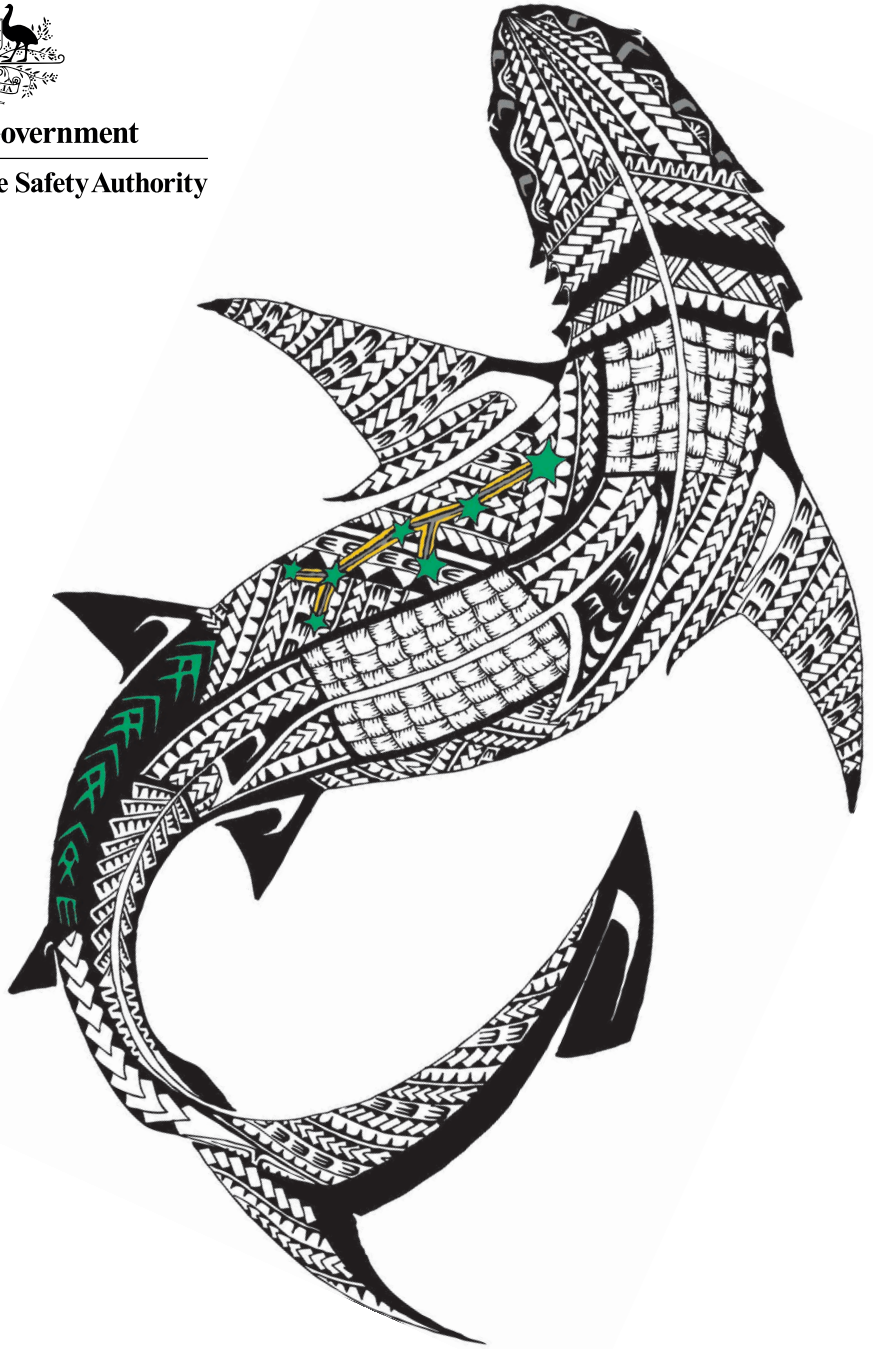




Australian Government

Australian Maritime Safety Authority



Annual Report  
**2022-23**

# Publication copyright

## Cover artwork

On 22 March 2023, AMSA launched new artwork on the Cairns-based Challenger aircraft, designed by Torres Strait artist Michael Nona, who was selected to design the artwork following a search undertaken for AMSA by the Torres Strait Regional Authority (see below, right).

