Australian Institute of Health and Welfare

The Australian Institute of Health and Welfare (AIHW) is a Commonwealth statutory authority providing high-quality, independent evidence on health and welfare in Australia for over 30 years. Our data, products and services enhance the delivery of health and welfare for Australians by enabling other organisations to design, review and improve their policies and services through the better use of reliable evidence.

Board Chair        Chief Executive Officer
Mrs Louise Markus  Mr Barry Sandison

Our vision: Stronger evidence, better decisions, improved health and welfare.

About this report

This report describes our performance from 1 July 2018 to 30 June 2019 in accord with objectives outlined in our Corporate Plan 2018–19 to 2021–22 and measures in the 2018–19 Health Portfolio Budget Statements.

It outlines what the AIHW has undertaken in 2018–19, presents financial statements, discusses our staffing profile and identifies plans to meet the challenges in the year ahead.

Cover design

The cover design incorporates AIHW branding. To illustrate our vision for stronger evidence, better decisions and improved health and welfare, the image on the front cover depicts an angular bar positioned in an upwards trajectory, representing the range of health and welfare topics we publish in charts and graphs. At the top of the bar, the image of an angular square represents a data point which is typically included in charts and graphs.

A range of icons have been embedded in the angular bar and square, each representing our data collections involving populations groups such as: adult males and females, children, babies, youth and people with disability. It also includes some of the topics covered in our products such as: housing, obesity, cardiovascular disease, exercise and diet which are accessible online.

The back cover shows a data point containing the same icons displayed on the front cover. It also presents our logo—the acronym of our name—assembled with a data point in each character.

Our branding elements have been used throughout the report.

Our history

1984  Australian Institute of Health created within the Commonwealth Department of Health
1987  Australian Institute of Health established by legislation as an independent Commonwealth statutory authority
1988  First edition of Australia's health
1992  Welfare functions added and name changed to the Australian Institute of Health and Welfare
1993  First edition of Australia's welfare
2001  Ethics Committee enabled in the AIHW Act
2012  Accredited as an Integrating Authority to undertake linkage of sensitive Commonwealth data
2016  Took over reporting of the Performance and Accountability Framework following the closure of the National Health Performance Authority
2018  AIHW Act amended to enhance the composition of the Board and streamline operations

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Published by the Australian Institute of Health and Welfare.
## 2018–19 highlights

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Staff</th>
<th>Data collections</th>
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</thead>
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<tr>
<td>$78.0 million</td>
<td>498</td>
<td>&gt;150</td>
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<table>
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<th>Products released</th>
<th>Data linkage activities</th>
<th>Custom data requests</th>
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<td>181</td>
<td>72</td>
<td>208</td>
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<table>
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<th>Media mentions</th>
<th>Web hits</th>
<th>Twitter followers</th>
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<tbody>
<tr>
<td>6,167</td>
<td>4.1 million</td>
<td>18,200</td>
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</table>
Letter of transmittal

The Hon. Greg Hunt, MP
Minister for Health
Parliament House
CANBERRA ACT 2600

Dear Minister

On behalf of the Board of the Australian Institute of Health and Welfare (AIHW), I am pleased to present the AIHW's annual report for 2018–19. This report was approved by the Board on 26 September 2019.

This report has been prepared in accordance with section 46 of the Public Governance, Performance and Accountability Act 2013, the Public Governance, Performance and Accountability Rule 2014 and other relevant legislation. The report includes the AIHW's audited financial statements and annual performance statements for 2018–19.

I am satisfied that the AIHW has, in accordance with section 10 of the Public Governance, Performance and Accountability Rule 2014, prepared fraud risk assessments and a fraud control plan and has appropriate fraud prevention, detection, investigation, reporting and data collection mechanisms to meet the specific needs of the AIHW.

Yours sincerely

Louise Markus
Chair
26 September 2019
Chair’s report

On behalf of the AIHW Board, I am pleased to present the AIHW's annual report for 2018–19. The major achievements made by the AIHW are highlighted in this report. This annual report demonstrates that the AIHW is continuing to increase the value it delivers to the Australian Government and the Australian Community.

Over the past 32 years, the AIHW has fostered and established many strategic and trusted partnerships across the health and welfare sectors. In collaboration with these partners, the AIHW has continued to develop and capture the data required to inform national policy and health and welfare priorities. This work supports good policymaking, research and the information needs of the broader community.

Amendments to the Australian Institute of Health and Welfare Act 1987 came into effect in November 2018. The most significant change saw the representative-based structure of the AIHW Board replaced with membership comprising a collective mix of skills and experience from a range of different fields.

The amendments also created the position of Deputy Chair. I welcome the appointment of long-term board member Dr Erin Lalor to this role.

The board continued its journey to review and refine its Risk Management Framework (RMF). The board worked with the Risk, Audit and Finance Committee (RAFC) and senior executives to update the RMF and develop a new Strategic Risk Profile (SRP). Unsurprisingly, cybersecurity and general data security are central to the maintenance of trust. The board will pay particular attention to the investment needs of the AIHW in this area.

The updated RMF and SRP will be implemented in 2019–20.

It is pleasing to see strong growth in our budget appropriation and external revenue. This demonstrates the value of the AIHW's significant contribution to the evidence base of Australia's health and welfare.

I would like to thank Mr David Conry, Ms Caroline Edwards, Mr Andrew Goodsall, Ms Luise McCulloch and Ms Marissa Veld, who finished their terms as board members, for their valuable contributions.

I am proud to see the achievements of our Chief Executive Officer (CEO), Mr Barry Sandison and his senior team who are ably supported by our talented staff. I want to particularly mention their passion and commitment across the AIHW which the board has observed. It is an honour to be the Chair of Australia’s leading agency for authoritative information and statistics on health and welfare.

In 2019–20, the board will continue to focus on the dynamic environment in which the AIHW operates. The board will also provide appropriate oversight and guidance to enable the AIHW to be innovative in meeting the growing demands for information and data products and services.

The board is excited about the AIHW's future, as it leads the way in a rapidly evolving health and welfare data landscape.

Louise Markus
AIHW Board Chair
CEO’s report

2018–19 was a year that combined the continued delivery of our well regarded products and services with a growing role in advising on data related activities and developing new strategic assets. Our Vision for Stronger Evidence and our five strategic goals have maintained their relevance and guided our priorities. Importantly, with growing concerns over cybersecurity and data protection, privacy and strong governance have remained central to our work. The AIHW acknowledges that the data assets we manage contain large amounts of personal and sensitive data and we maintain rigorous controls to determine access to, and the release of, this information.

While the rising demand for our services and products reflect positively on the AIHW brand, these opportunities come with increased challenges and risks.

The Australian Public Service (APS) cap on staffing levels has led to a significant increase in the use of contract staff, almost 31% of active staff at the end of June 2019. The flexibilities that come with use of contractors also provide some challenges in terms of retaining corporate memory and capabilities.

There is increasing demand for up-to-date information that is easily accessible, available in real time and integrated at national, state and territory, and local levels. There is also growing interest in data being presented in more flexible, user-friendly and interactive formats. In addition there is a need for data at geographical levels to support service planning and delivery information requirements.

In 2018–19 we continued our transformation from publishing traditional reports to more dynamic and interactive products and enhanced geospatial reporting, without compromising our rigorous standards of privacy and confidentiality.

Our operations

It was an eventful year for the AIHW in 2018–19. Our enabling legislation, the AIHW Act, was amended to improve our governance and operational efficiency. This was the first significant change to this legislation since the addition of the welfare functions in 1992.

We re-aligned our work units with existing and emerging work streams to foster greater collaboration across the AIHW and meet the needs of our stakeholders. This restructure included the establishment of a new Data Governance Group with a new unit to focus on My Health Record (MHR) data governance and the secondary use of MHR data. We also established a second data linkage unit to help meet the demand for data linking services.

Our staff continued to be engaged with the work of the AIHW. I was pleased that we had an 89% response rate for the APS Census and the extremely strong results compared very favourably with other APS agencies.

The high level of support for our purpose and the degree of willingness to ‘buy in’ to what we do, are a huge part of our organisational culture and what will continue to make us a high-performing organisation. This is also reflected in the large numbers of high quality applicants for vacancies at both the APS and executive level positions.
2018–19 highlights

Key achievements in 2018–19 included:

- establishment of the first version of the National Integrated Health Services Information Analysis Asset (NIHSI AA) to enable reporting on patient journeys through the health and aged care sectors
- an updated burden of disease suite of products that included analysis of the burden attributable to risk factors, burden for population groups and risk factor burden for socioeconomic groups
- the first Profile of Australia’s veterans to understand the factors that influence veterans’ health and welfare
- national consultations with stakeholders to inform the development of an enduring National Primary Health Care Data Asset
- a series of innovative longitudinal reports that analysed the use of homelessness services and inaugural release of regional data on the use of homelessness services
- playing a key role in the development of a proposed data improvement plan for the National Agreement on Housing and Homelessness Agreement
- drafting 10-year plans for improved data and information for both mental health and palliative care
- high level involvement in the Royal Commission into Aged Care Quality and Safety which drew heavily on data published on our GEN—Aged Care Data website
- further gains in working with Centrelink data, which are crucial to understand outcomes, particularly for vulnerable population groups
- publishing of a report on opioid harm authored with the Canadian Institute for Health Information (CIHI)

The 2019 federal election involved a significant focus on health and some of the debate was informed by our data and products. This use of our data assets demonstrated the independent role played by the AIHW and the high level of trust in the reliability of our data.

Acknowledgments

The success of the AIHW is the result of contributions and efforts of many people including:

- Australian and state and territory governments, non-government organisations, professional bodies and academics who participated on our advisory committees, provided subject matter expertise and reviewed our products
- our Board Chair, Mrs Louise Markus, as well as current and former members of the AIHW Board for their strategic guidance
- the senior executive and staff of the AIHW who have continued to show their commitment to improving the health and welfare of Australians through better evidence.
Looking ahead

In 2019–20 we will publish our biennial flagship reports on Australia’s health and Australia’s welfare. We will also launch a completely revised and updated Metadata Online Registry (METeOR).

Both the Prime Minister and Minister for Health have placed a high priority on mental health and suicide prevention. The AIHW received funding in the 2019–20 budget to create a new national suicide information system. In addition, funding has been provided to establish an Indigenous Mental Health and Suicide Prevention Clearinghouse.

We will play a significant role in reporting under the new Council of Australian Governments (COAG) National Health Agreement, through the ongoing development of the Australian Health Performance Framework (AHPF). During 2019–20 the AIHW will also lead the development of a National Health Information Strategy.

We are developing a Secure Remote Access Environment—a cloud-based researcher analytics environment built on the University of New South Wales's ERICA researcher platform.

To achieve our goals for 2019–20, we will continue to build on the relationships with our partners in health, housing and community services across Australia to maintain our role as a major national agency for information and statistics.

Barry Sandison
AIHW CEO
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About the AIHW

Our enabling legislation

The AIHW was established in 1987 by the *Australian Institute of Health Act 1987*. Welfare functions were added in 1992 and our legislation was renamed the *Australian Institute of Health and Welfare Act 1987* (AIHW Act).

Our functions

Our functions are set out in section 5 of the AIHW Act. The role of the AIHW is to:

• collect and produce, and coordinate and assist the collection and production of, health- and welfare-related information and statistics
• conduct and promote research into Australians' health and their health services
• develop specialised standards and classifications for health, health services and welfare services
• publish reports on its work
• make recommendations to the Minister on prevention and treatment of diseases and improvement and promotion of the health awareness of Australians
• provide researchers with access to health- and welfare-related information and statistics, subject to confidentiality provisions.

Our vision

To create authoritative and accessible information and statistics that inform decisions and improve the health and welfare of all Australians.

Our purpose

Our work provides governments, key stakeholders and the broader Australian community with valuable evidence and insights about key issues affecting the health and welfare of Australia’s population.

Our strategic goals

We continued to apply and strengthen our capabilities to be: leaders in health and welfare data; drivers of data improvements; expert sources of value-added analysis; champions for open and accessible data and information; and trusted strategic partners.

1. **Leaders in health and welfare data**

We will engage nationally and internationally with authorities in our domain to develop, promote and deliver quality standards, systems and processes for collecting, curating and linking health and welfare data.

2. **Drivers of data improvements**

We will build on our trusted status to identify and respond to gaps and opportunities in multisource health and welfare data holdings. We will support our partners to develop and capture the data required to inform national priorities.

3. **Expert sources of value-added analysis**

We will harness and enhance our capabilities in the health and welfare domains to turn data and information into knowledge and intelligence. We will translate this evidence to provide insight into patterns, trends and outcomes, including how these compare across organisations, regions and internationally.
Champions for open and accessible data and information

We will leverage emerging technology and enhance our products and services in order to provide data and information tailored to diverse access, timeliness and quality requirements. We will support our partners in making their data accessible while protecting privacy.

Trusted strategic partners

We will foster strategic partnerships and engage collaboratively with stakeholders to deliver program-specific expertise and enable others to achieve their strategic goals. More information about our capabilities is available at www.aihw.gov.au.

Overview of governance

The AIHW is a corporate Commonwealth entity under the Public Governance, Performance and Accountability Act 2013 (PGPA Act) and is a body corporate with separate legal entity from the Commonwealth.

A 12-member board, chaired by Mrs Louise Markus, is the accountable authority of the AIHW. The AIHW Board sets our strategic directions and is responsible for fulfilling its functions under the AIHW Act.

The AIHW Act and the Australian Institute of Health and Welfare (Ethics Committee) Regulations 2018 establishes our Ethics Committee and sets out its functions and membership (see Chapter 4 Our governance).

Our values

In pursuing our vision, we draw on our independence and our expertise in health and welfare to strive for excellence in all we do. We also uphold the APS values.

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<th>R</th>
<th>E</th>
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</thead>
<tbody>
<tr>
<td>Impartial</td>
<td>Committed to service</td>
<td>Accountable</td>
<td>Respectful</td>
<td>Ethical</td>
</tr>
<tr>
<td>We are apolitical and provide the Government with advice that is frank, honest, timely and based on the best available evidence.</td>
<td>We are professional, objective, innovative and efficient, and work collaboratively to achieve the best results for the Australian community and the Government.</td>
<td>We are open and accountable to the Australian community under the law and within the framework of Ministerial responsibility.</td>
<td>We respect all people, including their rights and their heritage.</td>
<td>We demonstrate leadership, are trustworthy, and act with integrity, in all that we do.</td>
</tr>
</tbody>
</table>

Portfolio and ministerial oversight

The AIHW is part of the Health portfolio. We are accountable to the Australian Parliament through the Minister for Health, the Hon. Greg Hunt MP. We provide the Minister our corporate plan, annual report and other relevant information as required by the PGPA Act.

The Minister for Health, and other relevant ministers in the Australian Government and state and territory governments, have embargoed access to our products prior to public release (see Chapter 3 Our relationships).
Our people
At 30 June 2019, the AIHW had 498 staff (permanent and temporary) based in Canberra and Sydney (see Chapter 5 Our people).

Our strategic priorities for 2018–19
Our Corporate Plan 2018–19 to 2021–22 and the 2018–19 Health Portfolio Budget Statements set out the key strategic priorities and activities we strived to achieve.
Our performance against each measure is presented in this report (see Chapter 1 Our performance).

Financial
The AIHW's total revenue for 2018–19 was $78.0 million. We are funded through a combination of an appropriation from the Australian Parliament ($33.3 million), revenue from fee-for-service work ($44.7 million) and interest from cash balances ($2.0 million). State and territory government funding contributed $6.2 million of the fee-for-service work. We reported an operating loss of $239,000 (see Chapter 1 Our performance and the financial statements at Appendix 5).

Our operating environment
We publish extensive policy-relevant health and welfare information to assist policymakers, health care, housing and community service providers, researchers, and all levels of government (see Chapter 2 Our products and services). We develop, maintain and promote statistical information standards for the health, community services and housing assistance sectors.
Accurate statistical information, comprehensive data development and high quality analyses support an increased understanding of health and welfare issues. Our work creates an evidence base to drive changes in policy and service delivery, which has a direct impact on the lives of Australians. There is also interest in the generation of integrated information, obtainable through data linkage and other data analytic techniques (see Chapter 2 Our products and services). The creation of expanded data sets improves our understanding of client or patient journeys and population outcomes.

Data assets
Our health and welfare data assets are substantial and includes more than 150 data sets. These essential statistical assets cover fields as diverse as housing assistance, homelessness, perinatal health, disability, cancer, hospitals and hospital activity, alcohol and other drugs, and mortality.
We operate as the access point for the sharing of Medicare Benefits Scheme (MBS) and Pharmaceutical Benefits Scheme (PBS) data for linkage projects and the provision of access to Centrelink data sets.

Our stakeholders
Our stakeholders are important to us as groups to which we are accountable, who fund us, and to whom we target our products (see Chapter 3 Our relationships). They include:
- the Australian Parliament and people of Australia
- the Australian Government and its departments and agencies
- state and territory governments and their departments with responsibilities for health, community services, housing assistance, education and justice
- health and welfare service providers, professionals and non-government organisations
- consumers of health, welfare and housing assistance services
- the research community.
The AIHW collaborates closely and has effective partnerships with many individual government entities, universities, research centres, non-government organisations and individual experts.
International partnerships

The AIHW has a role in information sharing with a number of international organisations, such as the Organisation for Economic Co-operation and Development (OECD) and the World Health Organization (WHO). We also have informal collaborative arrangements with other international agencies and bodies, such as CIHI and the International Group for Indigenous Health Measurement.

Case study 1

How well does Australia’s health compare internationally?

Our challenge

Needing a comparison tool

There was no Australia-specific tool that could be used to compare national health and health-care data with comparable data from other countries.

Our response

Delivering data visualisations

We published *International health data comparisons, 2018*—a novel set of interactive data visualisations that allow users to focus on Australia’s performance in a range of health and health care indicators and compare with the OECD average and results for 36 OECD member countries.

The data visualisations show that Australia performs relatively well across most of the indicators, with the sixth highest life expectancy at birth of 82.5 years—above the OECD average of 80.6 years. Australia also had the sixth lowest percentage of daily smokers (12%) across OECD countries, well below the OECD average of 18%. However, the data also show there are some areas where Australia could be doing better. For example, Australia had the ninth highest rates of overweight and obesity overall at 63%; while men had the third highest rate of overweight and obesity (71%), behind the United States of America and Chile.

Our results

Making data comparisons more accessible to users

This product demonstrates how data and technological innovation support our strategic directions.

Release of this work generated considerable interest and mentions in the media. Comparing health and health care data between countries facilitates international comparative reporting, supports policy planning and decision-making, and enables health-related research and analysis.
Improving outcomes for vulnerable children

Our challenge

Improving national reporting on child protection

In Australia, state and territory departments responsible for child protection assist vulnerable children who are suspected of being abused, neglected or harmed, or whose parents are unable to provide adequate care or protection.

Following an investigation by authorities, children who received these services may be on a care or protection order and/or in out-of-home care (such as foster care).

Children may move in and out of the child protection system, or receive different types of, or combinations of, services at different points in time.

Our response

Better understanding child abuse and neglect

Building on earlier work relating to child abuse and neglect, we established national reporting on the child protection system, publishing Child protection Australia 1996–97 over 20 years ago. The report outlined the extent to which child protection services are used at the national level, while also presenting differences between jurisdictions and particular groups of children.

Since then, the report has been an annual feature of our publication schedule, along with a range of specialised reports covering particular aspects of the child protection system and other children affected. This reporting includes analysis to better understand the relationship between child abuse and neglect and other issues such as youth crime, problematic alcohol and drug use, and homelessness.

Our results

Adding value to social policy

Continuous reporting and better data equip governments and policymakers with the evidence they need to drive real change in the lives of vulnerable children. Strong data and evidence can also help build greater community awareness of important issues. In the case of child welfare, this awareness has the potential to increase people's likelihood of reporting suspected child abuse and neglect to authorities.

This increased awareness (to which we have strongly contributed)—both in the community and among governments and policymakers—is clearly demonstrated by the establishment in 2009 of Australia's first-ever national plan endorsed by COAG to tackle child abuse and neglect and to enhance children's wellbeing.

The National Framework for Protecting Australia's Children 2009–2020 is underpinned by growing evidence, and the AIHW will continue to report on these issues to support better outcomes for vulnerable children and young people.

[The AIHW] has worked tirelessly to improve data quality and to ensure that new data collection supports and informs policy directions to better meet the needs of children and young people.

Dr Brian Babington, CEO, Families Australia
Chapter 1

Our performance

• Statement by accountable authority
• Integrated performance framework
• Our performance
Statement by accountable authority

On behalf of the Board of the Australian Institute of Health and Welfare (AIHW), the accountable authority, I present the AIHW’s 2018–19 annual performance statements, as required under section 39(1)(a) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act).

In our opinion, at the date of this statement, these annual performance statements accurately reflect the performance of the AIHW for 2018–19 and comply with section 39(2) of the PGPA Act.

On 26 September 2019, these statements were approved by a resolution of the AIHW Board.

Louise Markus
AIHW Board Chair
26 September 2019

Integrated performance framework

Figure 1.1 provides an overview of our integrated performance framework. Figure 1.2 shows the relationship between the Portfolio Budget Statements, our Corporate plan and annual performance statements.

Our purpose

To create authoritative and accessible information and statistics that inform decisions and improve the health and welfare of all Australians. Our work provides governments, other stakeholders and the broader Australian community with valuable evidence and insights about the health and welfare of Australia’s population.

Our products and services inform open debate and discussion aimed at securing a sustained increase in quality of life for Australians.

Outcome

A robust evidence base for the health, housing and community sectors, including through developing and disseminating comparable health and welfare information and statistics. We are committed to providing high-quality, independent evidence on health and welfare in Australia, presented in meaningful and relevant ways and delivered in a timely manner. Accurate statistical information, comprehensive data development, high-quality analyses and related services support an increased understanding of health and welfare issues. This evidence base is critical to good policymaking and effective service delivery, both of which have a direct impact on the lives of Australians.

External confidence in the AIHW is demonstrated by our exemplary reputation and achievements over more than 30 years. It is reflected in the high level of engagement with other organisations through strategic partnerships and the demand for, and use of, our services and products.

Program

Develop, collect, analyse and report high quality national health and welfare information and statistics for governments and the community.

Our corporate plan includes 5 strategic goals (see pages x–xi).

Our performance indicators reflect our strategic outlook and directly align with the 2018–19 Health Portfolio Budget Statements and our Corporate Plan 2018–19 to 2021–22 performance criteria.

2018–19 Health Portfolio Budget Statements

Corporate Plan 2018–19 to 2021–22
### Figure 1.1: Integrated performance framework

<table>
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<tr>
<th>Capability</th>
<th>Our purpose</th>
<th>Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capabilities required by the AIHW now and in the future (see Corporate plan)</td>
<td>To create authoritative and accessible information and statistics that inform decisions and improve the health and welfare of all Australians</td>
<td>External and internal factors we need to consider to achieve our strategic goals (see Corporate plan)</td>
</tr>
</tbody>
</table>

**Our purpose**

Stronger evidence, better decisions, improved health and welfare

**Our vision**

Stronger evidence, better decisions, improved health and welfare

**Strategic goals**

| | Leaders in health and welfare data | Drivers of data improvements |
| | Expert sources of value added analysis | Champions for open and accessible data and information |
| | Trusted strategic partners | |

**Priority action areas**

| | Our people | Data gaps |
| | Data accessibility | Data analysis capability |
| | Data management infrastructure | Our processes |
| | Stakeholder engagement | Presentation of work and digital communication strategy |
| | Data governance | Timeliness |
Our performance

Results against performance measures

In 2018–19, we met 18 of our 21 performance measures, partially met another 2 and did not meet 1 measure (Table 1.1). A summary of these results is provided in Table 1.2, with details in Table 1.3.

Table 1.1: Status of performance measure achievement by strategic goal category

<table>
<thead>
<tr>
<th>Strategic goal</th>
<th>Number of measures</th>
<th>Met</th>
<th>Partially met</th>
<th>Not met</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leaders in health and welfare data</td>
<td>6</td>
<td>5</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Drivers of data improvement</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Expert sources of value-added analysis</td>
<td>7</td>
<td>6</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Champions for open and accessible data and information</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Trusted strategic partners</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>21</td>
<td>18</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
### Table 1.2: Summary of results against performance measures

<table>
<thead>
<tr>
<th>Performance measures</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Release of products by 30 June 2019 relating to 8 specified topics</td>
<td>Partially met</td>
</tr>
<tr>
<td>Release a range of data and information products relevant to key policy areas:</td>
<td></td>
</tr>
<tr>
<td>• 181 products released</td>
<td>✅ Met</td>
</tr>
<tr>
<td>• ≥71% statistical products relating to annual national collections for which data</td>
<td></td>
</tr>
<tr>
<td>are reported less than 1 year after the end of their data collection period</td>
<td>✅ Met</td>
</tr>
<tr>
<td>Supply data for performance indicators in the COAG national agreements on health</td>
<td>✅ Met</td>
</tr>
<tr>
<td>care and Indigenous reform by 30 June 2019</td>
<td></td>
</tr>
<tr>
<td>Supply data to timetables required for the Report on Government Services 2019</td>
<td>✅ Met</td>
</tr>
<tr>
<td>volumes on health, housing and homelessness, and community services</td>
<td></td>
</tr>
<tr>
<td>Release products relating to local-level health performance indicators by 30 June</td>
<td>✅ Met</td>
</tr>
<tr>
<td>2019</td>
<td></td>
</tr>
<tr>
<td>Add new data assets by 30 June 2019</td>
<td>✅ Met</td>
</tr>
<tr>
<td>Release products presenting the results of linked data from 3 national cancer</td>
<td>✅ Met</td>
</tr>
<tr>
<td>screening programs by 30 June 2019</td>
<td></td>
</tr>
<tr>
<td>Complete the second of 3 work phases to improve storage, accessibility and analysis</td>
<td>✅ Met</td>
</tr>
<tr>
<td>of locational data in AIHW data holdings</td>
<td></td>
</tr>
<tr>
<td>Release a replacement of the METeOR by 30 June 2019</td>
<td>✗ Not met</td>
</tr>
<tr>
<td>Establish the National Integrated Health Services Information Analysis Asset (NIHSI</td>
<td>✅ Met</td>
</tr>
<tr>
<td>AA)</td>
<td></td>
</tr>
<tr>
<td>Demonstrate, as case studies, AIHW contributions shown externally in 2018–19 of</td>
<td>✅ Met</td>
</tr>
<tr>
<td>improved reporting of population or service-related health and welfare outcomes</td>
<td></td>
</tr>
<tr>
<td>Disseminate AIHW analysis publicly through our website and the media:</td>
<td>✅ Met</td>
</tr>
<tr>
<td>• 3.6 million sessions on the AIHW website</td>
<td>✅ Met</td>
</tr>
<tr>
<td>• 4,600 references to the AIHW and its products in the media</td>
<td></td>
</tr>
<tr>
<td>Continually improve the AIHW website and the provision of data, including that</td>
<td>✅ Met</td>
</tr>
<tr>
<td>currently presented on the MyHealthyCommunities website</td>
<td></td>
</tr>
<tr>
<td>Complete 60 data linkage projects as agreed under the National Collaborative Research</td>
<td>✅ Met</td>
</tr>
<tr>
<td>Infrastructure Strategy 2013</td>
<td></td>
</tr>
<tr>
<td>Release 95 statistical products that include data in a manipulable format</td>
<td>✅ Met</td>
</tr>
<tr>
<td>Work with the ABS towards the Coordination of Health Care Study to continue with</td>
<td>Partially met</td>
</tr>
<tr>
<td>the release of a range of products including Hospital and Emergency Department</td>
<td></td>
</tr>
<tr>
<td>Services data by 30 June 2019</td>
<td></td>
</tr>
<tr>
<td>Release products by 30 June 2019 relating to under-identification of Indigenous</td>
<td>✅ Met</td>
</tr>
<tr>
<td>people in key data sets</td>
<td></td>
</tr>
<tr>
<td>Improve data in at least 1 subject area where there is a demonstrable data gap; for</td>
<td>✅ Met</td>
</tr>
<tr>
<td>example, primary health care or disability</td>
<td></td>
</tr>
<tr>
<td>Participate in and administer new health committees, as determined by the Australian</td>
<td>✅ Met</td>
</tr>
<tr>
<td>Health Ministers’ Advisory Council (AHMAC)</td>
<td></td>
</tr>
</tbody>
</table>
### A. Leaders in health and welfare data

<table>
<thead>
<tr>
<th>Measure</th>
<th>Release a range of data and information products relevant to key policy areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 223</td>
</tr>
<tr>
<td></td>
<td>Corporate Plan 2018–19 to 2021–22, page 17</td>
</tr>
<tr>
<td>Result</td>
<td>Partially met—Housing assistance in Australia was not released during the reporting period due to quality assurance processes resulting in a short delay in the production. The report was released on 18 July 2019. Data for this product was included in the Productivity Commission's <em>Report on Government Services 2019</em> released on 22 January 2019.</td>
</tr>
</tbody>
</table>

**Release of the following products by 30 June 2019 relating to:**

- Health expenditure in 2016–17: 28 September 2018
- Residential and community mental health services in 2016–17: 11 October 2018
- Disability support services in 2017–18: 28 May 2019
- Youth justice in 2017–18: 10 May 2019
- Child protection in 2017–18: 8 March 2019
- Aboriginal and Torres Strait Islander identification in key health data collections: 24 June 2019
- Housing assistance in Australia: 18 July 2019 (see ‘Result’ comments)
- National Social Housing Survey: 27 February 2019

See Appendix 1 on page 79 for publication titles.

