

# Statutory Bodies

## Anti-Discrimination Commission Queensland

### Overview

The Anti-Discrimination Commission Queensland (ADCQ) is an independent statutory authority created by the Queensland *Anti-Discrimination Act 1991* (the Act). The Act prohibits discrimination on the basis of a number of attributes across a range of areas of public life. The ADCQ has adopted an integrated approach to ensure alignment of its resources to deliver its core function of promotion of human rights through complaint resolution and determination as well as community education.

In 2008-09 the ADCQ estimated actual full-time equivalent (FTE) positions as at 30 June is 38.1. In 2009-10, ADCQ estimates it will have 38.1 FTEs.

### Review of Performance

#### Recent achievements

- Maintained high rates of settlement of complaints through active management of conciliation processes.
- Trained a range of groups including advocates, community and sporting groups, mining companies, business enterprises and government agencies.
- Lodged formal submissions to a number of reviews and inquiries including:
  - the proposed access to premises standards under the *Disability Discrimination Act 1992*;
  - the Crime and Misconduct Commission's review of police move on powers;
  - the House of Representatives Standing Committee on Legal and Constitutional Affairs "Inquiry into pay equity and associated issues relating to increasing female participation in the workforce"; and
  - the Senate Standing Committee on Legal and Constitutional Affairs "Inquiry into the Effectiveness of the Commonwealth *Sex Discrimination Act 1984* in Eliminating Discrimination and Promoting Gender Equality".
- Reconfigured ADCQ's website to make it more accessible and user friendly for a variety of client groups.
- Purchased a new case management database system.

#### Future developments

- Implement a system for the electronic lodgement of complaints.
- Implement a new case management database system.
- Host the National Human Rights Legal/Conciliation/Education Conference 2009 in Queensland.
- Continue the ADCQ awareness program with particular emphasis on raising awareness of community workers who engage with disadvantaged client groups.
- Develop an information kit to assist respondents to complaints to better understand their rights and obligations under the Act.

# Statements

## Performance Statement

Anti-Discrimination Commission Queensland	Notes	2008-09 Target/Est.	2008-09 Est. Actual	2009-10 Target/Est.
No. of complaint enquiry advices provided		4,700	4,750	4,700
No. of policy advices/submissions		40	44	40
No. of training sessions provided	1	300	325	310
No. of training hours delivered	1	1,000	850	810
No. of people trained	1	6,000	4,800	4,600
No. of publications distributed		30,000	35,000	30,000
No. of community consultations and delegations:				
- South East Queensland		200	195	200
- rural, regional and remote Queensland	2	120	160	120
No. of Tribunal matters finalised by public hearing		20	25	20
No. (and percentage) of enquiries resolved or referred on first contact		2,800 (60%)	2,850 (60%)	2,800 (60%)
No. (and percentage) of accepted complaints resolved by conciliation	3	275 (55%)	290 (65%)	275 (55%)
No. (and percentage) of accepted complaints finalised within the Commission	4	375 (75%)	490 (85%)	375 (75%)
No. (and percentage) of clients satisfied with complaint handling service measured via client survey	5	425 (85%)	310 (89%)	400 (85%)
No. (and percentage) of clients satisfied with training sessions measured via client survey		2,000 (90%)	2,000 (90%)	2,000 (90%)
No. (and percentage) of accepted complaints referred to the Tribunal	6	125 (25%)	50 (15%)	50 (15%)
No. (and percentage) of accepted complaints referred to the Tribunal that are resolved prior to public hearing	6	160 (80%)	40 (65%)	40 (80%)
No. (and percentage) of complaints where the time from receipt to assessment notification is:				
- within 14 days	7	230 (30%)	130 (20%)	150 (20%)
- within 28 days	7	310 (40%)	220 (30%)	275 (35%)
- over 28 days	7	230 (30%)	350 (50%)	345 (45%)