### *About the artist*

Michael Nona's passion for art began during his childhood in the remote island community of Badu, approximately 850km north of Cairns, Queensland. He was inspired by nature, the sea life around his island and the stories of his Aka (grandmother) about Ailan Kastom (island custom) and hopes his design inspires future generations to practice and promote Torres Strait art and culture. His works, including wood and pearl carvings and relief prints, have been exhibited at Queensland's KickArts Gallery and the Cairns Indigenous Art Fair, and are held in numerous collections. The AMSA Cairns-based Challenger aircraft is his first large-scale commercial artwork.

### *The Artwork story: Baydham*

The eye-catching black and white design features a shark, known as Baydham in the Mabuig dialect of the Kala Lagaw Ya language.

Known as the protector of the reef, sharks are an important symbol in the Torres Strait region and play a role in maintaining a balance in the seas.

The Zugubaw Baydham, or the shark star constellation, is used as a traditional form, indicating seasonal changes and navigating the seas.

The sketch is inspired by the lino cut technique, and the distinct, detailed, black and white print it produces. This popular style used across the region is influenced by Torres Strait artists, who incorporate and transform elements of traditional carving practices from pre-European contact to modern times.

This image embodies traditional ritual knowledge of the Badu Island community. It was created with the consent of the custodians of the community. Dealing with any part of the images for any purpose that has not been authorised by the custodians is a serious breach of the customary laws of the Badu Island community.

**Title of artwork:** Baydham

**Name of artist:** Michael Nona

**Year:** 2022

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### *Images disclaimer*

Aboriginal and Torres Strait Islander people are advised that this document may contain images of deceased people.



The Australian Maritime Safety Authority acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present as well as the continuation of cultural, spiritual and educational practices of all Aboriginal and Torres Strait Islander peoples.

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# Transmittal letter



Australian Government  
Australian Maritime Safety Authority

CHAIR

The Hon Catherine King MP  
Minister for Infrastructure, Transport, Regional Development, and Local Government  
PO Box 6022  
House of Representatives  
Parliament House  
CANBERRA ACT 2600  
[catherine.king.mp@aph.gov.au](mailto:catherine.king.mp@aph.gov.au)

Dear Minister

On behalf of the Australian Maritime Safety Authority (AMSA), I present to you the Annual Report for the reporting year 1 July 2022 to 30 June 2023.

The report provides a detailed description of AMSA's operations during the year as well as financial statements and the Auditor-General's report on those financial statements. This report has been prepared in accordance with the requirements set out in the *Public Governance, Performance and Accountability Act 2013*, the *Public Governance, Performance and Accountability Rule 2014*, and in accordance with the *Australian Maritime Safety Authority Act 1990*.

The report is made in accordance with a resolution on 21 September 2023 of the Directors who are responsible, under section 46(1) of the *Public Governance, Performance and Accountability Act 2013* for its preparation and content.

Yours sincerely

**Captain Jeanine Drummond**  
Chair

21 September 2023



## Reporting requirements and responsible minister

*The Public Governance, Performance and Accountability Act 2013* (PGPA Act) requires that corporate Commonwealth entities prepare an annual report in accordance with the relevant rule.

The AMSA Annual Report 2022–23 is presented in accordance with the Public Governance, Performance and Accountability Rule 2014 and the *Australian Maritime Safety Authority Act 1990* (AMSA Act).

The report is to be presented to the responsible minister by 15 October and requires the minister to table the report in both Houses of the Parliament as soon as practicable after receiving it. It is the government’s preferred policy that the reports be tabled by 31 October. AMSA will also publish its annual report on the Transparency Portal ([transparency.gov.au](https://transparency.gov.au)) using the digital reporting tool (section 17BCA of the PGPA Rule).