<table>
<thead>
<tr>
<th>Measure</th>
<th>Assist reporting of, or report on, nationally agreed performance indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 223</td>
</tr>
<tr>
<td>Result</td>
<td>✓ Met</td>
</tr>
<tr>
<td>Supply data for performance indicators in Council of Australian Governments (COAG) national agreements on health care and Indigenous reform by 30 June 2019</td>
<td>Data provided in accordance with agreed timeframes.</td>
</tr>
<tr>
<td>Measure</td>
<td>Assist reporting of, or report on, nationally-agreed performance indicators</td>
</tr>
<tr>
<td>---------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 223</td>
</tr>
<tr>
<td>Result</td>
<td>✓ Met</td>
</tr>
<tr>
<td>Supply data to timetables required for the</td>
<td>Data provided in accordance with timeframes agreed with the Productivity Commission.</td>
</tr>
<tr>
<td>Review of Government Service Provision’s</td>
<td></td>
</tr>
<tr>
<td>Report on Government Services 2019 volumes</td>
<td></td>
</tr>
<tr>
<td>on health, housing and homelessness, and</td>
<td></td>
</tr>
<tr>
<td>community services</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measure</th>
<th>Assist reporting of, or report on, nationally-agreed performance indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 223</td>
</tr>
<tr>
<td>Result</td>
<td>✓ Met</td>
</tr>
<tr>
<td>Release products relating to local-level health performance indicators by 30 June 2019</td>
<td></td>
</tr>
<tr>
<td>• Patients’ out-of-pocket spending on Medicare services, 2016–17 was released on 16 August 2018</td>
<td></td>
</tr>
<tr>
<td>• Potentially preventable hospitalisations in Australia by small geographic areas and age groups, 2016–17 was released on 31 October 2018</td>
<td></td>
</tr>
<tr>
<td>Web update was released on 4 February 2019.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measure</th>
<th>Release a range of data and information products relevant to key policy areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
</tr>
<tr>
<td>Result</td>
<td>✓ Met</td>
</tr>
<tr>
<td>Target: 181 products released</td>
<td>181 products released. A complete list of products is at Appendix 1 on page 79.</td>
</tr>
</tbody>
</table>

![Figure 1.3: Products released, 2014–15 to 2018–19](chart.png)
<table>
<thead>
<tr>
<th>Measure</th>
<th>Release a range of data and information products relevant to key policy areas 2018–19 Health Portfolio Budget Statements, page 224</th>
</tr>
</thead>
</table>
| Source of criterion | 71% (15 out of 21 national collections). Data were not reported for the following annual national collections <1 year after the end of their data collection period:  
- BreastScreen Australia monitoring report
- Cervical screening in Australia
- Health expenditure Australia
- Mental health services in Australia online: Community Mental Health
- Mental health services in Australia online: Residential Mental Health Care
- Housing assistance in Australia.
We continue to work with stakeholders to reduce the time taken to supply and release data which will enable us to improve the timeliness of reporting annual collections within 1 year of the end of the data collection period. |
| Result | Met |

≥71% statistical products relating to annual national collections for which data are reported less than 1 year after the end of their data collection period

---

### B. Drivers of data improvements

<table>
<thead>
<tr>
<th>Measure</th>
<th>Enhance data resources with the addition of new data assets to the AIHW's data holdings measured by the number of such data assets approved by the AIHW Ethics Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source of criterion</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
</tr>
<tr>
<td>Result</td>
<td>Met</td>
</tr>
</tbody>
</table>

Addition of new data assets by 30 June 2019

4 new data assets were added:  
- Cancer and Treatment Linked Analysis Asset  
- National Cancer Screening Register data collection  
- Transition and Wellbeing Research Programme Data Collection.
## C. Expert sources of value-added analysis

<table>
<thead>
<tr>
<th>Measure</th>
<th>Source of criterion</th>
<th>Result</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enhance data analysis capabilities</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
<td>✔ Met</td>
<td><strong>Release products presenting the results of linked data from three national cancer screening programs by 30 June 2019</strong>&lt;br&gt;Analysis of cancer outcomes and screening behaviour for breast, bowel and cervical national cancer screening programs in Australia was released on 14 September 2018 (see page 24). Analysis of breast cancer outcomes and screening behaviour for BreastScreen Australia was released on 26 November 2018.</td>
</tr>
<tr>
<td>Enhance data analysis capabilities</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
<td>✔ Met</td>
<td><strong>Complete the second of 3 work phases to improve storage, accessibility and analysis of locational data holdings, enabling better information on, for example, patterns and trends of service use</strong>&lt;br&gt;Second phase completed. We have configured the spatial reference data base and finalised documentation.</td>
</tr>
<tr>
<td>Enhance data analysis capabilities</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
<td>✔ Met</td>
<td><strong>Release a replacement to Metadata Online Registry (METeOR) by 30 June 2019</strong>&lt;br&gt;While substantial progress was made on the new METeOR system, further work is needed before it is ready for release in 2019–20.</td>
</tr>
<tr>
<td>Enhance data analysis capabilities</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
<td>✔ Met</td>
<td><strong>Establishment of the National Integrated Health Services Information Analysis Asset (NIHSI AA)</strong>&lt;br&gt;The first version of the NIHSI AA has been built (see page 25).</td>
</tr>
<tr>
<td>Enhance data analysis capabilities</td>
<td>2018–19 Health Portfolio Budget Statements, page 224</td>
<td>✔ Met</td>
<td><strong>Demonstrate, as case studies, AIHW contributions shown externally in 2018–19 of improved reporting of population or service-related health and welfare outcomes</strong>&lt;br&gt;Case studies are published in this report. See pages xiii, xiv, 28 and 34.</td>
</tr>
</tbody>
</table>
Measure
Disseminate AIHW analysis publicly through our website and the media.
Source of criterion
2018–19 Health Portfolio Budget Statements, page 225
Result
Met
Target: 3.6 million sessions on the AIHW website

Figure 1.4: AIHW website sessions, 2014–15 to 2018–19

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Achieved</td>
<td>0</td>
<td>1,000</td>
<td>2,000</td>
<td>3,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Target</td>
<td>3,600</td>
<td>4,500</td>
<td>5,500</td>
<td>6,500</td>
<td>7,500</td>
</tr>
<tr>
<td>Number</td>
<td>0</td>
<td>1,000</td>
<td>2,000</td>
<td>3,000</td>
<td>4,000</td>
</tr>
<tr>
<td>AIHW website sessions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Measure
Disseminate AIHW analysis publicly through our website and the media.
Source of criterion
2018–19 Health Portfolio Budget Statements, page 225
Result
Met
Target: 4,600 references to the AIHW and its products in the media

Figure 1.5: Media references to the AIHW and its products, 2014–15 to 2018–19

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Achieved</td>
<td>0</td>
<td>1,000</td>
<td>2,000</td>
<td>3,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Target</td>
<td>4,600</td>
<td>5,600</td>
<td>6,600</td>
<td>7,600</td>
<td>8,600</td>
</tr>
<tr>
<td>Number</td>
<td>0</td>
<td>1,000</td>
<td>2,000</td>
<td>3,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Media references</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
D. Champions for open and accessible data and information

Measure
Modernise presentation of national health and welfare-related data and analysis
Source of criterion 2018–19 Health Portfolio Budget Statements, page 225
Result
✔ Met
Continued improvement of the AIHW website and the provision of data, including that currently presented on the MyHealthyCommunities website
Developed new capability on the AIHW website to display indicators that were previously shown on the MyHealthyCommunities website. Development is underway to extend this technology to support releases of the Australian Health Performance Framework and the indicators for Australia's Welfare 2019.

Measure
Provide access to data and information in an environment that supports stringent governance, capability, data management and privacy requirements
Source of criterion 2018–19 Health Portfolio Budget Statements, page 225
Result
✔ Met
Target: 60 data linkage projects completed as agreed under the National Collaborative Research Infrastructure Strategy 2013
72 data linkage projects completed in 2018–19

Figure 1.6: Requests for data linkage completed, 2014–15 to 2018–19

Number of data linkage projects completed:
- 2014–15: 10
- 2015–16: 20
- 2016–17: 30
- 2017–18: 40
- 2018–19: 50

Achieved and Target:
- Achieved: Green bars
- Target: Blue line
Measure
Release a range of data and information products that include data in a manipulable format
Source of criterion
2018–19 Health Portfolio Budget Statements, page 225
Result
Met
Target: 95 statistical products released that include data in a manipulable format
122 statistical products were released in 2018–19 that included data in a manipulable format.

E. Trusted strategic partners
Measure
Work with partners to drive data improvement
Source of criterion
2018–19 Health Portfolio Budget Statements, page 226
Result
Partially met
Work with the ABS toward the Coordination of Health Care Study to continue with the release of a range of products including hospital and emergency department services data by 30 June 2019
The Coordination of health care: experiences with GP care among patients aged 45 and over 2016 was released on 26 July 2018.
The AIHW continues to work with the ABS on the Coordination of Health Care study to include linked hospital and emergency department data. This work is dependent on data acquisition from states and territories and a joint release with the ABS is scheduled for release in 2019–20.
### Measure
Source of criterion

#### Result

<table>
<thead>
<tr>
<th>Measure</th>
<th>Source of criterion</th>
<th>Result</th>
<th>Result Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work with partners to drive data improvement 2018–19 Health Portfolio Budget Statements, page 226</td>
<td>✔ Met</td>
<td>A report on best practice methods for <em>Improving Indigenous identification in mortality data</em> was released on 24 June 2019. <em>Aboriginal and Torres Strait Islander Stolen Generations and descendants: numbers, demographic characteristics and selected outcomes</em> was released on 15 August 2018.</td>
<td></td>
</tr>
<tr>
<td>Work with partners to drive data improvement 2018–19 Health Portfolio Budget Statements, page 226</td>
<td>✔ Met</td>
<td>Enhancement of the Specialist Homelessness Services collection was enhanced by publishing data which included an Australian Defence Force identifier, for the first time, as part of the collection's annual report for 2017–18. The AIHW has been a major contributor to development of a business case for a new National Disability Data Asset. This work has been led by an Australian and state/territory government sub-group at the request of the Australian Digital Council. The new data asset would dramatically enhance information about the experiences of people with disability in Australia.</td>
<td></td>
</tr>
<tr>
<td>Work with partners to drive data improvement 2018–19 Health Portfolio Budget Statements, page 226</td>
<td>✔ Met</td>
<td>Our CEO is a member of the Health Services Principal Committee of AHMAC. Our CEO, or his proxy, attended all 4 meetings of this committee held in 2018–19.</td>
<td></td>
</tr>
</tbody>
</table>
Financial performance

The AIHW's total revenue for 2018–19 was $78.0 million (Table 1.4). This is an increase of $12.9 million from 2017–18.

**Table 1.4: Financial results, 2017–18 to 2018–19 ($ million)**

<table>
<thead>
<tr>
<th></th>
<th>2017–18</th>
<th>2018–19</th>
<th>Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appropriation revenue</td>
<td>28.1</td>
<td>33.3</td>
<td>19</td>
</tr>
<tr>
<td>Other revenue</td>
<td>37.0</td>
<td>44.7</td>
<td>21</td>
</tr>
<tr>
<td>Operating expenses</td>
<td>64.9</td>
<td>78.2</td>
<td>20</td>
</tr>
<tr>
<td>Operating surplus (deficit)</td>
<td>0.1</td>
<td>(0.2)</td>
<td>..</td>
</tr>
</tbody>
</table>

Since 2014–15, our total revenue has increased by 60% driven by growth in both appropriation revenue and operational revenue, as shown in Figure 1.8. We expect this growth to continue through 2019–20.

The small deficit in 2018–19 was due to an accrual adjustment on a lease and had been approved by the Minister for Finance.

More details on our financial performance are provided in the audited financial statements in Appendix 5 on page 99.

Outlook for 2019–20

We will continue to provide high-quality, meaningful and timely national health- and welfare-related data and analysis across all relevant sectors. We will release our biennial flagship publications Australia’s welfare 2019 in the second half of 2019 and Australia’s health 2020 by 30 June 2020.

Our planned performance in 2019–20 is set out in the:

Chapter 2

Our products and services

• Our value chain
• Our products
• Our services
• Spotlight on selected products
Our value chain

We publish a suite of products in different formats and provide a range of data services to clients. Figure 2.1 shows how we add value through the information cycle to create authoritative and accessible information and statistics.

Figure 2.1: AIHW value chain for data and information, ethics and advice and metadata services

Our products

In 2018–19, we published 181 products, including traditional reports as well as web products. In addition, most releases were supported by data and visual analytics products. This chapter showcases some products released in 2018–19. These demonstrate how we achieved our strategic goals (see Chapter 1), filled data gaps and added value to the information landscape. Some of these products received significant attention in mainstream and industry-specific media. Feedback from stakeholders was also positive as evidenced through Twitter mentions, requests to present at conferences (see Appendix 1 on page 86) and other formal and informal stakeholder interactions.

A list of released products is shown in Appendix 1 (see page 79). In 2019–20, we will continue to develop innovative products in health and welfare. These will include publishing our 2 biennial flagship reports—Australia’s welfare 2019 and Australia’s health 2020—in diverse new formats to meet the needs of our audiences.
AGILE framework

We are committed to making the information and statistics we produce widely accessible. We adopted what we call an ‘AGILE’ framework to deliver layered information to a variety of audience types (see Figure 2.2). We aimed to produce more high-level overviews to complement our traditional in-depth, policy-relevant reports for health and welfare policymakers and the public.

**Figure 2.2: AGILE framework**

**ATTRACT** products are very short; they get people’s attention. Infographics, posters and fact sheets are among our Attract products.

**GRAB** products are short, easy to find and use; they are for people in a hurry. Media releases, fact sheets, presentations and infographics are some of the products that will help Grab our audience.

**IMPACT** products have information organised in ways that are more meaningful. Infographics, fact sheets, and PDF and HTML reports (including In focus reports) are products with Impact.

**LEARN** products answer questions and explore ideas; they are tailored to the needs of specific audiences. Products like our PDF and HTML reports, data visualisations and data tables let the audience Learn.

**EXPLORE** products allow access to more detailed data; they are for those people with specific interests. Data visualisations, data tables and data cubes are among our products that allow our users to Explore.
Person-centred model

We use a person-centred model for reporting data, recognising that our personal circumstances are key drivers of our health and wellbeing (see Figure 2.3). This helps us better understand the relationships between these aspects of our lives—also known as social determinants—and our health and wellbeing. These different aspects of our lives are interconnected, with each having flow-on effects to others. We bring data from across multiple topics to create new insights into the health and wellbeing of Australians.

Our services

Data linkage

One of our core services is linking data sets to help researchers and policymakers tell a bigger story. Data linkage re-uses existing data and is non-intrusive because it avoids the need to re-contact people whose information has already been collected. We completed 72 data linkage projects in 2018–19 compared with 61 in 2017–18 (see Figure 1.6 on page 11).

Many of the products highlighted in this chapter would not have been possible without linking multiple data sets (for examples, see ‘Outcomes of cancer screen programs’ on page 24 and ‘National Integrated Health Services Information Analysis Asset’ on page 25 in this chapter).

All governments in Australia agree that, while protecting privacy, data should be more freely available so it is used more widely and efficiently. Australia’s data collections are resources that offer great potential to understand health and welfare issues better and to improve and save lives. We collect and hold data assets on many subjects and from multiple administrative data sets. This means that we are in a unique position to link data across many health and welfare spheres.

We are an Australian Government accredited Integrating Authority and an international leader in data linkage. Legislation permits us to release data and we have the technical capability and governance arrangements to do so safely and securely. The AIHW Act enables us to provide researchers with secure access to data and information about vital health and welfare topics. We also comply with the Privacy Act 1988 (Privacy Act).

Details of our robust data governance are on page 52.
Data requests

We provide data on request, which enables researchers to access data tables from our data assets on a cost-recovery basis. We completed 208 customised data requests in 2018–19 compared with 184 in 2017–18. More information on our data request service is available at www.aihw.gov.au/our-services/data-on-request.

Metadata

We administer the METeOR—Australia’s repository for national data standards in the health, community services, housing assistance, homelessness and early childhood sectors.

Metadata are information about how data are defined, structured and represented. They are important because they can provide meaning and context to data by describing how data are captured and the business rules for collecting data. Metadata also assist in the interpretation of data and support consistency in the collection, analysis and reporting of data and understanding the comparability of results.

We also offer metadata support services for metadata developed or revised by a registration authority. Registration authorities are responsible for endorsing data standards for different sectors and can include Australian, state and territory government departments and non-government organisations.

We have been developing a replacement for the current METeOR system to improve the quality of information and the user experience. The new METeOR will be implemented in 2019–20 (see page 9).

Ethics application management

We have an Ethics Committee which has been established under the AIHW Act. Information on our Ethics Committee is in Chapter 4 (see page 48).

We launched our new Ethics Online System (EthOS) for managing applications to the Ethics Committee on 15 February 2019. EthOS allows researchers to:

- lodge applications for projects to be considered by the committee
- lodge monitoring reports
- lodge requests for information
- track the progress of their application.

Information on lodging and managing request to the committee are available at www.aihw.gov.au/our-services/committees/aihw-ethics-committee.
Spotlight on selected products

Aboriginal and Torres Strait Islander adolescent and youth health and wellbeing

This inaugural report on the health and wellbeing of Aboriginal and Torres Strait Islander adolescents and young people is important to understand how Australia’s young Indigenous people are faring, provides an opportunity to celebrate successes and identifies areas where support is needed.

We released 3 products on this topic: comprehensive, short in-brief, and state and territory specific reports. The Hon. Ken Wyatt, AM, MP, launched the report at the National Aboriginal Community Controlled Health Organisation (NACCHO) Members’ Conference on 31 October 2018.

The report contained some ‘good news’ stories. In 2014–15, the majority (63%) of young Indigenous people aged 10–24 rated their health as either ‘excellent’ or ‘very good’. Three in 4 (76%) Indigenous youth aged 15–24 reported being happy all or most of the time. Between 2006 and 2016, the percentage of young Indigenous Australians aged 20–24 attaining year 12 or equivalent increased from 47% to 65%.

The report also noted areas of concern. In 2011, the leading contributors to the disease burden for Indigenous Australians aged 10–24 were suicide and self-inflicted injuries (13%) and anxiety disorders (8%). In 2014–15, about 1 in 3 (33%) Indigenous Australians aged 15–24 reported experiencing high to very high levels of psychological distress in the previous month. Despite an increase in the percentage of Indigenous young people who had never smoked (56% in 2014–15 compared with 44% in 2002), 3 in 10 smoked daily.

The report received significant coverage on social media, and by media outlets such as the Sydney Morning Herald, Koori Mail, the NACCHO and the Royal Australian College of General Practitioners. Dr Fadwa Al-Yaman, Head of the AIHW’s Indigenous and Maternal Health Group, discussed the report findings in a radio interview with the Central Australian Aboriginal Media Association. The authoring team at the AIHW presented findings from the report at the 2018 Youth Health Conference.


Focus on the Stolen Generations

During the period between approximately 1910 and 1970, thousands of Aboriginal and Torres Strait Islander children were removed from their families as part of government policies across Australia. These individuals are now referred to as the Stolen Generations. Their forced removal and subsequent disconnection from Indigenous culture and land have had widespread negative impacts on their wellbeing and that of their families.

As part of a larger Action Plan for Healing project, The Healing Foundation commissioned us to undertake a demographic analysis and needs assessment aimed at identifying the size, characteristics and needs of the Stolen Generations and their descendants.
We released 3 reports on this work during 2018–19:

• *Aboriginal and Torres Strait Islander Stolen Generations and descendants: numbers, demographic characteristics and selected outcomes*—downloaded more than 2,500 times since its release in August 2018, as well as numerous hard copies distributed by The Healing Foundation

• *Aboriginal and Torres Strait Islander Stolen Generations aged 50 and over*—almost 800 downloads since its release in November

• *Children living in households with members of the Stolen Generations*—downloaded 360 times since its release in June.

The reports found that almost 21,000 (in 2014–15) surviving Stolen Generation members and their families were a particularly disadvantaged group within the Indigenous population, faring worse on a range of measures, including income, education, general health, and experiences of discrimination, imprisonment and violence.

The Healing Foundation used these results to inform reports to government, submissions to inquiries and policy position papers.

According to The Healing Foundation:

_The evidence paints a picture of complex needs and disproportionate disadvantage for the Stolen Generations who suffered profound childhood trauma when they were forcibly removed from their homes, isolated from their families and cultures and often institutionalised, abused and assaulted._

_The reports also demonstrate that the negative impact of past atrocities is affecting later generations, creating an escalating cycle of disadvantage in the form of Intergenerational Trauma. The data supports what Stolen Generations survivors have been saying for many years—that unresolved and Intergenerational Trauma is the underlying cause of many of the social and health issues affecting Aboriginal and Torres Strait Islander communities today._


**Social housing—understanding tenant satisfaction**

Every 2 years, we collect information about social housing tenants, the homes they live in and their housing experiences and satisfaction through the National Social Housing Survey.

In 2018–19, for the first time, we used regression analysis to analyse relationships between multiple variables and an outcome, to better understand differences in satisfaction between populations.

Findings from the *National Social Housing Survey 2018* show that tenant satisfaction is closely coupled to the condition of the home, with satisfaction falling significantly as structural problems increase. This relationship holds after accounting for a wide range of geographical, demographic and housing-related factors. Other factors that relate to satisfaction, independently of others, include access to 7 basic household facilities and time spent living in social housing.

Importantly, the results shed light on the lower satisfaction rates observed for certain populations, such as Indigenous households. This is best explained by variation in dwelling conditions between Indigenous and other households, as well as time in social housing and household living arrangements.

Improving the evidence base on family, domestic and sexual violence

The *Family, domestic and sexual violence in Australia: continuing the national story 2019* report is the second in the series on this topic. The report filled known information gaps by bringing together over 20 data sources to report on types of violence, with a particular focus on vulnerable populations (Figure 2.4).

It provided information to develop policies and services for preventing and responding to family, domestic and sexual violence. The report’s extensive media coverage, including over 100 print, television and radio mentions, demonstrated the value of our role in the national discussion on family, domestic and sexual violence. Responses received from members of the public also show growing interest in our work, and the relevance of robust national data to the wellbeing of Australians.

**Figure 2.4 Children’s experiences of family, domestic and sexual violence**

![Figure 2.4 Children’s experiences of family, domestic and sexual violence](image)

SHS—specialist homelessness services

Opioid harm in Australia and Canada

A project on opioid harm was conducted in parallel with the CIHI with joint release and a co-authored chapter comparing the 2 countries. It brings together information from a range of data sources to tell the national story of opioid use and its harmful effects. All opioids—including codeine—can be addictive and their use can result in dependence, accidental overdose, hospitalisation or death.

The rising use of opioids and its associated harms are issues of great public health interest, both within Australia and internationally. Australia has the eighth highest opioid consumption of 167 countries and territories based on defined daily doses per capita per day.

A key theme emerging from the Opioid harm in Australia: and comparisons between Australia and Canada report is that pharmaceutical opioids contribute more to opioid harm than illicit opioids. Rates of opioid deaths nearly doubled in the 10 years to 2016, and opioid poisoning hospitalisations in Australia also increased. In 2016, pharmaceutical opioids were involved in more opioid deaths and opioid poisoning hospitalisations than heroin.

In Australia in 2016–17, 3.1 million people had 1 or more prescriptions dispensed for opioids—most commonly for oxycodone. Based on the National Drug Strategy Household Survey, in 2016 it was estimated that more than 1 in 10 people aged 14 and over had used any type of opioid for illicit or non-medical purposes in their lifetime—the most common being in the category of Pain-killers/analgescics and pharmaceutical opioids.

Men aged 35–44 experienced some of the highest rates of opioid harm. In 2016–17, they had the highest rate of opioid deaths; the highest rates of emergency department presentations for opioid poisoning and opioid dependence; and the highest rates of hospitalisations with a principal diagnosis of opioid poisoning or opioid dependence.

In both Australia and Canada, the greatest volume of harm treated in hospitals came from side effects from opioid use. The age distribution for people hospitalised for this reason was similar in Australia and Canada, with rates of hospitalisation rising with increasing age, reflecting the rates of prescription opioids in both countries.

The report received 99 mentions. The findings have been presented at an international conference, to the Department of Health and other agencies, and have contributed to OECD work on opioid harm internationally.


Estimating the burden of disease and disease expenditure

The Australian Burden of Disease Study (ABDS) 2015 provided estimates of disease burden for 216 diseases and injuries and 38 modifiable risk factors, with comparable data for 2011 and 2003. It also provided detailed analyses for both changes in disease burden and the burden attributable to risk factors between 2003 and 2015. The ABDS suite of products comprised 3 reports (detailed, summary and methods) and interactive data visualisations for disease burden and burden due to risk factors.

The study found that:

• in 2015, Australians lost 4.8 million years of healthy life due to living with illness (50.4% of total burden) and dying prematurely (49.6%)
• chronic diseases, such as cancer, cardiovascular diseases and musculoskeletal conditions, contributed the most burden
• 38% of the burden could have been prevented by eliminating exposure to risk factors such as tobacco use, overweight and obesity, and dietary risks.

Figure 2.5 provides details of changes in the burden of disease.
The findings of the disease expenditure in Australia study were released in conjunction with the ABDS reports and included expenditure according to ABDS disease groups and conditions:

- The musculoskeletal disorders group had the highest estimated expenditure, costing $12.5 billion. The next highest expenditure groups were cardiovascular diseases ($10.4 billion), injuries ($8.9 billion) and mental and substance use disorders ($8.9 billion).

- For males, the highest cost group was cardiovascular diseases ($5.7 billion) followed by musculoskeletal disorders ($5.5 billion).

- For females, the highest cost group was reproductive and maternal conditions ($6.9 billion) followed by musculoskeletal disorders ($6.7 billion).

These products, funded by the Department of Health, were launched on 13 June at the Public Health Association of Australia’s Public Health Prevention Conference in Melbourne. Presentations by AIHW staff were well received, with great interest in the online interactive data as well as immediate uptake for editorials and the media. The Department of Health has funded us to undertake another edition of the ABDS for the year 2018. These reports are available at www.aihw.gov.au/reports-data/health-conditions-disability-deaths/burden-of-disease/overview.

Outcomes of cancer screening programs

Australia’s 3 national cancer screening programs (BreastScreen Australia, National Cervical Screening Program and National Bowel Cancer Screening Program) aim to reduce deaths and illness due to cancer by actively recruiting and screening target populations for early detection or prevention of disease in individuals.

Analysis of cancer outcomes and screening behaviour for national cancer screening programs in Australia is the first report using extensive data linkage to examine whether participation in national cancer screening programs reduces the risk of death from the respective cancers.
The report showed that the majority of women diagnosed with cervical cancer between 2002 and 2012 were women who had never screened, or had not done so for some time.

Additionally, people who were diagnosed through the screening programs were more likely to survive than those who were diagnosed another way (for example, experienced symptoms and went to their doctor). Compared with those who were diagnosed during 2002–2012 with a breast, cervical or bowel cancer outside of the screening programs:

- women with screen-detected breast cancers were 42% less likely to die from breast cancer by 2015
- women with screen-detected cervical cancers were 87% less likely to die from cervical cancer by 2015
- people with a screen-detected bowel cancer were 40% less likely to die from bowel cancer by 2015.

The screening behaviour of women across these 3 programs was also investigated. Women who already participated in 1 screening program were more likely to participate in other programs for which they were eligible, suggesting that if barriers to participation in 1 screening program can be removed, there is potential to improve participation across other programs.

With this powerful evidence on the effectiveness of the programs, consumers can better understand the benefits of taking part in cancer screening, while policymakers can look for opportunities to expand the programs to reach more people and save more lives.


National Integrated Health Services Information Analysis Asset

The first version of the National Integrated Health Services Information Analysis Asset (NIHSI AA) has been built. It contains de-identified data from 2010–11 to 2016–17 on admitted patient care services (in all public and, where available, private hospitals), emergency department services and outpatient services in public hospitals for the participating states (New South Wales, Victoria, South Australia and Tasmania). It also includes national data for the same period from the MBS, PBS and Repatriation Pharmaceutical Benefits Scheme as well as residential aged care data and National Deaths Index data. It contains data from almost 12 billion recorded events, which makes it potentially the largest health data linkage exercise ever conducted in Australia and represents the most comprehensive health data asset created.

The NIHSI AA will be managed under the AIHW’s custodianship and will be available in mid-2019 to selected analysts in those state health authorities whose hospital data are included in the initial release, the Department of Health and the AIHW.

Work will continue on development of governance arrangements for access to the asset by jurisdictional and other users into the future, and incorporation of hospital data from other states and territories. Additional years of data across all component collections will be added in annual updates.

Estimates of female genital mutilation/cutting

Towards estimating the prevalence of female genital mutilation/cutting in Australia was commissioned by the Department of Social Services (DSS) to support its work on this complex and sensitive subject.
Female genital mutilation/cutting (FGM/C) is a collective term for a range of procedures involving partial or total removal of the external female genitalia, or other injury to female genital organs for non-medical reasons. FGM/C is most commonly performed on girls before the age of 15, and is associated with a range of social and cultural factors. In Australia, it is illegal to perform FGM/C, and Australian governments view FGM/C as an abuse of human rights, children’s rights and a complex form of violence against women.

The report estimates that about 53,000 women and girls living in Australia in 2017 but born elsewhere may have undergone FGM/C. This estimate was calculated by combining available international FGM/C prevalence rates by country with Australian migration data. Although the methodology has several limitations, it provides an indication of the extent to which FGM/C may be relevant in Australia.

