

C. Additional information

This section contains additional information required for annual reporting purposes that is not in the main body of this report.

Workforce planning and performance data

QAO takes a strategic planning approach to workforce management, in which we focus on capability and capacity. This section provides data on our workforce.

Workforce numbers at 30 June 2024

Measure	FTE
Total FTE – effective full-time equivalents	198.98

Notes:

- Our effective full-time equivalents (FTE) figure is calculated based on Minimum Obligatory Human Resource Information (MOHRI) measures for public service reporting purposes. It is the total number of permanent employees and temporary employees who are either full-time or part-time. It excludes employment agency or contracted-in resources, and employees seconded-out or on leave without pay for longer than 8 weeks.
- Using MOHRI measures means our FTE includes staff on long-term paid leave. As at 30 June 2024, QAO had 3 staff on long-term paid leave.

During 2023–24, our separation rate for permanent employees was 10.5 per cent (2022–23: 19 per cent). No redundancy, early retirement, or retrenchment packages were paid during the period.

Workforce inclusion and diversity at 30 June 2024

Gender

Gender	Number (Headcount)	Percentage of workforce (Calculated on headcount)
Woman	111	51%
Man	101	49%
Non-binary	<5	0%

Diversity and target group data

Diversity groups	Number (Headcount)	Percentage of workforce (Calculated on headcount)
Women	111	51%
Aboriginal Peoples and Torres Strait Islander peoples	<5	0%
People with disability	8	3.8%
Culturally and Linguistically Diverse – Speak a language at home other than English	40	19.1%

Target group for women in leadership roles

	Women (Headcount)	Women as a percentage of total leadership cohort (Calculated on headcount)
Leaders and Senior Leaders	8	30%
Executive and Chief Executives	2	24%

Further information on how we manage, develop, and support our people is from page 29 of this report.

Public Sector Ethics Act 1994

Though we are independent of the public sector, QAO is a signatory of the whole-of-government public service Code of Conduct 2011, established under the *Public Sector Ethics Act 1994*.

QAO is an integrity body, and ethics are a crucial and deeply ingrained part of all that we do. Our internal policies, procedures, and practices align with ethical principles and values. Our auditors also apply APES 110 *Code of Ethics for Professional Accountants*, as issued by the Accounting Professional and Ethical Standards Board.

Audit and Risk Management Committee membership

Audit and Risk Management Committee 2023–24

Member	Term	Meetings attended	Remuneration paid 2023–24 including indexed inflation*	Remuneration as per appointment letter p.a.*
Ian Rodin (Chair)	Nov 2020– Oct 2026	4	\$21,904	\$18,000
Russell Banham	Nov 2020– Oct 2025	4	\$8,040	\$12,000
Jeff Duthie	Sep 2022– Aug 2025	4	\$11,040	\$12,000

Note: *All amounts exclude GST and do not include reimbursement of out-of-pocket expenses. P.a. – per annum.

Further information on the functions of the Audit and Risk Management Committee is on page 15 of this report.

QAO Audit Quality Sub-Committee

QAO Audit Quality Sub-Committee 2023–24

Member	Term	Meetings attended	Remuneration as per appointment letter p.a.*
Russell Banham (Chair)	Jan 2020–Oct 2025	1	\$5,000
Ian Rodin	Jan 2020–Oct 2026	1	\$4,000
Rajnish Padarath [#]	Jan 2020–Oct 2026	1	-

Note: *All amounts exclude GST and do not include reimbursement of out-of-pocket expenses. P.a. – per annum.

[#]Not paid for this committee due to substantive role with Commonwealth regulatory agencies. In accordance with government policy, staff are not to be provided additional remuneration for sitting on government committees.