AMSA reports to the Australian Parliament and Government through the Minister for Infrastructure, Transport, Regional Development and Local Government the Hon Catherine King.

Under the PGPA and AMSA Acts, members of the AMSA Board, as the accountable authority, are responsible for this annual report.

This report provides a review of activities undertaken in 2022–23, using the reporting arrangements set out in the Portfolio Budget Statements 2022–23 and the AMSA Corporate Plan 2022–23 (covering the period 2022–23 – 2026–27).



The Hon. Catherine King,  
Minister for Infrastructure,  
Transport, Regional Development  
and Local Government

## Chair’s foreword

2022–23 was another busy year for AMSA. While we progressed a range of improvement initiatives in pursuit of our strategic objectives (see pages 38–49) we continued to deliver on the core functions integral to our vision of ‘Safe and clean seas, saving lives’. For example, we conducted 11,031 vessel inspections across both the international and domestic fleets; and played a significant role in saving 691 lives through search and rescue.

As the national maritime regulator, transparency and stakeholder engagement is central to our success. Of note was the consultation on proposed changes to Marine Order 504: Certificates of operation and operation requirements – national law (MO 504). The consultation started in mid-November 2022, and the consultation report was published at the end of March 2023. The aim of the consultation was to better align MO 504 with a recently revised Marine Order 505 (Certificates of competency), and to clarify and strengthen key concepts relating to operational safety. Supported by an education campaign, the changes came into force on 1 August 2023.

Other consultations included:

- Marine Order 52: Yachts and training vessels
- Marine Order 97: Marine pollution prevention – air pollution
- Administrative amendments to National Law Regulations and cost recovery
- Amendments to Marine Order 98: Marine pollution – anti-fouling systems (2023)
- International requirements on fishing gear marking and reporting
- Proposed changes to Marine Order 501: Administration—national law (2023)
- Marine Order 71: Standards of Training Certification and Watchkeeping (STCW) master and deck officer qualifications



Captain Jeanine Drummond,  
Chair

With international borders reopening, some of our international engagement resumed face-to-face. In June 2023, AMSA CEO Mick Kinley handed over two new facilities – a Solid Bulk Cargoes Testing and Training Facility and a Ship Safety Inspection Centre of Excellence – to Mr Arif Toha, Director General of Sea Transportation Indonesia in Jakarta.



[L] Mr Arif Toha, Director General of Sea Transportation Indonesia, [R] AMSA CEO Mick Kinley at the handover ceremony in Jakarta in June 2023

The new facilities, part of the Joint Declaration on Maritime Cooperation, were developed to foster a safer and more secure maritime environment. The Solid Bulk Cargoes Testing and Training Facility will create a safer and more efficient mineral export sector by promoting best practices in the safe carriage of solid bulk cargoes such as coal, bauxite, iron ore fines, and nickel concentrate. Liquefaction of solid bulk cargoes can result in vessel instability and capsizing—the leading cause of major fatalities during the transportation of solid bulk cargoes worldwide. The facility will address this risk through policy, research, technical training and programs that support the International Maritime Solid Bulk Cargoes Code (IMSBC Code).

Building on the collective expertise of AMSA, the Directorate General of Sea Transportation Indonesia and the broader international maritime community, the new Ship Safety Inspection Centre of Excellence will build workforce capability, and establish an effective safety inspection regime with transparent regulations and processes – ensuring reliable enforcement of international Safety of Life at Sea (SOLAS) obligations and standards for both Indonesian-flagged vessels and foreign vessels visiting Indonesian ports.

While the COVID pandemic demonstrated the viability and efficiency of engaging virtually, enduring relationships are built trust, respect and personal connection. AMSA will continue to invest in both forms of engagement.