Relatively little is known about the health-care needs and health service utilisation patterns of the girls and women in Australia who have undergone FGM/C. Better understanding of FGM/C in Australia is important, particularly because of the:

- likelihood of high prevalence rates in some communities and the potential for the rate to rise due to migration trends
- potential impact on a female’s physical, reproductive and psychological health throughout her life
- complexity and intersectional nature of FGM/C in Australia (that is, discrimination or disadvantage stemming from multiple roots; for example, age, sex, race and social class).


A further report, A discussion of female genital mutilation/cutting data in Australia, will be released in 2019–20 and will identify and discuss what relevant data sources exist in Australia, the potential service contexts in which data are (or could be) captured, and what steps might be taken to improve the collection of data. It will include analyses from the National Hospital Morbidity Database on admitted patients where FGM/C was recorded as relevant to the patient’s care (primarily episodes of care related to childbirth) for the 3-year period 2015–16 to 2017–18.

The health of Australia’s prisoners

We have been reporting on the health of people in Australia’s prisons since 2009, and Australia is unique in having such a long-running and comprehensive data collection. For the latest report, information was gathered from 62 prisons across Australia (except New South Wales). Data were collected from 803 people entering prison, and 335 who were due to be released in the following 4 weeks. They were asked about their cultural and family background, education, employment, living arrangements, and mental and physical health. Key findings from the report are presented in Figure 2.6.

*Figure 2.6: Australia’s prisoners, 2018*

**What do we know about the people entering prison?**

- More than 4 in 5 are male
- Almost 2 in 5 are Indigenous
- 1 in 5 had a parent or carer in prison while they were growing up
Information was also collected on 8,000 people who visited the prison health clinic, and on another 8,000 who received medications while in prison. *The health of Australia’s prisoners 2018* is a comprehensive view of the health, wellbeing and social factors that affect people before, during and after their time in prison.


**Australia’s veterans**

A profile of Australia’s veterans 2018, released in partnership with the Department of Veterans’ Affairs, is the first comprehensive report on Australian veterans’ health and welfare.

Veterans of the Australian Defence Force (ADF) are an important group for health and welfare monitoring. The unique nature of military service means their needs and outcomes can differ from those of the general population.

The report explores the ‘veteran-centred model’ (Figure 2.7)—comprising 7 domains and based on the AIHW’s people-centred model (Figure 2.3)—to understand the factors that influence veterans’ health and welfare. Information from 30 diverse data sources has been compiled to build a profile of the whole veteran population, including information on veterans’ families. The report also identifies opportunities to fill gaps in our understanding of veterans’ health and welfare, particularly in the domains of housing, income and finance, and justice and safety.

The report found that ADF members are generally much healthier than the general population. Encouragingly, in 2014–15, 78% of people who had served in the ADF rated their health as excellent, very good or good. However, veterans may be at greater risk of developing some cancers, and affective disorders, and the age-adjusted suicide rate for former serving men is higher than for all Australian men.

The report has been well received by the Department of Veterans’ Affairs. An article on the report published in the VetAffairs newsletter on 8 April 2019 stated:

*The report … will serve as a benchmark, building the foundation for future work to address gaps in the understanding of veterans’ health and welfare, and inform research and policy development to benefit veterans and their families.*

Case study

Protecting older Australians from harm

Our challenge

Identifying gaps in aged care data

The Royal Commission into Aged Care Quality and Safety was established on 8 October 2018. Although the AIHW has a strong track record of developing, analysing and reporting ageing and aged care statistics, there are data gaps that need to be filled.

Our response

Contributing to vital data

We made major contributions to the Royal Commission in November 2018. Our expertise was sought at a statistical roundtable, along with the Australian Bureau of Statistics (ABS), to provide Commissioner Lynelle Briggs, AO with an understanding of the relevant data sources and headline data gaps.

The AIHW was called on as an expert witness in the opening set of hearings in February 2019 which ‘set the scene’ for subsequent hearings and associated activities. The evidence provided by our staff drew heavily on material that Counsel Assisting the Royal Commission obtained from our GEN—Aged Care Data website and our witness statement comprised around 30 pages of statements and nearly 1,000 pages of attachments.

We provided data and advice to the Office of the Royal Commission to support its research. For example, we analysed the 2016 National Aged Care Workforce Census and Survey and presented information on:

• a detailed breakdown on culturally and linguistically diverse care workers
• the driving distance between the location where a person was assessed for aged care services and the location where they first took up permanent residential aged care.

We are building and analysing a large linked data set covering all aged care programs, MBS, PBS, and deaths—all national—plus public and private hospital activity (admitted patient and emergency department) for Victoria and Queensland. This data set is designed to enable a comprehensive view of the interaction between the aged care and health systems. With the funding support from the Department of Health, we will publish a series of reports over the next 2 years on various aspects of this interaction.

Throughout our involvement with the Royal Commission we have collaborated closely with the Attorney-General’s Department, the Department of Health, the ABS, the Office of the Royal Commission, and solicitors assisting the Australian Government.

Our results

Adding value to social policy

Our involvement with the Royal Commission has provided us with the opportunity to showcase and demonstrate the value of our work for informing core social policy.

We continue to provide data, information and statistical advice to support the work of the Office of the Royal Commission.
Chapter 3

Our relationships

• Our communications
• Collaborating with our stakeholders
• Reaching our audiences
• Social media
• Media coverage
• Our websites
• Submissions to inquiries
Our communications

Stakeholder engagement

All our work is driven by the needs of our stakeholders (Figure 3.1). Strengthening relationships with stakeholders and using technology to build audiences for our reports and data were a strong focus in 2018–19. Our new Stakeholder Engagement Strategy has a clear goal—‘to continue to be recognised as the trusted source of Australian health and welfare data, and that our data drives better decisions and improved outcomes for Australians’.

We undertook an extensive stakeholder engagement project that involved a strategic planning workshop and in-depth interviews with key stakeholders. As a result of the project, we have expanded our engagement with state and territory departments and non-government organisations through consultations and briefings on forthcoming releases. We also increased our engagement by attending and presenting at conferences and inviting experts to speak to AIHW staff (see Table 3.3).

We also continued our strong engagement through our network of more than 100 advisory groups and through our websites and social media platforms.

Figure 3.1: AIHW’s stakeholders

1. Policymakers
Government policymakers at all levels (local, state, commonwealth) including policy officials and agencies with similar or complementary responsibilities

2. Service coordinators
Governments and other organisations conducting service-level planning and looking to benchmark and improve their performance

3. Researchers and analysts
Academics and professionals looking to ‘deep dive’ into issues and build stronger evidence

4. Frontline practitioners
Health and welfare practitioners and providers looking to use local area data in their day-to-day work (e.g. GPs, nurses, clinicians, preventative health sector)
5. Influencers, advocates and communicators

Journalists, consumer groups, non-government organisations (NGOs) and others looking to influence health and welfare policy or local planning, and educate consumers

6. Professional associations

Professional associations (e.g. Australian Medical Association, Australian Council of Social Service) that advocate on behalf of their members to governments, research institutions and other bodies on issues of health and welfare

7. Consumers and casual users

Consumers looking to use data to inform their decisions and casual users looking for ‘quick grabs’ (e.g. service users, students and schools, parents looking for data on immunisations).

Communication strategies

We began developing an overarching Digital Communication Strategy which looked at our digital communication assets—including multiple websites, applications (apps) and social media platforms. The discovery phase, completed in January 2019, involved workshops with all staff and an audit of all our digital assets. The concept was split into 2 strategies: social media and website. These strategies will enable us to better organise content and create clear pathways to data. The goal of the website strategy is to develop a more data-centric website and to enable geographical exploration across all topics. The social media strategy will act as a blueprint for the role and growth of social media. It focuses on implementing best practice for our social media platform outputs to improve the quality of our messages, increase our audience reach and build on the depth of engagement with our stakeholders.
Collaborating with our stakeholders

To successfully perform our functions, we rely on forging and maintaining positive, productive relationships with many agencies and organisations across the Australian, state and territory governments, and non-government sectors. The multisectoral nature of our work is reflected in the statutory composition of the AIHW Board and Ethics Committee and the diverse range of entities with which we have entered into an agreement or a memorandum of understanding (MoU).

Australian Government

Department of Health

As an independent corporate Commonwealth entity in the Health portfolio, we have a strong relationship with the Department of Health. Our work for the department is guided by a formal deed between the 2 organisations, except where that work is required to be put out to competitive tender. The department provides funding for significant additional projects beyond work funded through appropriation.

We provide the department with copies of all our publications in advance of public release.

Department of Social Services

Our relationship with the DSS focuses in areas such as housing and homelessness, disability services, child protection and income support.

We are the data custodian of the department’s Australian Government Housing Data Set and a member of a panel of experts established to support organisations funded under the DSS’s Families and Children Activity. We act as a release point for the DSS’s researchable Centrelink data asset (DOMINO—Data Over Multiple INdividual Occurrences).

The 2 organisations have established a collaborative work arrangement to support enhanced use of income-support data for understanding population health and welfare outcomes.

We provide the DSS with copies of our publications that are relevant to DSS functions in advance of public release.

Australian Digital Health Agency

We are working with the ADHA and the Department of Health to prepare for the AIHW to become the data custodian for the MHR system data for research and public health purposes. This has involved the establishment of an Implementation Working Group comprising the 3 agencies where we are collaborating to establish the necessary data governance arrangements and implement the technical and physical structure required.

Department of Veterans’ Affairs

The AIHW and the department are parties to an MoU that reflects their commitment to the development of information sources for the delivery of world-class health-care policies and services to veterans. The overarching aim of this partnership is to develop a comprehensive profile of the health and welfare of Australia’s veteran population. It also aims to facilitate a coordinated, whole-of-population approach to monitoring and reporting on the current status and future needs of veterans and their families.

Other agencies

We continued to work with many agencies in developing, collecting, compiling, analysing, managing and disseminating health and welfare data and information, including:
• Australian Bureau of Statistics
• Australian Commission on Safety and Quality in Health Care
• Australian Taxation Office
• Cancer Australia
• Department of Education
• Department of Human Services
• Department of Infrastructure, Transport, Cities and Regional Development
• Department of the Prime Minister and Cabinet
• Independent Hospital Pricing Authority
• National Health Funding Body
• National Mental Health Commission
• Safe Work Australia.

State and territory governments

Much of the government services data that we report at a national level are provided by state and territory government departments that fund and deliver those services. Close working relationships with state and territory governments are critical to developing and reporting nationally consistent and comparable health and welfare data.

Along with numerous government entities from all jurisdictions, we are a party to national information agreements that underpin the activities of national information committees. Separate agreements cover health, community services, early childhood education and care, and housing and homelessness. The agreements ensure that effective infrastructure and governance arrangements are in place for the development, supply and use of nationally consistent data for each of these areas.

We collaborated with all states and territories, the Department of Health, and other key agencies and stakeholders through our committees, the Strategic Committee for National Health and the National Health Data and Information Standards Committee. Through these committees, we maintained relationships with AHMAC, primarily through its Health Services Principal Committee. An MoU has been established to formalise our relationship with AHMAC.

We contributed to the development of a draft National Housing and Homelessness Agreement Data Improvement Plan through our role on the Housing and Homelessness Senior Officials Network and data working group, in particular, strengthening our role as a national leader in data integration.

We also worked with state and territory partners to secure the continued stability of systems underpinning national specialist homelessness services data.

Non-government organisations

We have expanded our engagement with NGOs by providing more consultations and briefings on forthcoming releases (including providing embargo access to reports). We are collaborating with several NGOs from the community services sector on a data insights workshop that will be held early in 2019–20.

International collaboration

We play an important role in data standards and classifications work through the WHO's Family of International Classifications and report Australian health statistics to the OECD.

Information on our engagement with these bodies can be found at www.aihw.gov.au/our-services/international-collaboration.

We have a staff exchange program with CIHI (see page 73). We also worked with CIHI on a publication comparing opioid-related harm in Australia with Canada. Further information on this work can be found on page 23.
Chapter 3        Our relationships

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Australian Institute of Health and Welfare   Annual report 2018–19

Engagement with stakeholders—primary care consultations

We received ongoing funding in the 2018 Federal Budget to develop an enduring National Primary Health Care Data Asset. It is envisaged that the data asset will contain reliable, detailed, high-quality data about primary health care which will assist in the creation of a comprehensive understanding of the system and a patient’s journey and experiences within it. It has the potential to create new avenues of analysis to enable better population health planning, help identify gaps in primary health care services and ultimately improve patient health outcomes.

We created a draft of a data development plan to form the basis for nationwide consultation. The initial consultation phase included a series of facilitated workshops convened in each state and territory capital city and an online public submission process.

We launched the AIHW’s Consultation Hub, Citizen Space, on 13 March 2019, with this new public submission process used for gathering feedback on the draft plan.

A total of 163 participants representing 115 invited organisations attended the 8 workshops. Participants included clinicians, consumers, medical software industry partners, commissioners of health services such as Primary Health Networks (PHNs), representatives from peak bodies, researchers, medical colleges and state and territory health departments. The overwhelming majority of participants supported the need for primary health care data that can inform planning and population health. Specific benefits of the data asset were identified as including:

- raising the public awareness of the importance of primary health care to the health of Australians
- improving the visibility of primary health service needs in remote communities
- providing greater visibility of all professions that operate in the primary health care sector.

The biggest and most consistent challenge for the data asset was the need to develop community trust through building consumer interest in the benefits, and providing reassurance that privacy will be maintained.

We received 40 submissions through the consultations process—33 from organisations and 7 from individuals—through online submissions.

Following the completion of this initial phase of stakeholder engagement we will consolidate, analyse and report on feedback.
Reaching our audiences

We continued to make our work widely available and easy to understand through increased use of short reports, data visualisations and infographics. Our information is available free of charge on our website in a variety of formats to suit the needs of users. All publications are available in alternative formats, upon request.

Notification services for stakeholders

One of our communication channels is an on-the-day email notification service alerting subscribers to new AIHW product releases. As at 30 June 2019, more than 32,600 people subscribed to this service. Subscriptions to these notifications rose by 25% in 2018–19 compared with the previous year (Table 3.1). Two new lists created in 2018–19, Mental Health Services and Primary Health Care, account for much of the marked increase in subscribers compared with previous years.

Table 3.1: Email notification service subscriptions by category, 2014–15 to 2018–19

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</tbody>
</table>

(a) New lists added in 2018–19.
.. not applicable.
Social media

Twitter

Twitter (@aihw) was our primary social media platform for communicating with our stakeholders in 2018–19. We published 220 tweets and had 18,200 followers as at 30 June 2019—an increase of about 15% compared with the previous year (15,800 in 2017–18). The number of views of our tweets rose slightly (2%), with 869,400 ‘impressions’ (see Box 3.1) compared with 852,000 in 2017–18. The topics and reports with the highest level of engagement in 2018–19 are detailed in Table 3.2 and figures 3.2 and 3.3.

Table 3.2: Top AIHW topics/reports based on Twitter engagement, 2018–19

<table>
<thead>
<tr>
<th>Rank</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Family, domestic and sexual violence</td>
</tr>
<tr>
<td>2</td>
<td>Housing and homelessness</td>
</tr>
<tr>
<td>3</td>
<td>Physical activity/nutrition across the life stages</td>
</tr>
<tr>
<td>4</td>
<td>Cancer</td>
</tr>
<tr>
<td>5</td>
<td>Overweight and obesity</td>
</tr>
<tr>
<td>6</td>
<td>Burden of disease and disease expenditure</td>
</tr>
<tr>
<td>7</td>
<td>Cardiovascular disease and chronic conditions</td>
</tr>
<tr>
<td>8</td>
<td>Health and welfare of Indigenous people</td>
</tr>
<tr>
<td>9</td>
<td>Alcohol, tobacco and other drugs</td>
</tr>
<tr>
<td>10</td>
<td>Disability</td>
</tr>
</tbody>
</table>

Box 3.1: Twitter analytics terms

**impressions:**
Number of times users saw the tweet on Twitter.

**engagements:**
Total number of times a user has interacted with a tweet, including retweets, replies, follows, likes and clicks on hashtags, links, avatar, username and tweet expansion.

**engagement rate:**
Number of engagements divided by the total number of impressions. Rates between 33 and 100 reactions for every 1,000 followers (0.33% and 1%) are considered to be very high.
LinkedIn

The social media platform LinkedIn was introduced as a communication tool in 2018–19. Senior executives posted articles and discussion pieces to help broaden our reach and develop networks. LinkedIn was also used to notify vacant positions, with staff able to share job vacancies through their networks.

In 2019–20, we will build on our social media presence through the implementation of our new Social Media Strategy and policy. We will continue to use Twitter for targeted communication and increase content on our secondary channels, LinkedIn and YouTube. We will create more visual content, including graphics, video and audio content to better reflect current social media trends.
Guest speakers

Our guest speaker series aims to bring in external speakers to talk to staff about interesting and relevant topics. In 2018–19, 8 experts spoke about a range of topics (see Table 3.3).

Table 3.3: Guest speaker topics, 2018–19

<table>
<thead>
<tr>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Three questions about data and the future of public health</td>
</tr>
<tr>
<td>Privacy Awareness Week</td>
</tr>
<tr>
<td>Big data and artificial intelligence</td>
</tr>
<tr>
<td>Data from the Australian Longitudinal Study on Women’s Health</td>
</tr>
<tr>
<td>Public attitudes towards data governance in Australia</td>
</tr>
<tr>
<td>Legal and ethical challenges and solutions in the era of big data: a UK perspective</td>
</tr>
<tr>
<td>Role of data in the Royal Commission into Institutional Responses to Child Sexual Abuse</td>
</tr>
<tr>
<td>Mental Health Month</td>
</tr>
</tbody>
</table>

Insights workshop series

In February, our inaugural insights workshop provided an opportunity for health and welfare analytics centres across Australia to share and exchange ideas and experiences and forge new collaborations.

Attendees were presented with information about our data resources, insights into new and innovative projects and a ‘show and tell’ of our data tools. External guest speakers shared case studies and other tools. In 2019–20, we will host further workshops, with an NGO-focused seminar in development.

Media coverage

We issued 36 media releases in 2018–19, similar to 2017–18. Media coverage increased steadily over this period due to several high-profile releases, including reports on patients’ out-of-pocket costs and family and domestic violence. The inclusion of regional-level data in some publications also contributed to increased coverage by local media outlets.

Compared with 2017–18, our coverage increased most notably in 2018–19 for online reporting (up 27.6%) and television (up 19.8%). Radio coverage also saw an increase of 10.4%, while print coverage dropped by 16.7%. Table 3.4 shows the trend of media mentions from 2014–15 to 2018–19. Table 3.5 shows the top 10 products for total media mentions.
Table 3.4: Media coverage and media releases, 2014–15 to 2018–19

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Online</td>
<td>1,650</td>
<td>1,496</td>
<td>1,822</td>
<td>1,645</td>
<td>2,222</td>
<td>▲ 35.1</td>
</tr>
<tr>
<td>Print</td>
<td>426</td>
<td>798</td>
<td>1,694</td>
<td>1,923</td>
<td>1,695</td>
<td>▼ 11.9</td>
</tr>
<tr>
<td>Radio</td>
<td>1,826</td>
<td>1,106</td>
<td>1,617</td>
<td>1,629</td>
<td>1,904</td>
<td>▲ 16.9</td>
</tr>
<tr>
<td>Television</td>
<td>230</td>
<td>129</td>
<td>221</td>
<td>273</td>
<td>346</td>
<td>▲ 26.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,132</td>
<td>3,529</td>
<td>5,354</td>
<td>5,470</td>
<td>6,167</td>
<td>▲ 12.7</td>
</tr>
<tr>
<td><strong>Media releases</strong></td>
<td>82</td>
<td>57</td>
<td>35</td>
<td>37</td>
<td>36</td>
<td>▼ 2.7</td>
</tr>
</tbody>
</table>

Table 3.5: Top 10 products for media coverage 2018–19

<table>
<thead>
<tr>
<th>Rank</th>
<th>Title</th>
<th>Media mentions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><em>MyHealthyCommunities: Patients’ out-of-pocket spending on Medicare services 2016–17</em></td>
<td>259</td>
</tr>
<tr>
<td>2</td>
<td><em>Elective surgery waiting times 2017–18—Australian hospital statistics</em></td>
<td>137</td>
</tr>
<tr>
<td>3</td>
<td><em>Family, domestic and sexual violence in Australia: continuing the national story 2019—in brief</em></td>
<td>117</td>
</tr>
<tr>
<td>4</td>
<td><em>Opioid harm in Australia: and comparisons between Australia and Canada</em></td>
<td>115</td>
</tr>
<tr>
<td>5</td>
<td><em>Pedal cyclist deaths and hospitalisations, 1999–00 to 2015–16</em></td>
<td>97</td>
</tr>
<tr>
<td>6</td>
<td><em>Couch surfers: a profile of Specialist Homelessness Services clients</em></td>
<td>83</td>
</tr>
<tr>
<td>7</td>
<td><em>Health expenditure Australia 2016–17</em></td>
<td>70</td>
</tr>
<tr>
<td>8</td>
<td><em>Nutrition across the life stages</em></td>
<td>70</td>
</tr>
<tr>
<td>9</td>
<td><em>Overlap between youth justice supervision and alcohol and other drug treatment services: 1 July 2012 to 30 June 2016</em></td>
<td>67</td>
</tr>
<tr>
<td>10</td>
<td><em>Palliative care services in Australia—tranche 1, 2019</em></td>
<td>67</td>
</tr>
</tbody>
</table>
Our websites

Our website at www.aihw.gov.au is our main channel for AIHW information including our PDF and HTML reports, other data related outputs, our services and corporate information. Many of our reports include interactive data tables and other visual displays of information. There were 4.1 million user sessions on our website in 2018–19—an increase of 1.2 million from 2017–18.

We managed 4 other websites in 2018–19—MyHospitals, GEN—Aged Care Data, the Australian Mesothelioma Registry (AMR) and MyHealthyCommunities. There were a total of 5.3 million sessions across all 5 websites. The MyHealthyCommunities website was decommissioned on 30 June 2019 and content is now available on our main website.

MyHospitals

The MyHospitals website at www.myhospitals.gov.au provides nationally consistent, locally relevant information that allows fair comparisons to be made between individual hospitals. Performance information is available on more than 1,000 public and private hospitals.

There were 1,033,600 sessions on the MyHospitals website compared with 868,000 in 2017–18, an increase of 19%.

GEN—Aged Care Data

Our GEN website at www.gen-agedcaredata.gov.au is designed to cater for all levels of users, from people seeking basic information through to data modellers and actuaries. Each section on the website begins with an overview and ‘fast facts’ on the topic, followed by greater detail and the ability to interact with the data. Data underpinning each topic are available for further analysis.

There were 92,700 sessions on the GEN website compared with 52,300 in its launch year of 2017–18.

Australian Mesothelioma Registry

We manage the AMR at www.mesothelioma-australia.com on behalf of Safe Work Australia. The AMR contains information about people with mesothelioma, monitors new cases diagnosed in Australia from 1 July 2010 and collects information about asbestos exposure. There were 3,800 sessions on the AMR website. Comparable data on AMR sessions are not available for 2017–18.

MyHealthyCommunities

The MyHealthyCommunities website remained live until 30 June 2019, with the last data update in October 2018. Users accessing the MyHealthyCommunities website are automatically redirected to the Healthy community indicators section of our website, reducing our ongoing operational costs and improving user access to a wider range of our products.

There were 66,700 sessions on the MyHealthyCommunities website.

Submissions to inquiries

We made 5 submissions to parliamentary and government inquiries in 2018–19:

- Royal Commission into Aged Care Safety and Quality
- Senate Select Committee into the obesity epidemic in Australia
- Review of the National Regulatory System for Community Housing
- Select Committee into alternative approaches to reducing illicit drug use and its effects on the community (Western Australia)
- Productivity Commission’s Inquiry into the Economic Impacts of Mental Ill-Health.
Chapter 4

Our governance

• Legislation
• AIHW Board
• AIHW Ethics Committee
• Protecting privacy
• Data governance
• ICT and data security
• Financial management
• Risk oversight and management
• Reporting requirements under the PGPA Rule
Legislation

The AIHW was established as a Commonwealth statutory authority in 1987 as the Australian Institute of Health. Its composition, functions and powers in the analysis, reporting and dissemination of the nation’s health-related information and statistics were set out in its enabling legislation, the Australian Institute of Health Act 1987.

In 1992, its role was expanded to include welfare-related information and statistics, and the organisation was renamed the Australian Institute of Health and Welfare. The amended Act became the Australian Institute of Health and Welfare Act 1987 (AIHW Act).

The Institute’s functions are prescribed in section 5 of the AIHW Act. In summary, these are to:

- collect and produce health- and welfare-related information and statistics, and assist other bodies in these tasks
- develop methods and undertake studies designed to assess the provision, use, cost and effectiveness of health services and health technologies
- conduct and promote research into the health of the people of Australia
- develop specialised statistical standards and classifications relevant to health and welfare services
- enable researchers to have access to health- and welfare-related information and statistics held by the Institute or by bodies with which the AIHW has contracts or arrangements
- publish methodological and substantive reports on work carried out by the Institute
- make recommendations to the Minister on the prevention and treatment of diseases and the improvement and promotion of the health and health awareness of the people.

The AIHW Act requires the AIHW to place information in the public domain; it also contains a strict confidentiality provision. Section 29 of the Act prohibits the release of documents and/or information ‘concerning a person’ held by the AIHW other than in compliance with any written terms and conditions imposed by the data provider.

As a Commonwealth entity, we are also subject to the Privacy Act 1988 (Privacy Act), which imposes strict obligations in relation to the collection, use and disclosure of personal information. Hence, the data in our care are protected by 2 sets of obligations: those contained in the AIHW Act and those in the Privacy Act.

In certain circumstances, the AIHW Ethics Committee may authorise the release of personal information for medical research that would otherwise constitute a breach of an Australian Privacy Principle in the Privacy Act.

Amendments to the AIHW Act

The amended AIHW Act commenced on 27 November 2018 which implemented the recommendations of the independent review of the AIHW undertaken in 2015. These amendments streamlined AIHW governance and administration:

- Established a board of up to 12 members who have a collective range of skills to ensure effective strategic governance. This amendment replaced the representative nature of the previous board structure where members were aligned to a single specific criterion in the Act.
- Members are appointed by the Minister for Health instead of the Governor General. This change is consistent with similar organisations and provides greater administrative efficiency for appointments, resignations or terminations.
- The title of the head of the AIHW changed to Chief Executive Officer (CEO) in line with other similar government agencies. The
previous title of Director was ambiguous as it can be associated with a range of different positions in government.

- The CEO is appointed by the board to provide a clearer line of accountability. Previously, the CEO (Director) was appointed by the Minister for Health.
- The AIHW needs to consult with the ABS to collect health and welfare information. Previously the ABS’s approval was needed which imposed an unnecessary administrative requirement.
- The AIHW no longer needs to seek the approval of the Minister to enter contracts above a prescribed amount.

Accountability to the Minister and Parliament

The AIHW Board is accountable to the Parliament of Australia through the Minister for Health. It informs the minister of its activities as required by the AIHW Act and the PGPA Act.

The Minister for Health—and other relevant ministers in the Australian Government and state and territory governments—have early access to our products under embargo arrangements.

Senior AIHW staff may also be required to attend Senate estimates hearings as part of the Health portfolio. In 2018–19, the CEO appeared as a witness at the Senate Standing Committee on Community Affairs additional estimates hearings on 20 February 2019.

Ministerial directions

No Ministerial directions under section 7 of the AIHW Act were received in 2018–19.

Government policy orders

No government policy orders under section 22 of the PGPA Act were applied to the AIHW in 2018–19.

AIHW Board

The AIHW Board is the accountable authority for the AIHW under the PGPA Act. Its main function under the AIHW Act is to ensure the proper, efficient and effective performance of the AIHW (see Figure 4.1).

The board’s composition is set out in section 9 of the AIHW Act.

The CEO is an ex-officio board member. Under section 18F of the AIHW Act, the CEO is not allowed to be present at any deliberation of the board, or take part in any decision, that relates to their appointment, remuneration or performance.

Other board members are appointed by the Minister for Health and hold office for a specified term not exceeding 5 years.

The AIHW Board met 4 times in 2018–19.

Appendix 2 on page 91 provides details of the meetings attended by individual board members and lists outgoing board members during 2018–19.

The AIHW Act requires that the Board meets at least every 4 months. Due to the amended AIHW Act requiring appointment of a new Board, the scheduled December 2018 meeting was deferred to February 2019.

Information about individual board members is current as at 30 June 2019 and includes their qualifications, current positions and professional affiliations.

**Louise Markus** BScWk
Chair
**Term:** 14 December 2016–13 December 2019
Mrs Markus was elected to the House of Representatives in 2004 and 2007 for the seat of Greenway and in 2010 for the seat of Macquarie. During her time in the Parliament of Australia, she held the positions of shadow parliamentary secretary for immigration and citizenship and shadow minister for veterans’ affairs. Mrs Markus left the House of Representatives on 2 July 2016. During her career as a social worker, she worked at the Department of Social Security, Wesley Mission and as a Technical and Further Education teacher. Mrs Markus is passionate about developing and delivering programs that provide opportunities for young people and being a strong voice for those in her community.

**Erin Lalor AM** BSc (Hons) (Speech and Hearing), PhD, GCCM
**Deputy Chair**
**Term:** 3 December 2018–2 December 2021
**Board member**
Dr Lalor was appointed CEO of the Alcohol and Drug Foundation in November 2017. She has over 20 years of leadership experience in the health sector, working in clinical, academic and executive roles, and was previously the CEO of the National Stroke Foundation and a director of the World Stroke Organization.