Anti-Discrimination Commission Queensland	Notes	2008-09 Target/Est.	2008-09 Est. Actual	2009-10 Target/Est.
No. (and percentage) of complaints where time from acceptance notice to conciliation conference is:				
- within 28 days		50 (10%)	40 (10%)	40 (10%)
- within 42 days		300 (60%)	230 (60%)	230 (60%)
- over 42 days		150 (30%)	115 (30%)	115 (30%)
No. (and percentage) of complaints where time from acceptance notice to complaint being closed is:				
- within three months		300 (60%)	250 (65%)	230 (60%)
- within six months		100 (20%)	80 (20%)	80 (20%)
- within nine months		50 (10%)	20 (5%)	40 (10%)
- within 12 months		25 (5%)	15 (5%)	20 (5%)
- over 12 months		25 (5%)	20 (5%)	20 (5%)
Tribunal decisions released within eight months of hearing		85%	65%	80%
<b>State Contribution (\$'000)</b>	8	<b>5,084</b>	<b>5,541</b>	<b>4,962</b>
<b>Other Revenue (\$'000)</b>		<b>260</b>	<b>282</b>	<b>230</b>
<b>Total Cost (\$'000)</b>		<b>5,344</b>	<b>5,823</b>	<b>5,192</b>

Notes:

1. In 2008-09 there has been an increase in demand for smaller group intensive "Train the Trainer" sessions and for shorter courses. This demand has been met by extra sessions. This successful approach will continue in 2009-10, although a slight decrease in demand for training is expected as those who have been trained by ADCQ can deliver training in their own workplaces.
2. Increase in 2008-09 mainly relates to the Cairns area where additional emphasis was placed on community visits.
3. Increase in complaints resolved reflects the continuing emphasis on settlement through conciliation.
4. Increase in complaints finalised reflects the continuing high rates of settlement through conciliation.
5. Satisfaction levels with complaint handling service remain very high, although there has been a decrease in return of paper evaluation forms. In 2009-10 the ADCQ will provide an alternative electronic evaluation form.
6. Decrease in complaints referred reflects the continuing high number of complaints finalised in the commission through settlement.
7. Increased scrutiny in assessing whether complaints come within the Act has required that parties provide additional information to the ADCQ before the complaint can be accurately assessed with consequent delays in final assessment. ADCQ expect to continue this rigorous approach to the assessment of complaints.
8. Increase in estimated actual funding for 2008-09 is due to the provision of additional funding for the co-location of ADCQ with other agencies and the transfer, to revenue, of funds originally provided as Equity Injection for the development of a Case Management System. Co-location costs for fitout were higher than originally estimated. The mix of capital and recurrent costs for the Case Management System were revised. Decrease in state contribution during 2009-10 mainly relates to finalisation of the co-location of ADCQ with other agencies into new CBD premises and implementation of the Case Management System.

## Income Statement

Anti-Discrimination Commission Queensland	Notes	2008-09 Budget \$'000	2008-09 Est. Act. \$'000	2009-10 Estimate \$'000
<b>Income</b>				
User charges		180	156	161
Grants and other contributions	1,4,7	5,084	5,541	4,962
Other revenue		80	126	69
Gains on sale/revaluation of property, plant and equipment and investments		..	..	..
<b>Total income</b>		<b>5,344</b>	<b>5,823</b>	<b>5,192</b>
<b>Expenses</b>				
Employee expenses		3,160	3,285	3,423
Supplies and services	2,5,7	2,143	1,901	1,568
Grants and subsidies		..	..	..
Depreciation and amortisation	6,8	30	58	183
Finance/borrowing costs		..	..	..
Other expenses		11	18	18
Losses on sale/revaluation of property, plant and equipment and investments		..	..	..
<b>Total expenses</b>		<b>5,344</b>	<b>5,262</b>	<b>5,192</b>
<b>OPERATING SURPLUS/DEFICIT)</b>	3	..	<b>561</b>	..

## Statement of Changes in Equity

Anti-Discrimination Commission Queensland	Notes	2008-09 Budget \$'000	2008-09 Est. Act. \$'000	2009-10 Estimate \$'000
Net effect of the changes in accounting policies and prior year adjustments		..	..	..
Increase/(decrease) in asset revaluation reserve		..	..	..
Net amount of all revenue and expense adjustments direct to equity not disclosed above		..	..	..
<b>Net income recognised directly in equity</b>		..	..	..
Surplus/(deficit) for the period	9,12	..	561	..
<b>Total recognised income and expense for the period</b>		..	<b>561</b>	..
Equity injection/(withdrawal)	10,11	386	261	..
Equity adjustments (MoG transfers)		..	..	..
<b>Total movement in equity for period</b>		<b>386</b>	<b>822</b>	..