## Five years of the National System

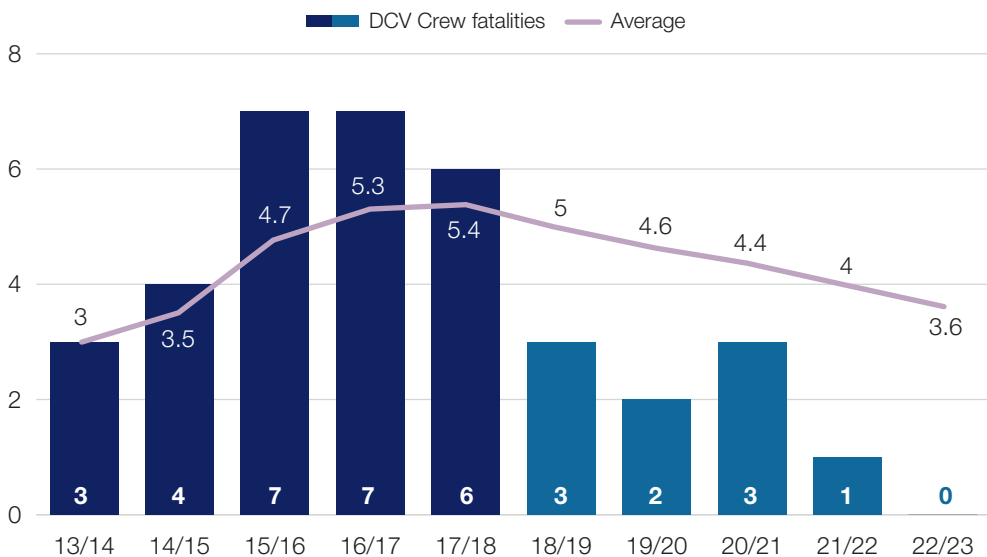
1 July 2023 marks five years since AMSA took on service delivery of the National System for Domestic Commercial Vessel (DCV) Safety (the National System) <http://www.amsa.gov.au/vessels-operators/domestic-commercial-vessels/national-system>.

We have and will continue to work with industry to implement improvements to ensure safe domestic commercial vessel (DCV) operations.

Key achievements since 2018 include:

- introduction of the Maritime Reporting System (MARS), our operating system
- introduction of our Compliance and Enforcement Policy
- accredited surveyor workshops to complement the survey schemes under Marine Order 503 – Certificates of Survey – national law
- safety management system workshops to consult and collaborate with industry
- adoption of the Marine Surveyors Accreditation Guidance Manual 2014 (second edition)
- introduction and revision of multiple Marine Orders
- development of our National Compliance Plans
- mandating the carriage of Float Free Emergency Position Indicating Radio Beacon (EPIRBs) on certain vessels (see case study in the 21–22 annual report)
- implementing appropriate regulations and specific exemptions for emerging technology
- reduction of fatalities associated with DCVs (see graph below)

Crew fatalities on Domestic Commercial Vessels  
Actual and trend since 2013



## Board changes

In November 2022 we farewelled Stuart Richey AM from the AMSA Board. Stuart served almost ten years on the AMSA Board, first as a member, then Deputy Chair, and finally as Chair. Stuart’s tenure coincided with AMSA’s transition to become the national regulator for all domestic commercial shipping, in addition to its international shipping task. He led the organisation through a period of dramatic change, and the Board and AMSA staff thank him for his leadership. I would also like to extend my appreciation to Jennifer Clark for stepping into the role of Acting Chair of the Board, and to Elizabeth Montano as Acting Chair of the Board Audit and Risk Committee from November 2022 to July 2023. Both Jennifer and Elizabeth’s willingness to provide expertise, leadership and guidance is commendable

I was honoured to be appointed as permanent Chair of the AMSA Board in July 2023, the first woman to do so. Having started my career in the industry in 1995 as a Deck Officer trainee and working up to vessel Master and then continuing in several senior shore-based roles, I consider the appointment as the pinnacle of my maritime career. I hope my experience might also inspire other women to choose a career in the industry.

Two new AMSA Board members were also appointed in July 2023: Michelle Taylor and Dean Summers.

Finally, on behalf of the AMSA Board, I would like to thank all AMSA staff for their continuing commitment to AMSA’s vision ‘Safe and clean seas, saving lives’ – it’s a purpose we can all believe in.