Dr Lalor was the Chair of the AIHW’s former National Vascular Disease Monitoring Advisory Group. Dr Lalor is a former board member of VincentCare Victoria, and a member of the Victorian Liquor Control Advisory Council, VicHealth Alcohol Taskforce and the National Alliance for Action on Alcohol.

She was awarded a Member of the Order of Australia in January 2019 for her services to health through the not-for-profit sector and to people with stroke.

**Barry Sandison** BBusMgt, FANZSG
CEO AIHW
**Term:** 5 May 2016–4 May 2021; Ex-officio appointment
Mr Sandison’s biography can be found at page 58.

**Zoran Bolevich** DM, MBA, FRACMA
**Non-executive Director**
**Terms:** 11 February 2016–27 November 2018; December 2018–2 December 2019
Dr Bolevich is the Chief Executive of eHealth New South Wales. During his 25-year career in health, he has worked in a range of senior health management and ICT leadership roles in Australia and New Zealand.

Before joining eHealth NSW, he worked at the NSW Ministry of Health as executive director for health system information and performance reporting and, most recently, as acting deputy secretary for system purchasing and performance.
Christine Castley LLB, BA, MA, MPA
Non-executive Director
Term: 3 December 2018–2 December 2019
Ms Castley has served in multiple senior leadership roles across the Queensland Government, with significant experience in strategic policy, governance and service delivery. She is Deputy Director-General in the Department of the Premier and Cabinet. Previously, she was deputy director-general, housing, homelessness and sport in the Department of Housing and Public Works. In 2014 and 2015, she led the Secretariat to the Taskforce on Domestic and Family Violence, working with the Chair of the Taskforce, the Hon. Dame Quentin Bryce AD CVO, government, opposition and independent members of Parliament, as well as community sector representatives. She has also worked in a variety of agencies including Natural Resources and Mines, State Development and the Queensland Performing Arts Trust.

Marilyn Chilvers BEc (Hons), MAAppStat, GradDipTertEd
Non-executive Director
Ms Chilvers is the Executive Director at the New South Wales Department of Family and Community Services (FACS) and Data Analytics Centre, New South Wales Treasury (dual role). Ms Chilvers leads data integration and analysis activities to improve outcomes for vulnerable and at-risk citizens. She has led the design, development and implementation of the New South Wales Human Services Outcomes Framework to guide government investment and service design through data and evidence. She is a partner investigator in a range of linkage research projects, including the FACS Pathways of Care Longitudinal Study of children and young people in out-of-home care and the University of New South Wales Child Development Study.

Christine Gee MBA
Non-executive Director
Term: 3 December 2018–2 December 2023
Ms Gee is the CEO of the Toowong Private Hospital. She is a member of the Toowong Private Hospital Board, Treasurer of the Private Hospitals Association of Queensland and Chair of its Psychiatric Sub-committee. She is a past national president and current board member of the Australian Private Hospitals Association, a member of its Private Psychiatric Hospitals Data Reporting and Analysis Management Committee and Chair of its Policy and Advocacy Taskforce and Psychiatric Committee.
Ms Gee is a member of the Board of the Australian Commission on Safety and Quality in Health Care. She is a member of the Queensland Medical Board and Chair of the Medical Board of Australia’s Sexual Boundaries Notifications Committee.

Romlie Mokak BSocSc, PGDipSpEd
Non-executive Director
Term: 3 December 2018–2 December 2023
Mr Mokak is a full-time Commissioner with the Productivity Commission.
He is a Djugun man and a member of the Yawuru people.
Mr Mokak was the CEO of the Lowitja Institute. Previously, Mr Mokak was the CEO of the Australian Indigenous Doctors’ Association. Earlier roles included director, substance use, and manager of the National Eye Health Program for the Australian Government’s Office for Aboriginal and
Torres Strait Islander Health. He was the first Aboriginal policy officer in the New South Wales Government Department of Ageing and Disability.

Mr Mokak is a past chair of the National Health Leadership Forum. He also convened the first Lowitja Institute International Indigenous Health and Wellbeing Conference, and delivered the 2016 Cranlana Program Medicine and Society Oration.

Christine Pascott MBBS, FRACGP, GAICD, AFACHSM
Non-executive Director
Term: 3 December 2018–2 December 2023

Dr Pascott is the Director of the University Medical Centre at the University of Western Australia. She is a practising clinician with a focus on holistic health care of young adults, encompassing both physical and mental health aspects. For over 20 years, Dr Pascott has led a team of general practitioners, registered and mental health nurses, visiting specialists and health promotion officers. She has been the Infection Control Officer for the Faculty of Health and Medical Sciences since 2015.

Dr Pascott is a member of the Medical Defence Association National Board and of its Audit and Risk Committee and is a Clinical Reference Lead for the Australian Digital Health Agency.

Michael Perusco BBus (Acc)
Non-executive Director

Mr Perusco commenced as CEO of Berry Street in February 2018.

Prior to that he was CEO of a number of organisations in the housing and homelessness sector: Unison, St Vincent de Paul Society (New South Wales) and Sacred Heart Mission. He has worked at the Department of Prime Minister and Cabinet leading the social inclusion agenda, not-for-profit reform agenda and other social policy areas. He has also worked in the commercial sector at KPMG and Arthur Andersen.

Mr Perusco’s career in the community sector has focused on people who are chronically homeless. He is a member of the Victorian Government’s Roadmap Implementation for Reform Ministerial Advisory Group, the Aboriginal Children’s Forum and the Centre for Excellence in Child and Family Welfare.

He was a finalist in the 2010 Victorian Australian of the Year awards.

Cathryn Ryan RN, BEd, GDipHlthAdmin, GDipENT (UK), GCertCritCare(Emerg), GAICD
Non-executive Director
Term: 3 December 2018–2 December 2023

Ms Ryan has worked for over 35 years in the public and private health sectors in both Australia and the United Kingdom. She has held a wide range of operational and senior managerial roles, focusing on care outcomes, efficiency, productivity and funding.

With a national role as General Manager - Health Funding, Strategy and Performance at Australia’s largest not-for-profit private/public hospital operator, St John of God Health Care, she heads up an integrated team responsible for funding, health information, audit and related analytics.

Ms Ryan also has over 10 years’ experience as a non-executive director of a not-for-profit organisation for children with special needs. She is a member of Catholic Health Australia’s Senior Executive Forum and a current member of the Prostheses Listing Advisory Committee.
Simone Ryan  BMedSci, MBBS, FAFOEM (RACP), MOccEnvHlth, ACCAM, DAME
Non-executive Director
Dr Ryan is a medical specialist and pioneer in her field; well-known for her passion and dedication to ensuring optimum health for every Australian worker. With her main professional objective to educate corporate Australia around realising the health benefits of work and how this boosts the bottom line, 'One Life. Live It', was born.
Dr Ryan is the Founder and CEO of One Life. Live It. In addition she is the founder of Hang Loose Foundation, former board and risk director at the Royal Australasian College of Physicians, Consultant to Australian Securities Exchange companies on occupational health and safety and member of Women on Boards.

Risk, Audit and Finance Committee
This committee authorises and oversees the AIHW’s audit program and reports to the board on strategic, financial and data audit matters (see ‘Financial management’ on page 53 and ‘Risk oversight and management’ on page 54).
As at 30 June 2019, the committee comprised:
• 3 non-executive board members—Mr Michael Perusco (Chair), Dr Erin Lalor, and Dr Simone Ryan. Details of their professional experience and qualifications are available under ‘AIHW Board’ earlier in this chapter
• 1 independent member—Mr Max Shanahan.

Maxwell Shanahan  BA, FCPA, CGEIT, CISA, MACS (Senior), MIIAA
Independent member
Term: from 8 December 2011
Mr Shanahan is the Director of Max Shanahan & Associates. He is currently Chair of the Snowy Mountains Regional Council Audit Committee, a member of the Queanbeyan-Palerang Regional Council Audit, Risk and Improvement Committee and was an independent member of the Australian Bureau of Statistics Audit committee from 2009 until mid-2017.
Mr Shanahan continues to be active in the development of standards for the governance of IT, attending International Organizations for Standardization meetings (ISO) as an Australia subject matter expert.

Auditors
Senior representatives from our internal auditors (Protiviti) and external auditors (ANAO) attend meetings of the committee. The committee received the ANAO’s audit report on the 2017–18 financial statements. It also reviewed recommendations from internal audits on:
• the implementation of the Data Custodian Checklist—to provide assurance of the effectiveness of design and operating effectiveness of the checklist following its first year of implementation
• privacy of information at the AIHW—to provide assurance of the adequacy of design and operating effectiveness of controls related to the management of privacy of information at the AIHW including preparedness to comply with the new Privacy Code which commenced on 1 July 2018.
Appropriate action in response to the recommendations of these internal audits is underway.
Protiviti began internal audits in 2018–19 on:
- following up the AIHW’s accreditation as an Accredited Integrating Authority
- procurement to payment controls
- IT asset management
- IT access management
- the National Aged Care Data Clearinghouse.

**Remuneration Committee**

The AIHW Board is the employing body of the CEO. The CEO position is in the Principal Executive Office structure administered by the Remuneration Tribunal.

The Remuneration Committee advises the board on the CEO’s performance and remuneration, within the parameters set in the Remuneration Tribunal’s *Determination 2018/07: Principal Executive Office—classification structure and terms and conditions*.

At 30 June 2019, the committee comprised:
- Chair of the AIHW Board—Mrs Louise Markus (Chair)
- Chair of the Risk, Audit and Finance Committee—Mr Michael Perusco
- 1 other board member—Dr Christine Pascott.

**AIHW Ethics Committee**

The AIHW Ethics Committee is established under section 16(1) of the AIHW Act. Its main responsibility is to advise on the ethical acceptability or otherwise of current or proposed health- and welfare-related activities of the AIHW, or of bodies with which we are associated. The Australian Institute of Health and Welfare (Ethics Committee) Regulations 2018 prescribe the committee’s functions and composition and can be found at www.legislation.gov.au/Details/F2018L00317.

The committee is recognised by the National Health and Medical Research Council as a properly constituted human research ethics committee, and an annual report of its activities in each calendar year is provided to the council.

Subject to the requirements of the AIHW Act and the Privacy Act, we may release personal health and welfare data for research purposes with the written approval of the committee, provided that release is consistent with the terms and conditions under which the data were supplied to us. The committee also approves the establishment of new health and welfare data collections.

**Committee members**

Information about individual board members is current as at 30 June 2019 and includes qualifications, current positions and professional affiliations. Information on attendance at Ethics Committee meetings is at Appendix 2 (see page 92).
Wayne Jackson  PSM BEc (Hons)  
Chair


Mr Jackson is a retired Australian Government public servant, having served as deputy secretary in the Department of Prime Minister and Cabinet and the (then) Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). He chaired a wide range of interdepartmental and corporate committees, including the FaHCSIA Risk Assessment and Audit Committee and the Research Committee, and was a member of the Australian Statistics Advisory Council.

He was awarded a Public Service Medal in 2006 for outstanding service in the development and implementation of social policy. He served as a Board member of Aboriginal Hostels Limited from 2009 to 2016.

Barry Sandison  BBusMgt, FANZSG
Chief Executive Officer

Ex-officio appointment. Information about Mr Sandison is provided on page 58.

Barbara Anderson  BPsych (Hons), MPsych (Clinical)

Person experienced in the professional care, counselling and treatment of people

Term: 27 June 2019–26 June 2022

Ms Anderson is a clinical psychologist with 16 years’ experience, currently working in a community youth-based mental health service and a private practice in Townsville.

Owen Bradfield  MBBS (Hons), BMedSc (Hons), LLB, MBA, FRACGP

Person experienced in the professional care, counselling and treatment of people

Term: 27 June 2019–26 June 2022

Dr Bradfield is a registered medical practitioner and lawyer.

He is Deputy Chairperson of the Patient Review Panel, a Lawyer Member of the Victorian Department of Health and Human Services Human Research Ethics Committee and a member of the Suitability Panel. He is a former Chairperson of the Health Law Committee of the Law Institute of Victoria.

Tim Driscoll  FAVOEM, FAFPHM, PhD, MOHS, MBBS, BSc (Med)

Person experienced in areas of research regularly considered by the committee

Terms: 1 July 2016–30 June 2019; 1 July 2019–30 June 2022

Professor Driscoll is an occupational epidemiologist and a specialist physician in occupational and environmental medicine and public health medicine. He is a Professor in epidemiology and occupational medicine in the Sydney School of Public Health at the University of Sydney and is Director of the Master of Public Health.

Amanda Ianna  GradCert-ChangeMgt, AGSM

Nominee of Registrars of Births, Deaths and Marriages

Term: Ex-officio appointment

Ms Ianna has extensive experience in the field of civil registration, organisational change and leadership. She is currently the 17th Registrar (since 1856) at the New South Wales Registry of Births Deaths and Marriages which she commenced in 2014, one of only two women to hold this position.
Nicholas White  BA (Hons), GradDipEd, PhD
Person who is a minister of religion
**Term:** 12 December 2017–11 December 2020
The Reverend Dr White is a social anthropologist and Anglican priest, currently Archdeacon for Diocesan Partnerships with the Anglican Diocese of Melbourne. Dr White has held social policy roles in the Victorian Department of Premier and Cabinet and the Department for Victorian Communities. Dr White also serves on the Ethics Committee of the Brotherhood of St Laurence.

Maryjane Crabtree  BA/LLB, GAICD
Person who is a lawyer
**Terms:** 14 April 2016–13 April 2019; 14 April 2019–13 April 2022
Ms Crabtree was a partner of Allens Linklaters, until her retirement in 2016. She is currently the President of the Epworth HealthCare Board of Management, Deputy Chair of the Racing Analytical Services Board and a member of Chief Executive Women, the Victorian Legal Admissions Board, the Board of Ormond College, the Coronial Council of Victoria and the Board of Rugby Victoria.

Damien Tillack  BA, BEd (Grad)(Sec)
Male representing general community attitudes
**Term:** 28 March 2019–27 March 2022
Mr Tillack is a primary school principal. His most recent appointment is principal at Townsville Central State School. He has been an educator for over 20 years and is currently completing a Master of Educational Leadership at the University of Queensland. Mr Tillack’s previous appointment was principal, Vincent State School.

Margaret Reynolds  BA, Dip Special Ed
Female representing general community attitudes
The Hon. Margaret Reynolds has had a career in education and social issues public policy. She is a former senator for Queensland and served as minister for local government and the status of women. She was CEO of National Disability Services in Tasmania and was an inaugural member of the Council for Aboriginal Reconciliation.

### Ethics Committee

- **58** new Ethics applications
- **4** Board meetings
- **5** Ethics Committee meetings
Work of the committee

The committee met 5 times in 2018–19. It provided approvals regarding the ethical acceptability of 257 new or modified projects and data collections.

New project applications

In 2018–19, the committee considered 58 new project applications compared with 76 and 62 in the previous 2 years. Of these, 45 were approved and 2 were declined.

Of the 58 new applications, 46 were submitted by researchers from external organisations, such as departments and research centres affiliated with universities or large metropolitan teaching hospitals. For example, applications were received from the University of Queensland, University of Tasmania, the Centre for Big Data Research in Health (University of NSW), Curtin University, the University of Melbourne, Sir Charles Gairdner Hospital, the Fiona Stanley Hospital and other major Australian universities.

The committee also received applications from research organisations such as the Kirby Institute, Peter MacCallum Cancer Centre, the South Australian Health and Medical Research Institute and various government agencies, including Civil Aviation Safety Authority, the Australian Bureau of Statistics, the Australian Government Department of Health and the Victorian Department of Health and Human Services. The AIHW submitted 12 new applications.

There were 33 applications that sought approval for linkage to the National Death Index (NDI) which is held at the AIHW.

Increasingly, researchers are requesting NDI linkage with MBS and PBS data.

Other AIHW-held databases to which access was sought included the Specialist Homelessness Services Collection, the National Aged Care Data Clearinghouse and hospitals data.

Monitoring projects

The committee monitors approved projects to their completion, and considers requests for modifications to previously approved projects. Researchers submitted 402 annual monitoring reports in 2018–19.

Requests for modification or extension

In all, 213 requests for amendment were considered during the year (Table 4.1). Approximately 57% (121) were requests for an extension of time and/or proposed research staff changes.

Finalised projects

To ensure that research outcomes are freely

| Table 4.1: Research project applications considered by the AIHW Ethics Committee, 2018–19 |
| Applications for approval | Considered | Approved | Rejected/Withdrawn | Decision pending |
| AIHW | 12 | 12 | | |
| External researchers | 46 | 33 | 2 | 11 |
| **Subtotal** | **58** | **45** | **2** | **11** |
| Applications for modification or extension | | | | |
| AIHW | 19 | 19 | | |
| External researchers | 194 | 193 | 1 | |
| **Subtotal** | **213** | **212** | | **1** |
| **Total** | **271** | **257** | **2** | **12** |
available, the committee requires public dissemination of the results of approved projects. In 2018–19, it received 21 final project reports accompanied by associated research results, most of which were published in peer-reviewed journals or other publicly available reports.

There are some limited exceptions where results are not released into the public domain: an example is when data are provided to a government department to enable it to create a model for internal use. In this situation, it is expected that any learnings are shared among other interested government agencies.

Protecting privacy

We protect the privacy of the information we hold under a comprehensive set of data governance arrangements involving designated data custodians, the AIHW Ethics Committee, audit activities and physical and IT security. These multiple layers of defence ensure that data are accessed only by authorised personnel for appropriate purposes in a secure environment.

For a general overview of how we protect the privacy of individuals, our legal obligations and our data custody and governance arrangements, see our Privacy Policy on our website at www.aihw.gov.au/privacy-policy.

The Five Safes Framework, adopted in November 2018, is a risk assessment framework, which considers strategic, privacy, security, ethical and operational risks when sharing or releasing our data. The framework supports the provision of safe and appropriate access to our data, and is progressively being fully integrated into our operations.

Data governance

We manage data professionally, with due respect for its sensitivity, and with privacy and confidentiality assured through legislation, robust data policies and procedures.

This includes use of rigorous controls to determine access and release arrangements, and the scrutiny of a legally-constituted and independent AIHW Ethics Committee.

Data governance framework

Our Data Governance Framework provides an overview of our robust data governance arrangements, including:

- a description of key concepts in data and data governance
- the legal, regulatory and governance environment in which we operate
- core data governance structures and roles
- an overview of our data-related policies, procedures and guidelines
- systems and tools supporting data governance
- compliance regimes.


Our Data Governance Committee establishes an annual work plan of data governance activities, makes operational decisions, and provides advice and recommendations to our Executive Committee on significant data governance matters. In 2018–19, the Data Governance Committee met 6 times, convened 4 data custodian forums to discuss matters of interest and issues affecting AIHW data custodians, and reported regularly to the Executive Committee on the delivery and/or progress on a range of projects in its work plan. These included:

- updating policies and delegations around the release of data
- integrating the use of Five Safes, including development of Five Safes Access Control Profiles
- development of guidance to support provision of external researchers with ‘live’ access to our data for their research projects (e.g. by remote access or co-located in an AIHW unit)
• publishing enhanced information about our data holdings on our website
• advising data custodians
• undertaking a review of the operation of a checklist for data custodians designed to provide greater guidance on key responsibilities and the documentary evidence required for data audits
• updating the Data Governance Framework for currency
• enhancing our internal data catalogue.

ICT and data security

We made a significant investment in the security of our data and technology to comply with relevant legislation and our policies. We developed new policies, frameworks and where appropriate, updated the existing policies in accordance with the Australian Government’s Security Framework and Guidelines. Our ICT Framework was developed to meet the legislative and regulatory requirements and to ensure the technology used by us is robust and secure. The framework now enables us to undertake certification and accreditation of all systems to provide surety for stakeholders. Our 2019 Security Plan was developed to ensure the privacy, confidentiality, integrity and availability of our data and the protection of our staff and assets.

Recognising the ever-changing threat landscape related to data and assets, we are continuing to invest in people, processes and technologies to ensure the protection of our data and reputation.

Financial management

Financial management in the AIHW operates within the following legislative framework:

- AIHW Act
- PGPA Act

Our internal operations are funded by:

- parliamentary appropriations
- contributions from income received for project work undertaken for external agencies to provide corporate services for that work
- miscellaneous sources, such as bank interest, ad hoc information services and publication sales.

These funds are allocated in a detailed budget process conducted in May–June each year. Funds are spent on:

- project work by our statistical groups
- collaborations with universities that undertake specialist activities
- corporate services, such as financial, human resources, executive support, governance and legal, records management, business improvement and ICT services.

Our externally funded project work is undertaken by our statistical groups. Fees charged for each project are determined using a pricing template set to cover salaries and on-costs, other direct costs and a corporate cost-recovery charge for infrastructure and corporate support. The pricing template is updated each year. Expenditure incurred in each project is accounted for separately and monitored monthly.

Procurement requirements

The AIHW is required by section 30 of the Public Governance, Performance and Accountability Rule 2014 (PGPA Rule) to comply with the Commonwealth Procurement Rules, which established requirements for Australian Government entities regarding their procurement activities. The procurement rules are available at www.finance.gov.au/commonwealth-procurement-rules.
We comply with the mandatory procedures for all procurements above the $400,000 threshold. We complied with our obligations under the procurement rules in 2018–19.

**Purchase contracts**

For purchase contracts with suppliers, we use, wherever possible, template contracts prepared by legal advisers. These template contracts aim to manage risks and ensure value for money through provisions such as: defined deliverables and performance standards linked to milestone payments; necessary insurances and indemnities; intellectual property ownership and requirements; and requirements for privacy and confidentiality.

Purchase contract payments are typically linked to the successful delivery of services.

**Revenue contracts**

Most revenue contracts were for provision of services related to projects being managed by our statistical units. Our revenue contracts and standard schedules for memoranda of understanding detail the scope, timing, deliverables and budget for most externally funded projects.

**Contract approval**

Any contract over $200,000 must be approved by the CEO.

**Risk oversight and management**

The AIHW Board continued to review and refine its Risk Management Framework (RMF). An independent consultant conducted workshops with members of the AIHW Board, the Risk, Audit and Finance Committee and senior executives to update the RMF and develop a Strategic Risk Profile (SRP).

Improvements to the RMF included: enhancement of policy objectives, articulating risk governance including responsibilities and accountabilities, embedding the role of the AIHW Ethics Committee, refinement of risk appetite and tolerances and the development of new templates for risk assessment and reporting.

Eight strategic and high-level operational risks were identified in the SRP. These are:

- breach of cybersecurity
- externally driven disruption
- major project failure
- growing pains
- preparedness of IT systems to handle very large, complex data sets
- data governance and privacy
- key person risk
- loss of reputation with stakeholders.

The updated RMF and new SRP will be implemented in 2019–20.

The AIHW Fraud Control Plan 2017–19 adopts a proactive approach to minimising the potential for instances of internal fraud. It contains appropriate fraud prevention, detection, investigation, reporting and data collection procedures and processes to meet our specific needs and ensure compliance with the Commonwealth Fraud Control Guidelines.

**Reporting requirements under the PGPA Rule**

We have specific annual reporting requirements under the PGPA Rule. An index of compliance with our mandatory reporting requirements is at Appendix 4 on page 96.

**Finance law non-compliance**

The AIHW had no significant issues relating to finance law non-compliance in 2018–19.

**Related entity transactions**

The AIHW had no related entity transactions in 2018–19.
Judicial or tribunal decisions
There were no legal actions lodged against the AIHW and no judicial decisions directly affecting us in 2018–19.

Reports by other bodies
No reports were made by the Auditor-General, a Parliamentary Committee, the Commonwealth Ombudsman or the Office of the Australian Information Commissioner in relation to the AIHW in 2018–19.

Unobtainable information from subsidiaries
The AIHW does not have any subsidiaries.

Indemnity applying to the entity and its officers
We have insurance policies through Comcover and Comcare that cover a range of insurable risks, including property damage, general liability and business interruption.
In 2018–19, the Comcover insurance policy included coverage for directors and officers against various liabilities that may occur in their capacity as officers of the AIHW.
Standard premiums of $22,680 excluding goods and services tax (GST) were paid to Comcover in 2018–19, compared with $20,025 for 2017–18.
The AIHW made no claims against its directors and officers liability insurance in 2018–19.

Compliance with the Legal Services Directions 2017
The Legal Services Directions 2017 requires us to provide the Attorney-General’s Department within 60 days of the end of the financial year:
• a report of our legal services expenditure for the financial year
• a certificate about the service of any documents in respect of legal proceedings involving the Commonwealth (if any).
We complied with our obligations for 2018–19 and our legal expenditure was $162,969.70.

Advertising and market research
Section 311A of the Commonwealth Electoral Act 1918 requires us to report payments of $13,800 and above for advertising and market research. In 2018–19, the AIHW did not undertake any advertising campaigns or make individual payments for advertising that exceeded the prescribed threshold.

Modern slavery
Section 6 of the Modern Slavery Act 2018 requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than $100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks.
The AIHW’s consolidated revenue was below the $100 million threshold.

Freedom of information
In accordance with section 11C of the Freedom of Information Act 1982 (FOI Act), the AIHW is required to publish information that has been released in response to a freedom of information access request.
The AIHW is not required to publish:
• personal information about any person if publication of that information would be ‘unreasonable’
• information about the business, commercial, financial or professional affairs of any person if publication of that information would be ‘unreasonable’
• other information, covered by a determination made by the Australian Information Commissioner, if publication of that information would be ‘unreasonable’
• any information if it is not reasonably practicable to publish the information because of the extent of modifications that would need to be made to delete the information listed in the above points.
In 2018–19, the AIHW received 7 requests made under the FOI Act.
Information Publication Scheme

The FOI Act established the Information Publication Scheme for Australian Government agencies subject to the FOI Act. Under the scheme, agencies are required to publish a range of information, including an organisational chart, functions, annual reports and certain details of document holdings.


Enquiries

Freedom of information requests and enquiries should be sent to:

FOI Contact Officer
Ethics, Privacy and Legal Unit
Australian Institute of Health and Welfare
GPO Box 570
Canberra ACT 2601
or emailed to foi@aihw.gov.au.
Chapter 5

Our people

• Challenges and opportunities
• Organisational structure
• Staff profile
• Workforce management
• Employment frameworks
• Engaging with staff
• Recognising and building expertise
• Encouraging workplace health and safety
• Accommodation
Chapter 5        Our people

Challenges and opportunities

The AIHW continues to depend on highly skilled and competent people to achieve its strategic goals and is committed to the ongoing development of all staff, especially in relation to retaining and enhancing critical capabilities. We have continued to rely on engaging contract staff to complete our expanded work program and deliver our commitments while managing staff numbers within the Average Staffing Level (ASL) cap that has been set for all APS agencies. At the end of June 2019 we had a total of 498 active staff including 157 contract staff (31%). While this is a challenge and there is a risk to having such a high proportion of contract staff, we are actively managing this by engaging appropriately skilled people, offering long-term contracts where possible, providing meaningful and challenging work, and offering contract staff with the same opportunities as ongoing staff. Overall the integration of contract staff across the AIHW has proven to be exceptionally successful.

We strive to provide a workplace that offers unique, fulfilling and challenging work, in a friendly and nurturing environment that promotes the professional and personal development of all individuals. Results from the 2019 APS Employee Census validated that we have an excellent workplace culture and that all staff value the organisation and take pride in the work we do. Employee engagement at the AIHW remains high, and ahead of similar-sized agencies, specialist agencies and the overall APS.

In the APS Census, Employee Engagement is titled ‘Say, Stay, Strive’. Under this section, 93% of staff stated they were proud to work for the AIHW, 93% would recommend it as a good place to work, and 96% were happy to go the ‘extra mile’ at work when required. We also received positive results for wellbeing, and workplace culture. In terms of wellbeing, we received a wellbeing index score of 80%.

The wellbeing score provides an indication of the state of emotional and physical health and wellbeing among employees. It measures both the practical and cultural elements that allow for a sustainable and healthy working environment. Both APS and contract staff were invited to participate in the Census this year and the response rate achieved was 89%, an extremely positive result given the significant growth of the AIHW in the last 12 months.

Organisational structure

Our people are our greatest strength and we are committed to ensuring that AIHW’s workplace continues to attract, develop and retain the right people with the right skills. The AIHW is headed by its CEO and comprises 9 groups, with each group headed by a senior executive who is responsible for leading a number of units. Each unit is led by an APS Executive Level 2 officer or equivalent.

A new structure commenced on 1 July 2018. Figure 5.1 (on page 60) provides our organisational chart, which shows the group and unit structure as at 30 June 2019.

Chief Executive Officer

Barry Sandison was appointed as the AIHW’s CEO in May 2016 and manages its day-to-day operations. He has extensive public sector experience, with previous roles in both policy and service delivery. Most recently, he was the deputy secretary, health and information, in the Australian Government Department of Human Services where he was responsible for the administration and delivery of a range of programs in the health, government and business areas.

Before this, Mr Sandison was a deputy chief executive at Centrelink and held senior executive roles in the former Department
of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and the Department of Employment and Workplace Relations. Mr Sandison is a board member of L’Arche Genesaret, an Australian Capital Territory community organisation for people with intellectual disabilities.