## Balance Sheet

Anti-Discrimination Commission Queensland	Notes	2008-09 Budget \$'000	2008-09 Est. Act. \$'000	2009-10 Estimate \$'000
<b>CURRENT ASSETS</b>				
Cash assets		959	873	936
Receivables		54	79	79
Other financial assets		..	..	..
Inventories		79	66	66
Other		16	20	20
Non-financial assets held for sale		..	..	..
<b>Total current assets</b>		<b>1,108</b>	<b>1,038</b>	<b>1,101</b>
<b>NON-CURRENT ASSETS</b>				
Receivables		..	..	..
Other financial assets		..	..	..
Property, plant and equipment	13,16	69	1,627	1,500
Intangibles	14,17	386	261	235
Other		..	..	..
<b>Total non-current assets</b>		<b>455</b>	<b>1,888</b>	<b>1,735</b>
<b>TOTAL ASSETS</b>		<b>1,563</b>	<b>2,926</b>	<b>2,836</b>
<b>CURRENT LIABILITIES</b>				
Payables		80	63	63
Employee benefits obligations		287	239	239
Interest-bearing liabilities and derivatives		..	..	..
Provisions		..	..	..
Other	13,16	..	99	99
<b>Total current liabilities</b>		<b>367</b>	<b>401</b>	<b>401</b>
<b>NON-CURRENT LIABILITIES</b>				
Payables		..	785	695
Employee benefits obligations		10	68	68
Interest-bearing liabilities and derivatives		..	..	..
Provisions		..	..	..
Other	13,16	..	..	..
<b>Total non-current liabilities</b>		<b>10</b>	<b>853</b>	<b>763</b>
<b>TOTAL LIABILITIES</b>		<b>377</b>	<b>1,254</b>	<b>1,164</b>
<b>NET ASSETS (LIABILITIES)</b>		<b>1,186</b>	<b>1,672</b>	<b>1,672</b>
<b>EQUITY</b>				
Capital/contributed equity	15,18	541	416	416
Retained surplus/(Accumulated deficit)	13,16	645	1,256	1,256
Reserves:				
- Asset revaluation reserve		..	..	..
- Other (specify)		..	..	..
<b>TOTAL EQUITY</b>		<b>1,186</b>	<b>1,672</b>	<b>1,672</b>

## Cash Flow Statement

Anti-Discrimination Commission Queensland	Notes	2008-09 Budget \$'000	2008-09 Est. Act. \$'000	2009-10 Estimate \$'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>Inflows:</b>				
User charges		180	156	161
Grants and other contributions	19,22,24	5,084	5,541	4,962
Other		80	126	69
<b>Outflows:</b>				
Employee costs		(3,160)	(3,285)	(3,423)
Supplies and services	19,22,24	(2,143)	(1,901)	(1,568)
Grants and subsidies		..	..	..
Borrowing costs		..	..	..
Liabilities – increase/(decrease)		..	..	..
Other	20,25	(11)	857	(108)
<b>Net cash provided by/(used in) operating activities</b>		<b>30</b>	<b>1,494</b>	<b>93</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
<b>Inflows:</b>				
Sales of property, plant and equipment		..	..	..
Investments redeemed		..	..	..
Loans and advances redeemed		..	..	..
<b>Outflows:</b>				
Payments for property, plant and equipment and intangibles	20,23,25	(432)	(1,918)	(30)
Payments for investments		..	..	..
Loans and advances made		..	..	..
<b>Net cash provided by/(used in) investing activities</b>		<b>(432)</b>	<b>(1,918)</b>	<b>(30)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
<b>Inflows:</b>				
Borrowings		..	..	..
Equity injections	21,23,25	386	261	..
<b>Outflows:</b>				
Borrowing redemptions		..	..	..
Finance lease payments		..	..	..
Equity withdrawals		..	..	..
<b>Net cash provided by/(used in) financing activities</b>		<b>386</b>	<b>261</b>	<b>..</b>
<b>Net increase/(decrease) in cash held</b>		<b>(16)</b>	<b>(163)</b>	<b>63</b>
<b>Cash at the beginning of financial year</b>		<b>975</b>	<b>1,036</b>	<b>873</b>
Cash transfers from restructure		..	..	..
<b>Cash at the end of financial year</b>		<b>959</b>	<b>873</b>	<b>936</b>

