



Australian Government
Professional Services Review



Professional
Services
Review

Annual
Report

2023

-24



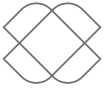
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Publication information

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ISSN 1327-6514 (Print)

ISSN 2209-8380 (Online)

Copies of this report can be obtained from:

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Letter of transmittal

The Hon. Mark Butler MP
Minister for Health and Aged Care
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present to you the Annual Report of the Professional Services Review Agency for the year ended 30 June 2024.

The report has been prepared in accordance with section 106ZQ of the *Health Insurance Act 1973* (HIA), section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and any enabling legislation that specifies additional requirements in relation to the annual report for presentation to the Parliament.

The report includes the 2023–24 annual performance statements as required under paragraphs 39(1)(a) and (b) of the PGPA Act, and section 16F of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule). In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity for the reporting period and comply with subsection 39(2) of the PGPA Act.

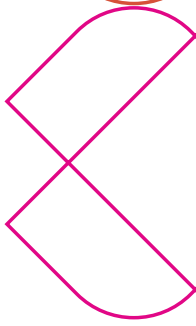
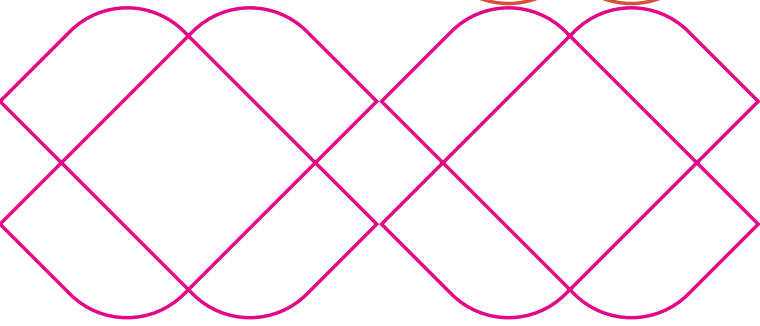
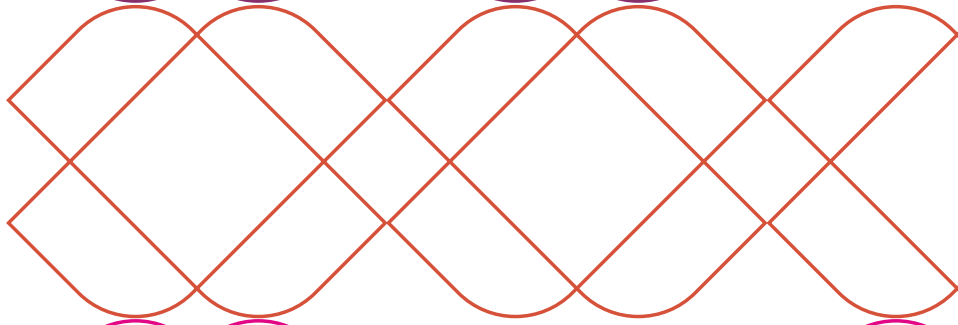
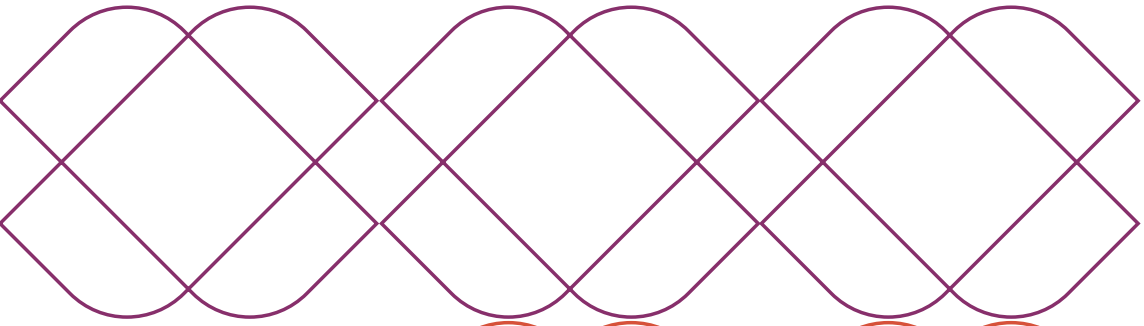
The report also includes PSR's audited financial statements as required under subsection 43(4) of the PGPA Act.

As required by subsection 17AG (2) of the PGPA Rule, I certify that:

- PSR has prepared fraud risk assessments and fraud control plans
- PSR has in place appropriate fraud prevention, detection, investigation and reporting mechanisms that meet its specific needs
- I have taken all reasonable measures to appropriately deal with fraud relating to PSR.

Yours sincerely

Associate Professor Antonio Di Dio
Director
Professional Services Review
9 October 2024





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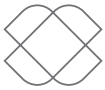
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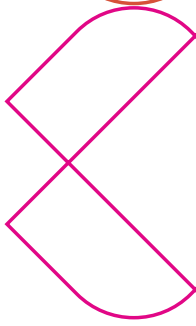
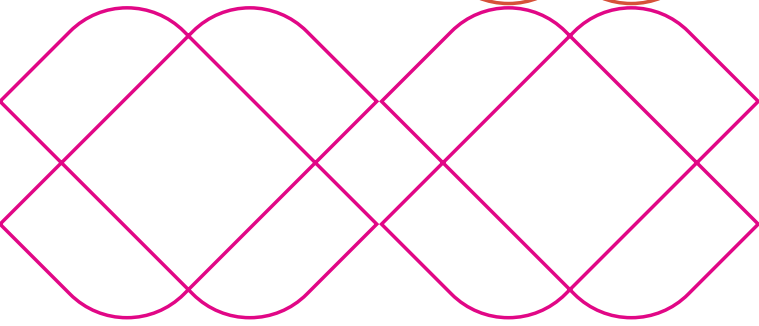
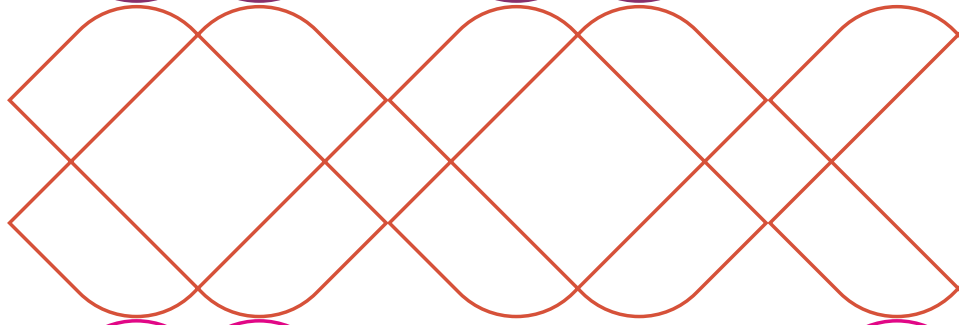
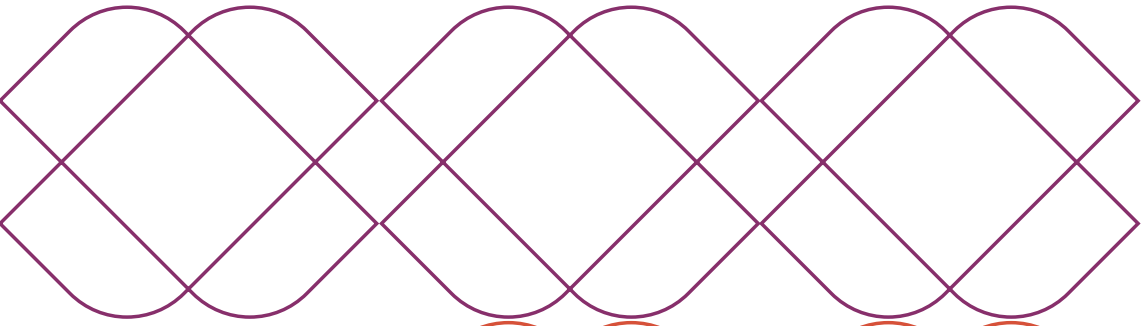
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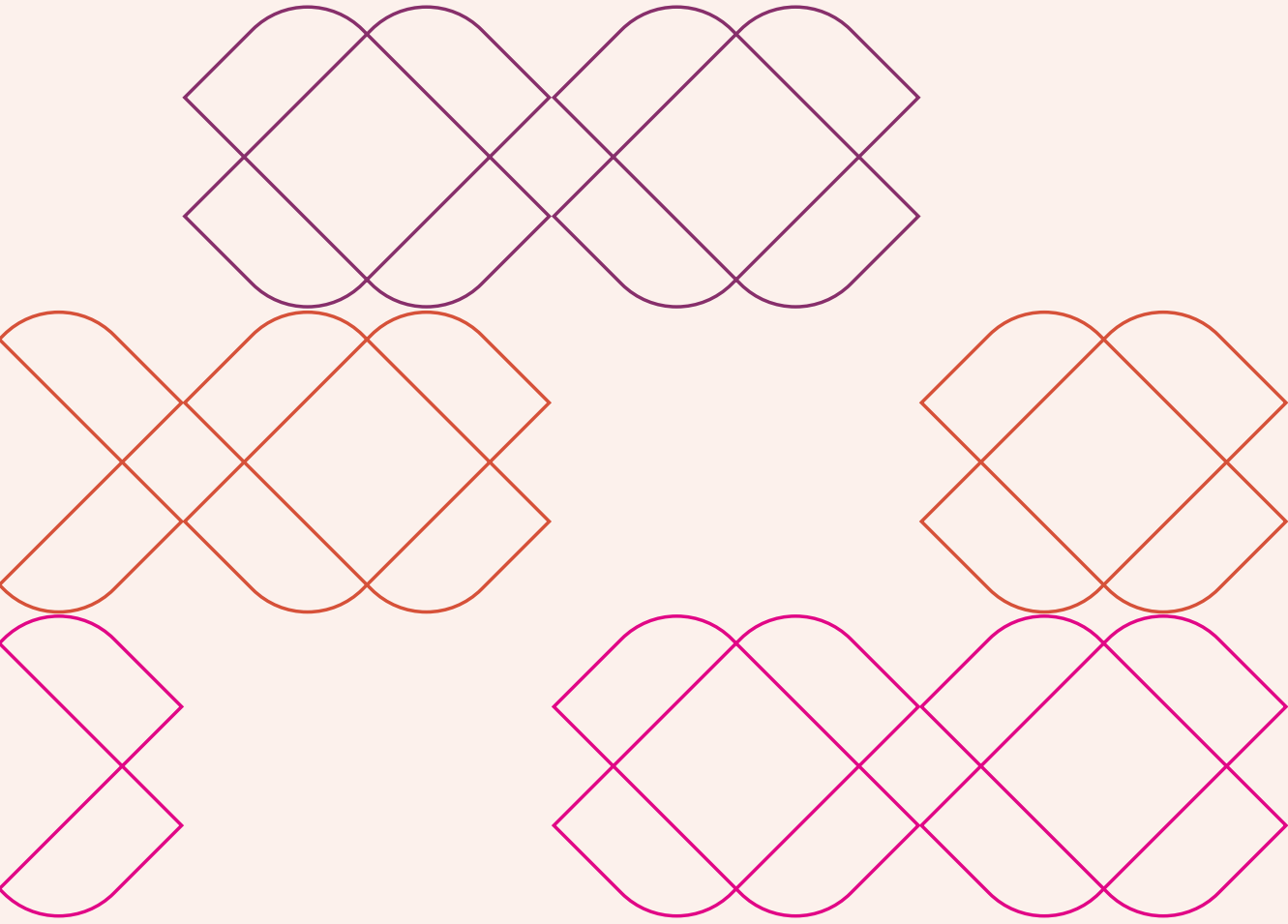


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Director's
review

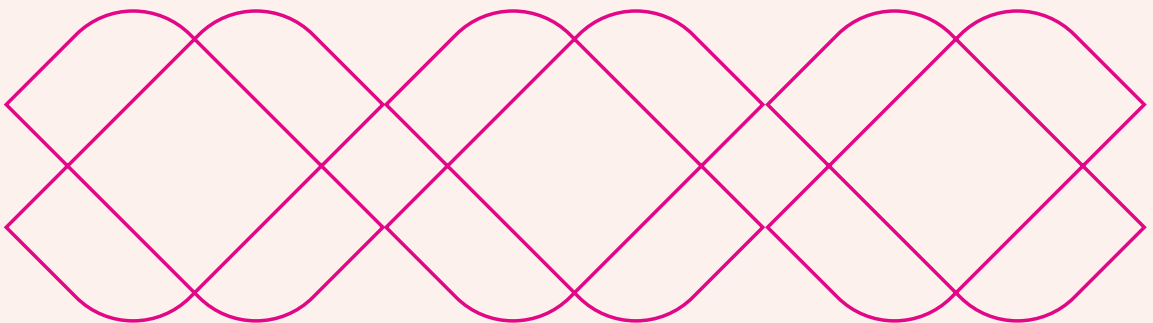
The Australian Government, through the Professional Services Review (PSR), protects the integrity of Medicare, child dental benefits and pharmaceutical benefits programs against the risks of inappropriate practice by health practitioners, and in doing so safeguards patients and the Australian community in general.

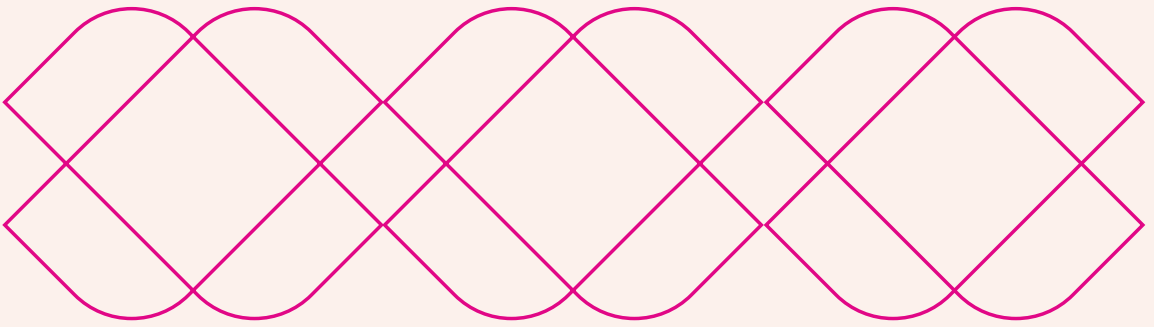
The PSR was established in 1994 and administers the PSR Scheme. The *Health Insurance Act 1973* (HIA) defines the basic purpose of the PSR Scheme as protecting:

- patients and the community in general from the risks associated with inappropriate practice
- the Commonwealth from having to meet the cost of services provided as a result of inappropriate practice.

PSR achieves this object through a process of review. In the first instance, this is undertaken by the Director of PSR who is a currently practising medical practitioner. It may also involve practitioners being referred to a PSR Committee comprised of members of the same profession or, if applicable, medical speciality.

When a case is referred by the Chief Executive Medicare to PSR, the Director conducts an initial review. If appropriate, and the practitioner voluntarily acknowledges having engaged in inappropriate practice, the Director and practitioner may negotiate an agreement to resolve the review without reference to a PSR Committee. If the Director considers that the conduct of the practitioner needs further investigation, or the practitioner chooses not to enter into a negotiated agreement, a Committee of the practitioner's peers is established.

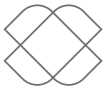




Established PSR Committees are comprised of clinicians appointed to the PSR Panel by the Minister for Health and Aged Care. Before appointing a clinician to the PSR Panel, relevant professional organisations and associations, are consulted.

Both negotiated agreements and the final reports of PSR Committees are provided to the Determining Authority (DA) who decides whether to ratify agreements and who makes directions resulting from PSR Committee findings.

If the Director, a PSR Committee or the DA becomes concerned about the health and safety of patients, or the professional conduct of a practitioner during their review, the HIA requires the Director to refer such practitioners to relevant professional boards, and state and territory health complaints bodies, through the Australian Health Practitioner Regulation Agency (Ahpra). If the Director or a PSR Committee has concerns about major non compliance or fraud, they may also refer these matters to the appropriate authority.



Professional Services Review in 2023–24

Appointment of Director

For the whole of 2023–24, PSR had an Acting Director. During the reporting period, the Department of Health and Aged Care (the Department) managed the recruitment of a new substantive Director.

Dr David Brand, Dr Sarah Mahoney and I were each appointed as the Acting Director for various periods during the reporting period. I thank Dr Brand and Dr Mahoney for leading PSR during this time and ensuring PSR successfully managed the transition through each appointment.

I am grateful that my appointment as substantive Director was made shortly after the reporting year concluded, and I extend my appreciation to the entire PSR staff who were patient, resilient and adaptable throughout the year.

Mental health and wellbeing

PSR is a strong supporter of inclusivity and diversity and seeks to be a caring and inclusive employer. PSR continued to have a strong focus on mental health and wellbeing during the reporting period. PSR prioritised mental health, both due to its impact on performance and staff retention, as well as for the greater purpose of always treating each other well.

Throughout the reporting period, PSR facilitated a series of wellbeing seminars which focused on a variety of topics, including managing psychosocial risks, general wellbeing and conducting interviews in sensitive environments.

PSR continued to focus on increasing transparency and information about the review process to further improve the experience of persons under review. This includes providing references to mental health resources and producing an *Information for participants at PSR Committee Hearings* guide, and a *Guide for PSR Consultants* (being consultants engaged under section 90 of the HIA), which are publicly available.



Statutory appointment holders

PSR Panel and Deputy Directors

Peer review Committees are established to determine if a person under review has engaged in inappropriate practice. PSR Committees comprise a Deputy Director and Panel members.

The Minister for Health and Aged Care appointed 21 new practitioners as Panel members and reappointed 19 Panel members in 2023–24. New appointments included cardiologists, general physicians, general practitioners, general surgeons, haematologists, paediatricians, pain medicine specialists, psychologists, radiologists, rheumatologists and vascular surgeons.

Determining Authority

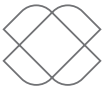
The DA is a separate decision-making body to the Director and PSR Committees.

The DA's role in the process is to consider any negotiated agreements entered and decide to ratify, or refuse to ratify the agreement, and make decisions specifying what consequence should follow if a PSR Committee finds that a practitioner has engaged in inappropriate practice. The DA continued to meet every month and:

- make timely decisions regarding the negotiated agreements that were referred to them, and
- consider final reports provided by PSR Committees, and the accompanying practitioner submissions to make their determinations.

Additional information regarding the outcomes of matters is provided in Chapter 2: Annual performance statements.

No new members were appointed to the DA this year.



Stakeholder engagement

During the reporting period, PSR continued to engage with a range of stakeholders and broaden its stakeholder engagement strategy.

PSR engaged with most medical colleges and other key representative organisations, including medical advocacy groups. PSR continues to work with the Department, the Medical Boards and interested parties to maximise a respectful and fair experience for those undergoing reviews.

A full list of stakeholders PSR engaged with in the reporting period is included in Chapter 2: Annual performance statements.

Conference attendance

PSR engaged with stakeholders at 3 conferences this year to further increase transparency and engagement within the health profession. PSR attended the Australian Indigenous Doctors' Association Conference in November 2023, the WONCA World Conference in October 2023, and the Royal Australian College of General Practitioner's (RACPG) Practice Owner's Conference in May 2024 with the Department where PSR jointly hosted an exhibition booth. During the Practice Owners Conference, PSR also gave a well-attended joint presentation on navigating the rules of Medicare with staff from the Department.

PSR intends to continue attending conferences next financial year for the purposes of increasing awareness and transparency about the PSR process.

Working collaboratively with the Department

PSR continued to work with the Department to consider how to share information to enable greater protection of the public from harm. This work is ongoing and has expanded to include collaboration about the wellbeing of the person under review as they travel through the PSR process.

New premises

PSR completed an office relocation to new, modern and sustainable premises this year. Additional information is included in Chapter 3: Management and accountability.



Enterprise Agreement bargaining

On 11 April 2024, PSR's new Enterprise Agreement 2024–2027 (EA) became effective.

Throughout the bargaining stage, PSR held regular meetings with staff, and representatives attended the Australian Public Service Commission's Lead Negotiator meetings.

As a result of the new EA, PSR refined several current HR policies, and endorsed new HR policies to complement the EA. This work is ongoing.

Legislative changes

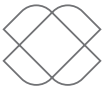
During the reporting period amendments were made to the HIA to strengthen and improve the PSR Scheme. These are summarised below.

Associate Directors

The HIA has been amended to create a new statutory office of Associate Director of the PSR. Associate Directors can exercise the same powers as the Director for particular cases as necessary. Under the previous version of the HIA, the majority of the Director's functions, duties and powers could not be exercised by another person. This included key aspects of the PSR Scheme, including the threshold question of whether to undertake a review, and if a review is undertaken, whether to negotiate a written agreement with the person, to refer them to a Committee of peers, or to take no further action. These functions are now able to be undertaken by appointed Associate Directors.

Consultation with professional bodies

Prior to the 2023 amendments, the HIA prohibited the Minister from appointing a person as Director of the PSR unless the Australian Medical Association (AMA) agreed, effectively giving the AMA a 'veto power' over the appointment of the Director. The veto power has been removed and the amendment enables direct consultation with relevant peak bodies regarding appointments of practitioners as Deputy Directors and Panel members of the PSR. Similarly, the amendments removed the requirement to consult with the AMA on the appointment of the Chair and other members of the Determining Authority.



Constitution of Committees

A key amendment to the HIA was to better align requirements for qualifications of PSR Committee members with the purpose of the definition of inappropriate practice in section 82 of the HIA and clarify how these requirements should be applied. This ensures that PSR Committees can be properly established for reviewing the provision of services by a practitioner with a rare combination of specialties or where the practitioner is providing services in a different field from their formal specialist qualifications.

Now, instead of establishing a PSR Committee based on a practitioner's qualifications at the time of review, a PSR Committee is established based on the capacity in which the practitioner provided services. If the person rendered or initiated services as a consultant physician or specialist in a particular speciality, or a general practitioner, the members of a PSR Committee must also be that kind of practitioner. This will ensure that the membership of a PSR Committee has experience and knowledge relevant to the services that are the subject of the review, even if the person under review is practising outside of the specialty in which they have qualifications. Changes were also made so that if a practitioner rendered or initiated services as more than one kind of medical practitioner, then the PSR Committee members must each be at least one of those kinds of medical practitioners; and the members must be, in combination, medical practitioners of each of those kinds.

Other amendments

Other amendments have been made to clarify and improve administration of the PSR Scheme, including to:

- make it clear that a reference to a practitioner includes a practitioner who is not currently registered to ensure the PSR Scheme applies consistently. The amendments make it clear that directions that can be imposed, including a disqualification from all or part of Medicare, are able to be applied to practitioners who are not currently registered, if this is considered appropriate in the circumstances
- clarify the requirements for a person under review to notify a PSR Committee that they are unable to attend a hearing due to a medical reason, including that the person must provide a medical certificate supporting this, and
- provide the Director with the power to extend the statutory timeframe of 12 months for deciding a matter if the person under review leaves Australia or if there are ongoing court proceedings in relation to the matter.