Deputy Chief Executive Officer

Matthew James is the AIHW’s Deputy CEO and has also led the Housing and Specialised Services Group since November 2016. Before joining the AIHW, he held leadership roles in performance, information and evaluation as assistant secretary, Indigenous Affairs Group in PM&C, and as a branch manager within FaHCSIA. Mr James was also a branch manager in the former Department of Education, Employment and Training, where he worked on employment policy and implementation as well as workplace relations policy and analysis. From 2002 to 2004, he was counsellor—Employment, Education, Science and Training in the Australian delegation to the OECD in Paris. Mr James was awarded the Public Service Medal in 2016.

Housing and Specialised Services Group

This group produces statistics, analysis and information on: homelessness, community housing, housing assistance, mental health and palliative care services, and drug use and treatment services, including tobacco and alcohol.

The group is responsible for the administration, data analysis and reporting of 2 national surveys:

• the National Social Housing Survey—a biennial survey of tenants in selected housing programs, designed to collect information for national reporting about tenant satisfaction with housing amenities, facilities and services.

Business and Communications Group

This group provides services and advice to enable optimal use of our financial and human resources to achieve the following business objectives:

• strategic management of Parliamentary, internal and external relationships
• preparation of key planning and reporting documents, including annual reports and corporate plans
• pricing and contract advice, business analysis and preparation of financial statements
• risk management and internal audit
• strategic external communications, including stakeholder engagement, and print and online services
• recruitment, learning and development, workforce planning, performance management support, workplace health and safety, facilities and accommodation.

Senior Executive, Business and Communications Group

Andrew Kettle has held a senior executive position since 2006. Mr Kettle qualified as a chartered accountant in the United Kingdom. He worked as a professional accountant for Coopers and Lybrand in Canada and Australia and was chief financial officer at the Australian Fisheries Management Authority. Mr Kettle acted as director of the AIHW for 6 months in 2015–16.
Data Governance Group

This group works to protect the confidentiality and privacy of our data holdings, through provision of data governance leadership, and supports the work of the AIHW Ethics Committee. It also works to build and enhance national data and information governance infrastructures, and leads our engagement with AHMAC on national health data and information strategic directions. The group provides expert assistance for national health and welfare metadata and manages METeOR, our online national metadata repository. It also provides leadership with national and international work on health classifications, supporting our role as the Australian Collaborating Centre for the WHO’s Family of International Classifications.

Senior Executive, Data Governance Group
Jenny Hargreaves has led this group since July 2018. Ms Hargreaves has served on the AIHW senior executive team since 2006 and was previously responsible for the AIHW’s work to develop, analyse and disseminate policy-relevant statistical information about hospitals, human and financial resources in the health and welfare sectors, health sector performance and injury.

Data Strategies and Information Technology Group

This group works with Australian Government agencies, state and territory governments and other key stakeholders to promote access to health and welfare data for policy, research and community information. The group aims to increase the information value of existing data collections through data integration (linkage) work and data-sharing arrangements—for the AIHW and external researchers that support innovative analyses. Examples of work supported in this way include patient and client pathways analysis and movements of people between health and welfare services. The group also identifies, develops and promotes business process innovations, computing and communications infrastructure and technological leadership in support of our strategic directions and supports our ICT requirements.

Senior Executive, Data Strategies and Information Technology Group
Geoff Neideck has led the group since December 2015. Prior to that, he headed the former Housing and Specialist Services Group. Before joining the AIHW, Mr Neideck managed large national social and economic statistics programs at the ABS and Statistics Canada, where he gained experience in data design and statistical infrastructure projects.

Community Services Group

This group develops, maintains and analyses national data to support monitoring and reporting of:

- the health and welfare of key subpopulations, including children and youth, older Australians, people with disability, and victims and perpetrators of family, domestic and sexual violence
- use of services within a range of health and welfare sectors, including community-based services focused on aged care, child protection, juvenile justice and disability
- pathways and outcomes for the general population, key subpopulations and health and welfare service users, including the role of education and income support.
Senior Executive, Community Services Group

Louise York has led this group since January 2017. She has over 20 years’ experience at the AIHW, including leadership positions in both health and welfare areas, and 1 year at the Telethon Institute for Child Health Research.

Health Group

This group develops, maintains and enhances national data to support monitoring and reporting on the health of Australians, covering:

• chronic diseases, both as a group and in relation to some key diseases such as cardiovascular disease, diabetes, kidney disease, cancer, musculoskeletal conditions and respiratory conditions
• population health issues, such as health inequalities, broader determinants such as social and environmental, international health comparisons, mortality and burden of disease
• specific population groups, such as men and women and people living in rural areas.

Senior Executive, Health Group

Richard Juckes was the Acting Head of this group from April 2019. He joined the AIHW in 2018. Mr Juckes has been working in health policy and health data roles for over 20 years, primarily at the Australian Government Department of Health.

Hospitals and Expenditure Group

This group creates authoritative and accessible information relating to the activity, performance, quality and financing of the Australian health system. This includes the hospital system as well as the non-hospital and primary health systems. The national hospitals databases, Australian hospital statistics reports and MyHospitals website information are major products, as are the national health expenditure database and Health expenditure Australia reports. The group is responsible for implementing the Australian Health Performance Framework, the creation and management of the NIHSI AA and our relationship with the National Injury Surveillance Unit—our collaborating centre.

Senior Executive, Hospitals and Expenditure Group

Adrian Webster has headed the Hospitals and Expenditure Group since July 2018. Dr Webster is a sociologist with more than 20 years’ experience in the health and welfare sectors in Australia and overseas and joined the AIHW in 2009. His experience includes leading evaluation and research in an international aid organisation, consulting services to government agencies in Australia, such as Medicare Australia, and reporting on hospital performance at ACT Health.

Primary Health Care and Veterans Group

The group produces the biennial flagship series, Australia’s welfare and Australia’s health. The group has also recently established a work program to enhance the AIHW’s capabilities in digital health and, for part of the year, undertook geospatial analysis and data visualisation. This group provides PHNs with data to meet their performance frameworks. It is also responsible for leading a drive for improvements in primary care data, developing the MHR data for research purposes, and reporting on veterans’ health and welfare data across Australia.
Senior Executive, Primary Health Care and Veterans Group

Michael Frost transferred to the AIHW in April 2016 from his position as executive director, strategic initiatives, in the former National Health Performance Authority. Mr Frost has led this group since July 2018. His experience in policy advice, performance reporting and administrative roles spans more than 20 years in federal and state governments, including as the deputy head, Secretariat for the COAG Reform Council.

Indigenous and Maternal Health Group

This group leads the development, monitoring and reporting of information and statistics in 2 main areas: the health and welfare of Aboriginal and Torres Strait Islander people, and maternal and perinatal health. The work of this group includes:

- analysing and reporting on performance measures based on the Aboriginal and Torres Strait Islander Health Performance Framework, at the national and jurisdictional levels, in collaboration with PM&C and states and territories
- working with Indigenous primary health-care services and other service providers to improve the quality and usefulness of their data to support better outcomes for clients
- modelling geographical variation in access to services relative to need, with a particular focus on identifying areas where Indigenous Australians experience service gaps
- analysing and reporting on national data about pregnancy and childbirth of mothers, and the characteristics and outcomes of their babies.

Senior Executive, Indigenous and Maternal Health Group

Fadwa Al-Yaman has headed this group since 2008. Dr Al-Yaman holds a PhD in Immunology from the John Curtin School of Medical Research and a Masters of Population Studies from the Australian National University. Dr Al-Yaman was awarded a Fulbright Fellowship in 1990 and the Australian Public Service Medal in 2008.

Staff profile

At 30 June 2019, there were 534 people, including contract (labour hire) staff, who worked at the AIHW compared with 449 at 30 June 2018. Contract staff numbers increased significantly to meet the needs of externally-funded projects and comply with the cap on the number of APS staff we are allowed to employ.

Table 5.1 shows staff engaged under the Public Service Act 1999 (APS staff) and contract (labour hire) staff.

Of our 341 active APS staff at 30 June 2019:

- 336 (99%) were ongoing employees—an increase of 7.4% compared with 30 June 2018
- 5 were non-ongoing employees, compared with 11 in June 2018
- 84 (25%) worked part-time, compared with 83 in June 2018
- 229 (67%) identified as female, compared with 220 (68%) in June 2018 (see Table 5.2).

Further information on ongoing and non-ongoing staff is at Appendix 6.
### Table 5.1: Staff numbers, 2015–2019

<table>
<thead>
<tr>
<th></th>
<th>30 June 2015</th>
<th>30 June 2016</th>
<th>30 June 2017</th>
<th>30 June 2018</th>
<th>30 June 2019</th>
</tr>
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<tbody>
<tr>
<td><strong>Number</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active APS staff</td>
<td>308</td>
<td>310</td>
<td>344</td>
<td>324</td>
<td>341</td>
</tr>
<tr>
<td>APS staff on long-term leave</td>
<td>31</td>
<td>37</td>
<td>25</td>
<td>23</td>
<td>36</td>
</tr>
<tr>
<td>Contractors</td>
<td>..</td>
<td>..</td>
<td>17</td>
<td>102</td>
<td>157</td>
</tr>
<tr>
<td>Total staff</td>
<td>339</td>
<td>347</td>
<td>386</td>
<td>449</td>
<td>534</td>
</tr>
<tr>
<td><strong>Full-time equivalent</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active APS staff</td>
<td>284.8</td>
<td>286.6</td>
<td>318</td>
<td>302.8</td>
<td>320.3</td>
</tr>
<tr>
<td>APS staff on long-term leave</td>
<td>29.1</td>
<td>35.0</td>
<td>24.2</td>
<td>21.3</td>
<td>31.8</td>
</tr>
<tr>
<td>Contractors</td>
<td>..</td>
<td>..</td>
<td>15.9</td>
<td>89.9</td>
<td>134.8</td>
</tr>
<tr>
<td>Total staff</td>
<td>313.9</td>
<td>321.6</td>
<td>358.1</td>
<td>414.0</td>
<td>486.9</td>
</tr>
</tbody>
</table>

.. not applicable.

*Note:* ‘Staff on long-term leave’ refers to staff on any form of continuous leave for more than 3 months—for example, long-service leave and maternity leave.

### Table 5.2: Gender identification of active staff, 2015–2019

<table>
<thead>
<tr>
<th></th>
<th>30 June 2015</th>
<th>30 June 2016</th>
<th>30 June 2017</th>
<th>30 June 2018</th>
<th>30 June 2019</th>
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<tbody>
<tr>
<td><strong>Number</strong></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Active APS staff</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female staff</td>
<td>237</td>
<td>241</td>
<td>234</td>
<td>220</td>
<td>229</td>
</tr>
<tr>
<td>Male staff</td>
<td>102</td>
<td>105</td>
<td>110</td>
<td>104</td>
<td>112</td>
</tr>
<tr>
<td>Staff who do not exclusively identify as male or female</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Total</td>
<td>339</td>
<td>346</td>
<td>344</td>
<td>324</td>
<td>341</td>
</tr>
<tr>
<td>Contractors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female staff</td>
<td>..</td>
<td>..</td>
<td>8</td>
<td>52</td>
<td>91</td>
</tr>
<tr>
<td>Male staff</td>
<td>..</td>
<td>..</td>
<td>9</td>
<td>50</td>
<td>66</td>
</tr>
<tr>
<td>Staff who do not exclusively identify as male or female</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
<td>102</td>
<td>157</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total all staff</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Including contractors)</td>
<td>339</td>
<td>346</td>
<td>361</td>
<td>426</td>
<td>498</td>
</tr>
</tbody>
</table>

.. not applicable.

— not available.
Classification level
Of our active APS staff at 30 June 2019, 37% (126 staff) were classified and employed as Executive Level 1 (EL 1) officers and 23% (80 staff) were employed as APS 6 officers (see Table 5.3).

The percentage of active APS (2–6) level decreased to 45% in comparison with 54% as at 30 June 2018. Executive level staff increased to 53% compared with 44% at the same time last year. The percentage of APS 4 staff decreased slightly. All other classification levels remained relatively stable.

Table 5.3: Number of active staff by classification level, 2017–18 to 2018–19

<table>
<thead>
<tr>
<th>Level</th>
<th>30 June 2018</th>
<th>30 June 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>APS 2–3</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>APS 4</td>
<td>46</td>
<td>33</td>
</tr>
<tr>
<td>APS 5</td>
<td>40</td>
<td>37</td>
</tr>
<tr>
<td>APS 6</td>
<td>86</td>
<td>80</td>
</tr>
<tr>
<td>EL 1</td>
<td>102</td>
<td>126</td>
</tr>
<tr>
<td>EL 2</td>
<td>39</td>
<td>54</td>
</tr>
<tr>
<td>Senior Executive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services (SES) Band 1</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>SES Band 2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>CEO</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>324</td>
<td>341</td>
</tr>
</tbody>
</table>

Notes: Excludes contract staff.

Role of staff
As at 30 June 2019:
- 418 (84%) of our active staff performed statistical work
  - 293 (86%) of our active APS staff
  - 125 (80%) of our contract staff.
- 80 (16%) were employed in corporate support functions, including IT, finance, governance, publications, media and communications
  - 48 (14%) of our active APS staff
  - 32 (20%) of our contract staff.

Workforce management
We aim to attract and retain talented staff by offering challenging and fulfilling work, competitive salaries, flexible working conditions, excellent learning and development opportunities, and a friendly and inclusive work environment.

Staff commencements and turnover
Sixty-eight new employees commenced ongoing employment at the AIHW during 2018–19 (Table 5.4), of which 19 were in our 2018–19 graduate intake (Table 5.5), and 32 ongoing employees left the AIHW during 2018–19. This equates to a 9.0% turnover rate for ongoing staff in 2018–19, which is similar to the 9.1% turnover rate in 2017–18.

Table 5.4: Commencements and separations of ongoing staff, 2018–19

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing staff at 30 June 2018</td>
<td>336</td>
</tr>
<tr>
<td>Staff engaged from outside the APS</td>
<td>45</td>
</tr>
<tr>
<td>Staff moving from another APS agency</td>
<td>23</td>
</tr>
<tr>
<td>Total commencing staff</td>
<td>68</td>
</tr>
<tr>
<td>Staff separating through resignation</td>
<td>18</td>
</tr>
<tr>
<td>Staff separating through retirement</td>
<td>6</td>
</tr>
<tr>
<td>Staff who moved to another APS agency on transfer</td>
<td>6</td>
</tr>
<tr>
<td>Staff who moved to another APS agency on promotion</td>
<td>2</td>
</tr>
<tr>
<td>Total exiting staff</td>
<td>32</td>
</tr>
<tr>
<td>Ongoing staff at 30 June 2019</td>
<td>372</td>
</tr>
</tbody>
</table>

Notes
1. ‘Ongoing staff’ refers to staff employed on an ongoing basis, whether active or on long-term leave.
2. Staff aged 55 and over who resigned from the APS are counted as having retired.
Contract staff turnover
As at 30 June 2019, the AIHW had 157 contract staff engaged for periods of between 1 and 4 years. Last year, 18 contractors transitioned to ongoing APS employees with the AIHW. An additional 49 contractors ceased working with the AIHW, of which, 31 were as a result of their contract ending, as they were engaged for a specific task and/or period of time. One contract was terminated by us and 4 contractors resigned. A further 13 contractors ceased, however the reason for cessation was not recorded. Those who ceased working at the AIHW had an average tenure of 7.4 months.

Graduate intake
Our annual graduate intake remains a key strategy for building our workforce capability. We offer excellent employment opportunities for suitable graduates seeking to apply their qualifications in the fields of health and welfare information. Of the 19 graduates employed in the 2018–19 intake, 10 relocated from interstate. Of the 8 graduates employed in the 2014–15 intake, 3 have remained at the AIHW (Table 5.5).

Table 5.5: Graduate recruitment intake and outcomes, 2014–15 to 2018–19

<table>
<thead>
<tr>
<th>Year</th>
<th>Graduate intake (all at APS 4 level)</th>
<th>Graduates remaining at the AIHW at 30 June 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014–15</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>2015–16</td>
<td>21</td>
<td>12</td>
</tr>
<tr>
<td>2016–17</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>2017–18</td>
<td>18</td>
<td>13</td>
</tr>
<tr>
<td>2018–19</td>
<td>19</td>
<td>18</td>
</tr>
</tbody>
</table>

AIHW 2019 graduates

Managing performance and behaviour
Our Managing for Performance Policy recognises that regular constructive feedback encourages good performance. It enhances continuing development and facilitates employees and managers to communicate with each other informally and regularly about performance matters. The policy also affirms that performance management is a core activity that is embedded in all management functions.

Annual Individual Performance Agreements (IPAs) are designed to align individual performance to our strategic goals, with the overall aim of improving individual and organisational performance. IPAs also focus on individual learning and development needs and broader APS career development. Our policy requires a current IPA be developed for existing staff, including contractors, by July–August each year and, for new employees, within 3 months of their commencement.

We designed and launched a new Executive Level Leadership program to raise capabilities in strategic and people/performance management. Over 120 EL 1 and EL 2 staff
participated in the program. To support the development of our part-time and remote workers, a 4-day intensive leadership program was also delivered. In addition, programs focusing on strategic thinking, nurturing performance, having authentic conversations and working effectively at level were also provided to staff. These programs aim to assist in raising and maintaining capabilities to achieve goals and maintain our culture of high performance.

Institute Awards

Institute Awards recognise exceptional individual and team contributions. The criteria for assessing nominations are linked to excellence in supporting strategic goals and excellence in delivering and/or supporting services and products. Institute Awards were given to 33 staff in 2018–19 (Table 5.6).

<table>
<thead>
<tr>
<th>Table 5.6: Institute Award recipients, 2018–19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Simone Brown</td>
</tr>
<tr>
<td>Katrina Burgess, Jane McIntyre and Alexei Dukhnovski</td>
</tr>
<tr>
<td>Sam Chambers, Eileen Patterson, Angus Harding, Georgina Jepsen and Anne Broadbent</td>
</tr>
<tr>
<td>Julianne Garcia</td>
</tr>
<tr>
<td>Jenna Haddin</td>
</tr>
<tr>
<td>Nicole Hunter</td>
</tr>
<tr>
<td>Miranda Laws</td>
</tr>
<tr>
<td>Michael Metz</td>
</tr>
<tr>
<td>David Meere, Alison Budd, Chris Rompotis and Natasha Bartlett</td>
</tr>
<tr>
<td>Emily Norton, James Bignold, Rachel Aalders, Chwee Von Sanden and Cynthia Parayiwa</td>
</tr>
<tr>
<td>Bronwen Phillips and Angus Harding</td>
</tr>
<tr>
<td>Jaya Rawat</td>
</tr>
<tr>
<td>Emily Ross</td>
</tr>
<tr>
<td>Morag Roycroft</td>
</tr>
<tr>
<td>Marissa Veld, Josh Sweeney and Lachlan Facchini</td>
</tr>
<tr>
<td>Bill Watson</td>
</tr>
<tr>
<td>Damian Welsh</td>
</tr>
</tbody>
</table>

Recognising diversity

We continued to recognise and support the diversity of our staff. Our Enterprise Agreement (EA) provides flexible working and leave arrangements to support employees’ caring responsibilities, religious commitments and attendance at cultural events.

We maintain a Workplace Diversity Program aimed at ensuring that we:

- recognise, foster and make best use of the diversity of our employees
- help employees to balance their work, family and other caring responsibilities
- comply with all relevant anti-discrimination laws.

In 2018–19, we continued to support the Pride network, which provides peer support and visibility for our lesbian, gay, bisexual, transgender, queer or questioning, and intersex (LGBTQI) staff.
In addition, we delivered cultural awareness training, which included face-to-face and e-learning programs designed to educate staff about the cultural significance of the traditional owners of the land in the Canberra region. The AIHW is now a member of the Australian Public Service Commission’s (APSC) Indigenous Employment Strategy which provides access to a range of employment programs aimed at increasing the representation of Indigenous Australians.

Figure 5.2 compares AIHW staff with APS staff in terms of identifying as being of Aboriginal and/or Torres Strait Islander heritage, having disability, and/or being from a non-English-speaking background. It also identifies staff who are women and staff aged 50 and over. We continue to exceed the APS average for employment of women but we are below average for employment of staff aged 50 and over, Indigenous staff and staff with disability. We hope that with our participation in initiatives such as the Indigenous Employment Strategy and the AND, we will see improvements in these areas.

The AIHW has a Reconciliation Action Plan and has appointed 3 members of the senior executive group to the roles of Disability Champion, Indigenous Champion and the Pride Network Champion. We also joined the Australian Network on Disability (AND). This assists us to become a disability-confident employer by providing access to programs and resources to support managers and staff in supporting employees with disability.

Wally Bell, Ngunnawal Elder of Buru Ngunnawal Aboriginal Corporation leading a walking tour of culturally significant sites on Black Mountain for AIHW staff during NAIDOC week, July 2018

Patricia Turner AM, CEO of National Aboriginal Community Controlled Health Organisation and Jamie Penny attending the launch of AIHW's 4th Reconciliation Action Plan

CEO Barry Sandison speaking at NAIDOC week
Among our active staff, women comprise:
- 67% of total active APS staff
- 44% of substantive SES staff
- 66% of EL staff.

Inclusive of contractors, women make up 64% of the AIHW, of which, 62% of ELs are women.

**Equal employment opportunities**

Section 5 of the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987* (EEO Act) requires that the AIHW develop and implement an equal employment opportunity program. The program should ensure that, in relation to employment matters, appropriate action is taken to eliminate discrimination by the AIHW against women and persons in designated groups and promote equal opportunities for people in these groups.

Under section 9 of the EEO Act, the AIHW must report annually on the development and implementation of its program. The report may be submitted to the AIHW’s responsible minister through its annual report. A report should include:
- a detailed analysis of action taken to develop and implement its program
- an assessment of how well program implementation is monitored and evaluated
- an assessment of the effectiveness of the program
- details of each direction given by the minister about the AIHW’s performance
- obligations under the EEO Act.

The AIHW adopts equal employment opportunity practices common across the APS, including access to paid parental leave and maternity leave, and recruitment opportunities specifically for Indigenous people. The AIHW accommodates reasonable requests for flexible working arrangements so that staff can meet family commitments, and seeks to remove obstacles that might discourage people with disability or whose first language is not English from seeking employment at the AIHW.

The AIHW signed an MOU with the APSC in May 2019 to participate in APSC Indigenous Employment Programs. Through this MoU the AIHW has the opportunity to participate in a range of initiatives aimed to support the Commonwealth Aboriginal and Torres Strait Islander Employment Strategy. These initiatives include the 3 Pathways programs, which support employment opportunities for interns, graduates and APS 5 to EL 2 candidates. The AIHW hopes to be able...
to engage a number of staff through these programs.

The AIHW became a member of the AND in April 2019. AND provides support, conducts training, shares knowledge and resources and facilitates networking opportunities to assist organisations in becoming a disability-confident employer. Through our membership with AND we have participated in employment initiatives which provide opportunities for people with a disability to gain meaningful employment.

The AIHW monitors and evaluates its equal employment opportunity policies by comparing itself against other agencies that similarly contribute information on diversity to the APSC’s annual State of the Service report to the Parliament of Australia. The AIHW is comparable with other APS agencies; however, notably in relation to equal employment opportunity, it has a higher than average proportion of female employees.

The AIHW has not received any ministerial directions about its performance obligations under the EEO Act.

**Employment frameworks**

As at 30 June 2019, all non-SES APS staff were employed under our EA. Nine SES staff members were employed under common law contracts.

**Enterprise Agreement**

Our EA outlines the terms and employment conditions of non-SES employees. The current EA commenced on 19 October 2016 and has a nominal expiry date of 18 October 2019.

**Remuneration**

Salary ranges based on classification level from our current EA are shown in Table 5.7. The AIHW’s remuneration arrangements do not provide access to, or include, performance pay.

<table>
<thead>
<tr>
<th>Table 5.7: EA salary range for APS and EL employees, 30 June 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary points ($)</td>
</tr>
<tr>
<td>Lowest</td>
</tr>
<tr>
<td>APS 1</td>
</tr>
<tr>
<td>APS 2</td>
</tr>
<tr>
<td>APS 3</td>
</tr>
<tr>
<td>APS 4</td>
</tr>
<tr>
<td>APS 5</td>
</tr>
<tr>
<td>APS 6</td>
</tr>
<tr>
<td>EL 1</td>
</tr>
<tr>
<td>EL 2</td>
</tr>
</tbody>
</table>

**Individual flexibility arrangements**

Our EA contains provisions for flexible arrangements to enable tailoring of remuneration and conditions for individual employees in particular circumstances. As at 30 June 2019, 1 non-SES staff had individual flexibility arrangements in place.

**SES terms and conditions**

The terms and conditions of employment for SES staff, including remuneration, are contained in common law contracts. They provide for salary entitlements and non-salary benefits relating to leave arrangements and entitlements, superannuation, salary sacrifice, travel and allowances.

At 30 June 2019, the ranges within which the CEO could set salaries were $169,777 to $198,305 for SES Band 1 and $220,000 to $244,000 for SES Band 2 (see Table A6.7).

**Engaging with staff**

We recognise the importance of engaging with staff in decisions that affect them. This engagement leads to better service delivery, use of resources, overall performance and staff experiences. Our staff consultative arrangements include several formal committees.
Consultative Committee
This committee is the principal forum through which formal consultation and discussions on workplace relations matters take place between management and employees. Consultative Committee processes support the change management and consultation obligations outlined in our EA. The committee discusses workplace relations matters in a spirit of cooperation and trust. The committee met 4 times in 2018–19. A key focus was discussion of proposed changes to a number of human resources policies, accommodation to support the increase in staff numbers and car-parking facilities.

Health and Safety Committee
We maintained a Health and Safety Committee during 2018–19 as required by ss.75–79 of the Work Health and Safety Act 2011 (WHS Act). The committee facilitates cooperation between management and employees in initiating, developing and carrying out measures designed to ensure the health and safety of our people. The committee met 4 times during the year and reviewed and supported the implementation of a new Work Health and Safety (WHS) Risk Register, Health and Safety Management Arrangements, WHS Policy and implementation of a Healthier Work Program. In addition, the committee supported health and safety arrangements for staff, following the relocation of a work group to a new building, and testing and tagging of electrical and fire safety equipment.

Learning and Development Advisory Committee
This committee provides strategic direction for, and enables staff input to, the planning and delivery of the learning and development program and initiatives. The committee comprises representatives from each group. The committee met 3 times during 2018–19 and discussed the implementation and subsequent review of the Learning and Development Strategy, development of specific technical training to support current and future work programs, the efficient use of the learning management system, and delivery of training to staff located in Sydney.

Social Club
Our active Social Club coordinates social activities and events to help foster a positive and collaborative workplace environment. The club comprises members that include a senior executive sponsor and staff from the latest graduate intake. Members take the lead in organising the annual staff Christmas party and other events.

Corporate social responsibility
We continued to foster stakeholder partnerships and engage with community organisations. We recognise the importance of giving back to the community by holding a range of events throughout the year to raise funds for charities. All staff are encouraged to support the Australian Red Cross Blood Service. Under our EA, staff have approved time off work to donate blood without needing to use leave. A number of fundraising events were held during the year to support a range of local and national charities, including Karinya House, the Winter Coat Project, Cancer Council Relay for Life, RSPCA Giving Tree, Smith Family Toy and Book Appeal, AIDS Action Council, Pegasus, Wear it Purple Day and Jeans for Genes Day. We promote major health and welfare activities though Tellagraph, our internal noticeboard. Activities included: Movember; DonateLife Week; Dry July; Men’s Health Week; R U OK Day; International Day Against Homophobia, Biphobia, Interphobia and Transphobia; World AIDS Day; White Ribbon Day and World Mental Health Day.
White Ribbon Workplace Accreditation

After an 18-month journey, the AIHW is now a White Ribbon Accredited Workplace. The world-first program focuses on gender discrimination and domestic violence, and provides organisations with a structured framework to examine current policies, procedures, training and communication. We have established a new Family and Domestic Violence Policy and supporting material, delivered several awareness workshops to staff and managers, collaborated with external organisations and APS agencies to share information and ideas, and amended our leave guidelines to provide improved guidance for staff who may be affected by family or domestic violence.

We believe that all forms of violence are unacceptable, and acknowledge that both men and women can be victims and the positive role that men play alongside women in preventing violence against women.

Recognising and building expertise

We recognise and make good use of the high levels of education and skills of our staff, both of which are critical to performing effectively.

Staff qualifications

We value the professional capability of staff. At the end of June 2019, a high percentage of staff (76%) had tertiary qualifications and 43% had a postgraduate qualification, which includes graduate diplomas, masters and doctorates.

External study

A study assistance scheme is available to reimburse employees for approved courses of study for a recognised qualification relevant to their work. Nineteen staff received assistance for formal study. Areas of study included rehabilitation case management, social sciences, economics, statistics, public health, nutrition and dietetics, clinical psychology and business administration.

Corporate learning and development program

We continue to invest in the learning and development of all our staff, including formal induction programs for new employees. Our program of in-house training sessions complements on-the-job training and helps ensure that staff develop and maintain specialised knowledge and skills. We provided 169 in-house courses in 2018–19 (compared with 75 in 2017–18) as part of our corporate learning and development program. These courses were attended by 2,411 staff with many staff attending more than 1 course (compared with 1,073 in 2017–18). Our learning and development program continued to focus on learning activities related to our work, including technical training, written communication, report writing, statistical and data analysis, project management, leadership and WHS. In addition, we made a significant investment in the continued development of our middle- and senior-level managers with the EL 1 and EL 2 Leadership Programs. More than 120 staff have completed the programs.
The AIHW also provided mandatory e-learning for all staff to complete, which covers content related to legislation or Australian Government guidelines, such as fraud awareness, privacy awareness, respectful workplaces, cultural awareness and WHS. Completion rates range from 70%–80% across the suite of modules. Staff were also provided with regular opportunities to attend other training courses, conferences and seminars relevant to their roles.