## Financial summary

AMSA recorded an operating loss of \$4.6 million due to total costs for Live Search and Rescue (SAR) exceeding annual departmental appropriation funding. This is a timing difference as the shortfall in funding is expected to be recovered in the 2023–24 budget year. Live SAR activities are outside of our control, the costs of which are driven by the number and complexity of operational incidents that occur during a year. Whilst the number of incidents was slightly less than the previous year, costs for tasking assets for SAR activities has increased (largely due to rising costs for fuel and crewing), and the average number of hours per incident was higher.

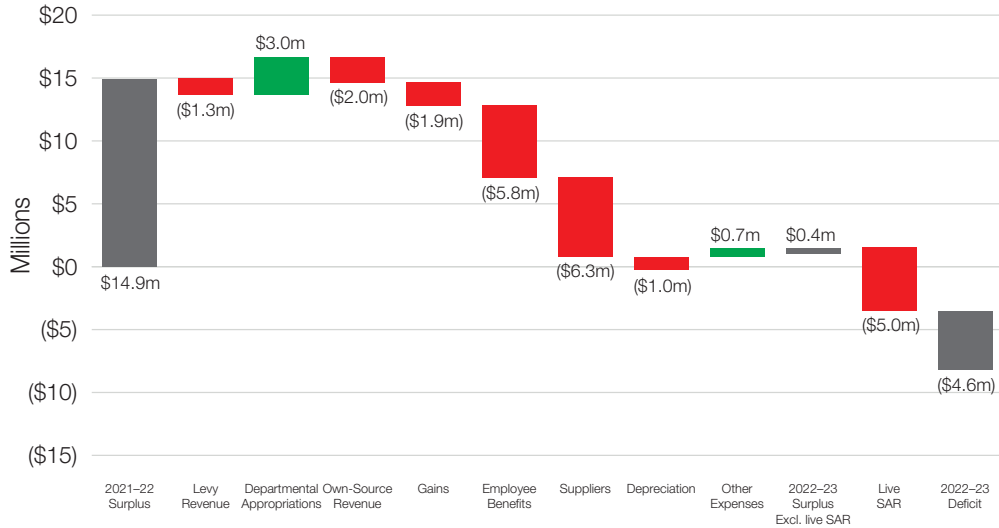
Excluding Live SAR, our underlying operating result was a surplus of \$0.4 million, which was in line with budget. Table 1 summarises the full year results with comparisons to the original budget and previous year (2021–22), with Live SAR activities separately disclosed.

**Table 1 – Summary of AMSA’s 2022–23 financial year results**

	2022–23 Actual (\$'000)	Original Budget (\$'000)	Variance to Budget (\$'000)	2021–22 Actual (\$'000)	Variance to 2021–22 (\$'000)
Revenue	235,351	231,295	4,056	237,542	(2,191)
Expenses	234,998	230,898	(4,100)	222,651	(12,347)
<b>Surplus/(deficit) – excluding live SAR</b>	<b>353</b>	<b>397</b>	<b>(44)</b>	<b>14,891</b>	<b>(14,538)</b>
<b>Live SAR:</b>					
Appropriation funding	9,378	10,928	(1,550)	9,426	(48)
Live SAR operational costs	14,379	10,928	(3,451)	9,378	5,001
<b>Live SAR surplus/(deficit)</b>	<b>(5,001)</b>	<b>-</b>	<b>(5,001)</b>	<b>48</b>	<b>(5,049)</b>
<b>Net surplus/(deficit)</b>	<b>(4,648)</b>	<b>397</b>	<b>(5,045)</b>	<b>14,939</b>	<b>(19,587)</b>
Average staffing levels	453.4	448.0	(5.4)	424.9	(28.5)

The chart below shows the net movements in revenue and operating expenses for 2022–23 against 2021–22. It shows the cumulative and sequential effect with Live SAR separated.

