ii)	The salary ranges available for APS employees by classification level.	Mandatory	Page 65
17AG(4)(c)(iii)	A description of non-salary benefits provided to employees.	Mandatory	Page 66
17AG(4)(d)(i)	Information on the number of employees at each classification level who received performance pay.	If applicable, mandatory	Not applicable
17AG(4)(d)(ii)	Information on aggregate amounts of performance pay at each classification level.	If applicable, mandatory	Not applicable
17AG(4)(d)(iii)	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, mandatory	Not applicable
17AG(4)(d)(iv)	Information on aggregate amount of performance payments.	If applicable, mandatory	Not applicable

PGPA Rule Reference	Description	Requirement	References
<b>Assets management</b>			
17AG(5)	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	Not applicable
<b>Purchasing</b>			
17AG(6)	An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory	Page 48
<b>Reportable consultancy contracts</b>			
17AG(7)(a)	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	Page 49
17AG(7)(b)	A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory	Page 49
17AG(7)(c)	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory	Page 49
17AG(7)(d)	A statement that <i>"Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."</i>	Mandatory	Page 49
<b>Reportable non-consultancy contracts</b>			
17AG(7A)(a)	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory	Page 49

PGPA Rule Reference	Description	Requirement	References
17AG(7A)(b)	A statement that <i>“Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.”</i>	Mandatory	Page 49
<b>17AD(daa)</b>	<b>Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts</b>		
17AGA	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	Pages 49–50
<b>Australian National Audit Office Access clauses</b>			
17AG(8)	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor’s premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, mandatory	Not applicable
<b>Exempt contracts</b>			
17AG(9)	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, mandatory	Not applicable
<b>Small business</b>			
17AG(10)(a)	A statement that <i>“[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and medium enterprises (SME) and small enterprise participation statistics are available on the Department of Finance’s website.”</i>	Mandatory	Page 50
17AG(10)(b)	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	Page 50

PGPA Rule Reference	Description	Requirement	References
17AG(10)(c)	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that <i>“[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury’s website.”</i>	If applicable, mandatory	Page 50
<b>Financial statements</b>			
17AD(e)	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	Pages 75–93
<b>Executive remuneration</b>			
17AD(da)	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 23 of the Rule.	Mandatory	Page 65
<b>17AD(f) Other mandatory information</b>			
17AH(1)(a)(i)	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	Not applicable
17AH(1)(a)(ii)	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, mandatory	Page 95
17AH(1)(b)	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	Not applicable
17AH(1)(c)	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	Page 96
17AH(1)(d)	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory	Page 95
17AH(1)(e)	Correction of material errors in previous annual report	If applicable, mandatory	Not applicable
17AH(2)	Information required by other legislation	Mandatory	Not applicable

## Appendix 3 / Alphabetical index

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