**SAMAC conversations**

The Statistical and Analytical Methods Advisory Committee (SAMAC) holds regular ‘conversations’ which aim to provide a forum for staff to:

- access relevant expertise
- discuss emerging practices and their implications
- share innovative and potentially reusable practices
- broaden their knowledge of our work
- hone their skills in strategic conversation
- develop habits of constructively giving and receiving feedback on analytical issues.

Four conversations were held in 2018–19 at which the topics discussed included:

- machine-learning proof-of-concept project and beyond
- assessing re-identification risk
- enabling advanced spatial health research through industry academic partnership
- the Holly Index—a new set of people-centred spatial data resources and exploration tools.

**Staff exchanges**

In April 2018, we entered into a new MoU with CIHI for a further 5 years. Both organisations seek to provide for the reciprocal exchange of specialised knowledge about business practices and processes, the sharing of initiatives and the transfer of expertise, primarily through a 12-month exchange of employees.

The AIHW welcomed 2 CIHI employees on secondment to the AIHW and supported 1 AIHW staff member to undertake a secondment to CIHI’s office in British Columbia, Canada.

We also supported a staff member to undertake a 6-month secondment with the OECD, located in the OECD’s headquarters in Paris, France.

**Encouraging work health and safety**

We are committed to maintaining a productive and safe work environment and meeting our obligations under the WHS Act. Senior managers, supervisors, Health and Safety Representatives, the Health and Safety Committee, and all staff worked cooperatively to ensure that WHS risks were effectively managed.
Initiatives and outcomes

We continued to focus on early prevention strategies. We introduced initiatives to raise knowledge and capabilities in managing WHS. Table 5.8 provides a summary of key WHS initiatives.

Table 5.8: Key WHS initiatives and staff participation, 2018–19

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mini induction</td>
<td>All staff participate in a face-to-face mini induction within the first 2 weeks of commencement. This initiative includes an overview of WHS management and support services.</td>
</tr>
<tr>
<td>Workstation assessments</td>
<td>All staff, upon commencement (or request) are provided with a workstation assessment to mitigate the risk of ergonomic injury.</td>
</tr>
<tr>
<td>Mental health e-learning programs</td>
<td>Online learning modules on subjects such as managing mental health risks, mental health awareness and respectful workplaces.</td>
</tr>
<tr>
<td>Work Health and Safety (e-learning module)</td>
<td>70% of staff have completed this module.</td>
</tr>
<tr>
<td>Work Health and Safety for managers (e-learning module)</td>
<td>37% of managers have completed this module.</td>
</tr>
<tr>
<td>Wellbeing support</td>
<td>An intranet page detailing support services to assist all staff.</td>
</tr>
<tr>
<td>Executive Level 1 and Executive Level 2 Leadership Program</td>
<td>Modules to raise awareness and capability about WHS, resilience and mental health. More than 120 EL staff have participated in this program.</td>
</tr>
<tr>
<td>Mental Health Strategy</td>
<td>Continued to deliver programs associated with the Mental Health Strategy.</td>
</tr>
<tr>
<td>Mental Health Week and R U OK Day?</td>
<td>Hosted guest speakers in relation to mental health.</td>
</tr>
<tr>
<td>Workplace harassment contact officers</td>
<td>Maintained a network of officers.</td>
</tr>
<tr>
<td>White Ribbon Australia Accreditation</td>
<td>Obtained accreditation with White Ribbon Australia.</td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td>Staff utilisation rate: 11.4% (for 1 March 2018 to 28 February 2019).</td>
</tr>
<tr>
<td>Flu vaccinations</td>
<td>295 vaccinations were administered to 59% of total active staff and contractors.</td>
</tr>
<tr>
<td>Discounted gym membership</td>
<td>70 staff are current members.</td>
</tr>
<tr>
<td>Yoga and meditation</td>
<td>These are programs managed by staff.</td>
</tr>
<tr>
<td>Cultural appreciation</td>
<td>5 courses, 78 attendees.</td>
</tr>
<tr>
<td>Cultural awareness (e-learning module)</td>
<td>73% of staff have completed this module.</td>
</tr>
</tbody>
</table>
Rehabilitation management system self-assessment

As the AIHW is considered a ‘low-risk’ agency, consistent with Comcare’s Guidelines for Rehabilitation Authorities 2012, an annual audit was not required. We continue to meet the applicable criteria of the rehabilitation management system and conform with the guidelines.

Incidents and compensation

No compensation claims were lodged with Comcare in 2018–19. Table 5.9 shows an overview of claims lodged since 2015–16.

Table 5.9: Compensation claims lodged with Comcare, 2015–16 to 2018–19

<table>
<thead>
<tr>
<th>Year</th>
<th>Claims lodged</th>
<th>Claims accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018–19</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2017–18</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>2016–17</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>2015–16</td>
<td>5</td>
<td>3</td>
</tr>
</tbody>
</table>

Notifiable incidents and investigations

Under the WHS Act, we are required to notify Comcare when incidents occur that involve the death of a person, a serious injury or illness, or a dangerous incident.

No incidents were notified to Comcare during the year.

Workplace inspections, Comcare investigations and Comcare audits

Our Health and Safety Representatives and staff responsible for facilities carried out 4 workplace inspections. These inspections occur about a fortnight before Health and Safety Committee meetings to enable findings and recommendations to be considered and actioned. Issues notified were minor, such as the removal of trip hazards, an audit of fire and safety equipment, and environmental measures, such as adjustments to the air conditioning and assessment of new work environments.

No investigations by Comcare were conducted in 2018–19 and no directions, notices, offences or penalties were served under the WHS Act.

An audit of our work health and safety management system was conducted by Comcare in August 2017. The AIHW was found to be highly compliant in the practical management of all WHS functions. Improvements identified included documenting formal processes, an annual review of policies and the development of new initiatives such as a WHS Risk Register. All improvements requiring action were finalised in 2018–19 to ensure we were compliant.

Accommodation

We operated from 2 office buildings in Canberra: 1 Thynne Street, Bruce (T1) and 26 Thynne Street, Bruce (T26).

We are in the fifth year of a 15-year lease on a purpose-built 3-storey building at T1 and the first year of a 3-year lease at T26.

T1 is designed to achieve a 4.5-star National Australian Built Environment Rating System (NABERS) rating.

Our Sydney-based office is in the second year of a 3-year lease and continued to operate from Level 9, 1 Oxford Street, Darlington. This office space accommodates up to 35 staff.

Tables 5.10 and 5.11 provide more information on our efforts to reduce our impact on the environment.
Table 5.10: Ecologically sustainable development reporting, 30 June 2019

<table>
<thead>
<tr>
<th>Reporting area</th>
<th>Activities undertaken by the AIHW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislation administered during 2018–19 accords with the principles of ecologically sustainable development</td>
<td>The AIHW does not administer this legislation.</td>
</tr>
<tr>
<td>The effect of the AIHW's activities on the environment</td>
<td>Our key environmental impacts relate to the consumption of energy and goods, and waste generated in the course of business activities. Table 5.11 includes available information on energy consumption and waste recycling.</td>
</tr>
<tr>
<td>Measures taken to minimise the impact of AIHW activities on the environment in our main office in Canberra</td>
<td>Provision of amenities for staff who ride bicycles to work. Use of energy-efficient lighting, including the installation of light-emitting diode lighting in selected areas. Purchasing 10% GreenPower electricity. Purchasing only energy-efficient equipment that is Energy Star compliant. ‘Shutting-down’ multifunctional devices when they are left idle for long periods. Movement-activated lighting that turns off after 20 minutes of no movement being detected. Double-glazed windows to increase the efficiency of heating and cooling. Installation of a modern, efficient air-conditioning system. Installation of a rainwater tank system to supply the toilets, urinals and external taps. Recycling of toner cartridges and paper. Purchasing paper with at least 50% recycled content for printing and copying. Re-use of stationery items such as ring binders. Recycling bins in kitchens for collection of organic waste for worm farming. Printing of our publications using ‘print-on-demand’ processes using paper sourced from sustainably managed, certified forests in accordance with ISO14001 Environmental Management Systems and ISO9001 Quality Management Systems. Trialling the provision of soft plastic disposal, an initiative managed by staff. We worked to comply with benchmark environmental impact indicators at 1 Thynne St, which is designed to achieve a 4.5-star NABERS rating.</td>
</tr>
</tbody>
</table>
Table 5.11: Electricity and paper consumption and recycled waste, 2014–15 to 2018–19

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity consumption</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canberra office (kilowatt</td>
<td>630,093</td>
<td>689,494</td>
<td>701,147</td>
<td>794,091</td>
<td>725,447</td>
</tr>
<tr>
<td>hours, as office tenant</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>light and power)(a)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sydney office</td>
<td>..</td>
<td>..</td>
<td>69,238</td>
<td>63,345</td>
<td>35,548</td>
</tr>
<tr>
<td>Paper consumption (reams)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canberra office</td>
<td>1620</td>
<td>1605</td>
<td>1927</td>
<td>2375</td>
<td>1657</td>
</tr>
<tr>
<td>Sydney office</td>
<td>..</td>
<td>..</td>
<td>55</td>
<td>50</td>
<td>25</td>
</tr>
<tr>
<td>Recycled waste</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organics from kitchens</td>
<td>2.5</td>
<td>2.3</td>
<td>2.3</td>
<td>2.6</td>
<td>3.3</td>
</tr>
<tr>
<td>(tonnes)(b)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toner cartridges Canberra</td>
<td>74</td>
<td>81</td>
<td>70</td>
<td>118</td>
<td>73</td>
</tr>
<tr>
<td>(number)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Toner cartridges Sydney</td>
<td>..</td>
<td>..</td>
<td>8</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>office</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

..    not applicable.

(a) Office air-conditioning is metered to the base building while light and power are separately metered.
(b) Figures are for all 3 offices.

Government greenhouse and energy reporting

The Australian Government's Energy Efficiency in Government Operations policy helps government agencies to identify opportunities to save energy. We are required to comply with the policy because we derive more than half the funds for our operations from the Australian Government, either directly or indirectly. The policy requires agencies to comply with certain minimum energy performance standards, including that eligible new leases contain a Green Lease Schedule with at least a 4.5-star NABERS energy requirement. The lease agreement for our main Canberra office at T1 meets this requirement. The Sydney and T26 offices are exempt from this policy as the area leased is less than 2,000 square metres.

Ecological sustainable development

We uphold the principles of ecologically sustainable development outlined in the Environment Protection and Biodiversity Conservation Act 1999 and are committed to making a positive contribution to achieving its objectives (see tables 5.10 and 5.11). Section 516A(6) of this Act requires us to report on environmental matters, including ecologically sustainable development.

We continued to manage our toner cartridge recycling and use of paper through central printing pools, increased use of our online project management system and increased staff use of a redeveloped intranet site. In addition, we utilised an e-Recruit system which assists in reducing paper consumption. EL staff and staff working from T26 were allocated tablets to reduce the requirement to print documents and create a more mobile workforce. We are also reducing the volume
of paper-based publications and transitioning content to online platforms. In 2018–19, we consumed our lowest volume of toner and paper in the last 3 financial years, while staffing numbers have increased by almost 40%. We are progressing with plans to support broader Australian Government initiatives in relation to digital transition, which will see a further reduction in toner and paper consumption.

We collected 3.3 tonnes of organic waste, the highest volume in the past 5 years, as part of our green initiative. This waste was subsequently fed to worms and recycled into organic fertiliser by an external provider.
Appendix 1: Products, journal articles and presentations

Products

We published 181 products in 2018–19.

We released 109 print and/or print-ready publications and 72 web products, including new and updated web snapshots, dynamic data displays and reports in HTML format. Web versions of print products are not included in these figures to avoid double counting.

All print-ready publications are available free of charge on our website as accessible PDF documents. Increasingly, key publications are being made available in HTML format. Users are invited to contact us if they need information from the website presented in an alternative format for accessibility reasons.

Printed copies of our 2 flagship products, Australia's health and Australia's welfare, can be purchased online. Other publications can be printed on demand, at a cost to the customer. Some printed publications, such as the AIHW annual report series, are available free of charge.

For further details about obtaining our products, see www.aihw.gov.au/publications.

Adoptions

Adoptions Australia 2017–18
Adoptions Australia data visualisations (web)

Ageing and aged care

GEN—Aged Care Data: Aboriginal and Torres Strait Islander Australians using aged care (web)
GEN—Aged Care Data: Admissions into aged care (web and fact sheet)
GEN—Aged Care Data: Commonwealth Home Support Programme (CHSP) (web and fact sheet)
GEN—Aged Care Data: Government spending on aged care (web and fact sheet)
GEN—Aged Care Data: My aged care region (web and fact sheet)
GEN—Aged Care Data: People leaving aged care (web and fact sheet)
GEN—Aged Care Data: People using aged care (web and fact sheet)
GEN—Aged Care Data: People’s care needs in aged care (web and fact sheet)
GEN—Aged Care Data: Services and places in aged care (web and fact sheet)
Older Australia at a glance 2017 (web)

Alcohol and other drug treatment services

Aboriginal and Torres Strait Islander health organisations: alcohol and other drug treatment services (web)
Alcohol and other drug treatment services in Australia 2017–18: key findings (web)
Alcohol and other drug use in regional and remote Australia: consumption, harms and access to treatment 2016–17
Alcohol, tobacco and other drugs in Australia (web)
Alcohol, tobacco and other drugs in Australia update (web)
Drug related hospitalisations (web)
Appendix 1
Products, journal articles and presentations

Australian Institute of Health and Welfare
Annual report 2018–19

National Opioid Pharmacotherapy Statistics Annual Data collection (NOPSAD) 2018–19 (web)
Opioid harm in Australia: and comparisons between Australia and Canada
Specialist homelessness services: drug and alcohol related issues (web)

**Arthritis and musculoskeletal conditions**

Hip fracture incidence and hospitalisations in Australia 2015–16
Musculoskeletal conditions and comorbidity in Australia

**Burden of disease**

Australian Burden of Disease Study: impact and causes of illness and death in Australia 2015—
summary report
Australian Burden of Disease Study: impact and causes of illness and death in Australia 2015
Australian Burden of Disease Study 2015: interactive data on disease burden (web)
Australian Burden of Disease Study: methods and supplementary material 2015
Impact of risk factors on the burden of disease in Australia (web)

**Cancer**

Analysis of breast cancer outcomes and screening behaviour for BreastScreen Australia
Analysis of cancer outcomes and screening behaviour for national cancer screening programs
in Australia
BreastScreen Australia data dictionary: version 1.2
BreastScreen Australia monitoring report 2018
Cancer compendium: information and trends by cancer type (web)
Cancer data in Australia (web)
Cancer in Australia 2019
Cancer in Australia 2019: in brief
Cervical screening in Australia 2019
Colorectal and other digestive-tract cancers
Mesothelioma in Australia 2017
National Bowel Cancer Screening Program: monitoring report 2019
National cancer screening programs participation data (web)

**Cardiovascular disease**

Acute rheumatic fever and rheumatic heart disease 2016–17 (web)
Cardiovascular disease in Australian women: a snapshot of national statistics
Transition between hospital and community care for patients with coronary heart disease:
New South Wales and Victoria 2012–2015

**Child protection**

Child protection Australia 2017–18
Children’s Headline Indicators 2017–18 (web)
The views of children and young people in out-of-home care: overview of indicator results
from second national survey, 2018
**Chronic diseases**
A collaborative approach to national surveillance for respiratory epidemics, including thunderstorm asthma epidemics
A scoping study on data sources to assess the impact of chronic respiratory and musculoskeletal conditions on workplace productivity
Chronic conditions and disability 2015
Chronic conditions 2017–18 (web)
Chronic kidney disease prevalence among Australian adults over time
Indicators of socioeconomic inequalities in cardiovascular disease, diabetes and chronic kidney disease
Using PBS and MBS data to report on the treatment and management of chronic respiratory conditions 2016–17

**Corporate publications**
Australian Institute of Health and Welfare Annual report 2017–18
Reconciliation Action Plan 2018–2020

**Data standards**
ICD-11 Review Pre-consultation paper

**Deaths**
General Record of Incidence of Mortality (GRIM) data update (web)
Mortality Over Regions and Time (MORT) books data update (web)

**Dental health**
Oral health and dental care in Australia (web)
Oral health and dental care in Australia update (web)

**Diabetes**
Diabetes indicators for the Australian National Diabetes Strategy 2016–2020 (web)
Diabetes in pregnancy 2014–2015
Improving national reporting on diabetes in pregnancy: technical report
Incidence of insulin-treated diabetes in Australia (web and fact sheet)

**Disability**
Disability support services: services provided under the National Disability Agreement 2017–18
Experiences of people with disability in Australia (web)

**Domestic violence**
Family, domestic and sexual violence in Australia: continuing the national story 2019

**Expenditure**
Australia’s health expenditure: an international comparison
Disease expenditure in Australia (web)
Disease Expenditure Study: overview of analysis and methodology 2015–16
Health expenditure Australia 2016–17
Health expenditure Australia 2016–17 (web)
Food and nutrition
Nutrition across the life stages

Health indicators
A potentially preventable hospitalisation indicator specific to general practice
Radiotherapy in Australia 2016–17 (web)

Homelessness
Couch surfers: a profile of Specialist Homelessness Services clients
People in short-term or emergency accommodation: a profile of Specialist Homelessness Services clients
Sleeping rough: a profile of Specialist Homelessness Services clients
Specialist homelessness services 2017–18: Australian Capital Territory
Specialist homelessness services 2017–18: New South Wales
Specialist homelessness services 2017–18: Northern Territory
Specialist homelessness services 2017–18: Queensland
Specialist homelessness services 2017–18: South Australia
Specialist homelessness services 2017–18: Tasmania
Specialist homelessness services 2017–18: Victoria
Specialist homelessness services 2017–18: Western Australia
Specialist homelessness services collection 2017–18 (SAS data cubes) (web)
Specialist homelessness services (SHS) annual report 2017–18 (web)

Hospitals
Admitted Patient Care 2017–18: Australian hospital statistics (web)
Admitted patient care 2017–18: Australian hospital statistics data cubes (web)
Bloodstream infections associated with hospital care 2017–18: Australian hospital statistics (web)
Elective surgery waiting times 2017–18: Australian hospital statistics (web)
Emergency department care 2017–18: Australian hospital statistics (web)
Hospital resources 2017–18: Australian hospital statistics (web)
Non-admitted patient care 2017–18: Australian hospital statistics (web)

Housing
Aboriginal and Torres Strait Islander people: a focus report on housing and homelessness
National Social Housing Survey 2018: key results

Indigenous health and welfare
Aboriginal and Torres Strait Islander adolescent and youth health and wellbeing 2018
Aboriginal and Torres Strait Islander adolescent and youth health and wellbeing 2018: in brief
Aboriginal and Torres Strait Islander health organisations: Online Services Report—key results 2016–17
Aboriginal and Torres Strait Islander Stolen Generations aged 50 and over
Aboriginal and Torres Strait Islander Stolen Generations and descendants: numbers, demographic characteristics and selected outcomes
Better Cardiac Care measures for Aboriginal and Torres Strait Islander people: third national report 2017
Children living in households with members of the Stolen Generations
Improving Indigenous identification in mortality estimates
Indigenous health check data tool 2019 (web)
Insights into vulnerabilities of Aboriginal and Torres Strait Islander people aged 50 and over: in brief
National Key Performance Indicators for Aboriginal and Torres Strait Islander primary health care: results for 2017
Northern Territory Outreach Hearing Health Program: July 2012 to December 2017
Northern Territory Remote Aboriginal Investment: Oral Health Program July 2012 to December 2017
Regional variation in uptake of Indigenous health checks and in preventable hospitalisations and deaths
Tracking progress against the Implementation Plan goals for the Aboriginal and Torres Strait Islander Health Plan 2013–2023 (web)

**Injury**
Electrical injuries: hospitalisations and deaths 2014–15 and 2015–16
Hospitalised assault injuries among men and boys
Hospitalised injury among Aboriginal and Torres Strait Islander people 2011–12 to 2015–16
Hospitalised injury due to land transport crashes
Injury of Aboriginal and Torres Strait Islander people due to transport, 2010–11 to 2014–15
Mobility scooter-related injuries and deaths
Pedal cyclist deaths and hospitalisations, 1999–00 to 2015–16
Spinal cord injury Australia 2015–16
Trends in injury deaths, Australia: 1999–00 to 2014–15
Use of emergency department data to improve routine injury surveillance: technical report 2013–14

**Life expectancy**
International health data comparisons 2018

**Mental health**
Mental health services in Australia: in brief 2018
Mental health services in Australia—tranche 3, 2018 (web)
Mental health services in Australia—tranche 4, 2018 (web)
Mental health services in Australia—tranche 5, 2018 (web)
Mental health services in Australia—tranche 1, 2019 (web)
Mental health services in Australia—tranche 2, 2019 (web)

**Mothers and babies**
Australia’s mothers and babies 2016: data visualisations (web)
Australia’s mothers and babies 2016—in brief
Appendix 1

Products, journal articles and presentations

Australia's mothers and babies 2017 data visualisations (web)
Australia's mothers and babies 2017—in brief
Child and maternal health in 2014–2016 (web)
Maternal deaths in Australia 2016 (web)
National Core Maternity Indicators (web)
Perinatal National Minimum Data Set compliance evaluation 2010–2015
Resources for supporting psychosocial health in pregnancy (web)
Resources for supporting psychosocial health in pregnancy update (web)

**MyHealthyCommunities**
Life expectancy and potentially avoidable deaths in 2014–2016 (web)
Patient experiences in Australia in 2016–17 (web)
Patients’ out-of-pocket spending on Medicare services 2016–17

**My Hospitals**
MyHospitals: Costs of acute admitted patients in public hospitals from 2012–13 to 2014–15
MyHospitals: Healthcare-associated Staphylococcus aureus bloodstream infections in public and private hospitals in 2017–18 (web)
MyHospitals: Time spent in emergency departments in 2017–18 (web)
MyHospitals: Waiting times for elective surgery in 2017–18 (web)

**Overweight and obesity**
Data sources for monitoring overweight and obesity in Australia

**Palliative care**
Palliative care services in Australia—tranche 2, 2018 (web)
Palliative care services in Australia—tranche 1, 2019 (web)

**Population health**
Coordination of health care: experiences with GP care among patients aged 45 and over 2016
Coordination of health care study: use of health services and medicines, Australia, 2015–16
Physical activity across the life stages
Physical activity during pregnancy 2011–12
The health of Australia's females (web)
The health of Australia's males (web)
Towards estimating the prevalence of female genital mutilation/cutting in Australia

**Primary health care**
National primary health care data asset: data development plan
Potentially preventable hospitalisations by condition and age group 2016–17 (web)
Potentially preventable hospitalisations in Australia by small geographical areas (web)
Vaccine-preventable diseases fact sheets

**Prisoner health**
The health of Australia's prisoners 2018
Veterans
A profile of Australia’s veterans 2018
Development of a veteran-centred model: a working paper
National suicide monitoring of serving and ex-serving Australian Defence Force personnel: annual update 2018 (web)

Youth justice
Overlap between youth justice supervision and alcohol and other drug treatment services: 1 July 2012 to 30 June 2016
Young people in child protection and under youth justice supervision: 1 July 2013 to 30 June 2017
Young people returning to sentenced youth justice supervision 2016–17
Youth detention population in Australia 2018
Youth justice in Australia 2017–18
Youth justice in the Australian Capital Territory 2017–18
Youth justice in New South Wales 2017–18
Youth justice in the Northern Territory 2017–18
Youth justice in Queensland 2017–18
Youth justice in South Australia 2017–18
Youth justice in Tasmania 2017–18
Youth justice in Victoria 2017–18
Youth justice in Western Australia 2017–18

Journal articles


**Presentations**

Al-Yaman F 2018. Access to and provision of community level data and building community capacity to collect the data and utilise it to progressively improve suicide prevention programs. Invited speaker at the 2nd National Aboriginal and Torres Strait Islander Suicide Prevention Conference, Perth, 20 November.


Al-Yaman F 2019. Introduction to the AIHW. Presentation to the National Congenital Anomalies Advisory Group, Sydney, 6 March.


Anderson P 2018. Data linkage to national Australian health insurance data to investigate exposure to environmental hazards: the example of residential asbestos. Presentation at the International Population Data Linkage Conference, Banff, Canada, 12–14 September.


Cooper-Stanbury M 2018. GEN—Aged Care Data. Practical workshop conducted in association with the 51st Australian Association of Gerontology Conference, Melbourne, 20 November.


Edvardsson M 2019. Indigenous health checks and follow ups. Presentation at the Aboriginal and Torres Strait Islander Health Services Data Advisory Group Meeting, Canberra, 13 June.


James M 2018. Data services transformation. Presentation at the 7th Annual GovInnovate Summit, Canberra, 9 October.

James M 2018. Health and social data—the central role that people’s health and well-being play in social cohesion and community change. Presentation at the Health Information Conference, Sydney, 30 July.


Moon L 2018. Improving dementia statistics to support research on dementia. Presentation at the NHMRC (National Health and Medical Research Council) National Institute for Dementia Research, National Dementia Epidemiology and Statistics Business Case Roundtable, Canberra, 23 November.


Muecke S 2019. Working with the AIHW: Accessing data for linkage projects. Presentation at the AIHW Insights Workshop with external participants, Canberra, 27 February.

Neideck G 2018. Data linkage and researcher access. Presentation at the Public Health Seminar, Melbourne, 26 July.

Neideck G 2018. Expanding research possibilities to build an effective evidence base. Panel member at the Evidence Based Policy Summit, Canberra, 26–28 September.


Neideck G 2018. Balancing the safety and opportunities provided by national data system. Panel member at the FST Government Australia 2018, Canberra, 8 November.

Neideck G 2019. The AIHW: Data linkage, data infrastructure and its value to health economists. Presentation at the Research Australia Health Economics Roundtable, Sydney, 1 April.

Neideck G 2019. Advancing your data and analytics strategy: Managing and making sense of all the data for actionable outcomes. Presentation at the 2019 Data Management and Analytics Roadshow, Canberra, 3 April.

Neideck G 2019. Transforming your departmental operations by leveraging smart data and analytics strategies. Presentation at the Chief Data and Analytics Officer Public Sector 2019, Canberra, 8–9 May.


Neideck G & Booth M 2019. Data Integration at AIHW. Presentation at the AIHW Insights Workshop with external participants, Canberra, 27 February.


Reid R 2019. Presentation on who is over-represented in youth justice statistics. Presentation at the Australasian Youth Justice Conference, Sydney, 30 April–2 May.


Appendix 2: Meeting attendance—AIHW Board and AIHW Ethics Committee, and outgoing members

Table A2.1: Attendance at AIHW Board meetings

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Meetings attended</th>
<th>Eligible meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs Louise Markus</td>
<td>Chair</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Dr Erin Lalor</td>
<td>Deputy Chair</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Mr Barry Sandison</td>
<td>CEO/Executive director</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Mr Michael Perusco</td>
<td>Non-executive director</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Dr Zoran Bolevich</td>
<td>Non-executive director</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Ms Marilyn Chilvers</td>
<td>Non-executive director</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Ms Christine Castley</td>
<td>Non-executive director</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Dr Simone Ryan</td>
<td>Non-executive director</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Dr Christine Pascott</td>
<td>Non-executive director</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Mr Romlie Mokak</td>
<td>Non-executive director</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Ms Cathryn Ryan</td>
<td>Non-executive director</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Ms Christine Gee</td>
<td>Non-executive director</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Ms Caroline Edwards</td>
<td>Nominee of the Health Secretary</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ms Luise McCulloch</td>
<td>Nominee of the Australian Statistician</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Mr Andrew Goodsall</td>
<td>Nominee of the Minister</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Mr David Conry</td>
<td>Member with knowledge of the needs of consumers of welfare services</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ms Marissa Veld</td>
<td>Staff elected member</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

(a) Position expired upon the commencement of the amended AIHW Act on 27 November 2018.

Outgoing members of the AIHW Board in 2018–19

Ms Caroline Edwards
Nominated by the Secretary, Department of Health
Non-executive Director
Term: Ex-officio appointment from 24 November 2017–27 November 2018

Ms Luise McCulloch
Nominated by the Australian Statistician
Non-executive Director
Term: Ex-officio appointment from 4 August 2016–27 November 2018

Ms Marissa Veld
Staff elected member
Non-executive Director
Terms: 26 May 2017–25 May 2018; 26 May 2018–27 November 2018

Mr David Conry
Member with knowledge of the needs of consumers of welfare services
Non-executive Director

Mr Andrew Goodsall
Nominee of the Minister
Non-executive Director
Table A2.2: Attendance at Remuneration committee meetings

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Meetings attended</th>
<th>Eligible meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs Louise Markus</td>
<td>Chair</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Mr Michael Perusco</td>
<td>Member</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Dr Christine Pascott</td>
<td>Member</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

Table A2.3: Attendance at Risk, Audit and Finance Committee meetings

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Meetings attended</th>
<th>Eligible meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Michael Perusco</td>
<td>Chair</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Dr Erin Lalor</td>
<td>Board member</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Mr Max Shanahan</td>
<td>Independent member</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Mr Andrew Goodsell</td>
<td>Board member</td>
<td>1</td>
<td>1 to November 2018</td>
</tr>
<tr>
<td>Dr Simone Ryan</td>
<td>Board member</td>
<td>2</td>
<td>2 from February 2019</td>
</tr>
</tbody>
</table>

Table A2.4: Attendance at AIHW Ethics Committee meetings

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Meetings attended</th>
<th>Eligible meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Wayne Jackson PSM</td>
<td>Chair</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Mr Barry Sandison</td>
<td>CEO AIHW</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Dr Purnima Bhat</td>
<td>Person experienced in professional care, counselling and treatment of people</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Professor Tim Driscoll</td>
<td>Person experienced in areas of research regularly considered by the committee</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Ms Amanda Ianna</td>
<td>Nominee of Registrars of Births, Deaths and Marriages</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>The Reverend</td>
<td>Person who is a minister of religion</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Dr Nicholas White</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms Maryjane Crabtree</td>
<td>Person who is a lawyer</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Mr David Garrett</td>
<td>Male representing general community attitudes</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>The Hon Margaret Reynolds</td>
<td>Female representing general community attitudes</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Mr Damien Tillack</td>
<td>Male representing general community attitudes</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Ms Barbara Anderson</td>
<td>Person experienced in professional care, counselling and treatment of people</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Dr Owen Bradfield</td>
<td>Person experienced in professional care, counselling and treatment of people</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

(a) No meetings were held in 2018–19 following the commencement of their term.