Conclusion

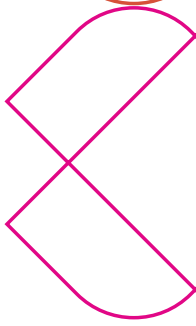
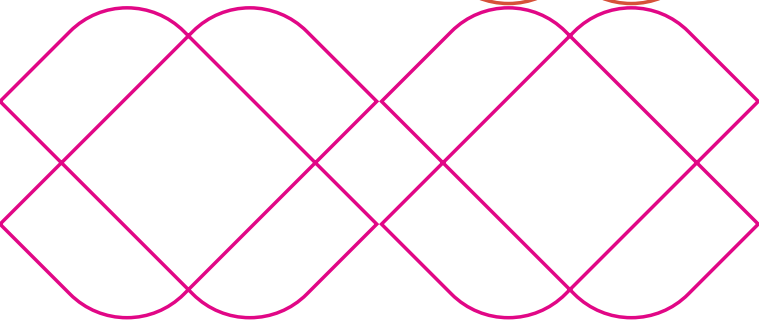
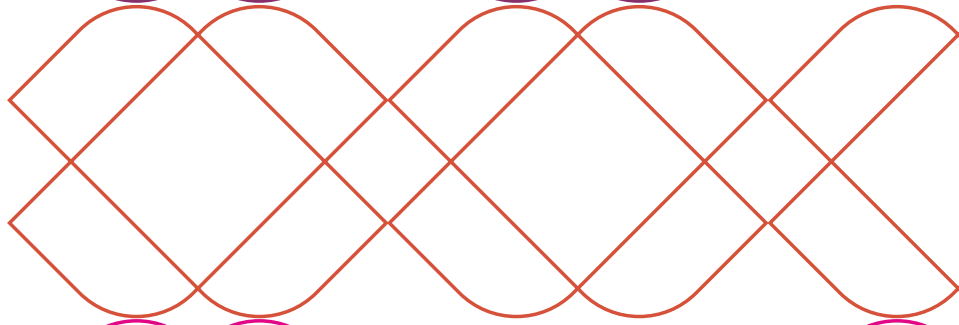
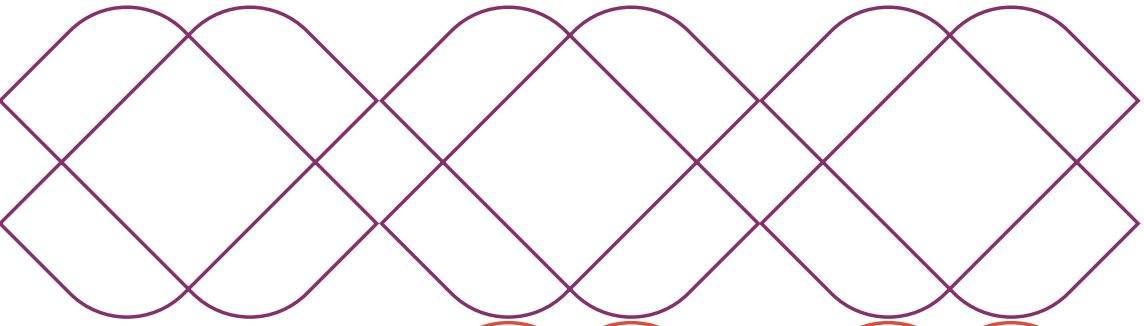
PSR's achievements come from a talented and supportive workforce that works together in effective teams, and displays flexibility, innovation and commitment to PSR and APS goals.

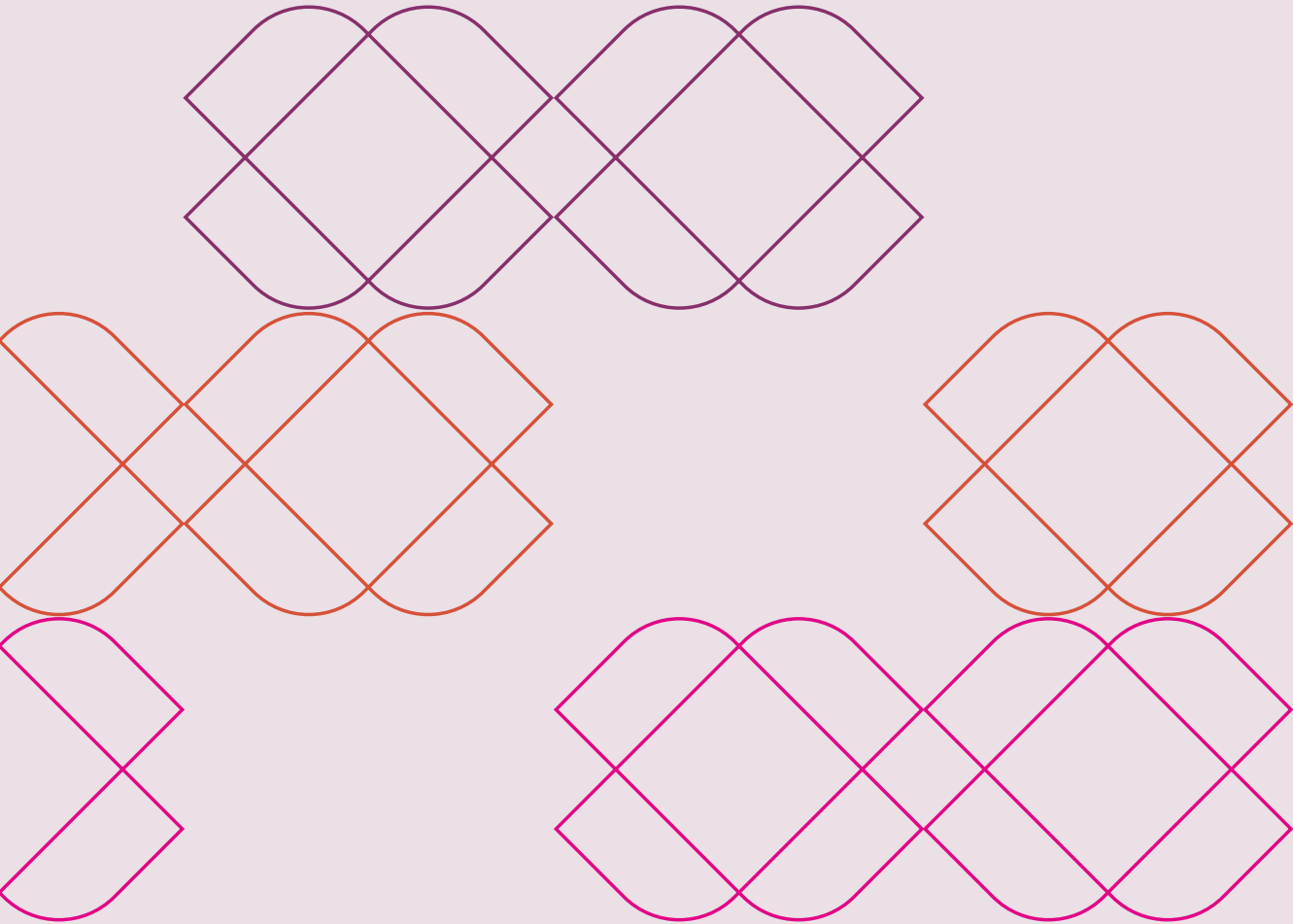
This year saw changes to the PSR executive management team (EMT). The introduction of a Chief Operating Officer early in the reporting period has resulted in a more mature governance approach within the PSR. PSR's Chief Financial Officer, Linnet Lee, moved to a new role after 12 years with the PSR. Her significant contribution throughout her time with PSR has made a lasting impact and I wish her well in her new role.

I would like to acknowledge the rest of the members on the EMT, for their continued patience, expertise and advice throughout a year of many changes. The significant contribution each member of the EMT makes is greatly appreciated.

I would also like to acknowledge all PSR Deputy Directors, consultants and members of the Panel and DA. Without the dedication of these practitioners, PSR could not function. Finally, I would like to acknowledge the cooperation and professionalism of the many medical colleges and organisations that engaged with PSR throughout the year, and the staff at the Department that PSR liaises with on a regular basis.

Associate Professor Antonio Di Dio
Director
Professional Services Review





CHAPTER 1:

Overview of Professional Services Review



The Professional Services Review agency

The Australian Government, through PSR, protects the integrity of Medicare, child dental benefits and pharmaceutical benefits programs against the risks of inappropriate practice by health practitioners, and in doing so safeguards patients and the Australian community in general.

PSR operates as an independent agency within the Australian Government Health and Aged Care portfolio. The Director, as the accountable authority, is appointed by the Minister for Health and Aged Care for a term of up to 3 years. Together, the Director and the APS employees assisting the Director constitute a Statutory Agency under the *Public Service Act 1999*. PSR is a non-corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013*.

PSR seeks to change behaviour across health professions by deterring inappropriate practice and upholding the Government's expectation of high-quality health service delivery.

About the Professional Services Review Scheme

PSR administers the Professional Services Review Scheme (PSR Scheme) as part of a strong regulatory regime designed to ensure appropriate clinical services are delivered.

The PSR Scheme is a scheme for reviewing and investigating the provision of services by a person to determine whether the person has engaged in inappropriate practice.

The high quality and integrity of Australia's health system is recognised internationally. Preventing inappropriate practice is crucial to maintaining the health system's reputation and to retain public confidence in the practitioners working within the health system. Preventing inappropriate practice helps reduce the risk to patients and the Australian Government.

The PSR Scheme has continued to evolve since its inception. Legislative amendments were made during the reporting period to strengthen the PSR process. PSR continues to prioritise its governance processes and build its capacity to deliver a rigorous peer review scheme that affords procedural fairness to practitioners and meets the outcome of protecting the integrity of the Medicare, child dental benefits and pharmaceutical benefits schemes.



Our role and functions

The role and functions of PSR are set out in Part VAA of the HIA. Section 79A of the HIA states that:

The object of this Part is to protect the integrity of the Commonwealth Medicare benefits, child dental benefits and pharmaceutical benefits programs and, in doing so:

1. protect patients and the community in general from the risks associated with inappropriate practice
2. protect the Commonwealth from having to meet the cost of services provided as a result of inappropriate practice.

The PSR Scheme covers medical practitioners, dentists, optometrists, midwives, nurse practitioners, chiropractors, physiotherapists, podiatrists, osteopaths, audiologists, diabetes educators, dieticians, exercise physiologists, mental health nurses, occupational therapists, psychologists, social workers, speech pathologists, Aboriginal and Torres Strait Islander health practitioners, Aboriginal health workers, and orthoptists.

Our outcomes

Outcomes are the government's intended results, benefits or consequences for the Australian community. The government requires agencies such as PSR to use outcomes as a basis for budgeting, measuring performance and reporting. Annual funding is appropriated on an outcomes basis.

PSR outcome: A reduction of the risks to patients and costs to the Australian Government of inappropriate practice, including through investigating health services claimed under the Medicare, Dental and Pharmaceutical Benefits schemes.

This outcome is approved by the Australian Government and included in the Commonwealth Portfolio Budget Statements 2023–24 as the basis of funding appropriated to PSR.



Our purpose

Our purpose is to enable the operation of the PSR Scheme. The PSR Scheme helps to safeguard the Australian public and the Commonwealth from the risk and cost of inappropriate practice within the Medicare, child dental benefits and pharmaceutical benefits programs.

PSR investigates suspected inappropriate practice by health practitioners, on request from the Chief Executive Medicare.

Accountable authority

Details of the PSR's accountable authority during the 2023–24 reporting period are in Table 1.

Table 1.
Accountable Authority

Position title	Name	Term
Acting Director PSR	Associate Professor Antonio Di Dio	1 July 2023–9 April 2024
	Dr Sarah Mahoney	10 April 2024–30 June 2024
	Dr David Brand	3 January 2024–16 January 2024



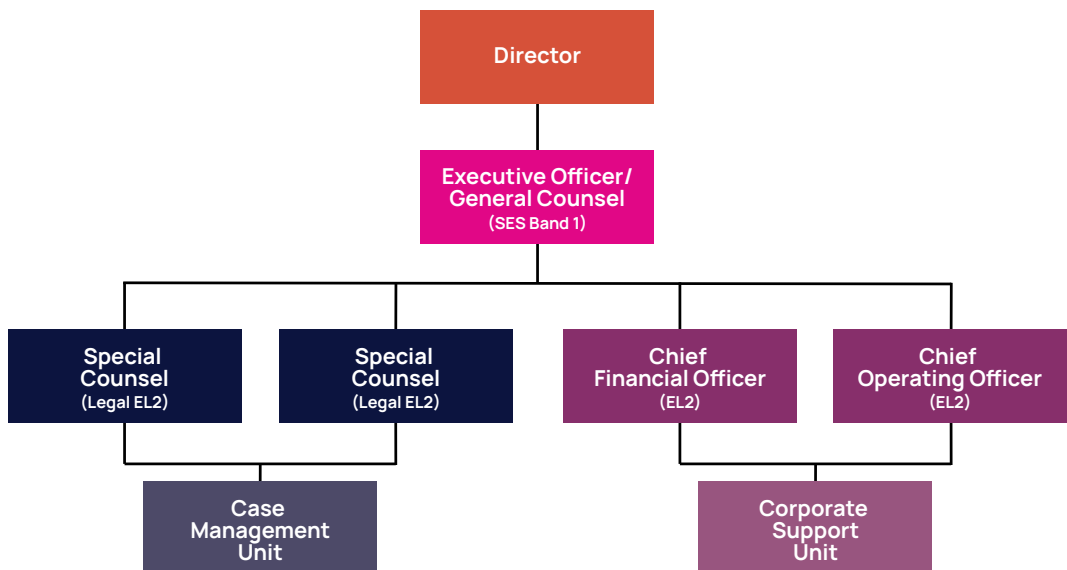
PSR's organisational structure

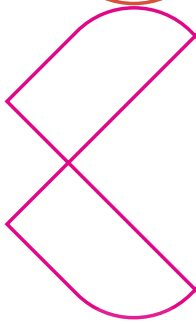
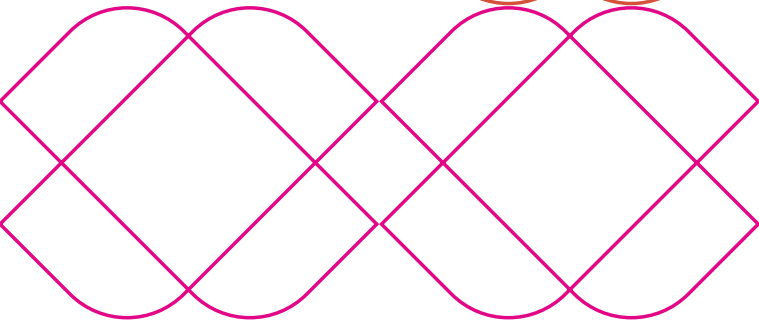
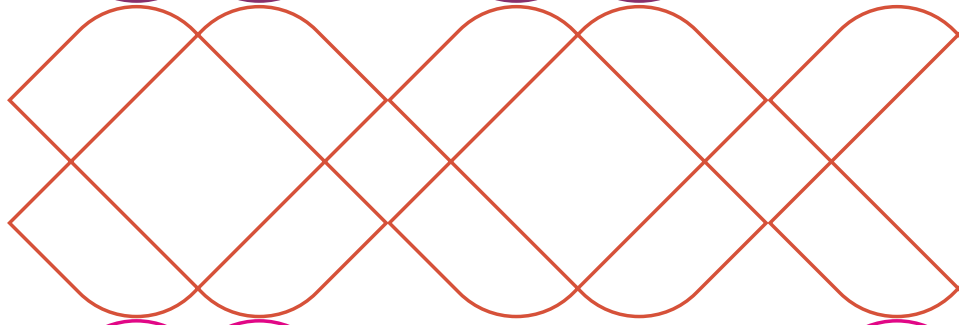
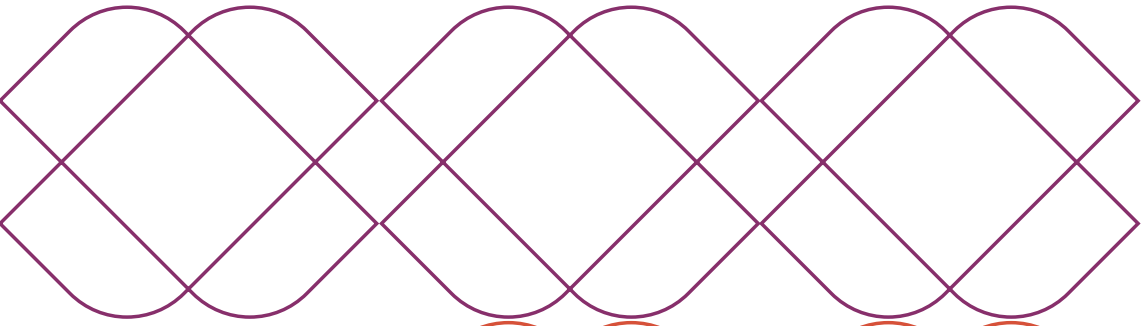
PSR's organisational structure in 2023–24 provided for:

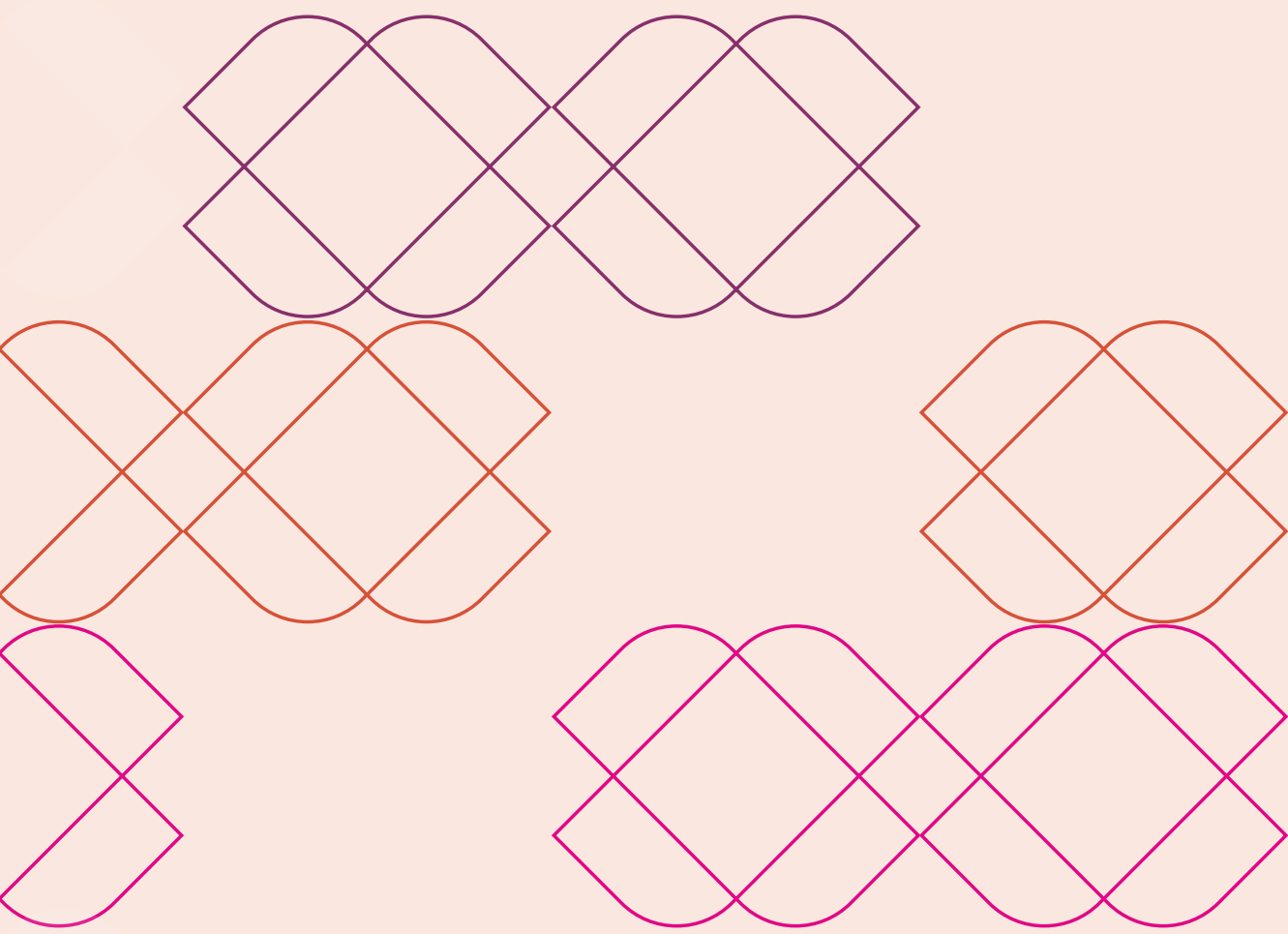
- a case management unit that reported to 2 Special Counsel responsible for managing requests from the Chief Executive Medicare through the Director's review stage, PSR Committee investigation and consideration by the DA. An administrative team managed document preparation for the Director's review and PSR Committee hearings
- a corporate support unit that reported to the Chief Operating Officer and Chief Financial Officer, and was responsible for budget and financial reporting, payroll, human resources and recruitment, information and communications technology (ICT), security, property, procurement, risk management, audit, and communications
- the Executive Officer who also fulfilled the role of General Counsel.

The PSR organisational structure at 30 June 2024 is shown in Figure 1.

Figure 1.
Professional Services Review organisation chart 2023–24







CHAPTER 2:

Annual performance
statement



Performance statement

This performance statement is prepared in accordance with paragraph 39(1)(b) of the PGPA Act and section 16F of the PGPA Rule for the 2023–24 financial year and accurately presents PSR's performance as required by subsection 39(2) of the PGPA Act.

Performance framework

PSR's purpose is to protect the integrity of the Australian Government's Medicare benefits, pharmaceutical benefits and child dental benefits programs, and to safeguard the Australian public from the cost and risk of inappropriate practice by health practitioners.

PSR contributes to Outcome 2: Individual Health Benefits of the Australian Government's Health and Aged Care Portfolio as provided in the Health Portfolio Budget Statements 2023–24.

The PSR Scheme is funded to ensure that requests by the Chief Executive Medicare to review suspected cases of inappropriate practice are actioned by the Director and if necessary, examined by a Committee of the practitioner's peers.

In delivering against the purpose, program and performance measures outlined in the 2023–24 PBS, PSR undertook the following key activities:

- reviewed and investigated, through a peer review process, the provision of services by practitioners and persons who employ or otherwise engage practitioners
- actively engaged with professional bodies through consultation.