# Explanation of Variances in the Financial Statements

## Anti-Discrimination Commission Queensland

### Income Statement

Major variations between 2008-09 Budget and 2008-09 Estimated Actual include:

1. Increase is mainly due to the provision of additional funding for fitout costs associated with the move to new premises and for the recurrent costs of implementing the Case Management System.
2. Decrease mainly relates to the use of funds, originally provided in expectation of higher lease costs, for the creation of fitout assets at the new premises. These costs were capitalised on the Balance Sheet rather than being expensed on the Income Statement.
3. Increase results from the use of funds to create fitout assets at the new premises.

Major variations between 2008-09 Budget and 2009-10 Estimate include:

4. Decrease mainly due to reduced funding requirements following the finalisation of the move to new premises.
5. Decrease mainly relates to finalisation of expenditure on one-off costs related to the relocation to new premises.
6. Increase mainly relates to higher depreciation costs associated with assets created during the fitout of new premises and the amortisation of software costs relating to the creation of the Case Management System.

Major variations between 2008-09 Estimated Actual and the 2009-10 Estimate include:

7. Decreases mainly due to reduced funding requirements relating to the move to new premises. The move has been completed.
8. Increase mainly relates to higher depreciation costs associated with assets created during the fitout of new premises and the amortisation of software costs relating to the creation of the Case Management System.

### Statement of Changes in Equity

Major variations between 2008-09 Budget and 2008-09 Estimated Actual include:

9. Increase results from the use of funds to create fitout assets at the new premises.
10. Decrease due to the transfer of funds originally provided as equity injection to meet the recurrent costs of implementing the Case Management System.

Major variations between 2008-09 Budget and 2009-10 Estimate include:

11. Decrease due to completion of the Case Management System.

Major variations between 2008-09 Estimated Actual and the 2009-10 Estimate include:

12. Decrease due to finalisation of the move to new premises.

### Balance Sheet

Major variations between 2008-09 Budget and 2008-09 Estimated Actual include:

13. Increases mainly relate to the creation of fitout assets at the new premises. The fitout process involved recognition of a lease incentive liability for the component of the fitout paid for by the building owner.
14. Decrease due to the capital costs for the Case Management System being lower than initially estimated. The distribution of the budget between capital and recurrent was subsequently amended.
15. Decrease due to the transfer of funds originally provided as equity injection to meet the recurrent costs of implementing the Case Management System.

Major variations between 2008-09 Budget and 2009-10 Estimate include:

16. Increases mainly relate to the creation of fitout assets at the new premises. The fitout process involved recognition of a lease incentive liability for the component of the fitout paid for by the building owner.
17. Decrease due to the capital costs for the Case Management System being lower than initially estimated. The distribution of the budget between capital and recurrent was subsequently amended.
18. Decrease due to the transfer of funds originally provided as equity injection to meet the recurrent costs of implementing the Case Management System.

### Statement of Cash Flows

Major variations between 2008-09 Budget and 2008-09 Estimated Actual include:

19. Increase is mainly due to the provision of additional funding for fitout costs associated with the move to new premises and the transfer of funds originally provided as equity injection to meet the recurrent costs of implementing the Case Management System.
20. Increase is mainly due to the provision of additional funding for fitout costs associated with the move to new premises.
21. Decrease due to the transfer of funds originally provided as equity injection to meet the recurrent costs of implementing the Case Management System.

Major variations between 2008-09 Budget and 2009-10 Estimate include:

22. Decreases mainly due to reduced funding requirements relating to the move to new premises. The move has been completed.
23. Decrease mainly due to finalising the implementation of the Case Management System.

Major variations between 2008-09 Estimated Actual and the 2009-10 Estimate include:

24. Decreases mainly due to reduced funding requirements relating to the move to new premises. The move has been completed.
25. Decrease due to finalisation of the move to new premises and completion of the Case Management System.