Outgoing member of the AIHW Ethics Committee, 2018–19

**Mr David Garrett**
Male representing general community attitudes

**Dr Purnima Bhat**
Person experienced in the professional care, counselling and treatment of people
**Terms:** 25 September 2014–24 September 2017; 25 September 2017–26 June 2019
Appendix 3: Senior executive and unit heads

Chief Executive Officer
Barry Sandison  BBusMgt, FANZSG

Deputy Chief Executive Officer
Matthew James  PSM BSc (Hons)

Business and Communications Group
Senior Executive
Andrew Kettle  MA (Hons), CA

Corporate Reporting
Tulip Penney  BA, BPsysch (Hons), MBA

Finance and Commercial Services
Andrew Tharle  BComm, CPA

People and Facilities
Morag Roycroft  Cert IV HR, level 1 coaching

Strategic Communications and Stakeholder Engagement
Rebecca Richter  BSc/BComm, GradCertAppFin&Inv, GradCertPubPol&Gov

Website and Publishing
Belinda Hellyer  BA, MA

Website Data Strategy
Bill Watson  (Acting) BSc (IT)

Data Governance Group
Senior Executive
Jenny Hargreaves  BSc (Hons), GradDipPopHealth, GAICD

Ethics, Privacy and Legal
Gary Kent  LLB, BComm, GradDipPubLaw, GAICD

Executive Secretariat
Anne Reader  BA (Hons), MSc, DipIndSt, GAICD

Metadata and METeOR
Mardi Ellis  (Acting) BSc

My Health Record Secondary Use Governance
Jennifer Mayhew-Larsen  BSc, BA, MBA

Data Strategies and Information Technology Group
Senior Executive
Geoff Neideck  BBusStudies, GradCertMgt

Community Services and Housing Linkage
Mike Booth  BSc IT

Data Strategies
Nick von Sanden  BSc, BSc (Hons), PhD

Health Linkage
Phil Anderson  BA, BSc (Hons), PhD

Specialist Capability
Leah Newman  GradDipSocResearch, M ClinEpid

Chief Technology Officer
Glenn Ashe  DipHRDev, DipMilSatEng, DipElecEng, AFAIM, GAICD

IT Infrastructure and Security
Deborah Scott  BSc, BComm

System Architecture, Integration and Support
Charlie Drummond  BSc (Hons), GradDipCompSc
Community Services Group

Senior Executive
Louise York  BEc, BSc, GradDipPopHealth

Ageing and Aged Care
Mark Cooper-Stanbury BSc

Centrelink Strategies
Sushma Mathur BMath

Child Welfare
David Braddock  BSc (Hons)

Children and Families
Sally Mills  BSc, MPubHealth

Disability
Felicity Murdoch  (Acting) BA, BIT

Justice and Education
Anna Ritson  BA

Housing and Specialist Services Group

Senior Executive
Matthew James  PSM BEc (Hons)

Housing and Homelessness Collection Operations
Penny Siu  BA, MBA

Housing and Homelessness Collection Processing
Amber Jefferson  BSc

Housing and Homelessness Reporting and Development
Nikki Schroder  BAppSc, MBA

Mental Health and Palliative Care
Gary Hanson  BPsych, MA

Suicide and Self-harm Monitoring
Chris Killick-Moran  BA (Hons)

Tobacco, Alcohol and Other Drugs
Moira Hewitt  BHealthSc, MA, MAppEpid, MAppSc

Health Group

Senior Executive
Richard Juckes  (Acting) BA (Hons)

Burden of Disease and Mortality
Karen Bishop  (Acting) BSc (Hons), GradDipPopHealth, MBiostat

Cancer Data and Monitoring
Justin Harvey  BSc

Cardiovascular, Diabetes and Kidney
Miriam Lum On  BAppSc (HIM), GradCertAppEpid, MIntPH

Chronic Conditions
Katherine Faulks  BMedSc (Hons), GradDipClinEpid

Chronic Conditions Program Development
Fleur de Crespigny  BSc (Hons), PhD

Population Health
Claire Sparke  BSc, GradDipClinEpid

Screening Analysis and Monitoring
David Meere  (Acting) BHumanNutr, BAppSc (Hons), GradDipDietet, AssocDipAppComp

Hospitals and Expenditure Group

Senior Executive
Adrian Webster  BA (Hons), BSc, PhD

Economics and Expenditure
Jason Thomson  BAppSc, MPH, MHP

Health Performance and Quality
Heather Swanston  BSc (Hons), PhD

Hospitals and Related Care
Marissa Veld  BAppSc, MBA

Hospitals Data
Brett Henderson  (Acting) BAppSc (MedRad), MTech (IT)

Medical, Dental and Pharmaceutical
Clara Jellie  BA, GradDipBehStud (Healthcare), MPopHealth
Primary Health Care and Veterans Group

Senior Executive
Michael Frost BEc (Soc Sc) (Hons), GradDipPubAdmin

Flagship Reporting
Dinesh Indraharan BBiomedSc (Hons), GradDipBiostat

My Health Record Data
Vicki Bennett BAppSci(HIM), MHSSci(HI)

PHN and Primary Health Reporting
Kerrin Bleicher BSc, PhD, GradDipPhysio, GradDipMusculoskeletalPhysio

Primary Health Care Data
Conan Liu BA (Hons), MAppMedSc

Veterans’ Health and Welfare
Rebecca Hurley (Acting) BSc (Human Life Sci)

Indigenous and Maternal Health Group

Senior Executive
Fadwa Al-Yaman PSM BSc, MA, PhD

Indigenous Analyses and Reporting
Geoff Callaghan BComm, BHealthSc

Indigenous Analyses and Visualisation
Elizabeth Hynes (Acting) BEc, BComm

Indigenous Modelling and Research
Tracy Dixon BMath, BSc (Hons), MAppStats

Indigenous Primary Care Reporting
Indrani Pieris-Caldwell BA, GradDipDemog, PhD

Indigenous Spatial Analysis and Health Services
Martin Edvardsson MSc, PhD

Maternal and Perinatal Health
Natalie Cooper (Acting) BMusEd
Appendix 4: Compliance index

Index of PGPA Act requirements

<table>
<thead>
<tr>
<th>Description</th>
<th>PGPA Act Reference</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepare and give an annual report to the responsible Minister on the entity's activities during the period</td>
<td>46</td>
<td>i–138</td>
</tr>
<tr>
<td>Prepare annual financial statements and give the statements to the Auditor General</td>
<td>42</td>
<td>99</td>
</tr>
<tr>
<td>Auditor General's report on the financial statements</td>
<td>43</td>
<td>99</td>
</tr>
</tbody>
</table>

Index of PGPA Rule requirements

<table>
<thead>
<tr>
<th>Description</th>
<th>PGPA Rule Reference</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approval of report by accountable authority</td>
<td>17BB</td>
<td>iii</td>
</tr>
<tr>
<td>Compliance with guidelines for presenting documents to Parliament</td>
<td>17BC</td>
<td>i–138</td>
</tr>
<tr>
<td>Annual report published using the digital reporting tool</td>
<td>17BCA</td>
<td>inside back cover</td>
</tr>
<tr>
<td>Annual report prepared using plain English and clear design</td>
<td>17BD</td>
<td>i–138</td>
</tr>
<tr>
<td>Details of the legislation establishing the body</td>
<td>17BE(a)</td>
<td>x, 42</td>
</tr>
<tr>
<td>A summary of the objects and functions of the entity as set out in legislation</td>
<td>17BE(b)(i)</td>
<td>x, 42</td>
</tr>
<tr>
<td>The purposes of the entity as included in the entity's corporate plan for the reporting period</td>
<td>17BE(b)(ii)</td>
<td>x</td>
</tr>
<tr>
<td>The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers</td>
<td>17BE(c)</td>
<td>43</td>
</tr>
<tr>
<td>Directions given to the entity by the Minister under an Act or instrument during the reporting period</td>
<td>17BE(d)</td>
<td>43</td>
</tr>
<tr>
<td>Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act</td>
<td>17BE(e)</td>
<td>43</td>
</tr>
<tr>
<td>Particulars of non-compliance with:</td>
<td>17BE(f)</td>
<td>Not applicable</td>
</tr>
<tr>
<td>(a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule</td>
<td>17BE(g)</td>
<td>2</td>
</tr>
<tr>
<td>A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance</td>
<td>17BE(h) 17BE(i)</td>
<td>54</td>
</tr>
<tr>
<td>Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period</td>
<td>17BE(j)</td>
<td>43–47, 117–118, 123</td>
</tr>
<tr>
<td>Description</td>
<td>PGPA Rule Reference</td>
<td>Page</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>---------------------</td>
<td>------------</td>
</tr>
<tr>
<td>Outline of the organisational structure of the entity (including any</td>
<td>17BE(k)</td>
<td>60</td>
</tr>
<tr>
<td>subsidiaries of the entity)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statistics on the entity's employees on an ongoing and non-ongoing basis,</td>
<td>17BE(ka)</td>
<td>65, 119–120</td>
</tr>
<tr>
<td>including the following:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) statistics on full-time employees;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) statistics on part-time employees;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(c) statistics on gender;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(d) statistics on staff location</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outline of the location (whether or not in Australia) of major activities</td>
<td>17BE(l)</td>
<td>75</td>
</tr>
<tr>
<td>or facilities of the entity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information relating to the main corporate governance practices used</td>
<td>17BE(m)</td>
<td>52–54</td>
</tr>
<tr>
<td>by the entity during the reporting period</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For transactions with a related Commonwealth entity or related company</td>
<td>17BE(n)</td>
<td>54</td>
</tr>
<tr>
<td>where the value of the transaction, or if there is more than one</td>
<td>17BE(o)</td>
<td></td>
</tr>
<tr>
<td>transaction, the aggregate of those transactions, is more than $10,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(inclusive of GST):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(a) the decision-making process undertaken by the accountable authority</td>
<td></td>
<td></td>
</tr>
<tr>
<td>to approve the entity paying for a good or service from, or providing a</td>
<td></td>
<td></td>
</tr>
<tr>
<td>grant to, the related Commonwealth entity or related company; and</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) the value of the transaction, or if there is more than one transaction,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>the number of transactions and the aggregate of value of the transactions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Any significant activities and changes that affected the operation or</td>
<td>17BE(p)</td>
<td>42, 58</td>
</tr>
<tr>
<td>structure of the entity during the reporting period</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Particulars of judicial decisions or decisions of administrative</td>
<td>17BE(q)</td>
<td>55</td>
</tr>
<tr>
<td>tribunals that may have a significant effect on the operations of the</td>
<td></td>
<td></td>
</tr>
<tr>
<td>entity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Particulars of any reports on the entity given by:</td>
<td>17BE(r)</td>
<td>55</td>
</tr>
<tr>
<td>(a) the Auditor-General (other than a report under section 43 of the Act);</td>
<td></td>
<td></td>
</tr>
<tr>
<td>or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(b) a Parliamentary Committee; or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(c) the Commonwealth Ombudsman; or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(d) the Office of the Australian Information Commissioner</td>
<td></td>
<td></td>
</tr>
<tr>
<td>An explanation of information not obtained from a subsidiary of the</td>
<td>17BE(s)</td>
<td>Not</td>
</tr>
<tr>
<td>entity and the effect of not having the information on the annual report</td>
<td></td>
<td>applicable</td>
</tr>
<tr>
<td>Details of any indemnity that applied during the reporting period to</td>
<td>17BE(t)</td>
<td>55</td>
</tr>
<tr>
<td>the accountable authority, any member of the accountable authority or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>officer of the entity against a liability (including premiums paid, or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>agreed to be paid, for insurance against the authority, member or</td>
<td></td>
<td></td>
</tr>
<tr>
<td>officer's liability for legal costs)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information about executive remuneration</td>
<td>17BE(ta)</td>
<td>124</td>
</tr>
</tbody>
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## Index of other mandatory reporting requirements

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<th>Legislation</th>
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</thead>
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<td>s9 <em>Equal Employment Opportunity (Commonwealth Authorities) Act 1987</em></td>
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<td>Advertising and market research organisations expenditure and statement on advertising campaigns</td>
<td>s331A <em>Commonwealth Electorate Act 1918</em></td>
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</tr>
<tr>
<td>Ecologically sustainable development and environmental performance</td>
<td>s516A <em>Environment Protection and Biodiversity Conservation Act 1999</em></td>
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<tr>
<td>Legal services expenditure</td>
<td>Paragraph 12.3, <em>Legal Services Directions 2017</em></td>
<td>55</td>
</tr>
<tr>
<td>Modern slavery statement</td>
<td>s6 <em>Modern Slavery Act 2018</em></td>
<td>55</td>
</tr>
</tbody>
</table>
INDEPENDENT AUDITOR’S REPORT

To the Minister for Health

Opinion

In my opinion, the financial statements of the Australian Institute of Health and Welfare (‘the Entity’) for the year ended 30 June 2019:

(a) comply with Australian Accounting Standards — Reduced Disclosure Requirements 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 2019 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 statements as at 30 June 2019 and for the year then ended:

• Statement by the Accountable Authority and Chief Financial Officer;
• Statement of Comprehensive Income;
• Statement of Financial Position;
• Statement of Changes in Equity;
• Cash Flow Statement; and
• Notes to the financial statements, comprising a summary of significant accounting policies 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 his delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board’s APES 110 Code of Ethics for Professional Accountants (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 Board 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 — Reduced Disclosure Requirements and the rules made under the Act. The Board is also responsible for such internal control as the Board 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 Board 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 Board 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.
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

Colin Bienke
Senior Director
Delegate of the Auditor-General
Canberra
26 September 2019
STATEMENT BY THE ACCOUNTABLE AUTHORITY AND CHIEF FINANCIAL OFFICER

In our opinion, the attached financial statements for the year ended 30 June 2019 comply with subsection 42(2) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the non-corporate Commonwealth entity will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the directors.

Louise Markus
Board Chair
26 September 2019

Barry Sandison
Chief Executive Officer
26 September 2019

Andrew Kettle
Chief Financial Officer
26 September 2019
## Statement of Comprehensive Income

*for the period ended 30 June 2019*

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>Original Budget</th>
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</thead>
<tbody>
<tr>
<td><strong>Notes</strong></td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employee Benefits</strong></td>
<td>1.1A</td>
<td>42,186</td>
<td>38,253</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>38,843</td>
</tr>
<tr>
<td><strong>Suppliers</strong></td>
<td>1.1B</td>
<td>34,882</td>
<td>25,176</td>
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<td></td>
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<td></td>
<td>28,691</td>
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<tr>
<td><strong>Depreciation and amortisation</strong></td>
<td>2.2A</td>
<td>1,123</td>
<td>1,225</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1,400</td>
</tr>
<tr>
<td><strong>Revaluation decrement</strong></td>
<td></td>
<td>-</td>
<td>288</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td></td>
<td>78,191</td>
<td>64,942</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>68,934</td>
</tr>
<tr>
<td><strong>OWN-SOURCE INCOME</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sale of Goods and Rendering of Services</strong></td>
<td>1.2A</td>
<td>42,669</td>
<td>35,096</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>34,000</td>
</tr>
<tr>
<td><strong>Interest</strong></td>
<td>1.2B</td>
<td>1,961</td>
<td>1,759</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1,300</td>
</tr>
<tr>
<td><strong>Other Revenue</strong></td>
<td></td>
<td>-</td>
<td>142</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>30</td>
</tr>
<tr>
<td><strong>Total own-source revenue</strong></td>
<td></td>
<td>44,630</td>
<td>36,997</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>35,330</td>
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<tr>
<td><strong>NET COST OF SERVICES</strong></td>
<td>33,561</td>
<td>27,945</td>
<td>33,604</td>
</tr>
<tr>
<td><strong>Revenue from Government</strong></td>
<td>1.2C</td>
<td>33,322</td>
<td>28,078</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>33,322</td>
</tr>
<tr>
<td><strong>Surplus/(deficit)</strong></td>
<td>(239)</td>
<td>133</td>
<td>(282)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>OTHER COMPREHENSIVE INCOME</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in asset revaluation reserve</td>
<td>-</td>
<td>(433)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total other comprehensive income</strong></td>
<td>-</td>
<td>(433)</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total comprehensive surplus/(deficit)</strong></td>
<td>(239)</td>
<td>(300)</td>
<td>(282)</td>
</tr>
</tbody>
</table>

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

### Budget Variances Commentary

Supplier and employee costs have increased to service the higher than budgeted fee-for-service work. The majority of the increase in fee-for-service work is for Australian Government Departments.
### Statement of Financial Position

*as at 30 June 2019*

<table>
<thead>
<tr>
<th>Notes</th>
<th>ASSETS</th>
<th>2019 $'000</th>
<th>2018 $'000</th>
<th>Original Budget $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Financial assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>2.1A</td>
<td>80,072</td>
<td>74,655</td>
<td>60,606</td>
</tr>
<tr>
<td>Trade and Other Receivables</td>
<td>2.1B</td>
<td>16,143</td>
<td>10,456</td>
<td>4,449</td>
</tr>
<tr>
<td><strong>Total financial assets</strong></td>
<td></td>
<td><strong>96,215</strong></td>
<td><strong>85,111</strong></td>
<td><strong>65,055</strong></td>
</tr>
<tr>
<td>Non-financial assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Buildings</td>
<td>2.2A</td>
<td>3,991</td>
<td>3,907</td>
<td>4,147</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>2.2A</td>
<td>3,816</td>
<td>3,063</td>
<td>3,392</td>
</tr>
<tr>
<td>Intangibles</td>
<td>2.2A</td>
<td>75</td>
<td>164</td>
<td>253</td>
</tr>
<tr>
<td>Prepayments</td>
<td></td>
<td>2,000</td>
<td>1,430</td>
<td>1,042</td>
</tr>
<tr>
<td><strong>Total non-financial assets</strong></td>
<td></td>
<td><strong>9,882</strong></td>
<td><strong>8,564</strong></td>
<td><strong>8,834</strong></td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td></td>
<td><strong>106,097</strong></td>
<td><strong>93,675</strong></td>
<td><strong>73,889</strong></td>
</tr>
<tr>
<td></td>
<td>LIABILITIES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Suppliers</td>
<td></td>
<td>3,862</td>
<td>2,622</td>
<td>3,530</td>
</tr>
<tr>
<td>Contract income in advance</td>
<td></td>
<td>51,755</td>
<td>42,770</td>
<td>26,978</td>
</tr>
<tr>
<td>Other payables</td>
<td>2.3A</td>
<td>5,154</td>
<td>5,008</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total payables</strong></td>
<td></td>
<td><strong>60,771</strong></td>
<td><strong>50,400</strong></td>
<td><strong>30,508</strong></td>
</tr>
<tr>
<td>Provisions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Provisions</td>
<td>2.3B</td>
<td>14,190</td>
<td>12,525</td>
<td>11,969</td>
</tr>
<tr>
<td>Make good Provision</td>
<td></td>
<td>120</td>
<td>120</td>
<td>505</td>
</tr>
<tr>
<td><strong>Total provisions</strong></td>
<td></td>
<td><strong>14,310</strong></td>
<td><strong>12,645</strong></td>
<td><strong>12,474</strong></td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td></td>
<td><strong>75,081</strong></td>
<td><strong>63,045</strong></td>
<td><strong>42,982</strong></td>
</tr>
<tr>
<td>Net assets</td>
<td></td>
<td><strong>31,016</strong></td>
<td><strong>30,630</strong></td>
<td><strong>30,907</strong></td>
</tr>
<tr>
<td></td>
<td>EQUITY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributed equity</td>
<td></td>
<td>28,549</td>
<td>27,924</td>
<td>28,549</td>
</tr>
<tr>
<td>Reserves</td>
<td></td>
<td>1,977</td>
<td>1,977</td>
<td>2,410</td>
</tr>
<tr>
<td>Retained surplus/(Accumulated deficit)</td>
<td></td>
<td>490</td>
<td>729</td>
<td>(52)</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td></td>
<td><strong>31,016</strong></td>
<td><strong>30,630</strong></td>
<td><strong>30,907</strong></td>
</tr>
</tbody>
</table>

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

**Budget Variances Commentary**

Cash and cash equivalents and receivables have increased as the contract income received in advance was higher than budgeted. The higher than budgeted cash balances during the year also reflected an increase in interest income.

Employee provisions are higher due to a salary increase under the AIHW Enterprise Agreement and a present value adjustment of the long-service leave balances arising from a fall in the 10-year bond rate.
## Statement of Changes in Equity
**for the period ended 30 June 2019**

<table>
<thead>
<tr>
<th>Notes</th>
<th>2019</th>
<th>2018</th>
<th>Original Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Notes</td>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
</tr>
</tbody>
</table>

### CONTRIBUTED EQUITY

**Opening balance**
Balance carried forward from previous period 27,924 27,924 27,924

**Transactions with owners**
Contributions by owners

| Equity injection - Appropriations | 625 | - | 625 |

**Total transactions with owners** 625 - 625

**Closing balance as at 30 June** 28,549 27,924 28,549

### RETAINED EARNINGS

**Opening balance**
Balance carried forward from previous period 729 596 230

**Comprehensive income**
Surplus/(Deficit) for the period (239) 133 (282)

**Total comprehensive income** (239) 133 (282)

**Closing balance as at 30 June** 490 729 (52)

### ASSET REVALUATION RESERVE

**Opening balance**
Balance carried forward from previous period 1,977 2,410 2,410

Other comprehensive income - (433) -

**Total comprehensive income** - (433) -

**Closing balance as at 30 June** 1,977 1,977 2,410

### TOTAL EQUITY

**Opening balance**
Balance carried forward from previous period 30,630 30,930 30,564

**Comprehensive income**
Surplus/(Deficit) for the period (239) 133 (282)

Other comprehensive income/(loss) - (433) -

**Total comprehensive income** (239) (300) (282)

**Transactions with owners**
Contributions by owners

| Equity injection - Appropriations | 625 | - | 625 |

**Total transactions with owners** 625 - 625

**Closing balance as at 30 June** 31,016 30,630 30,907

The above statement should be read in conjunction with the accompanying notes.
## Cash Flow Statement

*for the period ended 30 June 2019*

<table>
<thead>
<tr>
<th>Notes</th>
<th>2019</th>
<th>2018</th>
<th>Original</th>
</tr>
</thead>
<tbody>
<tr>
<td>$'000</td>
<td>$'000</td>
<td>$'000</td>
<td></td>
</tr>
</tbody>
</table>

### OPERATING ACTIVITIES

#### Cash received

- **Appropriations**: $33,322 28,078 33,322
- **Sale of goods and rendering of services**: $46,525 49,397 34,000
- **Interest**: $2,304 1,344 1,300
- **GST received**: $2,773 1,503 -
- **Other**: 5 142 30

**Total cash received**: $84,929 80,464 68,652

#### Cash used

- **Employees**: $40,495 37,701 38,843
- **Suppliers**: $37,770 26,748 28,409

**Total cash used**: $78,265 64,449 67,252

**Net cash from operating activities**: $6,664 16,015 1,400

### INVESTING ACTIVITIES

#### Cash used

- **Purchase of property, plant and equipment**: (1,872) (1,056) (1,597)

**Total cash used**: (1,872) (1,056) (1,597)

**Net cash from investing activities**: (1,872) (1,056) (1,597)

### FINANCING ACTIVITIES

#### Cash received

- **Contributed Equity**: $625 - 625

**Total cash received**: $625 - 625

**Net cash from financing activities**: $625 - 625

**Net increase in cash held**: $5,417 14,959 428

- **Cash and cash equivalents at the beginning of the reporting period**: $74,655 59,696 60,178
- **Cash and cash equivalents at the end of the reporting period**: $80,072 74,655 60,606

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

**Budget Variances Commentary**

Supplier and employee costs have increased to service the higher than budgeted fee-for-service work.

Sale of goods and rendering services are higher than budget as the contract income received in advance was higher than budgeted. The higher than budgeted cash balances
Overview

The Basis of Preparation

The financial statements are general purpose financial statements and 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) and

b) Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

All new/revised/amending standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the AIHW’s financial statements.

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 and values are rounded to the nearest thousand dollars. Unless an alternative treatment is specifically required by an accounting standard or the Financial Reporting Rule (FRR), assets and liabilities are recognised in the statement of financial position when and only when it is probable that future economic benefits will flow to the entity or a future sacrifice of economic benefits will be required and the amounts of the assets or liabilities can be reliably measured.

Unless alternative treatment is specifically required by an accounting standard, income and expenses are recognised in the Statement of Comprehensive Income when and only when the flow, consumption or loss of economic benefits has occurred and can be reliably measured. Financial statements are general purpose financial statements and are required by section 42 of the Public Governance, Performance and Accountability Act 2013.

Significant accounting judgements and estimates

In the process of applying the accounting policies listed in this note, the AIHW has made the following judgments that have the most significant impact on the amounts recorded in the financial statements:

- the fair value of leasehold improvements and property, plant and equipment has been taken to be the depreciated replacement cost as determined by an independent valuer.

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

Revenue

Revenue from the sale of goods is recognised when:

- the risks and rewards of ownership have been transferred to the buyer
- the entity retains no managerial involvement nor effective control over the goods
- the revenue and transaction costs incurred can be reliably measured and
- it is probable that the economic benefits associated with the transaction will flow to the entity.

Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. 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 with the transaction will flow to the AIHW.

The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction.

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

Interest revenue is recognised using the effective interest method.

Revenues from Government

Amounts appropriated for departmental appropriations for the year are recognised as Revenue from Government when the entity gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts. Funding received or receivable from non-corporate Commonwealth entities is recognised as Revenue from Government by the AIHW unless the funding is in the nature of an equity injection or a loan.

Gains

Sale of assets

Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Transactions with the government as owner

Equity injections

Amounts that are designated as equity injections for a year are recognised directly in contributed equity in that year.
Cash
Cash and cash equivalents include notes and coins held and any deposits in bank accounts that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value. Cash is recognised at its nominal amount.

Financial assets
With the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:

a) financial assets at fair value through profit or loss
b) financial assets at fair value through other comprehensive income and
c) financial assets measured at amortised cost.

Financial assets are recognised when the entity 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.

Comparatives have not been restated on initial application.

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.

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.

Employee benefits
Liabilities for services rendered by employees are recognised at the reporting date to the extent that they have not been settled.

Liabilities for ‘short-term employee benefits’ (as defined in AASB 119 Employee Benefits) and termination benefits due within twelve months of balance date 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 present value of the estimated future cash outflows to be made in respect of services provided by employees up to the reporting date.

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 the AIHW is estimated to be less than the annual entitlement for sick leave.

The leave liabilities are calculated on the basis of employees’ remuneration, including the AIHW’s employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long-service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at 30 June 2019. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

Separation and redundancy
Provision is made for separation and redundancy benefit payments. AIHW 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
AIHW staff are members of the Commonwealth Superannuation Scheme, the Public Sector Superannuation Scheme or the Public Sector Superannuation Scheme accumulation plan.

The first two are defined benefit schemes for the Australian Government. The third is 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 by the Department of Finance as an administered item.

The AIHW makes employer contributions to the employee superannuation scheme at rates determined by an actuary to be sufficient to meet the cost to the government of the superannuation entitlements of the AIHW’s employees. The AIHW 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 for the final fortnight of the year.

Leases
Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

Financial liabilities
Financial liabilities are classified as either financial liabilities ‘at fair value through profit or loss’ or other financial liabilities. Financial liabilities are recognised and derecognised upon ‘trade date’.
Financial Liabilities at Fair Value Through Profit or Loss

Financial liabilities at fair value through profit or loss are initially measured at fair value. Subsequent fair value adjustments are recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability.

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).

Contingent liabilities and contingent assets

Contingent liabilities and contingent assets are not recognised in the balance sheet but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset, or represent a liability or asset 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.

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 revenues 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 transfer or authority’s accounts immediately prior to the restructuring.

Property, plant and equipment

Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the balance sheet, except for purchases costing less than $3,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

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 ‘makegood’ provisions in property leases taken up by the AIHW where there exists an obligation to restore the property to its original condition. These costs are included in the value of the AIHW’s leasehold improvements with a corresponding provision for the make good recognised.

Revaluations

Fair values for each class of asset are determined as shown below:

<table>
<thead>
<tr>
<th>Asset class</th>
<th>Fair value measured at:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings-leasehold improvements</td>
<td>Depreciated replacement cost</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>Market selling price</td>
</tr>
</tbody>
</table>

Following initial recognition at cost, property, plant and equipment are carried at fair value less accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not materially differ from the assets’ fair values as at the reporting date. The regularity of independent valuations depend 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 reverses a previous revaluation decrement of the same asset class that was previously recognised through surplus and deficit. Revaluation decrements for a class of assets are recognised directly through surplus and deficit except to the extent that they reverse 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.