Protecting against inappropriate practice

During the 2023–24 reporting period, the Director of PSR continued to:

- review the conduct of referred health care professionals and employers or corporate entities
- negotiate agreements and refer matters to PSR Committees for investigation



- ensure behaviour that may be a threat to the life or health of patients, or that fails to meet professional standards, was referred to the relevant professional bodies for appropriate action
- counsel and reprimand referred health care professionals as required.

The PSR agency facilitated:

- the Director's reviews
- referrals to external bodies
- PSR Committee investigations, hearings and report writing processes.

PSR also assisted the DA in its role to determine sanctions for finalised PSR Committee matters and consider ratification of negotiated agreements.

Maintaining professional support for PSR

During 2023–24, the Director of PSR engaged with a broad range of stakeholders in relation to the PSR Scheme. These stakeholders included:

- Australian Chiropractors Association
- Australian College of Dermatologists
- Australian College of Midwives
- Australian College of Nurse Practitioners
- Australian College of Nursing
- Australian Commission on Safety and Quality in Health Care
- Australian Dental College
- Australian Indigenous Doctors' Association
- Australian Health Practitioner Regulation Agency
- Australian Medical Association
- Australian Psychology Society
- Avant Mutual
- Berkshire Hathaway
- Comcare
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
- Department of Finance
- Department of Health and Aged Care
- Department of Veterans' Affairs
- MDA National



- Medical Board of Australia
- Medical Council of NSW
- Medical Insurance Group Australia
- Minister for Health and Aged Care
- Medical Indemnity Protection Society
- Office of the Health Ombudsman
- Optometry Australia
- Royal Australian and New Zealand College of Ophthalmologists
- Royal Australian and New Zealand College of Psychiatrists
- Royal Australian College of General Practitioners
- Royal College of Pathologists of Australasia
- Rural Doctors Association of Australia

Relevant organisations were consulted, as required by sections 84, 85 and 106ZPB of the HIA, as part of the process of appointing PSR Panel members, PSR Deputy Directors, and members of the DA.

Further information about PSR's stakeholder engagement in 2023–24 is available in the Director's review.

Agency performance

The following section sets out PSR's performance criteria and provides details of its results for activities undertaken during 2023–24. This included work on the cases already on hand at the commencement of the reporting period, and the 109 new cases that were received during 2023–24.

A total of 109 cases were concluded during the reporting period. At the end of the reporting period, 140 cases remained active.

Table 2 compares PSR's case statistics for 2023–24 with those of the previous reporting periods.



Table 2.
PSR's case statistics, 2018–19 to 2023–24

Action	2023–24	2022–23	2021–22	2020–21	2019–20	2018–19
Requests received from the Chief Executive Medicare	109	91	108	73	126	101
Requests by Chief Executive Medicare to review a practitioner with a previous effective determination or negotiated agreement for a second or subsequent time	19	8	9	4	4	3
No further action (under ss88A, 91 or 106KE of the HIA)	9	19	6	6	5	2
Referrals from the PSR Director to new PSR Committees	12	16	15	12	16	19
Committees in progress (at 30 June)	32	32	32	39	34	31
Committee reports finalised	14	15	19	10	11	12
Reports finding inappropriate practice	14	15	18	10	11	12
Reports finding no inappropriate practice	0	0	1	0	0	0
Committee matters indefinitely suspended	0	0	0	0	0	0
Practitioners referred to medical boards/Ahpra (under ss106XA or 106XB of the HIA)	19	7	22	22	20	11
Referrals to Chief Executive Medicare/other authorities for suspected fraud	0	1	3	1	3	2
Negotiated agreements ratified and effective	87	69	57	90	78	90
Final determinations made	13	12	13	10	15	9
Final determinations effective	13	17	13	9	12	8



New requests from the Chief Executive Medicare

PSR continued to act on requests from the Chief Executive Medicare during 2023–24. The Chief Executive Medicare sent 109 requests to review to the Director in 2023–24. The average number of requests over the preceding 6 years was 102.

In 2023–24, PSR completed 109 cases:

- the Director decided to take no further action following a review in 9 cases
- agreements negotiated in 87 cases were subsequently ratified by the DA and became effective during the reporting period
- the DA made 13 final determinations that became effective during the reporting period.

Negotiated agreements and final determinations resulted in repayment orders totalling \$31,625,201 for the reporting period. PSR is not responsible for collecting, nor does it receive, any of the monies ordered to be repaid following negotiated agreements or final determinations. This process is managed by the Department.

Cases in which no further action was taken

The Director can, after considering all the relevant material, decide to take no further action under section 91 of the HIA. The Director took no further action in 9 of the 109 cases completed in 2023–24.

The Director can also decide not to review a matter in circumstances where it does not appear the person engaged in inappropriate practice in providing services during the review period. The Director did not make this decision in any of the cases completed in 2023–24.



Negotiated agreements

Under section 92 of the HIA, the Director and a person under review can negotiate an agreement that must include an acknowledgement by the person that they have engaged in inappropriate practice. These agreements may include specified actions such as:

- a reprimand
- counselling
- repayment of some or all the Medicare or dental benefits received
- total or partial disqualification from participating in the Medicare Benefits Scheme (MBS), Pharmaceutical Benefits Scheme (PBS) or Child Dental Benefits Scheme (CDBS).

In 2023–24, 87 negotiated agreements came into effect. Outcomes of these negotiated agreements included:

- repayment orders totalling \$25,768,074
- partial MBS disqualification in 54 cases
- full disqualification from the MBS in one case
- reprimand in 50 cases and counselling in 44 cases.

The persons concerned included medical practitioners, one dentist and one corporation. Repayments up to \$1,160,000 were agreed.

PSR Panel and peer review Committees

Under subsection 93(1) of the HIA, the Director may establish a PSR Committee and refer a person¹ under review to the Committee for investigation. The PSR Committee then determines whether the person has engaged in inappropriate practice in providing the services specified in the Director's referral.

Members of PSR Committees are drawn from practitioners who are PSR Panel members (see statutory appointment holders at Appendix 2).

¹ Under section 2C of the *Acts Interpretation Act 1901*, 'person' includes a body corporate.



The PSR Panel comprises health professionals from a range of professions, specialties, backgrounds and practice locations. At 30 June 2024, 9% practised in regional areas and 7% practised in rural areas. Members identifying as women comprised 41% of the PSR Panel. Allied health professionals represented 19%, 35% were general practitioners and 46% were other medical specialists.

During 2023–24, the Director established 12 PSR Committees. Of the persons under review referred to a PSR Committee:

- 5 were general practitioners
- 2 were other medical specialists
- 2 were non specialist medical practitioners
- 3 were nurse practitioners.

At the end of the reporting period, all PSR Committees established in 2023–24 were still in progress.

Committee hearings were held for 20 cases during the 2023–24 period, 14 PSR Committee final reports were completed within the period, and 15 final reports were sent to the DA. One outstanding report from the 2023–24 year had not been provided to the DA and will be provided in the 2024–25 year in accordance with paragraph 106L(3)(b) of the HIA.

The Determining Authority

During 2023–24, 13 final determinations became effective. The directions made by the DA were:

- reprimand in 10 cases and counselling in 11 cases (with some cases involving both reprimands and counselling)
- partial disqualification from accessing the MBS in 6 cases for between 3 and 36 months
- full disqualification from both the MBS and PBS in no cases
- repayment of Medicare benefits, ranging from \$15,000 to \$1,946,362 (totalling \$5,857,127).



Re-referrals

In 2023–24, the Chief Executive Medicare made 22 requests to the Director to review practitioners who had previously been referred to PSR, 19 of whom had had a previous effective negotiated agreement or final determination.

Referrals to medical boards and other authorities

The HIA requires the Director to refer practitioners to appropriate bodies when a significant threat to the life or health of any other person is identified, or if the person under review has failed to comply with professional standards. These concerns may be identified by the Director, or by a PSR Committee or the DA, who then refer them to the Director who, in turn, must refer them to appropriate bodies.

In 2023–24, the Director made the following referrals to Ahpra, medical boards or other bodies:

- 12 referrals under section 106XA due to concerns over patient safety
- 17 referrals under section 106XB due to concerns relating to non-compliance with professional standards
- no referrals under section 89A due to suspected fraud.

A total of 19 practitioners were referred to external bodies for review (some referrals were made under both sections 106XA and 106XB in respect of the same practitioner).

This was an increase in the total number of practitioners referred compared to the previous financial year.



Performance against Portfolio Budget Statements 2023–24

Performance criteria

Table 3 outlines the quantitative key performance indicators specified for PSR in the Portfolio Budget Statements 2023–24.

Table 3.
Protecting against inappropriate health care practice

Quantitative performance criteria	2023–24 Target	2023–24 Actual	KPI Met?
Number of active cases under review	At 30 June, more than 50% of active cases have been with PSR for less than one year.	On 30 June 2024, 70% of active cases had been with PSR for less than one year.	Yes
Number of active cases under review	At 30 June, fewer than 15% of active cases have been with PSR for more than 3 years.	On 30 June 2024, 11% of active matters have been with PSR for more than 3 years.	Yes

At the end of the reporting period, 70% of current matters were less than one year old and 11% of matters had been with PSR for greater than 3 years. Cases in this cohort were identified as being delayed due to federal court action or as a result of COVID-19 border closures in 2021 which prevented the Committee hearings from occurring.

Table 4 provides a summary on PSR's outcomes against the key performance indicators from the 2023–27 Corporate Plan.



Table 4.
Performance against PSR key performance indicators

Strategic goal: investigate whether practitioners have engaged in inappropriate practice through peer review			
Key Performance Indicators		Outcome	KPI Target met?
1	PSR will provide support to assist Committees to complete 80% of their investigations within 24 months ² of the commencement of a Committee hearing.	In 2023–24, 14 Committee investigations were completed, with 93% finalised within 24 months of the Committee commencing their investigation.	Yes
2	The Director has made a decision under s 91, s92 or s 93 within the statutory timeframe in all cases.	During 2023–24, the Director made a decision under ss 91, 92 or 93 within the statutory timeframe in all cases.	Yes
3	The Director will submit 100% of s 92 agreements with sufficient notice to the DA, to enable the DA to ratify or not ratify agreements entered into between the Director and the PUR.	In 2023–24, the DA was able to ratify or not ratify all agreements provided. These s 92 agreements were provided with sufficient notice.	Yes
4	PSR will assist the DA to issue its final determination within 9 months of receiving a final report in 80% of cases.	In 2023–24, 85% of determinations were finalised within 9 months of the DA receiving the final report.	Yes
5	PSR will consult with the relevant professional bodies on behalf of the Minister in respect of every proposed appointment.	PSR consulted with the relevant professional bodies on behalf of the Minister for all 40 appointments made.	Yes

² Timeframe extended considering COVID-19



Director's comments

As in other years, submissions made by practitioners reviewed by PSR indicate that a great majority made positive changes to their practice as a result of the review process. In most cases reviewed during 2023–24, inappropriate practice involved inadequate clinical notes, failure to comply with the requirements of the MBS items, inadequate clinical input into services, or prescribing concerns. Frequently practitioners who were reviewed indicated that they accepted the need to change their practices and were able to demonstrate practical measures undertaken to achieve the required improvements. This was the case for practitioners who were referred to Committees under section 93 of the HIA, as well as practitioners who entered into voluntary agreements under section 92.

Referrals remain at pre-COVID-19 levels

After a reduction in referrals to the Director in 2020–21 due to Department medical officers being diverted to COVID-19-related activities, the requests sent by delegates of the Chief Executive Medicare to the Director have restored to approximately pre-COVID-19 levels and remained steady in 2023–24.

In 2023–24 PSR received requests to review anaesthetists, dentists, dermatologists, endocrinologists, general practitioners, geriatricians, neurologists, nurse practitioners, obstetrician-gynaecologists, ophthalmologists, optometrists, oral and maxillofacial surgeons, other medical practitioners, paediatricians, plastic surgeons, psychiatrists, radiation oncologists, radiologists, respiratory physicians and rheumatologists.

Prescribed pattern of services referrals

In 2023–24, the Director received several requests to review in relation to practitioners who had rendered a prescribed pattern of services. These included both:

- 30/20 referrals, where the practitioner provided 30 or more relevant telephone attendance services on 20 or more days during the review period, and
- 80/20 referrals, where the practitioner provided 80 or more relevant professional attendance services during the review period.



Where a practitioner renders a prescribed pattern of services the matter must be referred by the Chief Executive Medicare to the Director for review. Practitioners who have rendered a prescribed pattern of services are deemed to have engaged in inappropriate practice unless exceptional circumstances existed that affected the provision of the services.

These referrals required a detailed analysis of the circumstances of each individual case. In some cases, there existed significant mitigating factors. In almost all matters, the circumstances affecting the provision of the services under review were not considered to be exceptional. Where exceptional circumstances were not made out, mitigating factors were taken into consideration as part of the review process and impacted the outcomes in these matters.

In many prescribed pattern of services cases there was a great deal of learning demonstrated by the practitioner under review. In some cases, there was a lack of awareness by the practitioner of the 30/20 rule given its recent introduction into the regulatory landscape. PSR has continued to communicate extensively with the professions, educating practitioners to keep up to date with changes in Medicare billing and rules as they evolve from time to time. It remains each practitioner's responsibility to ensure their Medicare billing is compliant.

Typical items attracting review

PSR receives all requests to review from the Chief Executive Medicare. Based on the information provided in these requests, specific MBS, PBS and CDBS items are selected for review. In 2023–24 commonly reviewed services include those relating to in-person and telephone attendances, chronic disease management, health assessments and mental health services as well as services involving the prescribing of opiate medications.

There was an increase in the number of telehealth and telephone services items reviewed, reflecting an uptake in the use of these items by the profession. The common areas for concern in these services mirrored those for in-person attendances, being a lack of recorded information to reflect the clinical input provided. The same record keeping requirements apply to telehealth and telephone services as for in-person attendances.



One concerning trend that continued from previous years was for many notes to be identical across different patients or different dates of service, with no unique features. While templates and hot-key shortcuts can be useful clinical tools, it is important these are adequately individualised for each patient. This is especially the case for chronic disease management plan documentation. In some cases, the similarity of records across time and patients raised concerns about the veracity of the records and the quality of the clinical input.

Prescribing concerns

Once again, the Director reviewed and PSR Committees investigated the prescribing of several practitioners in 2023–24. The lack of documented clinical input around prescribing was a concerning trend. In some cases, this related to the prescribing of antibiotics more appropriately reserved for special indications, not recommended in the first instance, or where the prescribing of an antibiotic could not be justified at all based on the clinical record. In others, the prescribing of large volumes or doses of centrally acting drugs such as benzodiazepines or opiates was of concern, particularly in contexts such as:

- residential aged care facilities or large elderly patient cohorts with medications repeatedly prescribed for very long periods without documented reviews of the dose, interactions, side effects, or progress
- ongoing prescribing without documenting the progress of the condition for which the medication is prescribed
- minimal or no efforts to seek the view of specialists in relevant fields such as pain management
- minimal or no documentation about the potential risks of polypharmacy.

To a lesser extent, referrals were received in relation to the prescribing of expensive and heavily subsidised PBS medications. Some PBS subsidies represent many thousands of dollars per individual prescription. These medications have carefully considered restrictions and requirements for patient eligibility, to which prescribers were not adhering in some instances.



At both Director stage and PSR Committee processes, the eligibility for a patient to be prescribed a medication, as well as the safety of, and clinical input into, that prescribing, goes into considering whether inappropriate practice may have occurred. On some occasions the prescribing is deemed to have fallen short of professional standards, and/or is considered to represent a risk to the patient, and in these situations a referral is made under sections 106XA or 106XB of the Act to the appropriate regulatory body. More commonly, a practitioner will reflect on prescribing and pro-actively undergo courses and education in quality prescribing of medication. Practitioners demonstrating a level of insight and commitment to improving their prescribing is a pleasing trend noted across many reviews.

Skin medicine

As in recent years, once again the Director received requests to review practitioners engaged in skin medicine. The main concerns identified include:

- inadequate documentation
- poor clinical input
- identical text pasted across multiple patient consultations or between different patient files
- skin flap repairs being performed when they were not clinically indicated and where less invasive management options were not offered to patients.

It is important that practitioners working in this area familiarise themselves with the requirements in the MBS item descriptors for the items that they bill to ensure the requirements are being met. This includes the supervision requirements for skin medicine procedures that may be performed by a non-medical practitioner under the billing practitioner's supervision.

General practitioner reviews

The common items reviewed were level B, C and D consultations in rooms (MBS items 23, 36 and 44), chronic disease management items (MBS items 721, 723 and 732), and mental health items (including 2713 and 2715) and their equivalent telephone consultation items, in particular services provided as MBS item 91891. Video consultations of these equivalent items did not feature as a concern in PSR reviews.



As with all services, providers of these attendance items are required to keep adequate and contemporaneous records of the services they provided. Where consultations have a time requirement, the medical records should reflect clinical input to justify the time requirement attached to the service claimed. In some cases reviewed in 2023–24, practitioners from diverse fields billed for timed MBS items that added up to more than the 24 hours in the day.

Concerns identified often related to a lack of clinical input and poor record keeping. When practitioners are very busy, clinical notes in records can become poor which is a risk to patient safety. Like all involved in health practice, PSR is closely watching the growth of artificial intelligence (AI) in the preparation of a clinical patient record, as the professions take on new programs to assist with the critical part of clinical practice. As ever, the medical record remains one of the cornerstones for the assessment of good clinical practice and it remains each practitioner's individual responsibility to ensure the medical record reflects the service provided.

As always, there is a need for practitioners to balance their workload to ensure there is sufficient time to make accurate clinical notes in patient records to safely ensure continuity of care. The reliance on electronic autofill in some entries may also aggravate the risk of poor notes that do not reflect the content of a consultation. The advent of generative AI adds an extra layer of potential harm, where the record is generated with reference to triggers and cues. It is imperative that practitioners carefully check what the AI has generated as the record of a particular consultation, to ensure that it is a true and accurate representation of what occurred.

Other specialist reviews

In 2023–24 the specialist MBS items most frequently reviewed were items 132 and 133. Common concerns in relation to these items were that consultations did not meet the minimum time requirements, and the management plans were not of significant complexity or did not contain the elements set out in the MBS item descriptors and the relevant associated notes. Practitioners are reminded that MBS items 132 and 133 require the development or review of a complex management plan. In some reviewed cases the plans were highly detailed and specific, and no concerns were identified. In others, the plans were straightforward, the MBS requirements were not observed to have been met as the patient did not have 2 conditions and there was a lack of detail to reflect that the consultation met the minimum time requirement.



In some fields where specialists perform investigations, such as cardiology and neurology, reviews were conducted into why some patients required particular investigations as practitioners were providing investigations at a frequency that was significantly divergent from their peers. In some cases, the testing was demonstrated to be clinically relevant, but in other cases there were concerns that not all testing was clinically required. The medical record with history and examination findings is a key tool to demonstrate why patients need a particular investigation ordered at a particular time and in some cases information of this kind was absent from the medical record.

Dentist reviews

As in previous years, dentist reviews occurred in which practitioners were considered to have inadequately supervised other dental practitioners who were billing under their provider number. Practitioners are reminded that they are responsible for the services billed under their provider number.

Investigations

The ordering of investigations such as pathology or imaging is a key part of the role of most clinicians, to serve and care for their patients. Concerns have arisen where practitioners appear to have adopted an approach of ordering a large battery of tests where each test is not clinically indicated. Typical referrals received during the year included practitioners ordering very large numbers of tests of iron Panels, Vitamin D, Vitamin B12 and folic acid, and thyroid function tests. In most cases, the practitioner reported that they ordered these investigations as a screen for everyone having routine testing or as an assessment of a particular symptom, often for fatigue. However, each test under Medicare must be individual clinically indicated and this is required to be reflected in the medical record of the service.

Fraud detection

Where fraud is identified, a referral is made to the Chief Executive Medicare under sections 89A or 106N of the HIA. No referrals were made in the 2023–24 reporting period.



Judicial review

Practitioners involved in the PSR process may seek judicial review in the Federal Court. The following are the significant decisions handed down by the Federal Court in 2023–24 in which PSR entities were parties.

Yoong v Director of Professional Services Review [2023] FCA 1186

Dr Yoong was given a notice to produce documents (NTP) as part of the Director's review, requiring the complete patient records for 76 patients. He produced records for the review period only. This, in the view of the then Acting Director, did not constitute compliance with the NTP, and Dr Yoong was disqualified from Medicare until he produced the complete patient records.

Dr Yoong challenged:

- the NTP, which he said was beyond the scope of the Director's power, and
- the decision to disqualify him, which Dr Yoong said was made by the then Acting Director at the direction or behest of the then Director, and not because the Acting Director was independently satisfied that it was appropriate.

Justice Perry found that the power to issue a NTP should not be narrowly construed. The power to issue an NTP needed to be exercised for the purpose for which the power exists and must identify information with sufficient certainty to enable the recipient of the notice to know what is required of them, and that there should be sufficient clarity on the face of the notice that the documents sought are reasonably related to the purpose for which the power exists.

Her Honour found that the NTP was invalid because it did not internally justify the relevance of the documents sought. Justice Perry did not say anything to cast doubt on the proposition that an NTP can require the production of all records if they are relevant.



Because the NTP was held to be invalid, the Court did not need to determine the second question as to whether the disqualification was valid, but Justice Perry indicated that she would find it was valid if the NTP had been valid (that is, if the NTP had indicated the document's relevance to the Director's review). She rejected the proposition that the then Acting Director was acting under dictation as the contextual evidence, including the documentary evidence, demonstrated that all participants including the Acting Director understood that he was personally making the decision about disqualification.

The Director has appealed to the Full Court of the Federal Court the decision to set aside the NTP.

Raiz v Director of Professional Services Review (No 2) [2023] FCA 1293

The PSR Committee issued a draft report to Dr Raiz, which contained preliminary findings of inappropriate practice. Dr Raiz challenged that decision as well as the Director's decision to refer him to a Committee. Among the 11 grounds that he pleaded, Dr Raiz alleged that the Director was affected by apprehended bias, the Committee was incorrectly constituted, there was a failure of procedural fairness both in the Director's considering of the 89C submissions and during the Committee hearing, and the Committee was accused of various procedural and factual errors.

Dr Raiz was unsuccessful on all 11 of the grounds that he pleaded, and the Court dismissed his application with costs.³

Tonakie v Director of Professional Services Review [2023] FCA 1365

Section 94 provides that the Director has a 12-month period in which to conduct a review and that before the end of that period must either dismiss the matter, enter into an agreement, or set up a Committee. Two days before the 12-month period of review expired, the Director set up a Committee that included 2 radiologists. The Committee's make-up was challenged by an application to the Federal Court on the basis that Dr Tonakie was a nuclear medicine specialist as well as a radiologist when he rendered the services. The Director agreed and consented to the Court setting aside the establishment of the Committee. The Acting Director then set up a new Committee containing 2 members who both had the same 2 specialties as Dr Tonakie. Dr Tonakie then challenged this Committee by a new application to the Federal Court on the ground that the 12-month period had expired.

³ Dr Raiz appealed this decision and was successful on one ground on appeal to the Full Federal Court. The Director has sought special leave to appeal to the High Court. As these actions occurred in the 2024–25 financial year it will be reported in the 2024–25 Annual Report.



Justice Stewart accepted the Commonwealth's argument that a Committee had been set up 'in fact' within the 12-month period and that this meant that the 12-month rule no longer applied. A very similar issue was dealt with by the Federal Court in a previous PSR case by Justice Griffiths, with which Justice Stewart said he agreed, saying:

[45] In the result I am not persuaded that Griffiths J is wrong in NHDS #2. To the contrary, I am in respectful agreement with Griffiths J – a legally invalid referral to a Committee, including an invalidly constituted Committee which is thus no Committee under the Act, is a referral under s 94(1)(b)(iii) such as to interrupt the period of 12 months for such a referral, with the consequence that the deeming provision in the tailpiece to s 94(1) is not enlivened.

The application to the Court was dismissed. Dr Tonakie appealed this judgment to a Full Bench of the Federal Court. The Full Court unanimously dismissed the appeal – see *Tonakie v Director of PSR* [2024] FCAFC 60.

***Raymon v Professional Services Review Committee No 1280* [2024] FCA 49**

After 4 days of hearing, a PSR Committee proceeded to complete its investigation 'on the papers' rather than 'in-person' by providing written concerns to Dr Raymon and inviting him, over an extended period, to respond to those concerns in writing. The Committee proposed this method because Dr Raymon was having 'significant difficulties' during the hearing days. The Committee then issued its draft report, invited Dr Raymon to respond, and subsequently issued its final report.

Dr Raymon challenged the Committee's final report, which contained findings of inappropriate practice. While Dr Raymon practically consented to the Committee's 'on the papers' approach at the time, in Court he argued that the Committee was, in fact, legally required to go ahead with in-person hearings and by not doing so, he was denied procedural fairness.

The Court rejected the argument that the entire hearing needed to occur in person saying, 'the process proposed by the Committee was a superior way of giving the applicant procedural fairness in the circumstances.'



Dik v Director of Professional Services Review [2024] FCA 370

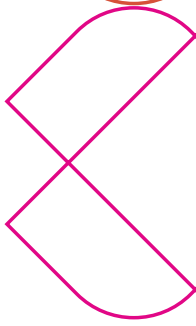
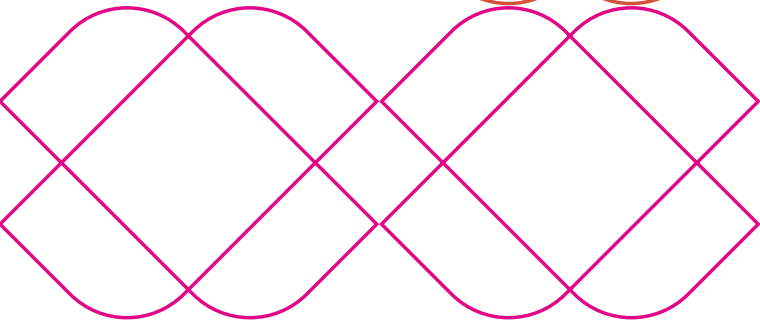
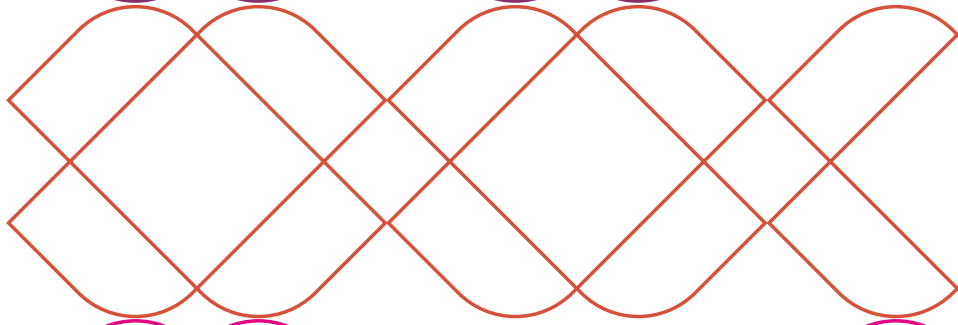
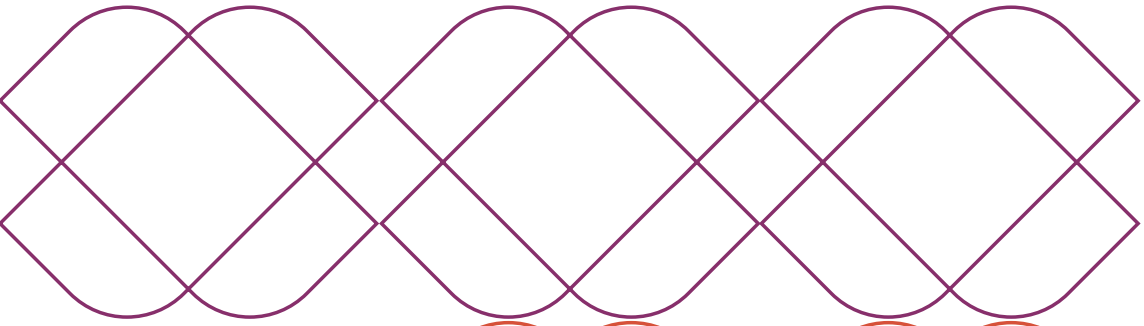
Dr Dik sought judicial review of:

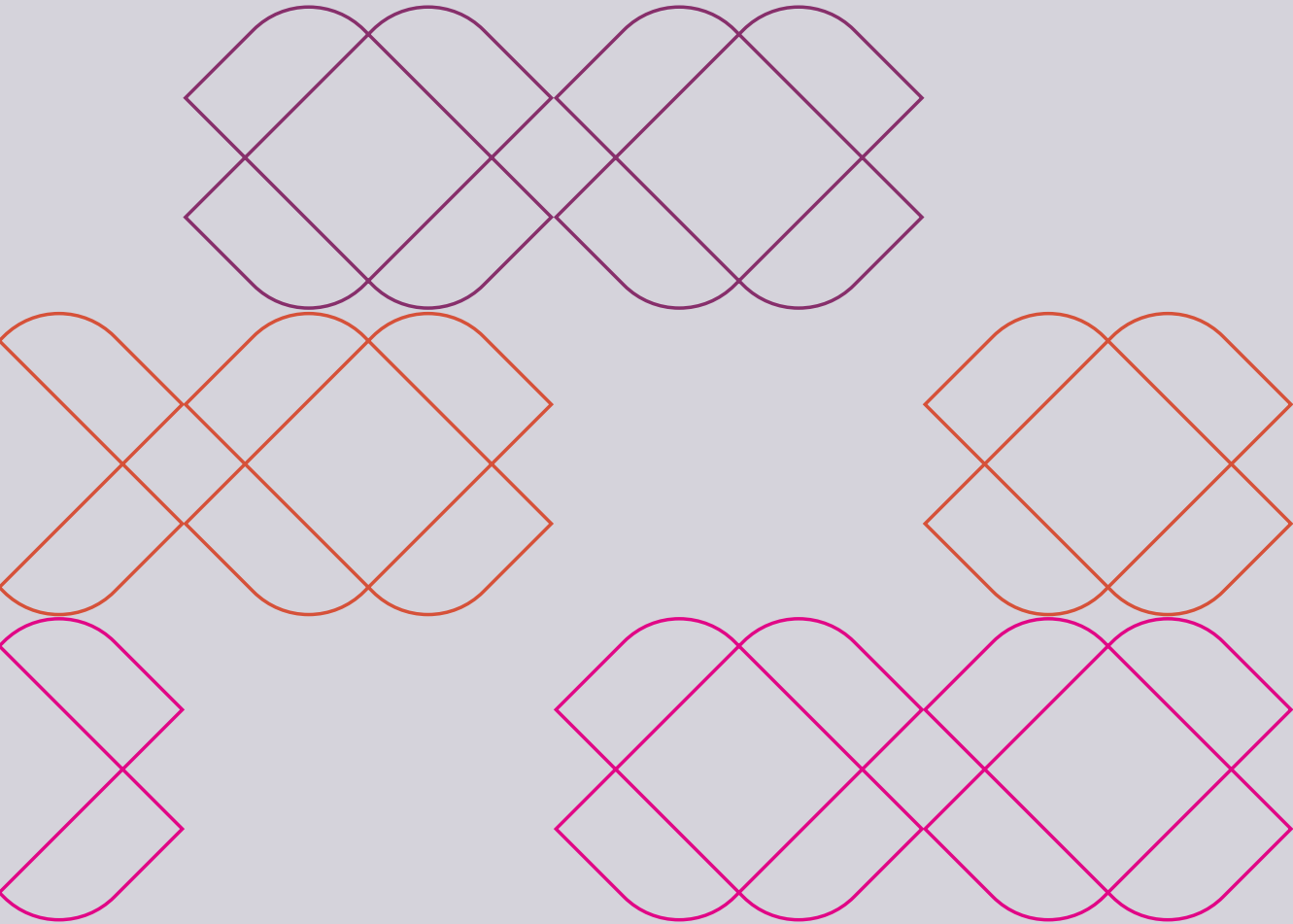
- the final determination of the DA, which had ordered repayment of over \$500,000 and disqualification from certain MBS items for 18 months, and
- the final report of the PSR Committee, which had found inappropriate practice in connection with rendering 14 different MBS items.

Dr Dik's applications for judicial review were made out of time and so he also sought leave to extend time to make the applications. His application in relation to the DA's final determination was a few days late, and the application relating to the Committee's final report was 388 days late. The Director did not oppose an extension of time in relation to the DA's final determination but opposed an extension of time in relation to the Committee's final report.

The Court dismissed the application for extension of time to challenge the Committee's final report, stating that the PSR scheme assumes litigation would be commenced upon completion of the stage concerning which the person is aggrieved rather than waiting until the end of the final stage. The Court also noted that the proposed challenge to the Committee's report had no merit and so did not support an extension of time.

The Court dismissed the challenge to the DA's final determination indicating that the DA had considered all the matters put to it by Dr Dik and had not acted unreasonably in making the directions it made in the Final Determination. The directions were 'squarely within the Determining Authority's decisional freedom', and there was a logical connection between those directions and the findings by the Committee of inappropriate practice.





CHAPTER 3:

Management and
accountability



Corporate governance and business planning

Overall accountability for PSR rests with the Director, who has primary authority and legal responsibility for the agency. The PSR Executive Officer, Mr Bruce Topperwien, reports to the Director. Mr Topperwien is the Senior Executive Service (SES) officer responsible for the administrative management of the agency and fulfils the role of General Counsel.

During 2023–24, there were no significant instances of non-compliance with the finance law.

The PSR Corporate Plan is publicly available on the PSR website. During 2023–24, PSR referred to this Corporate Plan as the basis for its performance reporting framework. Performance against PSR's 2023–24 key performance indicators is reported under Chapter 2: Annual performance statement.

Executive management team

The PSR EMT consisted of the Director, the Executive Officer (and General Counsel), 2 Special Counsel, the Chief Operating Officer and the Chief Financial Officer.

The EMT met monthly, and at other intervals as required. Standing agenda items at EMT meetings included:

- reports from the Director and the Executive Officer
- reports on case activities, budget and financial reporting, risk management and audit, privacy, human resources, workplace health and safety, ICT, security, information management and fraud control.

In leading PSR, the EMT promoted the core principles of good public sector governance including accountability, transparency, integrity, efficiency and risk management while promoting wellbeing, innovation and communication.

Given the small size of PSR, the EMT undertakes a variety of functions that may be performed by specialist committees in larger organisations.



Audit and Risk Committee

The PSR Audit and Risk Committee (ARC) is established by the PSR Director under subsection 45(1) of the PGPA Act. It provides independent advice on PSR's governance arrangements, risk management framework, system of internal controls and compliance framework, and annual financial statements. PSR's Audit and Risk Committee Charter is available on the PSR website⁴.

During 2023–24, the PSR ARC consisted of an independent chair and 2 independent members. Mr Geoff Knuckey has occupied the role of Chair from January 2022, for a three-year term.

Table 5 outlines the membership, experience and attendance of the ARC members for 2023–24.

Table 5.
PSR Audit and Risk Committee, 2023–24

Member	Membership	Qualification, knowledge, skills or experience	Attendance and no. of meetings
Mr Geoff Knuckey	Chair	Chartered Accountant, with 32 years in the private sector. Over 10 years' experience as chair or independent director on private and public sector boards and Committees.	4 out of 4
Mr Paul Groenewegen	Member	Extensive experience in executive and consulting roles, working with corporates, not-for-profits and government. Held chair and independent member roles on audit and risk Committees in government and private sector organisations.	4 out of 4
Ms Rebecca Davies	Member	Former partner in a major law firm, 20 years' experience as a board member, chair and independent member on private and public sector Committees.	4 out of 4

⁴ www.psr.gov.au/publications-and-resources/publications/corporate-documents/audit-and-risk-committee-charter



PSR's participating observers included representatives from the Australian National Audit Office, PSR's Chief Financial Officer, Executive Officer and General Counsel, Special Counsel, Chief Operating Officer and Sententia, who were PSR's internal auditors during 2023–24.

Table 6 lists the remuneration for each member on the PSR Audit and Risk Committee during 2023–24.

Table 6.
Remuneration for Audit and Risk Committee members in 2023–24

Member	Remuneration	GST inclusive
Mr Geoff Knuckey	\$9,504	Yes
Mr Paul Groenewegen	\$10,150	No GST
Ms Rebecca Davies	\$6,380	Yes

The 2023–24 PSR Internal Audit Plan included a range of audits that focused on governance, internal controls, and compliance. Audits included a review of PSR's workforce wellbeing, business continuity management framework, data governance, and a review of key controls, which is audited annually.

Portfolio shared services arrangements

As a small agency with limited resources, PSR achieves productivity benefits through the agency's ongoing service level agreement with the Department. This includes the delivery of payroll services, ICT desktop applications for payroll and human resources, and other corporate support activities. PSR also has a service level agreement with Services Australia for internet gateway services.

External scrutiny

There were no reviews of PSR in 2023–24.

There were no reports from the Australian Information Commissioner that involved PSR or that had, or might have, a significant impact on PSR's operations.



Neither the Auditor-General, a Committee of either or both Houses of the Parliament nor the Commonwealth Ombudsman produced a report regarding PSR.

A summary of the 2023–24 Federal Court litigation is discussed under the Director's comments in Chapter 2: Annual performance statement.

Fraud and corruption control and prevention

PSR continues to maintain appropriate fraud and corruption prevention, detection, investigation, reporting and collection procedures in accordance with the PGPA Rule 2014. PSR reviewed and updated the agency's Fraud and Corruption Framework in June 2024. The updates reflect the changes to the Commonwealth Fraud Rule and Fraud Policy, which are in effect from 1 July 2024.

The Executive Officer and General Counsel is responsible for managing PSR's Fraud and Corruption Control Plan, including fraud and corruption detection, prevention and response. The plan fulfils requirements outlined in the Commonwealth Fraud and Corruption Control Framework and is linked to the PSR Risk Management Policy and PSR's Integrity Framework. There were no incidents of fraud or corruption in 2023–24.

PSR periodically reviews its fraud and corruption risk assessment and plan, considering changes in the operating environment. Through the appropriate governance frameworks, the EMT monitors PSR's fraud and corruption risks and controls, and action is taken as required. PSR enhances fraud and corruption awareness among staff through various mechanisms, including a mandatory fraud and corruption e-learning module. This training is required to be completed by new staff, and completed every 2 years, as a refresher, for all staff. In 2023–24, fraud and corruption awareness was emphasised in several information sessions and internal communication strategies. It was also highlighted through PSR's Panel member training activities, which included presentations by PSR staff.

Fraud and corruption control is a standing agenda item at the PSR ARC meetings, and fraud risk is discussed at PSR EMT meetings.



Identifying and managing risk

PSR manages risk in accordance with the Commonwealth Risk Management Policy and its Risk Management Plan. The Risk Management Plan describes PSR's risk appetite and tolerance levels and provides guidance on ongoing monitoring, evaluation and improvement processes.

The Risk Management Plan also sets out PSR's key risks and mitigation strategies. In 2023–24, PSR's internal auditors facilitated a risk workshop with the Chief Risk Officer and other PSR staff to ensure these key risks and the strategies to mitigate them remain current and effective.

The Director has overarching responsibility for managing risk and is supported by the Chief Risk Officer, who is the Executive Officer and General Counsel, the EMT and the PSR ARC. Risk management is a standing agenda item for PSR EMT meetings, and the ARC provides independent advice and assistance to PSR on risk oversight and management, and systems of internal control.

Ethical standards

PSR recognises its responsibilities as part of the APS. As a statutory agency, PSR is committed to the APS Values and the Code of Conduct outlined in the PS Act. To help guide its performance, PSR has defined its own values and behaviours underpinned by the APS Values. PSR's values and behaviours – fair, transparent and professional – address the unique aspects of PSR's business and environment, and guide PSR in how it conducts itself in performing its role.

To PSR, being fair means:

- providing procedural fairness in the operation of the PSR Scheme
- using a consistent approach to arrive at timely, justifiable decisions
- delivering an effective and impartial PSR Scheme
- explaining the process to stakeholders.



To PSR, being transparent means:

- accurately informing practitioners and persons under review of their rights and responsibilities
- accurately informing practitioners of PSR's powers, responsibilities and intentions
- proactively sharing information about the scheme, PSR's outcomes and PSR's activities
- providing defensible reasons for outcomes.

To PSR, being professional means:

- complying with Commonwealth legislative requirements and expectations
- being accountable for our actions and decisions
- protecting the privacy and confidentiality of the information it receives, uses and creates
- operating with integrity and honesty
- treating all people with courtesy and respect
- using time and resources effectively.

Management of human resources

PSR staff are covered by the EA, which came into effect in April 2024. The Director made a determination under subsection 24(1) of the PS Act on 21 March 2024.

PSR has developed a culture where staff are treated fairly, equitably and with respect. PSR is committed to maintaining a work environment that encourages and supports all employees in raising concerns about unacceptable behaviour, is free from bullying and harassment, and provides protection to employees who report instances of suspected breaches of the Code of Conduct. PSR guidance for managing alleged breaches of the Code of Conduct outline how allegations will be managed and is publicly available on the PSR website as required under the PS Act.



Australian Public Service staff

Staff employed by PSR, apart from the Director, are employed under the PS Act.

At 30 June 2024, PSR had 41 APS staff. Given PSR's role as a regulatory agency, PSR has several specialist legal EL2 positions, despite its small size. Senior lawyers with extensive administrative law experience fill these positions. They have specific responsibility for managing PSR cases and providing legal advice to the Director and PSR Committees.

At 30 June 2024, the majority of PSR's staff were based in the Australian Capital Territory (ACT), with 4 employees in New South Wales (NSW), 3 in Victoria (VIC) and 2 in Queensland (QLD). There were 13 employees who identify as not speaking English as their first language and 36% had parents who did not speak English as their first language. PSR had no employees who identified as Aboriginal or Torres Strait Islander.

Table 7 provides statistics on PSR's APS employees employment as at 30 June of 2023 and 2024.

Table 7:
PSR Staff numbers as at 30 June 2024 and 2023

Classification	Male		Female		Non Binary		Ongoing employment		Non-ongoing employment		Full time		Part time		Total	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
SES Band 1	1	1	0	0	0	0	1	1	0	0	1	1	0	0	1	1
Medical Officer 4	0	1	0	0	0	0	0	0	0	1	0	1	0	0	0	1
Legal/EL 2	2	3	5	8	0	0	7	11	0	0	7	11	0	0	7	11
Legal/EL 1	1	1	5	4	0	0	6	5	0	0	5	5	1	0	6	5
Legal/APS 6	4	2	7	9	0	0	11	11	0	0	11	9	0	2	11	11
Legal/APS 5	1	1	4	6	0	0	4	6	1	1	3	5	2	2	5	7
Legal/APS 4	3	3	2	2	0	0	2	3	3	2	3	4	2	1	5	5
APS 3	1	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0
Total	13	12	23	29	0	0	31	37	5	4	30	36	6	5	36	41

Table 8 provides statistics about the average staffing level (ASL) and full-time equivalent (FTE) at 30 June 2024.

Table 8:
PSR ASL and FTE at 30 June 2024 and 2023

Staff	30 June 2024	30 June 2023
Average Staffing Level (ASL)	37.80	30.67
Full Time Equivalent (FTE) ⁵	38.41	33.40

⁵ Excludes Director of PSR, which is a statutory appointment.





Employment arrangements

On 30 June 2024, PSR had 4 non-ongoing employees and 37 ongoing employees. Of these, 40 were covered by the PSR EA, including 5 who also had an individual flexibility agreement. Arrangements covering PSR's 1 SES employee are described under the senior executive remuneration section below.

Table 9 outlines the PSR salary ranges for the levels of staff on 30 June 2024.

Table 9.
Current PSR salary ranges

Classification	Minimum (\$)	Maximum (\$)
APS 3	66,717	73,791
APS 4	75,441	80,989
Legal APS 4	80,663	80,663
APS 5	82,085	87,572
Legal APS 5	86,042	86,042
APS 6	90,928	106,817
Legal APS 6	92,960	102,577
EL 1	114,891	128,284
Legal EL 1	119,208	141,364
EL 2	128,706	159,165
Legal EL 2	154,601	167,014

Note: Salary ranges are from the EA and supporting Public Service (Subsection 24(1)—Professional Services Review Non-SES Employees) Determination 2024/2



Non-salary benefits

PSR provided non-salary benefits to attract and retain staff. In 2023–24, benefits included:

- provision of mobile phones
- home internet access to PSR's ICT network
- paid car parking for all ACT-based employees
- professional memberships
- reimbursement for equipment or activities to promote health and wellbeing.

Performance pay

No performance pay was awarded to staff during 2023–24.

Key management personnel (KMP)

During the reporting period ending 30 June 2024, PSR had 3 KMP executives. KMP are those persons having authority and responsibility for planning, directing and controlling the activities of PSR, directly or indirectly, including any director (whether executive otherwise) of PSR. PSR has determined the KMP to be those occupying the roles of the Director of PSR, Medical Officer and Executive Officer and General Counsel, and where acting arrangements were 12 weeks or longer.

During the reporting period, PSR had one SES employee who was also a KMP and holds the title of Executive Officer and General Counsel.

PSR's SES employee is remunerated under an individual agreement in accordance with section 24 of the PS Act. The Director of PSR has authority to approve section 24 agreements, which is consistent with the Department's SES Performance and Remuneration Framework and practices for SES employees.

Details about KMP during the reporting period ending 30 June 2024 are summarised in Table 10.