A formal revaluation of assets was completed by AllBids as at 30 June 2018.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the AIHW 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:

<table>
<thead>
<tr>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold improvements</td>
<td>Lease term</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>3 to 10 years</td>
</tr>
</tbody>
</table>

Impairment

All assets were assessed for impairment at 30 June 2019. 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 to sell 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 AIHW were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

**Intangibles**

The AIHW’s intangibles comprise internally developed and purchased software for internal use. These assets are carried at cost less accumulated amortisation. Intangibles are recognised initially at cost in the balance sheet, except for purchases costing less than $50,000, which are expensed in the year of acquisition. Software is amortised on a straight-line basis over its anticipated useful life. The useful life of the AIHW’s software is 3 to 5 years (2017–18: 3 to 5 years).

All software assets were assessed for indications of impairment as at 30 June 2019.

**Taxation**

The AIHW is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST). Revenues, expenses, assets and liabilities are recognised net of GST except:

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

**Events After the Reporting Period**

There were no subsequent events that had the potential to significantly affect the ongoing structure and financial activities of the AIHW.
### 1.1 Expenses

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td><strong>1.1A: Employee Benefits</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wages and salaries</td>
<td>31,289</td>
<td>29,099</td>
</tr>
<tr>
<td>Superannuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Defined contribution plans</td>
<td>3,084</td>
<td>2,793</td>
</tr>
<tr>
<td>Defined benefit plans</td>
<td>3,051</td>
<td>2,666</td>
</tr>
<tr>
<td>Leave and other entitlements</td>
<td>4,762</td>
<td>3,695</td>
</tr>
<tr>
<td><strong>Total employee benefits</strong></td>
<td>42,186</td>
<td>38,253</td>
</tr>
</tbody>
</table>

**1.1B: Suppliers**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Consultants</td>
<td>4,706</td>
<td>4,037</td>
</tr>
<tr>
<td>Contractors</td>
<td>15,954</td>
<td>8,265</td>
</tr>
<tr>
<td>Collaborating centres</td>
<td>694</td>
<td>1,273</td>
</tr>
<tr>
<td>IT services</td>
<td>3,590</td>
<td>3,493</td>
</tr>
<tr>
<td>Printing &amp; stationery</td>
<td>175</td>
<td>163</td>
</tr>
<tr>
<td>Training</td>
<td>608</td>
<td>463</td>
</tr>
<tr>
<td>Travel</td>
<td>1,095</td>
<td>839</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>233</td>
<td>206</td>
</tr>
<tr>
<td>Other</td>
<td>3,742</td>
<td>2,717</td>
</tr>
<tr>
<td><strong>Total goods and services supplied or rendered</strong></td>
<td>30,797</td>
<td>21,456</td>
</tr>
</tbody>
</table>

**Other suppliers**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td>Operating lease rentals</td>
<td>3,597</td>
<td>3,290</td>
</tr>
<tr>
<td>Workers compensation expenses</td>
<td>488</td>
<td>430</td>
</tr>
<tr>
<td><strong>Total other suppliers</strong></td>
<td>4,085</td>
<td>3,720</td>
</tr>
<tr>
<td><strong>Total suppliers</strong></td>
<td>34,882</td>
<td>25,176</td>
</tr>
</tbody>
</table>

**Commitments for minimum lease payments in relation to non-cancellable**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within 1 year</td>
<td>4,075</td>
<td>3,595</td>
</tr>
<tr>
<td>Between 1 to 5 years</td>
<td>14,539</td>
<td>14,263</td>
</tr>
<tr>
<td>More than 5 years</td>
<td>19,377</td>
<td>22,921</td>
</tr>
<tr>
<td><strong>Total operating lease commitments</strong></td>
<td>37,991</td>
<td>40,778</td>
</tr>
</tbody>
</table>

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.
### 1.2 Own-Source Revenue and gains

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>$'000</th>
<th>$'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Own-Source Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1.2A: Sale of Goods and Rendering of Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sale of goods</td>
<td>5</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rendering of services</td>
<td>42,664</td>
<td>35,093</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total sale of goods and rendering of services</strong></td>
<td>42,669</td>
<td>35,096</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1.2B: Interest</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deposits</td>
<td>1,961</td>
<td>1,759</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total interest</strong></td>
<td>1,961</td>
<td>1,759</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>1.2C: Revenue from Government</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Department of Health</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate Commonwealth entity payment item</td>
<td>33,322</td>
<td>28,078</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total revenue from Government</strong></td>
<td>33,322</td>
<td>28,078</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2.1 Financial Assets

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
<th>$'000</th>
<th>$'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.1A: Cash and cash equivalents</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash at bank</td>
<td>4,572</td>
<td>4,155</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Term deposits - cash equivalents</td>
<td>75,500</td>
<td>70,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total cash and cash equivalents</strong></td>
<td>80,072</td>
<td>74,655</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2.1B: Trade and Other Receivables</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goods and services receivables</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goods and services</td>
<td>16,143</td>
<td>10,456</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total goods and services receivables</strong></td>
<td>16,143</td>
<td>10,456</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total trade and other receivables</strong></td>
<td>16,143</td>
<td>10,456</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Credit terms for goods and services were within 30 days (2018: 30 days). All trade and other receivables were assessed for impairment at 30 June. No indicators of impairment were identified for trade and other receivables.
## 2.2 Non-Financial Assets

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

Reconciliation of the opening and closing balances of property, plant and equipment for 2019

<table>
<thead>
<tr>
<th></th>
<th>Buildings '000</th>
<th>Plant and equipment '000</th>
<th>Intangibles '000</th>
<th>Total '000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>As at 1 July 2018</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross book value</td>
<td>3,914</td>
<td>3,064</td>
<td>267</td>
<td>7,245</td>
</tr>
<tr>
<td>Accumulated depreciation, amortisation and impairment</td>
<td>(7)</td>
<td>(2)</td>
<td>(103)</td>
<td>(112)</td>
</tr>
<tr>
<td><strong>Total as at 1 July 2018</strong></td>
<td>3,907</td>
<td>3,062</td>
<td>164</td>
<td>7,133</td>
</tr>
<tr>
<td><strong>Additions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase</td>
<td>538</td>
<td>1,334</td>
<td>-</td>
<td>1,872</td>
</tr>
<tr>
<td>Depreciation and amortisation</td>
<td>(454)</td>
<td>(580)</td>
<td>(89)</td>
<td>(1,123)</td>
</tr>
<tr>
<td><strong>Total as at 30 June 2019</strong></td>
<td>84</td>
<td>754</td>
<td>(89)</td>
<td>749</td>
</tr>
<tr>
<td><strong>Total as at 30 June 2019 represented by</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gross book value</td>
<td>4,452</td>
<td>4,398</td>
<td>267</td>
<td>9,117</td>
</tr>
<tr>
<td>Accumulated depreciation, amortisation and impairment</td>
<td>(461)</td>
<td>(582)</td>
<td>(192)</td>
<td>(1,235)</td>
</tr>
<tr>
<td><strong>Total as at 30 June 2019</strong></td>
<td>3,991</td>
<td>3,816</td>
<td>75</td>
<td>7,882</td>
</tr>
</tbody>
</table>
## 2.3 Payables

<table>
<thead>
<tr>
<th></th>
<th>2019 $'000</th>
<th>2018 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.3A: Other Payables</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and wages</td>
<td>286</td>
<td>261</td>
</tr>
<tr>
<td>Superannuation</td>
<td>46</td>
<td>43</td>
</tr>
<tr>
<td>Lease incentive - Canberra</td>
<td>2,500</td>
<td>2,750</td>
</tr>
<tr>
<td>Operating lease</td>
<td>2,322</td>
<td>1,954</td>
</tr>
<tr>
<td><strong>Total other payables</strong></td>
<td>5,154</td>
<td>5,008</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019 $'000</th>
<th>2018 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2.3B: Employee Provisions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual leave</td>
<td>4,065</td>
<td>3,621</td>
</tr>
<tr>
<td>Long service leave</td>
<td>10,125</td>
<td>8,904</td>
</tr>
<tr>
<td><strong>Total employee provisions</strong></td>
<td>14,190</td>
<td>12,525</td>
</tr>
</tbody>
</table>

## 3.1 Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the AIHW, directly or indirectly, including any director (whether executive or otherwise) of the AIHW. The AIHW has determined the key management personnel to be the Chief Executive Officer, Board of Directors and Group Heads. Key management personnel remuneration is reported in the following table.

<table>
<thead>
<tr>
<th></th>
<th>2019 $'000</th>
<th>2018 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short-term employee benefits</td>
<td>2,657</td>
<td>2,423</td>
</tr>
<tr>
<td>Post-employment benefits</td>
<td>401</td>
<td>361</td>
</tr>
<tr>
<td>Other long-term employee benefits</td>
<td>131</td>
<td>33</td>
</tr>
<tr>
<td><strong>Total key management personnel remuneration expenses</strong></td>
<td>3,189</td>
<td>2,817</td>
</tr>
</tbody>
</table>

The total number of key management personnel included in the above table is 22 (2018: 17).

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.
### 3.2 Related Party Disclosures

**Related party relationships:**
The AIHW is an Australian Government controlled entity. Related parties to this entity are the Minister for Health and Executive, Directors, Key Management Personnel and AIHW 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. The AIHW’s arrangements with the government sector are conducted under contracts as normal business with the same conditions as with private enterprise. These transactions have not been separately disclosed in this note.

There were no related party transactions during the financial year (2017–18: $0)

### 4.1 Financial Instruments

<table>
<thead>
<tr>
<th>4.1A: Categories of Financial Instruments</th>
<th>2019 $'000</th>
<th>2018 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Assets under AASB 139</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loans and receivables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>74,655</td>
<td></td>
</tr>
<tr>
<td>Trade and Other Receivables</td>
<td>10,456</td>
<td></td>
</tr>
<tr>
<td>Total loans and receivables</td>
<td>85,111</td>
<td></td>
</tr>
<tr>
<td>Financial Assets under AASB 9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial assets at amortised cost</td>
<td>80,072</td>
<td>16,143</td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and Other Receivables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total financial assets at amortised cost</td>
<td>96,215</td>
<td></td>
</tr>
<tr>
<td>Total financial assets</td>
<td>96,215</td>
<td>85,111</td>
</tr>
</tbody>
</table>

**Financial Liabilities**

<table>
<thead>
<tr>
<th>Financial liabilities measured at amortised cost</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Creditors</td>
<td>3,786</td>
<td>4,011</td>
</tr>
<tr>
<td>Total financial liabilities measured at amortised cost</td>
<td>3,786</td>
<td>4,011</td>
</tr>
</tbody>
</table>
4.2 Fair Value Measurements

The following tables provide an analysis of assets and liabilities that are measured at fair value.

4.2A: Fair Value Measurements, Valuations Techniques and Inputs Used
The following tables provide an analysis of assets and liabilities that are measured at fair value.

<table>
<thead>
<tr>
<th>Fair value measurements at the end of the reporting period using</th>
<th>Fair Value ($'000)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>3,991</td>
</tr>
<tr>
<td>Other property, plant and equipment</td>
<td>3,816</td>
</tr>
<tr>
<td><strong>Total non-financial assets</strong></td>
<td><strong>7,807</strong></td>
</tr>
<tr>
<td><strong>Total fair value measurements of assets in the statement of financial position</strong></td>
<td><strong>7,807</strong></td>
</tr>
</tbody>
</table>

Fair value measurements - highest and best use differs from current use for non-financial assets (NFAs)
The highest and best use of all non-financial assets are the same as their current use.

There are no liabilities measured at fair value.
In 2018 the AIHW procured valuation services from AllBids and relied on valuation models provided by AllBids. AllBids provided written assurance to the entity that the model developed is in compliance with AASB 13 - Fair Value Measurement. All assets were valued using the Fair Market Value Technique.

5.1 Aggregate Assets and Liabilities

<table>
<thead>
<tr>
<th>$'000</th>
<th>$'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>2018</td>
</tr>
</tbody>
</table>

5.1A: Aggregate Assets and Liabilities
Assets expected to be recovered in:

<table>
<thead>
<tr>
<th>No more than 12 months</th>
<th>More than 12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>98,215</td>
<td>7,882</td>
</tr>
<tr>
<td>Total assets</td>
<td>106,097</td>
</tr>
</tbody>
</table>

Liabilities expected to be recovered in:

<table>
<thead>
<tr>
<th>No more than 12 months</th>
<th>More than 12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>66,672</td>
<td>8,408</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>75,080</td>
</tr>
</tbody>
</table>
Appendix 6: Digital Annual Reporting Information

Amendments to the PGPA Rule 2014 require entities to publish their annual reports on the Australian Government’s transparency portal www.transparency.gov.au.

The PGPA Rule also requires the following tables to be published in the annual report:

- Details of Accountable Authority during the reporting period Current Report Period (2018–19)
- All Ongoing Employees Current Report Period (2018–19)
- All Non-Ongoing Employees Current Report Period (2018–19)
- All Ongoing Employees Previous Report Period (2017–18)
- All Non-Ongoing Employees Previous Report Period (2017–18)
- Information about remuneration for key management personnel
- Information about remuneration for senior executives
- Information about remuneration for other highly paid staff.
Table A6.1: Details of Accountable Authority during the Current Report Period (2018–19)

<table>
<thead>
<tr>
<th>Name</th>
<th>Qualifications of the Accountable Authority</th>
<th>Experience of the Accountable Authority</th>
<th>Position Title/Position held/Executive/Non-Executive</th>
<th>Period as the accountable authority or member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louise Markus</td>
<td>BSocWk</td>
<td>Former shadow parliamentary secretary for immigration and citizenship and shadow minister for veterans’ affairs</td>
<td>Chair/Non-Executive</td>
<td>14 December 2016 to 13 December 2019</td>
</tr>
<tr>
<td>Erin Lalor</td>
<td>BSc (Hons) (Speech and Hearing), PhD, GCCM</td>
<td>CEO, Alcohol and Drug Foundation</td>
<td>Deputy Chair/Non-Executive</td>
<td>21 November 2012 to 2 December 2021</td>
</tr>
<tr>
<td>Barry Sandison</td>
<td>BBusMgt, FANZSG</td>
<td>CEO, AIHW</td>
<td>CEO, AIHW/Executive</td>
<td>5 May 2016 to 4 May 2021</td>
</tr>
<tr>
<td>Michael Perusco</td>
<td>BBus (Acc)</td>
<td>CEO, Berry Street</td>
<td>Member/Non-Executive</td>
<td>21 November 2012 to 2 December 2023</td>
</tr>
<tr>
<td>Zoran Bolevich</td>
<td>DM, MBA, FRACMA</td>
<td>Chief Executive of eHealth, New South Wales</td>
<td>State and Territory member/Non-Executive</td>
<td>11 February 2016 to 2 December 2019</td>
</tr>
<tr>
<td>Marilyn Chilvers</td>
<td>BEc (Hons), MAppStat, GradDipTertEd</td>
<td>Executive Director, New South Wales Department of Family and Community Services and Data Analytics Centre, New South Wales Treasury</td>
<td>State and Territory member/Non-Executive</td>
<td>18 January 2016 to 2 December 2019</td>
</tr>
<tr>
<td>Christine Castley</td>
<td>LLB, BA, MA, MPA</td>
<td>Deputy Director-General, Queensland Department of the Premier and Cabinet</td>
<td>State and Territory member/Non-Executive</td>
<td>3 December 2018 to 2 December 2019</td>
</tr>
<tr>
<td>Simone Ryan</td>
<td>BMedSci, MBBS, FAFOEM (RACP), MOccEnvHlth, ACCAM, DAME</td>
<td>CEO, One Life. Live It</td>
<td>Member/Non-Executive</td>
<td>1 September 2016 to 2 December 2021</td>
</tr>
</tbody>
</table>

(continued)
<table>
<thead>
<tr>
<th>Name</th>
<th>Qualifications of the Accountable Authority</th>
<th>Experience of the Accountable Authority</th>
<th>Position Title/Position held/Executive/Non-Executive</th>
<th>Period as the accountable authority or member</th>
<th>Number of board meetings attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Romlie Mokak</td>
<td>BSocSc, PGDipSpEd</td>
<td>Commissioner, Productivity Commission</td>
<td>Member/Non-Executive</td>
<td>Date of Commencement: 3 December 2018 Date of cessation: 2 December 2023 Number of board meetings attended: 2</td>
<td></td>
</tr>
<tr>
<td>Cathryn Ryan</td>
<td>RN, BEd, GDipHlthAdmin, GDipENT (UK), GCertCritCare (Emerg), GAICD</td>
<td>General Manager – Health Funding, Strategy and Performance, St John of God Health Care</td>
<td>Member/Non-Executive</td>
<td>Date of Commencement: 3 December 2018 Date of cessation: 2 December 2023 Number of board meetings attended: 3</td>
<td></td>
</tr>
<tr>
<td>Christine Gee</td>
<td>MBA</td>
<td>CEO, Toowong Private Hospital</td>
<td>Member/Non-Executive</td>
<td>Date of Commencement: 3 December 2018 Date of cessation: 2 December 2023 Number of board meetings attended: 2</td>
<td></td>
</tr>
<tr>
<td>David Conry</td>
<td>BBus (Marketing)</td>
<td>Managing Director, Damarcon</td>
<td>Member/Non-Executive</td>
<td>Date of Commencement: 19 December 2014 Date of cessation: 30 September 2018 Number of board meetings attended: 1</td>
<td></td>
</tr>
<tr>
<td>Caroline Edwards</td>
<td>BA (Law) (Hons)</td>
<td>Deputy Secretary, Australian Government Department of Health</td>
<td>Member nominated by the Secretary, Department of Health/Non-Executive</td>
<td>Date of Commencement: 24 November 2017 Date of cessation: 27 November 2018 Number of board meetings attended: 1</td>
<td></td>
</tr>
<tr>
<td>Andrew Goodsall</td>
<td>BA (Hons), MBA, GradDipAsianStudies,</td>
<td>Managing Director (Healthcare Analyst), UBS Australia</td>
<td>Member/Non-Executive</td>
<td>Date of Commencement: 19 December 2014 Date of cessation: 30 September 2018 Number of board meetings attended: 1</td>
<td></td>
</tr>
<tr>
<td>Luise McCulloch</td>
<td>BA (Hons)</td>
<td>Deputy Statistician</td>
<td>Member nominated by the Australian Statistician/Non-Executive</td>
<td>Date of Commencement: 4 August 2016 Date of cessation: 27 November 2018 Number of board meetings attended: 1</td>
<td></td>
</tr>
<tr>
<td>Marissa Veld</td>
<td>BAppSc, MA (Bus)</td>
<td>Unit Head, Hospitals and related care</td>
<td>Member/Non-executive</td>
<td>Date of Commencement: 26 May 2018 Date of cessation: 27 November 2018 Number of board meetings attended: 1</td>
<td></td>
</tr>
</tbody>
</table>
### Table A6.2: All Ongoing Employees Current Report Period (2018–19)

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th></th>
<th></th>
<th>Female</th>
<th></th>
<th></th>
<th>Indeterminate</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fulltime</td>
<td>Part Time</td>
<td>Total Male</td>
<td>Fulltime</td>
<td>Part Time</td>
<td>Total Female</td>
<td>Fulltime</td>
<td>Part Time</td>
</tr>
<tr>
<td>NSW</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>11</td>
<td>2</td>
<td>13</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Qld</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>SA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Tas</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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## Table A6.3: All Non-Ongoing Employees Current Report Period (2018–19)

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<td>Total Female</td>
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Table A6.6: Information about remuneration for key management personnel

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<th>Bonuses</th>
<th>Other benefits and allowances</th>
<th>Short-term benefits</th>
<th>Post employment benefits</th>
<th>Other long term benefits</th>
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<th>Total remuneration</th>
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*Base salary is shown on an accrual basis, which means it has been adjusted to reflect how much annual leave each person took during the year.
Table A6.7: Information about remuneration for senior executives

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<th>Total remuneration bands</th>
<th>Number of senior executives</th>
<th>Average base salary</th>
<th>Average bonuses</th>
<th>Average other benefits and allowances</th>
<th>Average superannuation contributions</th>
<th>Average long service leave</th>
<th>Average other long-term benefits</th>
<th>Average termination benefits</th>
<th>Average total remuneration</th>
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The remuneration of all senior executives has been included in Table A6.6.
Table A6.8: Information about remuneration for other highly paid staff

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<th>Average bonuses</th>
<th>Average other benefits and allowances</th>
<th>Average superannuation contributions</th>
<th>Other long-term benefits</th>
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Abbreviations, acronyms and symbols

Abbreviations and acronyms

AASB        Australian Accounting Standards Board
ABDS        Australian Burden of Disease Study
ABS         Australian Bureau of Statistics
ADF         Australian Defence Force
ADHA        Australian Digital Health Agency
AGILE       Attract, Grab, Impact, Learn, Explore
AHMAC       Australian Health Ministers' Advisory Council
AHPF        Australian Health Performance Framework
AIHW        Australian Institute of Health and Welfare
AIHW Act    Australian Institute of Health and Welfare Act 1987
AMR         Australian Mesothelioma Registry
ANAO        Australian National Audit Office
AND         Australian Network on Disability
AO          Order of Australia
apps        applications
APS         Australian Public Service
ASL         Average Staffing Level
CEO         Chief Executive Officer
CIHI        Canadian Institute for Health Information
COAG        Council of Australian Governments
DALY        Disability Adjusted Life Years
DOMINO      Data Over Multiple INdividual Occurrences
DSS         Australian Government Department of Social Services
EA          AIHW's Enterprise Agreement
EL          Executive Level
EthOS       AIHW's Ethics Online System
ERICA       Electronic Research Institutional Cloud Architecture
FACS        New South Wales Department of Family and Community Services
FaHCSIA     Former Australian Government Department of Families, Housing, Community Services and Indigenous Affairs
FBT         Fringe Benefits Tax
FGM/C       Female genital mutilation/cutting
FOI Act      Freedom of Information Act 1982
FRR         Financial Reporting Rule
FTE         full-time equivalent
GP          general practitioner
GST         goods and services tax
HTML        hypertext markup language
<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tr>
<td>ICT</td>
<td>Information and communications technology</td>
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<tr>
<td>Institute</td>
<td>Australian Institute of Health and Welfare</td>
</tr>
<tr>
<td>IPA</td>
<td>Individual Performance Agreement [for AIHW staff]</td>
</tr>
<tr>
<td>ISO</td>
<td>International Organization for Standardization</td>
</tr>
<tr>
<td>IT</td>
<td>Information technology</td>
</tr>
<tr>
<td>LGBTQI</td>
<td>Lesbian, Gay, Bisexual, Transgender, Queer, Intersex</td>
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<tr>
<td>MBS</td>
<td>Medicare Benefits Schedule</td>
</tr>
<tr>
<td>MEteor</td>
<td>AIHW’s Metadata Online Registry</td>
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<tr>
<td>MHR</td>
<td>My Health Record</td>
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<tr>
<td>MoU</td>
<td>Memorandum of Understanding</td>
</tr>
<tr>
<td>MP</td>
<td>Member of Parliament</td>
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<tr>
<td>NABERS</td>
<td>National Australian Built Environment Rating System</td>
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<tr>
<td>NACCHO</td>
<td>National Aboriginal Community Controlled Health Organisation</td>
</tr>
<tr>
<td>NAO</td>
<td>National Aborigines and Islanders Day Observance Committee</td>
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<tr>
<td>NDI</td>
<td>National Death Index</td>
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<tr>
<td>NGO</td>
<td>Non-government organisation</td>
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<tr>
<td>NIHSIAA</td>
<td>National Integrated Health Services Information Analysis Asset</td>
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<tr>
<td>NSHS</td>
<td>National Social Housing Survey</td>
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<tr>
<td>NSW</td>
<td>New South Wales</td>
</tr>
<tr>
<td>OECD</td>
<td>Organisation for Economic Co-operation and Development</td>
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<tr>
<td>PBS</td>
<td>Pharmaceutical Benefits Scheme</td>
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<td>PBS</td>
<td>Portfolio Budget Statements</td>
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<tr>
<td>PDF</td>
<td>Portable document format</td>
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<td>PGPA Act</td>
<td>Public Governance, Performance and Accountability Act 2013</td>
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<tr>
<td>PGPA Rule</td>
<td>Public Governance, Performance and Accountability Rule 2014</td>
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<tr>
<td>PHN</td>
<td>Primary Health Network</td>
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<tr>
<td>PM&amp;C</td>
<td>Department of Prime Minister and Cabinet</td>
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<td>Privacy Act</td>
<td>Privacy Act 1988</td>
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<td>RAFC</td>
<td>Risk, Audit and Finance Committee</td>
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<td>RMF</td>
<td>Risk Management Framework</td>
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<tr>
<td>SAMAC</td>
<td>AIHW’s Statistical and Analytical Methods Advisory Committee</td>
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<tr>
<td>SES</td>
<td>Senior Executive Service</td>
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<tr>
<td>SPPI</td>
<td>Soley payments of principal and interest</td>
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<td>SRP</td>
<td>Strategic Risk Profile</td>
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<td>T1</td>
<td>1 Thynne Street, Bruce</td>
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<td>T26</td>
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<td>WHO</td>
<td>World Health Organization</td>
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<td>WHS</td>
<td>Work health and safety</td>
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<td>WHS Act</td>
<td>Work Health and Safety Act 2011</td>
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**Symbols**

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<tr>
<td>%</td>
<td>Per cent</td>
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<tr>
<td>-</td>
<td>Not available</td>
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<tr>
<td>. .</td>
<td>Not applicable</td>
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## Glossary

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition or explanation</th>
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<tr>
<td><strong>Australian Health Ministers’ Advisory Council (AHMAC)</strong></td>
<td>AHMAC is the advisory body to the COAG Health Council. It operates to deliver health services more efficiently through a coordinated or joint approach on matters of mutual interest. The AHMAC is responsible for providing effective and efficient support to the COAG Health Council by advising on strategic issues relating to the coordination of health services across the nation and, as applicable, with New Zealand and operating as a national forum for planning, information sharing and innovation.</td>
</tr>
<tr>
<td><strong>COAG</strong></td>
<td>The Council of Australian Governments is the peak intergovernmental forum in Australia, comprising the Prime Minister, state premiers, territory chief ministers and the President of the Australian Local Government Association. See <a href="http://www.coag.gov.au">www.coag.gov.au</a> for more information.</td>
</tr>
<tr>
<td><strong>COAG Health Council</strong></td>
<td>The COAG Health Council comprises all Australian health ministers provides a forum for continued cooperation on health issues, especially primary and secondary care, and consider increasing cost pressures.</td>
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<tr>
<td><strong>full-time equivalent (staff numbers)</strong></td>
<td>A standard measure of the number of workers in an organisation, profession or occupation that also takes into account the number of hours each person works. During 2018–19, AIHW staff members considered full-time worked 37 hours and 5 minutes per week.</td>
</tr>
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<td><strong>Health Services Principal Committee (HSPC)</strong></td>
<td>HSPC advises AHMAC on health services reform that requires national collaboration. In addition, HSPC promotes national population health initiatives to improve key interfaces between national and state and territory funding and management of services, particularly: primary/acute hospital interface, care of older persons and the public/private interface.</td>
</tr>
<tr>
<td><strong>Indigenous (person)</strong></td>
<td>A person of Aboriginal and/or Torres Strait Islander descent who identifies as an Aboriginal and/or Torres Strait Islander.</td>
</tr>
<tr>
<td><strong>Indigenous status (of a person)</strong></td>
<td>Whether a person identifies as being of Aboriginal and/or Torres Strait Islander origin.</td>
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Our staffing profile and identifies plans to meet the challenges in the year ahead.

Our history

1984 Australian Institute of Health created within the Commonwealth Department of Health

1987 Australian Institute of Health established by legislation as an independent Commonwealth statutory authority

1988 First edition of Australia's health

1992 Welfare functions added and name changed to the Australian Institute of Health and Welfare

1993 First edition of Australia's welfare

2001 Ethics Committee enabled in the AIHW Act

2012 Accredited as an Integrating Authority to undertake linkage of sensitive Commonwealth data

2016 Took over reporting of the Performance and Accountability Framework following the closure of the National Health Performance Authority

2018 AIHW Act amended to enhance the composition of the Board and streamline operations

Our vision: Stronger evidence, better decisions, improved health and welfare.

About this report

This report describes our performance from 1 July 2018 to 30 June 2019 in accord with objectives outlined in our Corporate Plan 2018–19 to 2021–22 and measures in the 2018–19 Health Portfolio Budget Statements.

It outlines what the AIHW has undertaken in 2018–19, presents financial statements, discusses our staffing profile and identifies plans to meet the challenges in the year ahead.

Cover design

The cover design incorporates AIHW branding. To illustrate our vision for stronger evidence, better decisions and improved health and welfare, the image on the front cover depicts an angular bar positioned in an upwards trajectory, representing the range of health and welfare topics we publish in charts and graphs. At the top of the bar, the image of an angular square represents a data point which is typically included in charts and graphs.

A range of icons have been embedded in the angular bar and square, each representing our data collections involving populations groups such as: adult males and females, children, babies, youth and people with disability. It also includes some of the topics covered in our products such as: housing, obesity, cardiovascular disease, exercise and diet which are accessible online.

The back cover shows a data point containing the same icons displayed on the front cover. It also presents our logo—the acronym of our name—assembled with a data point in each character. Our branding elements have been used throughout the report.

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