Table 10.
KMP Remuneration

Name and position		Short-term benefits			Post-employment benefits	Other long-term benefits	Termination benefits	Total remuneration (\$)
Name	Position title	Base salary	Bonuses	Other benefits and allowances	Superannuation contributions	Long service leave		
Associate Professor Antonio Di Dio	Acting Director PSR ⁶	344,318	-	24,034	25,400	4,848	-	398,600
Dr Sarah Mahoney ⁷	Acting Director PSR	86,095	-	20,722	7,583	26,958	-	141,358
Bruce Topperwien	Executive Officer and General Counsel	204,705	-	49,800	38,637	13,380	-	306,522
Total		635,118	-	94,556	71,620	45,186	-	846,480

⁶ Remunerated under the Remuneration Tribunal Determination for full-time office holders.

⁷ As there was no substantive Director active during the reporting period, all Director appointments were acting. Dr. Sarah Mahoney continued to act after the reporting period until 10 July 2024.





In the notes to the financial statements for the period ending 30 June 2024, PSR disclosed the following KMP expenses:

Note 9: Key management personnel remuneration for the reporting period		\$
Short-term benefits		
Salary		635,118
Performance bonuses		-
Other ⁸		33,564
Annual leave		60,992
Total short-term employee benefits		729,674
Post-employment benefits		
Superannuation		71,620
Total post-employment benefits		71,620
Other long-term benefits		
Long-service leave		45,186
Total other long-term benefits		45,186
Termination benefits		-
Total		846,480

Other highly paid staff

During 2023–24, PSR did not have employees who met the threshold for other highly paid staff. There were no employees whose total remuneration was \$250,000 or more, who were not KMP or SES employees.

⁸ Includes executive vehicle allowance, and car parking.



Holders of full-time and part-time public office

The Director is a holder of full-time public office whose remuneration and allowances are set annually by the Remuneration Tribunal. PSR Panel and DA members are holders of part-time public office. The Remuneration Tribunal also sets their remuneration and allowances on an annual basis.

Panel members who are appointed to specific PSR Committees are paid in accordance with the Remuneration Tribunal rates and allowances.

Table 11 shows the number of statutory appointments to PSR by practice location and gender.

Table 11.
Statutory Appointment Holders at 30 June 2024

Location	Male	Female	Total
Australian Capital Territory	12	11	23
New South Wales	31	25	56
Northern Territory	0	1	1
Queensland	17	6	23
South Australia	7	10	17
Tasmania	5	4	9
Victoria	26	11	37
Western Australia	10	7	17
Total	108	75	183

A full list of statutory appointment holders is available at Appendix 2.



Training and development

PSR allocates a portion of its annual departmental expenditure to training and development. PSR employees, in consultation with their managers, identify training and development needs through individual development plans made under PSR's Performance Development Scheme. PSR employees accessed a range of learning and development opportunities during 2023–24, including Commonwealth resources, webinars, mandatory professional development and online training modules through Learnhub.

Work health and safety (WHS)

PSR is committed to protecting the health, safety and welfare of its employees, contractors and visitors.

PSR undertook several health and safety initiatives in 2023–24, including:

- workstation assessments for new and existing employees
- provision of required modifications following workstation assessments
- influenza vaccinations offered for all employees and immediate family members
- onsite CPR training
- access to the employee assistance program for employees and their immediate families
- continued workplace flexibility, to support staff to work remotely and safely.

PSR's WHS representatives are responsible for monitoring workplace hazards. They report incidents and outcomes, and relevant issues and to the Work Health and Safety Committee. Employees can also raise any work health and safety issues with the WHS representatives or during WHS working groups.



Disability reporting mechanism

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

Disability reporting is included the Australian Public Service Commission's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au.

Accommodation

During 2023–24, PSR relocated from an over twenty-year tenancy in an older building to one that is newly built, modern and sustainable. PSR entered a seven-year lease for its new premises at Brindabella Business Park, with an option to extend for a further 3 years.

A new fit out was constructed and completed in January 2024.



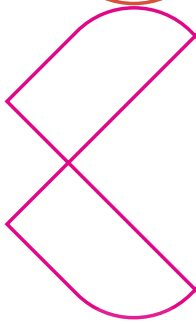
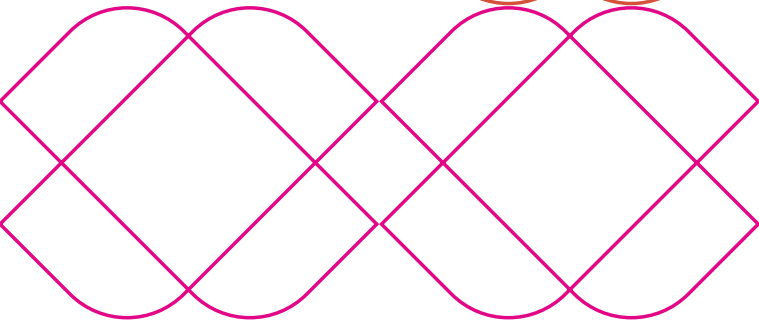
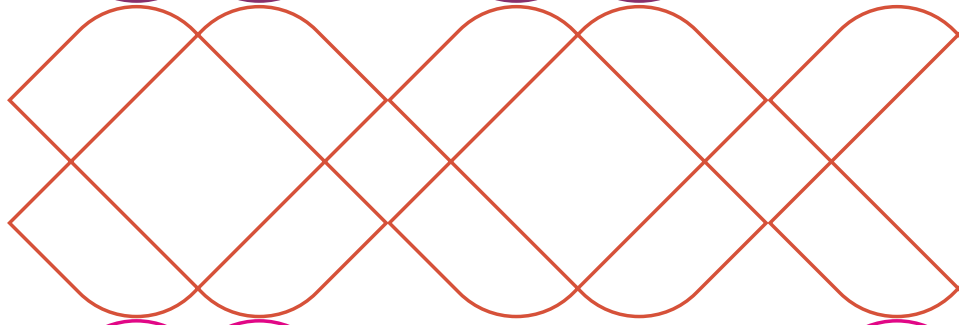
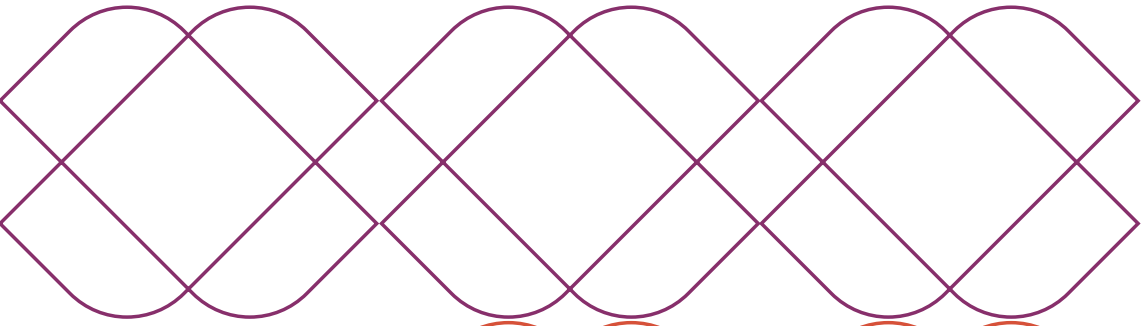
Publications

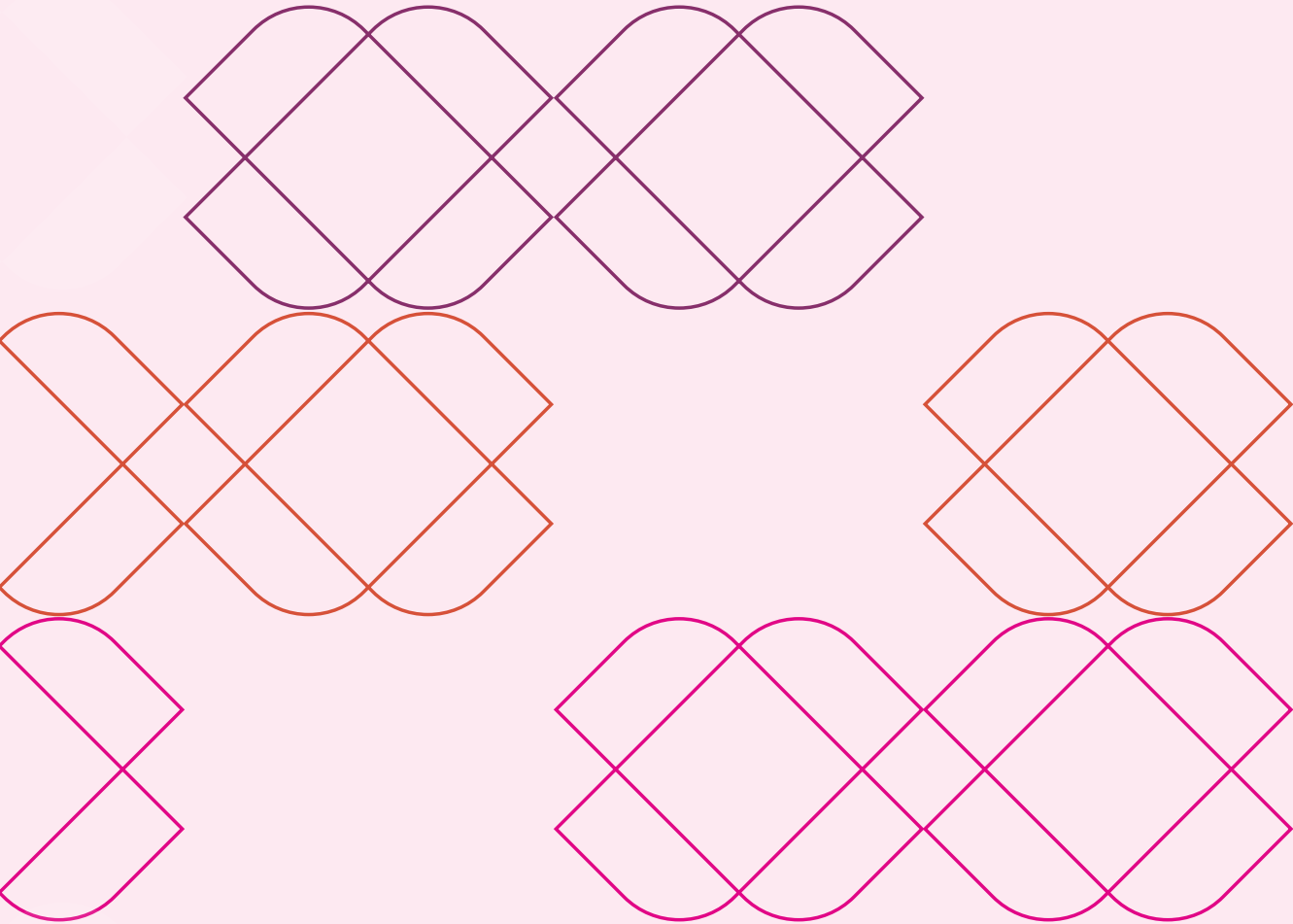
PSR produced 6 publications in 2023–24:

- Annual report 2022–23
- Information gathered by the Director of Professional Services Review: Guidelines for notices to produce
- PSR guide to oaths and affirmations
- PSR Committee hearings – information for participants
- PSR consultant guide
- 2023–27 Corporate Plan

Freedom of information

Agencies subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). 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 published in accordance with the IPS requirements. The plan is located on PSR's website at www.psr.gov.au/publications-and-resources/publications/corporate-documents/information-publication-scheme-plan.





CHAPTER 4:

Financial
performance



Report on financial performance

The role of PSR is predominantly funded by government appropriation. There is a small amount of revenue collected from court costs awarded to the agency.

Overview of financial performance and future financial viability

PSR reported a total comprehensive loss of \$0.112 million (\$0.186 million after changes in asset revaluation reserve) in 2023–24. Excluding the impact of depreciation and adjusting for leasing arrangements, PSR's result for the 2023–24 financial year was an operating surplus of \$0.841 million.

Expense impacts

In 2023–24, PSR spent 36% of its operating budget on employee-related expenses, 17% on case related and legal fees and 11% on contractors and consultants. PSR relies heavily on specialist Panel members to assist in administering the PSR scheme. PSR staff and statutory office holders travel to interstate locations to attend meetings with persons under review and attend Committee hearings and meetings of the DA. Committee members and persons under review are usually not based in Canberra.

Financial position

PSR's overall financial position continued to remain sound in 2023–24. Total assets were \$18.909 million with total liabilities of \$5.296 million.

The majority of PSR's assets are financial assets with the largest balance being appropriation receivable of \$11.616 million. PSR's appropriation receivable has decreased by \$0.650 million from 2022–23 reflecting the expenditure on the property lease fit-out and reclassification of funding to the departmental capital budget of \$0.500 million.

The majority of PSR's liabilities are comprised of leases \$3.071 million and employee provisions \$1.391 million.

PSR continues to operate with sufficient cash reserves to fund its liabilities and commitments as and when they fall due.



Revenue impacts

Government revenue from departmental appropriations was \$15.841 million in 2023–24, an increase of \$1.299 million from 2022–23. Own source revenue in 2023–24 was \$0.315 million, an increase of \$0.052 million compared to 2022–23.

Entity resource statement

The entity resource statement provides additional information about the various funding sources that PSR may draw on during the year. Appendix 1 details the resources available to PSR during 2023–24 and sets out PSR's summary of total expenses for Outcome 1.

Purchasing

In 2023–24, PSR sourced goods and services in accordance with the PGPA Act and the Commonwealth Procurement Rules.

Purchase of goods and services during the year reflect mandatory guidelines and continued focus on:

- value for money
- encouraging competition
- efficient, effective, economical and ethical use of Australian Government resources
- accountability and transparency
- compliance with other Australian Government policies.

Travel management services were outsourced to Corporate Travel Management. PSR requires the 'lowest practical fare' when procuring travel for employees and statutory office holders.

Information on all PSR contracts awarded with a value of \$10,000 (incl. GST) or more is available on AusTender at www.tenders.gov.au.



Asset management

Management of physical assets is not a significant part of PSR's operations. A departmental capital budget has been developed to ensure there are sufficient funds to replace assets as required.

PSR maintains an asset register and conducts an annual asset stocktake, in accordance with accounting standards and better practice asset management.

Consultancy and non-consultancy contracts

Consultancies

PSR engages consultants where it lacks specialist expertise, or when independent research, review or assessment is required. Consultants are engaged to:

- investigate or diagnose a defined issue
- perform defined reviews or evaluations, or
- provide independent advice.

PSR considers the skills and resources required for the engagement, skills available internally, and the cost effectiveness of engaging external expertise. The decision to engage a consultant is made in accordance with the PGPA Act and related rules, including the Commonwealth Procurement Rules.

During 2023–24, 12 new reportable consultancy contracts were entered into involving total actual expenditure of \$0.971 million. In addition, 8 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$0.781 million.

Table 12 summarises the consultants that were engaged during the 2023–24 reporting period.



Table 12.
Reportable consultancy contracts during 2023–24

Category	Total number of consultants	Total value (GST Inclusive)
Consultants engaged to provide professional, independent and expert advice to PSR		
Ongoing contracts	8	\$780,932
<i>Ongoing contracts representing 5% or more of total consultant expenditure for services provided by Sparke Helmore, CyberCX Pty Ltd, Agora Consulting Pty Ltd, Australian Government Solicitor and Clayton Utz.</i>		\$744,697
New contracts	12	\$971,391
<i>New contracts representing 5% or more of total consultant expenditure for services provided by Clayton Utz, Sparke Helmore, Agora Consulting Pty Ltd, Sententia Pty Ltd, CyberCX Pty Ltd, and Sarker Family (Aust) Pty Ltd.</i>		\$783,345
Total consultants	20	\$1,752,323

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.



Non-consultancy contracts

During 2023–24, 26 new reportable non-consultancy contracts were entered into involving total actual expenditure of \$2.070 million (inclusive of GST). In addition, 18 ongoing reportable non-consultancy contracts were entered into during a previous reporting period, involving total actual expenditure of \$5.125 million (inclusive of GST).

Table 13 summarises the non-consultancy contracts entered during the 2023–24 reporting period.

Table 13.
Reportable non-consultancy contracts during 2023–24

Category	Total number of consultants ⁹	Total value (GST Inclusive)
Ongoing contracts	18	\$5,125,076
<i>Ongoing contracts representing 5% or more of total non-consultancy expenditure for services provided by Evolve FM, Lawyerbank and Infront Systems Pty Ltd</i>		\$4,299,731
New contracts	26	\$2,069,587
<i>Ongoing contracts representing 5% or more of total non-consultancy expenditure for services provided by Infront Systems Pty Ltd, Canberra Airport Pty Ltd, Amnesium Pty Ltd, Sparke Helmore and Proficiency Group Pty Ltd</i>		\$1,322,235
Total non-consultancy contracts	44	\$7,194,663

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.

Australian National Audit Office access clauses

During 2023–24, PSR had no contracts equal to or greater than \$100,000 (GST inclusive) that did not provide for the Auditor-General to have access to the contractor’s premises.

⁹ A proportion of non-consultancy contracts represents specialists in administrative law to backfill vacant positions.



Exempt contracts

In 2023–24, PSR had no contracts equal to or greater than \$10,000 (GST inclusive) that were exempt from being published on AusTender on the basis that to do so would disclose exempt matters under the FOI Act.

Procurement initiatives to support small business

PSR 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.

PSR recognises the importance of ensuring that small businesses are paid on time.

The results of the Survey of Australian Government Payments to Small Business (including PSR's payments to small businesses) are available on the Treasury website at www.treasury.gov.au.

PSR applies procurement practices consistent with the Commonwealth Procurement Rules and the Commonwealth Contracting Suite for low-risk procurements valued under \$200,000 that do not unfairly discriminate against small and medium enterprises.

Advertising and market research

PSR did not undertake any advertising campaigns during 2023–24.

Grants programs

PSR does not administer any grants programs.



Ecologically sustainable development and environmental performance

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* requires PSR to report its contribution to ecologically sustainable development.

PSR's small size and specific role limits its opportunities to contribute to ecologically sustainable development. However, PSR endeavours to reduce its energy costs by using energy efficient light bulbs and sensor light technology. PSR also encourages ecologically sustainable practices, such as paper, plastic and aluminium recycling, and has implemented systems and processes to encourage reliance on electronic records in preference to paper.

APS Net Zero 2030 Emissions reporting

APS Net Zero 2030 is the Government's policy for the APS to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of this, non-corporate and corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2023–24 period. Results are presented based on Carbon Dioxide Equivalent (CO₂-e) emissions. Greenhouse gas emissions reporting has been developed with a methodology that is consistent with the whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.



Table 14 and 15 present PSR's greenhouse gas emissions report for 2023-24.

Table 14.
2023-24 Greenhouse Gas Emissions Inventory 2023-24 – Location-based method

Emission Source	Scope 1 kg CO2-e	Scope 2 kg CO2-e	Scope 3 kg CO2-e	Total kg CO2-e
Electricity (Location Based Approach) ^a	N/A	33.561	2,678	36.239
Natural Gas	-	N/A	-	-
Solid waste ^b	n/a	n/a	-	-
Refrigerants	-	n/a	n/a	-
Fleet and other vehicles	-	N/A	-	-
Domestic commercial flights ^c	-	N/A	66.204	66.204
Domestic hire car ^d	n/a	n/a	0.042	0.042
Domestic travel accommodation	n/a	n/a	32.752	32.752
Other Energy	-	N/A	-	-
Total kg CO2-e	-	33.561	101.676	135.237

Note a: The electricity emissions reported above are calculated using the location-based approach. When applying the market-based method, which accounts for activities such as Greenpower, purchased LGCs or being in the ACT, the total emissions for electricity, are calculated in Table 14.

Note b: Waste data was not available at the time of the report and amendments to data may be required in future reports.

Note c: Refunds relating to cancelled domestic commercial flights were reported for the first time in 2024.

Note d: Data relating to domestic car hire and Travel Accommodation were also reported for the first time in 2024.

The quality of data is expected to improve over time as emissions reporting matures.



Table 15.
2023–24 Electricity greenhouse gas emissions

Emission Source	Scope 2 kg CO2-e	Scope 3 kg CO2-e	Total kg CO2-e	Percentage of electricity use
Location-based electricity emissions	33.561	2.678	36.239	100.00%
Market-based electricity emissions	2.872	350	3.226	715%
Total renewable electricity	-	-	-	92.85%
Mandatory renewables 1	-	-	-	18.72%
Voluntary renewables 2	-	-	-	74.13%



Remediation of information published in previous annual reports

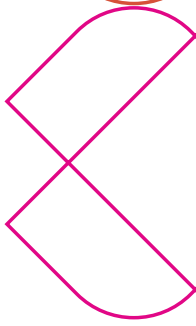
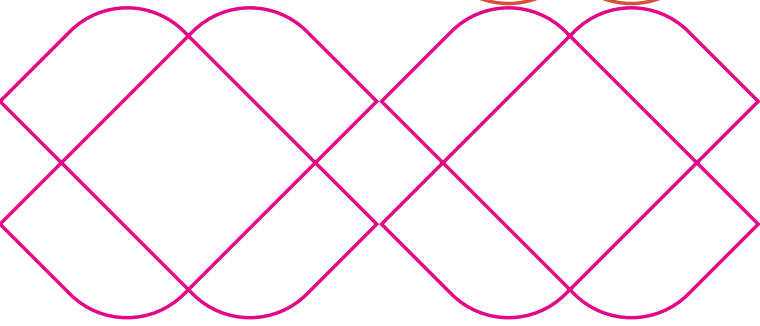
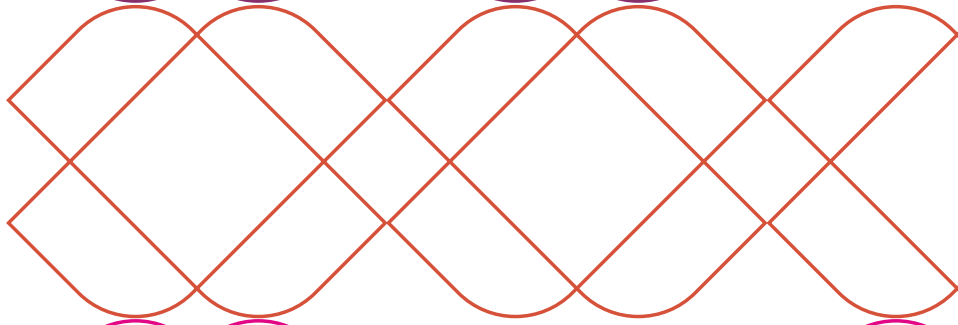
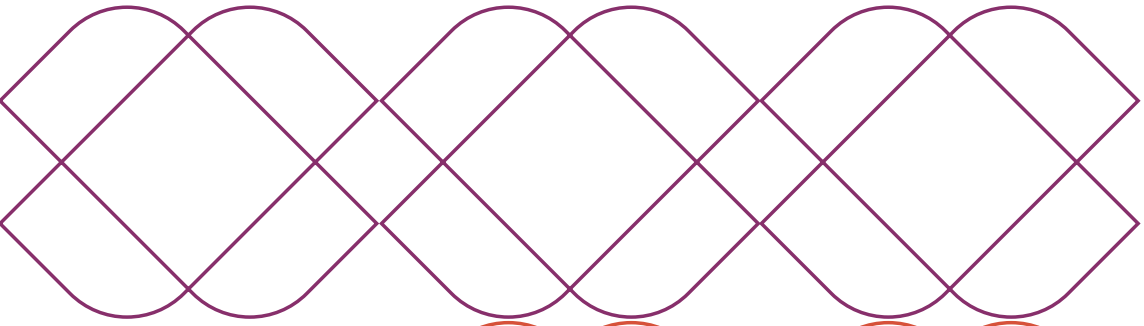
PSR's entity resource statement was incorrectly reported in the PSR Annual Report 2022–23. Table 16 remediates this error.

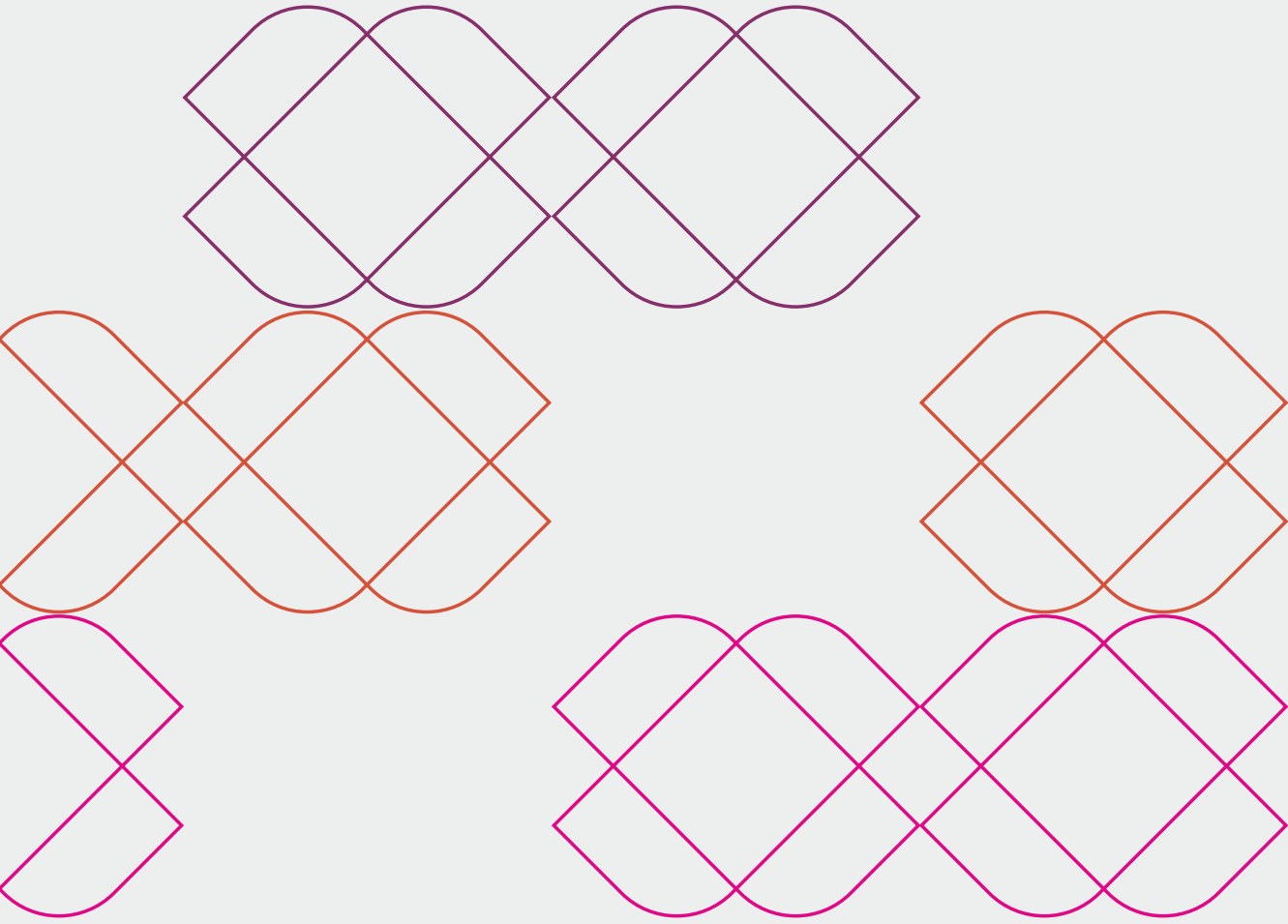
Entity resource statements

Table 16.
Entity resource statement 2022–23

Resource	Current available appropriations for 2022–23 (\$'000)	Payments made 2022–23 (\$'000)	Balance remaining (\$'000)
Ordinary annual services			
Departmental appropriation ^a	23,848	11,502	12,346
Total departmental resourcing	23,848	11,502	12,346

Note a: Appropriation Act (No.1) 2021–2022, Supply Act (No.1) 2022–2023, Supply Act (No.3) 2022–2023, prior-year departmental appropriation, and retained revenue receipts under section 74 of the Public Governance, Performance and Accountability Act 2013 (PGPA Act).





CHAPTER 5

Financial Statements



INDEPENDENT AUDITOR'S REPORT

To the Minister for Health and Aged Care

Opinion

In my opinion, the financial statements of the Professional Services Review (the Entity) for the year ended 30 June 2024:

- (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 2024 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 2024 and for the year then ended:

- Statement by the Director 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.

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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

Saminda Maddumahewa
Delegate of the Auditor-General

Canberra
30 July 2024



Professional Services Review

STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2024 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 Professional Services Review will be able to pay its debts as and when they fall due.

Associate Professor Antonio Di Dio
Director
29 July 2024

Bernadette Pont FCA
Chief Financial Officer
29 July 2024



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STATEMENT OF COMPREHENSIVE INCOME

for the period ended 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	5,766,959	4,602,069	5,367,000
Suppliers	1.1B	6,630,397	5,809,599	7,753,000
Depreciation and amortisation	2.2A	1,289,072	732,285	1,404,000
Finance costs	1.1C	116,059	19,817	101,000
Losses from asset sales	1.1D	512	3,188	3,000
Total expenses		13,802,999	11,166,958	14,628,000
Own-source income				
Own-source revenue				
Rendering of services	1.2A	259,584	219,760	-
Other revenue	1.2B	55,500	43,000	45,000
Total own-source revenue		315,084	262,760	45,000
Gains				
Reversal of writedowns and impairment	1.2C	93,710	-	-
Other gains	1.2D	2,794	2,685	-
Total gains		96,504	2,685	-
Total own-source income		411,588	265,445	45,000
Net (cost of) services		13,391,411	10,901,513	14,583,000
Revenue from Government	3.1A	13,205,000	13,588,000	13,705,000
Surplus/(Deficit)		(186,411)	2,686,487	(878,000)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to net cost of services				
Changes in asset revaluation reserve		74,043	120,806	-
Total other comprehensive income		74,043	120,806	-
Total comprehensive income/(loss)		(112,368)	2,807,293	(878,000)

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



STATEMENT OF FINANCIAL POSITION

as at 30 June 2024

	Notes	2024 \$	2023 \$	Original Budget \$
ASSETS				
Financial Assets				
Cash and cash equivalents	5.2A	80,455	80,211	79,000
Trade and other receivables	2.1A	12,057,702	12,401,934	8,283,000
Total financial assets		12,138,157	12,482,145	8,362,000
Non-Financial Assets				
Buildings	2.2A	5,896,912	384,398	4,812,000
Plant and equipment	2.2A	549,434	195,393	288,000
Intangibles	2.2A	47,395	147,306	511,000
Prepayments	2.2B	276,954	125,174	132,000
Total non-financial assets¹		6,770,695	852,271	5,743,000
Total assets		18,908,852	13,334,416	14,105,000
LIABILITIES				
Payables				
Suppliers	2.3A, 5.2A	332,419	591,706	420,000
Other payables	2.3B	303,254	117,632	113,000
Total payables		635,673	709,338	533,000
Interest bearing liabilities				
Leases	2.4A	3,071,020	190,971	3,025,000
Total interest bearing liabilities		3,071,020	190,971	3,025,000
Provisions				
Employee provisions	4.1A	1,390,993	1,215,128	1,300,000
Provision for restoration obligations	2.5A	198,555	130,000	200,000
Total provisions		1,589,548	1,345,128	1,500,000
Total liabilities		5,296,241	2,245,437	5,058,000
Net assets		13,612,611	11,088,979	9,047,000
EQUITY				
Contributed equity		5,826,497	3,190,497	5,326,000
Reserves		1,140,021	1,065,978	946,000
Retained surplus/(Accumulated deficit)		6,646,093	6,832,504	2,775,000
Total equity		13,612,611	11,088,979	9,047,000

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

1. Right-of-use assets are included in buildings.



STATEMENT OF CHANGES IN EQUITY

for the period ended 30 June 2024

	2024	2023	Original Budget
	\$	\$	\$
CONTRIBUTED EQUITY			
Opening balance	3,190,497	2,236,497	3,190,000
Departmental capital budget	2,636,000	954,000	2,136,000
Closing balance	5,826,497	3,190,497	5,326,000
ASSET REVALUATION RESERVE			
Opening balance	1,065,978	945,172	-
Other comprehensive income	74,043	120,806	946,000
Closing balance	1,140,021	1,065,978	946,000
RETAINED SURPLUS			
Opening balance	6,832,504	4,146,017	3,653,000
Surplus/(Deficit) for the period	(186,411)	2,686,487	(878,000)
Closing balance	6,646,093	6,832,504	2,775,000
TOTAL EQUITY	13,612,611	11,088,979	9,047,000

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



CASH FLOW STATEMENT

for the period ended 30 June 2024

	2024	2023	Original Budget
	\$	\$	\$
OPERATING ACTIVITIES			
Cash received			
Appropriations	14,160,025	9,732,224	14,565,000
Sale of goods and rendering of services	227,636	222,406	-
Net GST received	922,425	451,616	469,000
Total cash received	15,310,086	10,406,246	15,034,000
Cash used			
Employees	5,745,962	4,643,834	5,270,000
Suppliers	7,715,623	5,994,096	8,200,000
Interest payments on lease liabilities	116,059	10,783	101,000
Section 74 receipts transferred to OPA	305,059	212,615	-
Total cash used	13,882,703	10,861,328	13,571,000
Net cash from/(used by) operating activities	1,427,383	(455,082)	1,463,000
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment	3,727,644	51,627	3,073,000
Purchase of intangibles	-	45,980	-
Total cash used	3,727,644	97,607	3,073,000
Net cash (used by) investing activities	(3,727,644)	(97,607)	(3,073,000)
FINANCING ACTIVITIES			
Cash received			
Contributed equity - Departmental capital budget	2,636,000	954,000	2,136,000
Total cash received	2,636,000	954,000	2,136,000
Cash used			
Principle payments of lease liabilities	335,495	400,100	526,000
Total cash used	335,495	400,100	526,000
Net cash (used by) financing activities	2,300,505	553,900	1,610,000
Net increase/(decrease) in cash held¹	244	1,211	-
Cash and cash equivalents at the beginning of the reporting period	80,211	79,000	79,000
Cash and cash equivalents at the end of the reporting period	80,455	80,211	79,000

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

1. The minimal net increase in cash held is due to excess cash balances being returned to the Official Public Account at 30 June 2024.



NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

Overview

PSR conducts its activities on behalf of the Government to meet one outcome:
A reduction of the risks to patients and costs to the Australian Government of inappropriate practice, including through investigating health services claimed under the Medicare and Pharmaceutical Benefits Schemes.

The continued existence of the entity in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for PSR's administration and programs.

The Basis of Preparation

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

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 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 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 Australian Accounting Standards

Three amending standards (AASB 2021-1, AASB 2022-10 and AASB 2023-3) were adopted earlier than the application date as stated in the standards (as outlined below). These amending standards have been adopted for the 2023-24 reporting period.

The following amending standards were issued prior to the signing of the statement by the accountable authority and chief financial officer, were applicable to the current reporting period and did not have a material effect on PSR's financial statements.

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2021-1 <i>Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current</i>	AASB 2021-1 amends AASB 101 to require disclosure of liabilities as non-current if settlement of the liability can be deferred for at least 12 months. PSR assessed its accounting policy disclosure. No material changes were made to the amounts reported or accounting policies disclosed as a result of these amendments.
AASB 2022-10 <i>Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-For-Profit Public Sector Entities</i>	AASB 2022-10 amends AASB 13 to provide implementation advice and relevant illustrative examples for fair value measurements of non-financial assets of not-for-profit public sector entities not held primarily for their ability to generate cash inflows.
AASB 2023-3 <i>Amendments to Australian Accounting Standards – Disclosure of Non-current Liabilities with Covenants: Tier 2</i>	AASB 2023-3 Amendments relate to clarification of standard and disclosure changes.

Taxation

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

Events After the Reporting Period

In July 2024, proceedings from an application for judicial review before the Federal Court of Australia were dismissed. Costs of \$29,500 were awarded to PSR and are expected to be paid in full before 30 June 2025.

Breach of Section 83 of the Constitution

There have been no known breaches of Section 83 of the Constitution for the reporting period.



BUDGET VARIANCES COMMENTARY

for the year ended 30 June 2024

The following provides an explanation of major variances between the Original Budget as published in the 2023-24 Portfolio Budget Statements, and the final financial outcome as presented in accordance with Australian accounting standards.

Major variances are those relevant to an analysis of the performance of Professional Services Review and not focused merely on numerical differences between budgeted numbers and actual outcomes.

Explanations of major variances	Variance to budget		Affected line items
	\$'m	%	
<p><i>The "Private Health Insurance - building the sustainability of the sector and improving affordability for patients" budget measure was pending legislative decisions regarding PSR's role in reviewing possible inappropriate practices around hospital certifications. As a result, the anticipated increase in possible case referrals and committee activity was not realised (\$1.669 million). This is offset by decisions awarded in favour of practitioners under review not budgeted for \$0.546 million.</i></p>	1.123	14%	<p><u>Statement of Comprehensive Income</u> Suppliers <u>Statement of Financial Position</u> Trade and other receivables</p>
<p>Rendering of services were higher than budget and represent costs awarded in favour of PSR for litigation cases before the Federal Court.</p>	0.260	100%	<p><u>Statement of Comprehensive Income</u> Rendering of services <u>Statement of Financial Position</u> Trade and other receivables</p>



BUDGET VARIANCES COMMENTARY (continued)

for the year ended 30 June 2024

Explanations of major variances	Variance to budget		Affected line items
	\$'m	%	
PSR's original budget assumed capital costs for the delayed cloud transition project which is operational in nature.			<u>Statement of Financial Position</u> Intangibles
	0.464	91%	
During 2023-24, PSR undertook a full revaluation of its assets, resulting in an increase to their value.			<u>Statement of Comprehensive Income</u> Gains -Reversal of writedowns and impairment, Depreciation and amortisation <u>Statement of Financial Position</u> Buildings, Plant and Equipment, Equity - Asset revaluation reserve
	0.074	100%	
In January 2024, PSR relocated to new premises at 6 Brindabella Circuit, Canberra Airport resulting in establishing a new lease and fitout, and unwinding and de-recognising makegood on the previous premises.			<u>Statement of Comprehensive Income</u> Gains - Reversal of writedowns and impairment, Finance costs, Depreciation and amortisation <u>Statement of Financial Position</u> Buildings, Plant and Equipment, Equity - Departmental Capital Budget
	0.094	100%	
An additional s51 withholding of departmental appropriation was effected to supplement the capital fitout costs for the new premises.			<u>Statement of Financial Position</u> Buildings, Plant and Equipment, Equity - Departmental Capital Budget
	0.500	100%	



1. Departmental Financial Performance

This section analyses the financial performance of PSR for the year ended 30 June 2024

1.1: Expenses

	2024	2023
	\$	\$
1.1A: Employee benefits		
Wages and salaries	4,335,247	3,471,045
Superannuation		
Defined contribution plans	625,030	475,641
Defined benefit plans	112,665	105,190
Leave and other entitlements	694,017	550,193
Total employee benefits	5,766,959	4,602,069

Accounting Policy

Accounting policies for employee related expenses are presented in Note 4 People and relationships.

1.1B: Suppliers

Goods and services supplied or rendered

Case related expenses	1,380,587	863,127
Legal expenses	1,282,709	1,354,330
Contractor expenses	1,066,148	861,803
Case fees	971,840	854,085
Consultant fees	621,531	791,329
Information technology and communications	603,490	348,538
Property, equipment and office costs	177,120	174,739
Staff related costs	201,978	160,894
Audit services	113,073	262,080
Other expenses	102,103	41,812
Total goods and services supplied or rendered	6,520,579	5,712,737

Other suppliers

Workers compensation expenses	94,865	75,699
Short-term leases	14,953	21,163
Total other suppliers	109,818	96,862
Total suppliers	6,630,397	5,809,599

PSR has short term lease commitments of \$14,953 as at 30 June 2024 (2023: \$21,163).

1. Departmental Financial Performance

This section analyses the financial performance of PSR for the year ended 30 June 2024

1.1: Expenses

Accounting Policy

Short-term leases and leases of low value assets

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

	2024	2023
	\$	\$
1.1C: Finance costs		
Interest on lease liabilities	108,198	10,783
Unwinding of discount	7,861	9,034
Total finance costs	116,059	19,817

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Losses on disposal of assets

Disposal of property, plant and equipment	512	2,878
Disposal of computer software	-	310
Total losses on disposal of assets	512	3,188



1. Departmental Financial Performance

This section analyses the financial performance of PSR for the year ended 30 June 2024

1.2: Income

	2024	2023
Own-Source Revenue	\$	\$
<u>1.2A: Rendering of services</u>		
Settlement from litigation	<u>259,584</u>	<u>219,760</u>
Total rendering of services	<u>259,584</u>	<u>219,760</u>
Disaggregation of rendering of services		
Major service line:		
Regulatory services	<u>259,584</u>	<u>219,760</u>
	<u>259,584</u>	<u>219,760</u>
Type of party to litigation:		
Non-government entities and individuals	<u>259,584</u>	<u>219,760</u>
	<u>259,584</u>	<u>219,760</u>
Timing of transfer of services:		
Over time	<u>80,785</u>	-
Point in time	<u>178,799</u>	<u>219,760</u>
	<u>259,584</u>	<u>219,760</u>

Accounting Policy

Revenue is mainly derived from settlements from litigation with non-government entities at a point in time. Revenue is recognised when a judgment is made on an order of costs.

The revenue is recognised when:

- the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
- the probable economic benefits associated with the transaction will flow to PSR, usually after an exchange of letters.



1. Departmental Financial Performance

This section analyses the financial performance of PSR for the year ended 30 June 2024

1.2: Income

1.2B: Other revenue

Resources received free of charge	55,500	43,000
Total other revenue	55,500	43,000

Accounting Policy

Resources received free of charge

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

Resources received free of charge are recorded as either revenue or gains depending on their nature.

Gains

1.2C: Reversals of impairments

Revaluation increments	93,710	-
Total reversals of previous impairments	93,710	-

1.2D: Other gains

Insurance refunds received and other	-	2,685
Refunds received and other	2,794	-
Total other gains	2,794	2,685



2. Departmental Financial Position

This section analyses PSR's assets used to conduct its operations and the operating liabilities incurred as a result

2.1: Financial Assets

	Notes	2024 \$	2023 \$
2.1A: Trade and other receivables			
Appropriations receivable		11,616,197	12,266,163
Trade receivables	5.2A	183,298	59,264
GST		37,089	56,679
Other		221,118	19,828
Total trade and other receivables (gross)		12,057,702	12,401,934

Trade receivables refer to settlements from practitioners under review entering into instalment plans.

Other refers to leave entitlement transfers.

Accounting Policy

In accordance with AASB 9 *Financial Instruments*, receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment loss allowance. Collectability of debts is reviewed at the end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

Impairment of Financial Assets

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

Cash and Cash Equivalents

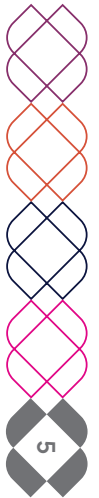
Cash is recognised at its nominal amount. Cash and cash equivalents is entirely comprised of demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value.

2. Departmental Financial Position

This section analyses PSR's assets used to conduct its operations and the operating liabilities incurred as a result

2.2: Non-Financial Assets**2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles**

	Buildings \$	Plant & equipment \$	Computer software \$	Total \$
As at 1 July 2023				
Gross book value	1,779,792	509,046	690,812	2,979,650
Accumulated depreciation, amortisation and impairment	(1,395,394)	(313,653)	(543,507)	(2,252,554)
Net book value as at 1 July 2023	384,398	195,393	147,306	727,097
Additions				
Purchase and Internally developed	3,239,030	523,193	-	3,762,223
Revaluations and impairments recognised in other comprehensive income	39,577	36,511	-	76,088
Right-of-use assets	3,217,917	-	-	3,217,917
Depreciation and amortisation	(369,597)	(205,151)	(99,911)	(674,659)
Depreciation on right-of-use assets	(614,413)	-	-	(614,413)
Disposals	-	(512)	-	(512)
Total as at 30 June 2024	5,896,912	549,434	47,395	6,493,741
Total as at 30 June 2024 represented by:				
Gross book value	7,896,150	856,445	656,838	9,409,433
Accumulated depreciation, amortisation and impairment	(1,999,238)	(307,011)	(609,443)	(2,915,692)
Total as at 30 June 2024	5,896,912	549,434	47,395	6,493,741
Carrying amount of right-of-use assets	2,821,902	-	-	2,821,902



2.2: Non-Financial Assets

2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Intangibles

Carrying amount of right-of-use assets

The carrying amounts of leasehold improvements in the buildings class of \$3,075,010 (2023: \$166,000) and plant and equipment of \$549,434 (2023: \$195,393) were included in the valuation.

No other property, plant and equipment, or intangible assets are expected to be sold or disposed of within the next 12 months.

The total of depreciation and amortisation for the year is \$1,289,072 (2023: \$732,285).

Revaluations of non-financial assets and intangible assets

All revaluations were conducted in accordance with the revaluation policy stated at Note 2.2A. At 30 June 2024, an independent valuer conducted the revaluation of plant and equipment and leasehold improvements. Plant and equipment (largely notebook computers) were valued using the market approach as a deep secondary market was identified, while, computer software and buildings applied the cost approach to the valuation and assessed fair value by the depreciated replacement cost methodology.

Contractual commitments for the acquisition of property, plant, equipment and intangible assets

PSR has no significant contractual commitments for the acquisition of leasehold improvements, plant and equipment, and intangible assets as at 30 June 2024

(30 June 2023: nil).



**2.2A: Non-Financial Assets (continued)****Accounting Policy**Acquisition of Assets

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

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

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than the thresholds listed below for each asset class, which are expensed in the year of acquisition.

Asset Class	Recognition Threshold
Property, plant and equipment	\$2,500
Purchased software	\$5,000
Internally developed software	\$5,000
Leasehold Improvements	\$5,000

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by PSR where there exists an obligation to restore the property to its original condition. These costs are included in the value of PSR's leasehold improvements with a corresponding provision for the 'make good' recognised.

Revaluations

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

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

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



2.2A: Non-Financial Assets (continued)

Depreciation

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

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

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

	2024	2023
Leasehold improvements	Lease term	Lease term
Plant and equipment	3 to 10 years	3 to 10 years

Impairment

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

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

Derecognition

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

Intangibles

PSR's intangibles comprise of purchased and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of PSR's software are 4 to 10 years (2023: 4 to 10 years).

All software assets were assessed for indications of impairment as at 30 June 2024.

Accounting Judgements and Estimates

The fair value of leasehold improvements is taken to be the depreciated replacement cost as determined by an independent valuer. Make good was determined by taking into consideration the lease term, consumer price index, and the Australian Government Bond rate.



2. Departmental Financial Position

This section analyses PSR's assets used to conduct its operations and the operating liabilities incurred as a result

2.2B: Non-Financial Assets

	2024	2023
	\$	\$
Note 2.2B: Other non-financial assets		
Prepayments	<u>276,954</u>	<u>125,174</u>
Total other non-financial assets	<u>276,954</u>	<u>125,174</u>

No indicators of impairment were found for other non-financial assets.



2. Departmental Financial Position

This section analyses PSR's assets used to conduct its operations and the operating liabilities incurred as a result

2.3: Payables

	2024	2023
	\$	\$
2.3A: Suppliers		
Trade creditors and accruals	<u>332,419</u>	591,706
Total suppliers	<u>332,419</u>	<u>591,706</u>

Settlement is made within 20 days.

2.3B: Other payables

Wages and salaries	140,899	100,191
Superannuation	21,786	16,073
Other	139,837	1,368
FBT Payable	<u>732</u>	-
Total other payables	<u>303,254</u>	<u>117,632</u>

Settlement is made within 30 days. Other refers to leave entitlement transfers.

2.4: Interest Bearing Liabilities

2.4A: Interest bearing liabilities

Leases liabilities	<u>3,071,020</u>	190,971
Total interest bearing liabilities	<u>3,071,020</u>	<u>190,971</u>

Total cash outflow for leases for the year was \$543,515 (2023: \$400,100).

Maturity analysis - contractual undiscounted cash flows

Within 1 year	132,221	190,971
Between 1 to 5 years	2,349,486	-
More than 5 years	<u>721,534</u>	-
Total leases	<u>3,203,241</u>	<u>190,971</u>



2.4: Interest Bearing Liabilities

PSR in its capacity as lessee has leasing arrangements for premises and car parking at Canberra Airport. In January 2024, PSR vacated its long standing premises at 20 Brindabella Circuit and relocated to 6 South Brindabella Circuit at Canberra Airport. During 2023-24, PSR held two leases with an overlapping period during building fitout and makegood works. The new lease commenced on 1 September 2023 for 7 years. PSR was in a rent free period for the new lease until 31 January 2024.

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

Accounting Policy

For all new contracts entered into, PSR considers whether the contract is, or contains a lease under AASB 16 *Leases*. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the entity's incremental borrowing rate.

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



2. Departmental Financial Position

This section analyses PSR's assets used to conduct its operations and the operating liabilities incurred as a result

2.5: Provisions

	2024	2023
	\$	\$
2.5A: Provision for restoration obligations		
Make good obligation	<u>198,555</u>	<u>130,000</u>
Total provision for restoration obligations	<u>198,555</u>	<u>130,000</u>

	Provision for restoration
	\$
Carrying amount 1 July 2023	130,000
Amount used	(42,774)
Amounts reversed	(89,292)
Finance cost - unwinding discount	7,861
Additional provisions made	192,760
Closing balance 2024	198,555

At 30 June 2024, PSR engaged an independent asset valuation of leasehold improvements which resulted in an increase to the makegood provision.

During the year, PSR concluded its lease arrangement at 20 Brindabella Circuit with the balance of the make good reversed. A new makegood provision was recognised for PSR's new premises.

3. Funding

This section identifies PSR's funding structure

3.1: Appropriations

3.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2024

	Annual Appropriation ¹ \$	Adjustment to appropriation ² \$	Total appropriation \$	Appropriation applied in 2024 (current and prior years) \$	Variance ³ \$
Departmental					
Ordinary annual services	13,705,000	305,059	14,010,059	(13,226,562)	783,497
Departmental capital budget ⁴	2,636,000	-	2,636,000	(3,569,464)	(933,464)
Total departmental	16,341,000	305,059	16,646,059	(16,796,026)	(149,967)

1. In 2023-24, PSR received \$15,841,000 under Appropriation Act (No. 1). The total departmental shown above of \$16,341,000 represents appropriation before the application of amounts withheld under section 51. Refer footnote 4.

2. Adjustment to appropriation includes PGPA Act section 74 receipts.

3. The variance between appropriation applied and the total appropriation for the 2023-24 financial year in Departmental relates to timing differences associated with payment of suppliers. The funding for the "*Private Health Insurance - building the sustainability of the sector and improving affordability for patients*" measure (\$1,422,000) is delayed in associated case referrals and committee activity during the year. PSR met its settlement costs for judgements awarded in favour of a practitioner under review as well as additional costs associated with the office fitout.

4. In 2023-24, PSR received \$2,636,000 in capital funding which includes \$500,000 under Appropriation Act (No. 3). The capital budget was overdrawn due to entering into a new lease and completion of a new office fit out during 2023-24. Payments made on non-financial assets include expenditure on assets which have been capitalised. In 2024, an amount of \$500,000 was withheld under section 51 from departmental appropriations for this purpose (2023: nil).





3. Funding

This section identifies PSR's funding structure

3.1: Appropriations

3.1A: Annual appropriations ('recoverable GST exclusive')

Annual Appropriations for 2023

	Annual Appropriation ¹ \$	Adjustment to appropriation ² \$	Total appropriation \$	Appropriation applied in 2023 (current and prior years) \$	Variance ³ \$
DEPARTMENTAL					
Ordinary annual services	13,588,000	669,795	14,257,795	(11,525,935)	2,731,860
Departmental capital budget ⁴	954,000	-	954,000	(101,847)	852,153
Total departmental	14,542,000	669,795	15,211,795	(11,627,782)	3,584,013

1. In 2022-23, PSR received \$13,588,000 comprised of Supply Act (No. 1) - \$5,886,000, and Supply Act (No. 3) - \$7,702,000.

2. Adjustment to appropriation includes PGPA Act section 74 receipts.

3. Departmental appropriations were under drawn by \$2,731,860. The variance was due to delayed expenditure on the "Private Health Insurance - building the sustainability of the sector and improving affordability for patients" measure (\$1,494,000). The number of case referrals and committee activity during the year were also lower than expected and contributed to this variance.

4. In 2022-23, PSR received \$954,000 in capital funding under Supply Act (No. 1) \$398,000, and Supply Act (No. 3) \$556,000. The capital budget was underdrawn due to ongoing lease negotiations and delayed commencement of the office fit out. Payments made on non-financial assets include expenditure on assets which have been capitalised.



3. Funding

This section identifies PSR's funding structure

3.1: Appropriations (continued)

3.1B: Unspent annual appropriations

	2024	2023
	\$	\$
Departmental		
Appropriation Act (No. 1) 2023-24	11,544,660	-
Appropriation Act (No. 3) 2023-24	71,537	-
Supply Act (No. 1) 2022-23	-	3,957,162
Supply Act (No. 3) 2022-23	-	8,258,000
Appropriation Act (No. 1) 2021-22	-	51,001
Cash balance	80,455	80,211
Total	11,696,652	12,346,374

The cash balance represents unspent departmental appropriation Act (No.1). Unspent departmental appropriation also includes a departmental capital budget of \$71,537 (2023: \$1,005,001).

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 entity gains control of the appropriation. Appropriations receivable are recognised at their nominal amounts.



3. Funding

This section identifies PSR's funding structure

3.2: Net Cash Appropriation Arrangements

3.2A: Net cash appropriation arrangements

	2024	2023
	\$	\$
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	(112,368)	2,807,293
Plus: depreciation/amortisation of assets funded through	674,659	360,560
Plus: depreciation of right-of-use assets ²	614,413	371,725
Less: lease principal repayments ²	(335,495)	(400,100)
Net Cash Operating Surplus/ (Deficit)	841,209	3,139,478

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

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



4. People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

4.1: Employee Provisions

	2024	2023
	\$	\$
4.1A: Employee provisions		
Leave	<u>1,390,993</u>	<u>1,215,128</u>
Total employee provisions	<u>1,390,993</u>	<u>1,215,128</u>

Accounting Policy

Employee benefits

Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and termination benefits expected within twelve months of the end of the reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability.

Other long-term employee benefits are measured as the net total of the present value of the defined benefit obligation at the end of the reporting period.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of PSR is estimated to be less than the annual entitlement for sick leave.

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



4.1: Employee Provisions

Accounting Policy (continued)

Separation and Redundancy

Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

PSR's staff are members of the the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other nominated accumulation plans.

The PSS is a defined benefit scheme for the Australian Government. The PSSap and other plans are a defined contribution scheme.

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

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

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

Accounting Judgements and Estimates

The liability for long service leave has been determined by reference to the shorthand model provided by Department of Finance as per the FRR and RMG 125 *Commonwealth Entities Financial Statements Guide* . The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

4. People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

4.2: Key Management Personnel Remuneration

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

	2024	2023
	\$	\$
Short-term employee benefits	729,675	1,214,450
Post-employment benefits	71,620	152,223
Other long-term employee benefits	45,186	46,478
Total key management personnel remuneration expenses¹	846,480	1,413,151

The total number of key management personnel included in the above table represents 3 individuals (2023:6). During the reporting period, 2 of the 3 individuals were on acting arrangements. In 2023-24, following a review of organisation and workforce design, PSR restructured and created roles to better align to meet its ongoing corporate and statutory responsibilities.

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



4. People and relationships

This section describes a range of employment and post employment benefits provided to our people and our relationships with other key people.

4.3: Related Party Disclosures

Related party relationships:

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

Transactions with related parties:

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

The following transactions with related parties occurred during the financial year:

The entity transacts with other Australian Government controlled entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the payment of workers compensation and insurance premiums. These are not considered individually significant to warrant separate disclosure as related party transactions (2023: nil).

Refer to Note 4.1 Employee Provisions for details on superannuation arrangements with the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) and other nominated plans.

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 to be separately disclosed (2023: nil).



5. Managing uncertainties

This section analyses how PSR manages financial risks within its operating environment

5.1: Contingent Assets and Liabilities

Quantifiable Contingencies

At 30 June 2024, PSR had one quantifiable contingent asset arising from a legal settlement for \$29,500 (2023: nil). The amount is based on a signed undertaking by the person under review on 3 July 2024.

Unquantifiable Contingencies

PSR is currently involved in litigation cases before the Federal Court in which some cases have resulted in costs awarded for PSR and others partly for and partly against PSR, but none of these have yet been finalised. PSR has been advised by its solicitors that the amounts cannot be reliably estimated. No further disclosure has been made on the grounds that it can be expected to seriously prejudice the outcome of the litigation (2023: nil).

Accounting Policy

In accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*, contingent liabilities and assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.



5. Managing uncertainties

This section analyses how PSR manages financial risks within its operating environment

5.2: Financial Instruments

	2024	2023
	\$	\$
<u>5.2A: Categories of Financial Instruments</u>		
Financial assets at amortised cost		
Cash and cash equivalents	80,455	80,211
Trade and other receivables	<u>183,298</u>	<u>59,264</u>
Total financial assets at amortised cost	<u>263,753</u>	<u>139,475</u>
Financial Liabilities		
Financial liabilities measured at amortised cost		
Payables - Suppliers	<u>332,419</u>	<u>591,706</u>
Total financial liabilities measured at amortised cost	<u>332,419</u>	<u>591,706</u>



5. Managing uncertainties

This section analyses how PSR manages financial risks within its operating environment

5.2: Financial Instruments (continued)

Accounting Policy

Financial Assets

In accordance with AASB 9 *Financial Instruments*, PSR classifies its financial assets as financial assets measured at amortised cost.

The classification depends on both PSR's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when PSR becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial Assets at Amortised Cost

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

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

Amortised cost is determined using the effective interest method.

Effective Interest Method

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

Impairment of Financial Assets

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

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

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



5.2: Financial Instruments (continued)

Accounting Policy (continued)

Financial Liabilities

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

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

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

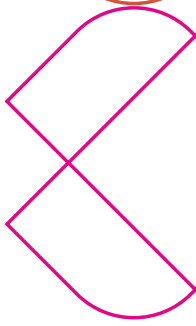
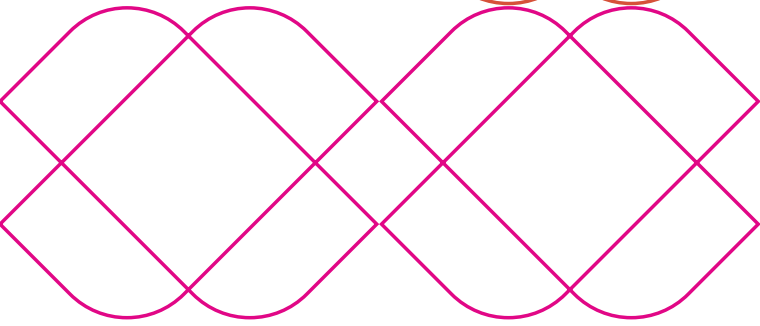
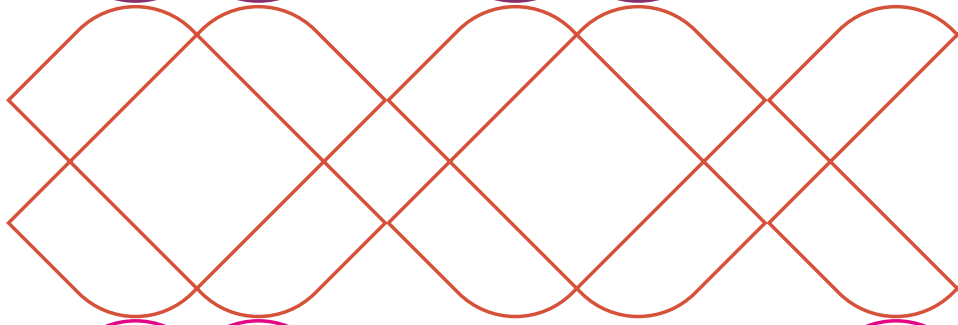
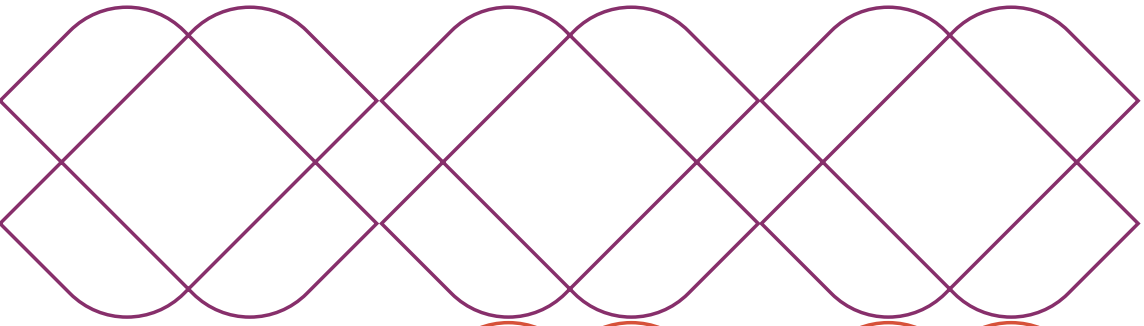


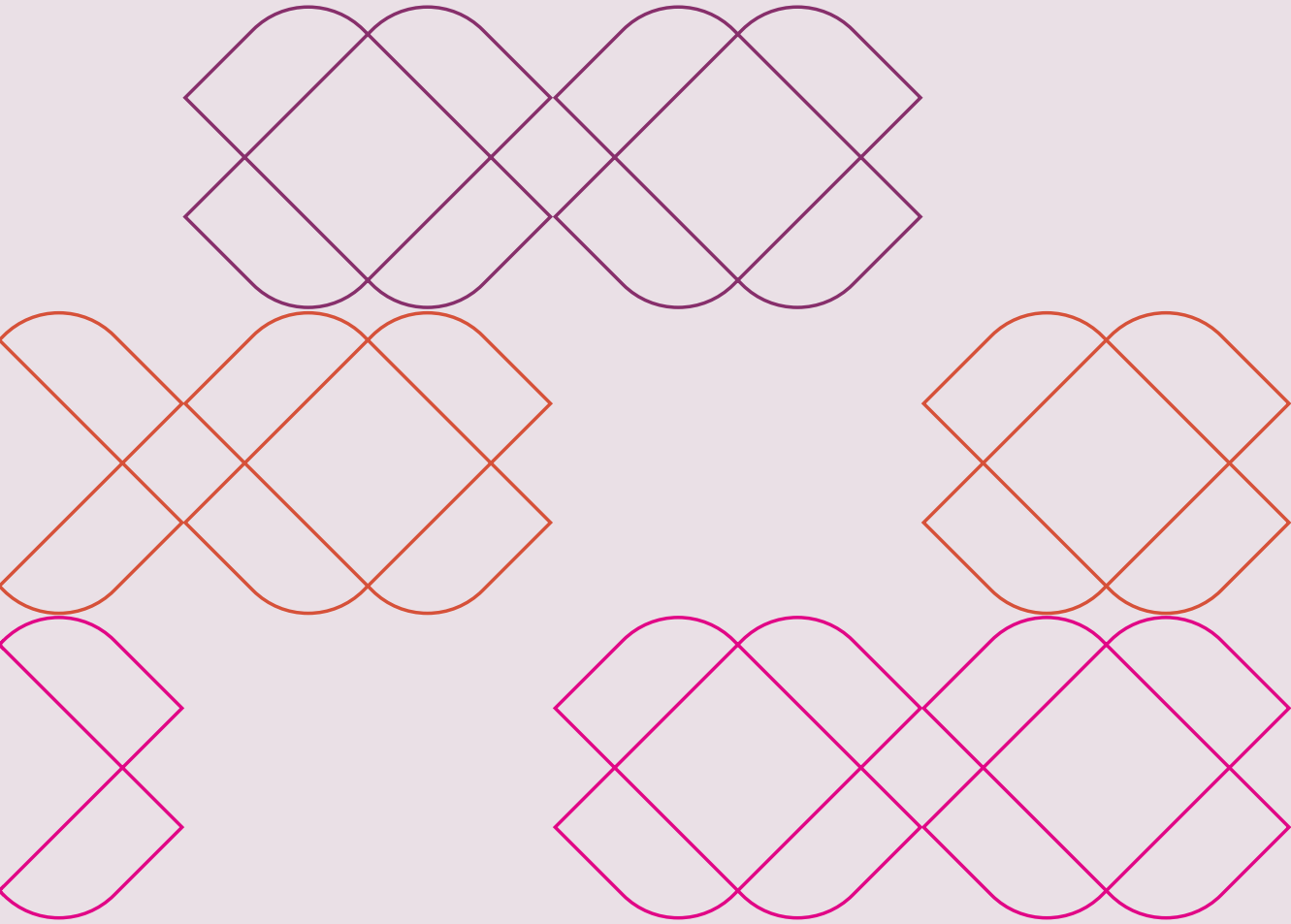
6. Other information

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

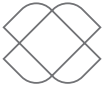
6.1A: Current/non-current distinction for assets and liabilities

	2024	2023
	\$	\$
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	80,455	80,211
Trade and other receivables	11,893,903	12,391,434
Buildings	-	384,398
Other non-financial assets	215,134	120,212
Total no more than 12 months	<u>12,189,492</u>	<u>12,976,255</u>
More than 12 months		
Trade and other receivables	163,799	10,500
Buildings	5,896,912	-
Plant and equipment	549,434	195,393
Computer software	47,395	147,306
Other non-financial assets	61,820	4,962
Total more than 12 months	<u>6,719,360</u>	<u>358,161</u>
Total assets	<u>18,908,852</u>	<u>13,334,416</u>
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	332,419	591,706
Other payables	302,522	117,632
Leases	382,446	190,971
Employee provisions	295,496	255,894
FBT Payable	732	-
Provision for restoration obligations	-	130,000
Total no more than 12 months	<u>1,313,615</u>	<u>1,286,203</u>
More than 12 months		
Leases	2,688,574	-
Employee provisions	1,095,497	959,234
Provision for restoration obligations	198,555	-
Total more than 12 months	<u>3,982,626</u>	<u>959,234</u>
Total liabilities	<u>5,296,241</u>	<u>2,245,437</u>





Appendices and resources



Appendix 1

Entity resource statement and expense by outcome

Entity resource statements

Table 17.
Entity resource statement 2023–24

	Current available appropriation (a) (\$'000)	Payments made (b) (\$'000)	Balance remaining (a-b) (\$'000)
Departmental			
Annual appropriations – ordinary annual services ^a	16,646	4,949	11,679
Prior year appropriations available – ordinary annual services	11,847	11,847	-
Total resourcing and payments	28,493	16,796	11,697

Note a: Appropriation Act (No.1) 2023–2024, Appropriation Act (No.3) 2023–2024, prior-year departmental appropriation, and retained revenue receipts under section 74 of the Public Governance, Performance and Accountability Act 2013 (PGPA Act).



Expenses by outcome

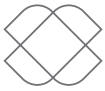
Table 18.
Summary of total expenses for Outcome 1, 2023–24

Resource	Budget ^a 2023–24 (\$'000)	Actual expenses 2023–24 (\$'000)	Variation (\$'000)
Outcome 1: a reduction of the risks to patients and costs to the Australian Government of inappropriate practice, including through investigating health services claimed under the Medicare and Pharmaceutical Benefits scheme			
Program 1.1: Safeguarding the Integrity of the Medicare Program and Pharmaceutical Benefits Scheme			
Departmental expenses			
Departmental appropriation ^b	12,679	12,032	647
Section 74 external revenue	-	305	(305)
Expenses not requiring appropriation in the budget year ^c	1,449	1,466	(17)
Total for Program 1.1	14,128	13,803	325
Total for Outcome 1	14,128	13,803	325
		2023–24	2022–23
Average staffing level (number)		38	33

Note a: Full-year budget, including any subsequent adjustment made to the Budget 2023–24.

Note b: Departmental appropriation combines 'Ordinary annual services (Supply Bill (No.1) and Appropriation Act (No.1)' and 'Revenue from independent sources (section 74 of the PGPA Act)'.

Note c: Expenses not requiring appropriation in the budget year are made up of depreciation expenses, amortisation expenses, and principal payments on lease liabilities.



Appendix 2 Statutory appointments

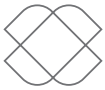
Table 19 reflects all statutory appointment holders to the Professional Services Review on 30 June 2024.

Table 19.
Statutory appointment holders to the PSR at 30 June 2024

Name	Latest Appointment	Expires	Type
Dr Sarah Mahoney	11 May 2024	10 July 2024	Acting Director, PSR
Professor Walter Abhayaratna	30 May 2022	30 May 2027	Panel
Mr Greg Aldridge	20 June 2023	30 May 2027	Panel
Ms Katerina Angelopoulos	1 July 2022	30 June 2025	Determining Authority
Associate Professor Mark Arnold	30 May 2022	30 May 2027	Panel
Dr Amanda Badam	30 May 2022	30 May 2027	Panel
Dr Caroline Badam	1 April 2024	30 May 2027	Panel
Dr Mariam Bahemia	30 May 2022	30 May 2027	Panel
Dr Robert Bailey	30 May 2022	30 May 2027	Panel
Professor Peter Barlis	1 April 2024	30 May 2027	Panel
Dr Annette Barratt	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Sara Booth-Mason	1 April 2024	30 May 2027	Panel
Dr Robert Niell Boustred	10 February 2023	30 May 2027	Panel
Dr Roland Brand	30 May 2022	30 May 2027	Panel – Deputy Director
Associate Professor Charles Brooker	10 February 2023	30 May 2027	Panel



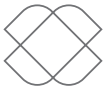
Name	Latest Appointment	Expires	Type
Associate Professor Andrew Brooks	16 March 2021	28 February 2026	Panel
Dr Kathryn Brotchie	30 May 2022	30 May 2027	Panel
Dr Stephen Brough	16 March 2021	28 February 2026	Panel
Professor Simon Carney	10 February 2023	30 May 2027	Panel
Mr Scott Charlton	1 June 2022	30 May 2027	Determining Authority
Professor Celia Chen	13 May 2021	28 February 2026	Panel
Dr Peter Cheung	30 May 2022	30 May 2027	Panel
Dr Eleanor Chew	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Helen Chriss	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Antonio Cocchiaro	30 May 2022	30 May 2027	Panel
Dr Sarah Coll	10 February 2023	30 May 2027	Panel
Dr Rodney Cooter	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Heather Coventry	30 May 2022	30 May 2027	Panel
Dr Simon Cowap	30 May 2022	30 May 2027	Panel
Dr Marcela Cox	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Dianne Crellin	30 May 2022	28 May 2027	Panel – Deputy Director
Dr Marjorie Cross	30 May 2022	30 May 2027	Panel – Deputy Director
Dr David Curnow	20 August 2021	28 February 2026	Panel
Dr Thomas Daly	29 August 2023	30 May 2027	Panel
Dr Maurizio Damiani	10 February 2023	30 May 2027	Panel
Dr Nicholas Demediuk	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Antonio Di Dio	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Thomas Douch	30 May 2022	30 May 2027	Panel



Name	Latest Appointment	Expires	Type
Ms Jane Duffy	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Stephen Dunn	30 May 2022	30 May 2027	Panel
Professor John Dunne	30 May 2022	30 May 2027	Panel
Ms Marijke Eastaugh	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Stewart Einfeld	1 April 2024	30 May 2027	Panel
Dr Renee Eslick	29 August 2023	30 May 2027	Panel
Mrs Esther Euripidou	30 May 2022	30 May 2027	Panel
Dr Timothy Flanagan	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Karen Flegg	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Karen Flegg	1 July 2022	30 June 2027	Determining Authority
Dr Gert Frahm-Jensen	18 March 2024	30 May 2027	Panel
Professor Peter Friedland	10 February 2023	30 May 2027	Panel
Dr Elizabeth Gallagher	18 March 2024	30 May 2027	Panel
Dr Howard Galloway	30 May 2022	30 May 2027	Panel
Dr Stuart Game	30 May 2022	30 May 2027	Panel
Mrs Karen Garner-Hamilton	1 March 2022	28 February 2027	Determining Authority
Mrs Karen Garner-Hamilton	30 May 2022	30 May 2026	Panel
Dr Allison Garvin	30 May 2022	30 May 2027	Panel
Associate Professor Kurt Gebauer	1 April 2024	30 May 2027	Panel
Professor John Gibson	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Andrew Gikas	20 August 2021	28 February 2026	Panel
Professor Gerard Gill	30 May 2022	30 May 2027	Panel
Dr Nicole Goh	30 May 2022	30 May 2027	Panel



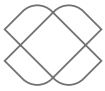
Name	Latest Appointment	Expires	Type
Professor Stuart Grieve	30 May 2022	30 May 2027	Panel
Professor John Grigg	30 May 2022	30 May 2027	Panel
Professor John Gullotta	30 May 2022	30 May 2027	Panel
Dr Peter Habersberger	1 April 2024	30 May 2027	Panel
Mr Simon Hanna	20 June 2023	30 May 2027	Panel
Dr Kerry Harris	30 May 2022	30 May 2027	Panel
Dr Peter Heathcote	16 March 2021	28 February 2026	Panel – Deputy Director
Professor William Heddle	1 April 2024	30 May 2027	Panel
Professor Charlotte Hespe	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Cathryn Hester	29 August 2023	30 May 2027	Panel
Professor Kian Yong Ho	1 April 2024	30 May 2027	Panel
Dr Alan Hodgson	30 May 2022	30 May 2027	Panel
Dr Rebekah Hoffman	30 May 2022	30 May 2027	Panel
Dr Charles Howse	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Arnagretta Hunter	29 August 2023	30 May 2027	Panel
Dr Michael Hurley	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Elspeth Hutton	16 March 2021	28 February 2026	Panel
Associate Professor Aniello Iannuzzi	1 July 2022	30 June 2025	Determining Authority – Chair
Ms Deborah Inge	20 June 2023	30 May 2027	Panel
Dr Gerard Ingham	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Sugantha Jagadeesan	30 May 2022	30 May 2027	Panel
Dr Komalita Jaiswal	30 May 2022	30 May 2027	Panel
Ms Nikki Johnston	20 August 2021	28 February 2026	Panel



Name	Latest Appointment	Expires	Type
Dr Fiona Joske	1 April 2024	30 May 2027	Panel
Associate Professor Rajeev Jyoti	30 May 2022	30 May 2027	Panel
Dr Glynn Kelly	30 May 2022	30 May 2027	Panel
Dr Jennifer Kendrick	30 May 2022	30 May 2027	Panel – Deputy Director
Professor Allan Kermode	16 March 2021	28 February 2026	Panel – Deputy Director
Mr John Kilmartin	1 July 2022	30 June 2027	Determining Authority
Dr Errol Kilov	20 August 2021	28 February 2026	Panel
Dr Heather Knox	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Andrew Lawrence	1 March 2022	28 February 2027	Determining Authority
Dr Andrew Lawrence	30 May 2022	30 May 2027	Panel
Dr Alan Leeb	10 February 2023	30 May 2027	Panel – Deputy Director
Associate Professor Jonathan Levy	10 February 2023	30 May 2027	Panel
Associate Professor Alistair Lochhead	10 February 2023	30 May 2027	Panel
Dr Robert Lodge	29 August 2023	30 May 2027	Panel
Dr Peter Lorenz	30 May 2022	30 May 2027	Panel
Dr Shiau Tween Low	10 February 2023	30 May 2027	Panel
Dr Timothy Lowry	18 March 2024	30 May 2027	Panel
Mr Stuart Macfarlane	1 July 2022	30 June 2027	Determining Authority
Mr Stuart Macfarlane	30 May 2022	30 May 2027	Panel
Dr Gavin Mackie	30 May 2022	30 May 2027	Panel
Dr Peter Maguire	30 May 2022	30 May 2027	Panel
Dr Lawrence Malisano	1 April 2024	30 May 2027	Panel



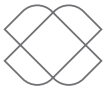
Name	Latest Appointment	Expires	Type
Dr Linda Mann	30 May 2022	30 May 2027	Panel
Ms Donna Mansell	1 June 2022	30 May 2027	Determining Authority
Ms Donna Mansell	30 May 2022	30 May 2027	Panel
Dr Mona Marabani	1 April 2024	30 May 2027	Panel
Dr Geoff Markov	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Susan McDonald	1 July 2022	30 June 2027	Determining Authority
Dr Nerissa McDonald	18 March 2024	30 May 2027	Panel
Dr Mark McEwan	30 May 2022	30 May 2027	Panel
Dr Cathy McGuckin	1 April 2024	30 May 2027	Panel
Dr Rodney McMahon	30 May 2022	30 May 2027	Panel – Deputy Director
Ms Teall McQueen	20 June 2023	30 May 2027	Panel
Dr Caroline Melbourne	20 August 2021	28 February 2026	Panel
Dr Robert Menz	1 April 2024	30 May 2027	Panel
Dr Suzanne Miau	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Wayne Minter AM	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Rakesh Mohindra	30 May 2022	30 May 2027	Panel – Deputy Director
Ms Suzanne Morey	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Gregory Morris	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Brian Morton	30 May 2022	30 May 2027	Panel – Deputy Director
Mr Paul Murdoch	1 July 2022	30 June 2027	Determining Authority
Dr Robyn Napier	30 May 2022	30 May 2027	Panel – Deputy Director
Professor Matthew Naughton	30 May 2022	30 May 2027	Panel
Dr Alan Nazha	29 August 2023	30 May 2027	Panel



Name	Latest Appointment	Expires	Type
Dr Susan Neuhaus	18 March 2024	30 May 2027	Panel
Mr Nebojsa Nikolic	20 May 2023	30 May 2027	Panel
Mr Christopher O'Donnell	20 August 2021	28 February 2026	Panel
Dr Cullen O'Gorman	1 April 2024	30 May 2027	Panel
Dr David O'Rourke	10 February 2023	30 May 2027	Panel
Dr Mark Overton	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Emma Palfreyman	30 May 2022	30 May 2027	Panel
Dr Russell Pearson	30 May 2022	30 May 2027	Panel
Associate Professor Neil Peppitt	30 July 2022	1 June 2027	Determining Authority
Associate Professor Neil Peppitt	30 May 2022	30 May 2027	Panel
Dr Angela Pierce	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Alexander Pitman	18 March 2024	30 May 2027	Panel
Dr Suzanna Powell	16 May 2024	30 May 2027	Panel
Professor Julie Quinlivan	10 February 2023	30 May 2027	Panel
Professor Chris Raftery	20 August 2021	28 February 2026	Panel
Dr Anandhi Rangaswamy	18 March 2024	30 May 2027	Panel
Professor Jennifer Reath	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Catherine Reid	30 May 2022	30 May 2027	Panel – Deputy Director
Dr William Renton	16 May 2024	30 May 2027	Panel
Dr David Rivett	30 May 2022	30 May 2027	Panel
Dr Carolyn Ross	1 April 2024	30 May 2027	Panel
Ms Yvonne Rowling	1 July 2022	30 June 2027	Determining Authority
Dr Roberto Russo	29 August 2023	30 May 2027	Panel



Name	Latest Appointment	Expires	Type
Dr William Ryman	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Sudipta Sarker	18 March 2024	30 May 2027	Panel
Dr Jennifer Schafer	10 February 2023	30 May 2027	Panel
Dr Leon Shapero	30 May 2022	30 May 2027	Panel – Deputy Director
Associate Professor Rashmi Sharma	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Mark Sinclair	30 May 2022	30 May 2027	Panel
Dr Kelly Siu Fung Lai	29 August 2023	30 May 2027	Panel
Dr Sarah Skinner	29 August 2023	30 May 2027	Panel
Associate Professor Michael Sladden	30 May 2022	30 May 2027	Panel
Dr Katherine Smartt	30 May 2022	30 May 2027	Panel – Deputy Director
Dr David Smith	1 July 2022	30 June 2025	Determining Authority
Dr Annika Smith	30 May 2022	30 May 2027	Panel
Dr Thomas Snow	30 May 2022	30 May 2027	Panel
Mr David Southgate	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Margaret Stellingwerff	30 May 2022	30 May 2027	Panel – Deputy Director
Mr Damien Stewart	18 March 2024	30 May 2027	Panel
Professor Stephen Stuckey	30 May 2022	30 May 2027	Panel
Mr Jason Tan	30 May 2022	30 May 2027	Panel
Dr Anita Tandon	13 May 2021	28 February 2026	Panel
Dr Murray Taverner	10 February 2023	30 May 2027	Panel
Dr Marietta Taylor	1 June 2022	30 May 2027	Determining Authority
Dr Marietta Taylor	30 May 2022	30 May 2027	Panel
Professor John Thompson	1 April 2024	30 May 2027	Panel

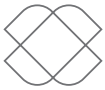


Name	Latest Appointment	Expires	Type
Professor Kenneth Thomson	30 May 2022	30 May 2027	Panel
Associate Professor Susan Tomlinson	1 April 2024	30 May 2027	Panel
Dr Geeta Trehan	30 May 2022	30 May 2027	Panel
Dr Nedra Vanden Driesen	30 May 2022	30 May 2027	Panel – Deputy Director
Associate Professor Francis Varghese	30 May 2022	30 May 2027	Panel
Professor Mauro Vicaretti	29 August 2023	30 May 2027	Panel
Dr Martine Walker	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Ingrid Wangel	30 May 2022	30 May 2027	Panel
Dr Martin Webb	20 August 2021	28 February 2026	Panel
Associate Professor Ann Webber	30 May 2022	30 May 2027	Panel
Dr Colin Whitewood	1 April 2024	30 May 2027	Panel
Associate Professor Richard Widmer	1 April 2024	30 May 2027	Panel
Dr David Wiesenfeld	13 May 2021	28 February 2026	Panel
Associate Professor Helen Wilcox	10 February 2023	30 May 2027	Panel
Dr Morgan Windsor	30 May 2022	30 May 2027	Panel – Deputy Director
Dr Daniel Xu	30 May 2022	30 May 2027	Panel
Associate Professor Brendon Yee	30 May 2022	30 May 2027	Panel
Dr Guan Yeo	30 May 2022	30 May 2027	Panel
Dr Sarah Yong	10 February 2023	30 May 2027	Panel



Glossary

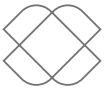
Ahpra	the Australian Health Practitioner Regulation Agency
AMA	Australian Medical Association
APS	Australian Public Service
Committee	a PSR Committee comprising at least three practitioners, which is set up under section 93 of the HIA to investigate inappropriate practice
CDBS	Child dental benefits scheme
Committee member	a member of a PSR Committee, who must be a current Panel member
Deputy Director	a deputy director of PSR appointed under section 85 of the HIA, who can serve as the chair of a Committee
Determining Authority (DA)	the independent statutory body established under the section 106Q of the HIA that can ratify agreements and make determinations
Director	the Director of PSR appointed under section 83 of the HIA
Director's review	the Director's review process as set out in Division 3A of Part VAA of the HIA
Draft determination	the draft document containing the DA's proposed directions as required by section 106T of the HIA
Draft report	the preliminary findings of a Committee following a hearing as required by section 106KD of the HIA
EL	Executive level
Final determination	the final document containing the directions that will apply to a person under review as required by section 106TA of the HIA
Final report	a Committee's findings following consideration of any further submissions by a practitioner in response to a draft report as required by section 106L of the HIA
HIA	the <i>Health Insurance Act 1973</i>
Inappropriate practice	defined in section 82 of the HIA, either as conduct that a Committee of the practitioner's peers could reasonably conclude would be unacceptable to the general body of their profession or specialty; or rendering or initiating services in circumstances constituting a prescribed pattern of services
ICT	Information and communications technology
MBS	Medicare Benefits Scheme



Medicare	the Medicare program administered by Services Australia and the Department
Minister	the Australian Government Minister for Health and Aged Care
Negotiated agreement	written agreement made under section 92 of the HIA
Panel	the PSR Panel established under subsection 84(1) of the HIA, whose members are available for appointment to a Committee
Panel member	a practitioner appointed to the Panel under subsection 84(2) of the HIA
PBS	Pharmaceutical Benefits Scheme
Peers	the members of the PSR Panel who are appointed to represent the general body of their profession or speciality
Person under review (PUR)	practitioner or another person or corporate entity who has been referred to the Director for review of their provision of services
PGPA Act	the <i>Public Governance, Performance and Accountability Act 2013</i>
Practitioner	<p>a health professional who can access the Medicare and Pharmaceutical Benefits schemes, and includes</p> <ul style="list-style-type: none">• Aboriginal and Torres Strait Islander health practitioner• Aboriginal health worker• audiologist• chiropractor• dental practitioner• diabetes educator• dietician• exercise physiologist• medical practitioner• mental health nurse• midwife• nurse practitioner• occupational therapist• optometrist• orthoptist• osteopath• physiotherapist• podiatrist• psychologist• social worker• speech pathologist



Prescribed pattern of services	circumstances in which a medical practitioner renders or initiates: <ul style="list-style-type: none">• 80 or more relevant attendance services on each of 20 or more days in a 12-month period; or• 30 or more relevant phone services on each of 20 or more days in a 12-month period unless exceptional circumstances applied on the relevant days
PSR	Professional Services Review
Ratify	to authorise or approve (a negotiated agreement)
Review period	a period of 12 months no more than two years before the request for review from the Chief Executive Medicare
Sanction	one of a range of directions specified in section 106U of the HIA. These include reprimands, repayments and disqualifications
Services Australia	formerly the Department of Human Services, this agency administers payments relating to Medicare, PBS and CDBS

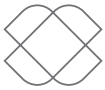


List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AD(g)	Letter of transmittal			
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	i
17AD(h)	Aids to access			
17AJ(a)		Table of contents (print only).	Mandatory	1
17AJ(b)		Alphabetical index (print only).	Mandatory	133–135
17AJ(c)		Glossary of abbreviations and acronyms.	Mandatory	121–123
17AJ(d)		List of requirements.	Mandatory	124–131
17AJ(e)		Details of contact officer.	Mandatory	verso
17AJ(f)		Entity's website address.	Mandatory	verso
17AJ(g)		Electronic address of report.	Mandatory	verso
17AD(a)	Review by accountable authority			
17AD(a)		A review by the accountable authority of the entity.	Mandatory	1–9
17AD(b)	Overview of the entity			
17AE(1)(a)(i)		A description of the role and functions of the entity.	Mandatory	13
17AE(1)(a)(ii)		A description of the organisational structure of the entity.	Mandatory	15
17AE(1)(a)(iii)		A description of the outcomes and programmes administered by the entity.	Mandatory	27
17AE(1)(a)(iv)		A description of the purposes of the entity as included in corporate plan.	Mandatory	14



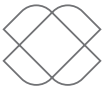
PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AE(1)(aa)(i)		Name of the accountable authority or each member of the accountable authority	Mandatory	14
17AE(1)(aa)(ii)		Position title of the accountable authority or each member of the accountable authority	Mandatory	14
17AE(1)(aa)(iii)		Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory	14
17AE(1)(b)		An outline of the structure of the portfolio of the entity.	Portfolio departments - mandatory	15
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	N/A
17AD(c)	Report on the Performance of the entity			
	Annual performance Statements			
17AD(c)(i); 16F		Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory	17-27
17AD(c)(ii)	Report on Financial Performance			
17AF(1)(a)		A discussion and analysis of the entity's financial performance.	Mandatory	57-67
17AF(1)(b)		A table summarising the total resources and total payments of the entity.	Mandatory	110
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.	N/A



PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AD(d)	Management and Accountability			
Corporate Governance				
17AG(2)(a)		Information on compliance with section 10 (fraud systems)	Mandatory	43
17AG(2)(b)(i)		A certification by accountable authority that fraud risk assessments and fraud control plans have been prepared.	Mandatory	i
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	i
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	i
17AG(2)(c)		An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory	40
17AG(2)(d) – (e)		A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory	40
Audit Committee				
17AG(2A)(a)		A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory	41
17AG(2A)(b)		The name of each member of the entity's audit committee.	Mandatory	41
17AG(2A)(c)		The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory	41
17AG(2A)(d)		Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory	41
17AG(2A)(e)		The remuneration of each member of the entity's audit committee.	Mandatory	42



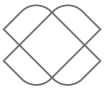
PGPA Rule Reference	Part of Report	Description	Requirement	Page
External Scrutiny				
17AG(3)		Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory	42–43
17AG(3) (a)		Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory	34–37
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	N/A
17AG(3) (c)		Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory	N/A
Management of Human Resources				
17AG(4) (a)		An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory	45
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	47
17AG(4) (b)		Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: • Statistics on staffing classification level; • Statistics on full-time employees; • Statistics on part-time employees; • Statistics on gender; • Statistics on staff location; • Statistics on employees who identify as Indigenous.	Mandatory	48
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	7, 45



PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(4)(c)(i)		Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)©.	Mandatory	46
17AG(4)(c)(ii)		The salary ranges available for APS employees by classification level.	Mandatory	47
17AG(4)(c)(iii)		A description of non-salary benefits provided to employees.	Mandatory	49
17AG(4)(d)(i)		Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory	49
17AG(4)(d)(ii)		Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory	49
17AG(4)(d)(iii)		Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory	49
17AG(4)(d)(iv)		Information on aggregate amount of performance payments.	If applicable, Mandatory	45
Assets Management				
17AG(5)		An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory	60
17AG(6)		An assessment of entity performance against the <i>Commonwealth Procurement Rules</i> .	Mandatory	60
Reportable consultancy contracts				
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	61



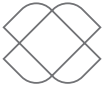
PGPA Rule Reference	Part of Report	Description	Requirement	Page
17AG(7) (b)		A statement that <i>"During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]"</i> .	Mandatory	61
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	60
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	61
Reportable non-consultancy contracts				
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	61
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	61
17AD(daa) Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts				
17AGA		Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory	N/A



PGPA Rule Reference	Part of Report	Description	Requirement	Page
Australian National Audit Office Access Clauses				
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	63
Exempt contracts				
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	63
Small business				
17AG(10) (a)		<i>A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."</i>	Mandatory	63
17AG(10) (b)		An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory	63
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	63



PGPA Rule Reference	Part of Report	Description	Requirement	Page
Financial Statements				
17AD(e)		Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory	69-108
Executive Remuneration				
17AD(da)		Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2-3 of the Rule.	Mandatory	49-50
17AD(f) Other Mandatory Information				
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	63
17AH(1)(a)(ii)		If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory	63
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	N/A
17AH(1)(c)		Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory	54
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	55
17AH(1)(e)		Correction of material errors in previous annual report	If applicable, mandatory	67
17AH(2)		Information required by other legislation	Mandatory	64-66



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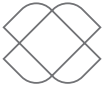
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