**Figure 1 – Waterfall diagram of net movements for 2022–23**



## Comprehensive income

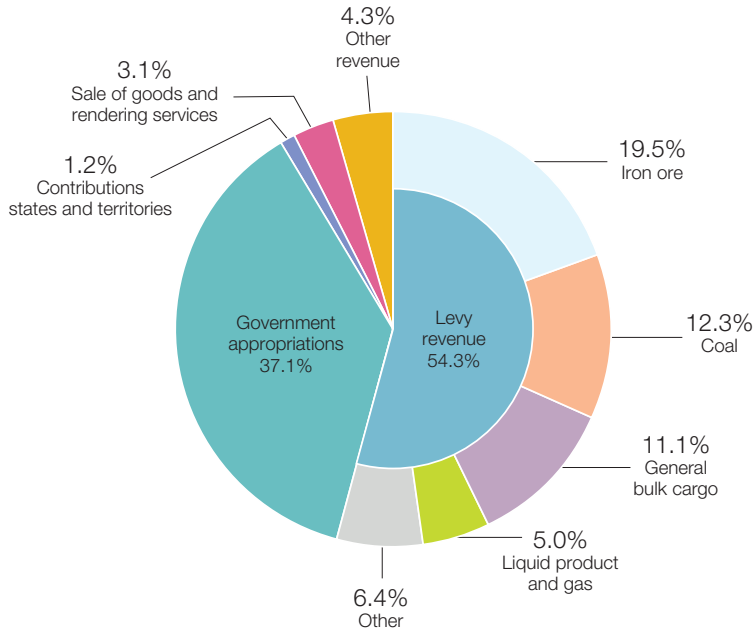
### Revenue

Total revenue for 2022–23 was \$244.7 million (including live SAR departmental appropriation funding). This was a decrease of \$2.2 million compared to 2021–22.

The decrease was largely driven by non-recurring accounting adjustments recognised during 2021–22 for reversal of provisions previously recognised for lead paint and asbestos remediation works (\$3.6 million), recognition of assets owned but not previously recognised (\$1.6 million), a reduction in contributions for the National System transition from State and Northern Territory governments (\$2.1 million), and a reduction in levy revenue (\$1.3 million). These were partially offset by increases in interest revenue (\$4.2 million), departmental appropriations (\$2.9 million), and regulatory fee-based service revenue (\$1.1 million).

Figure 2 shows the sources of revenue for 2022–23, with levy revenue broken down into the main vessel classifications.

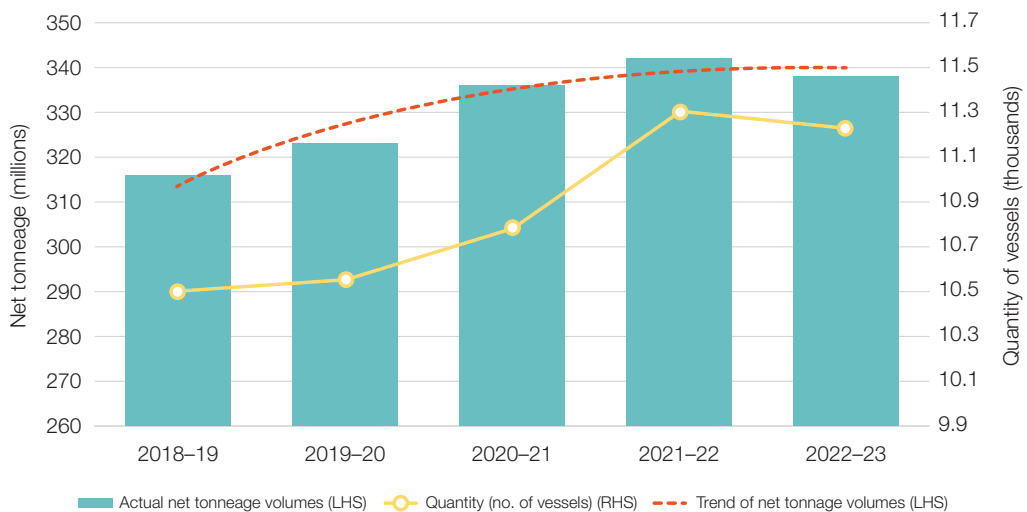
**Figure 2 – Source of revenue for 2022–23**



### Levy revenue – volumes

Figure 3 shows the total net registered tonnage of vessels contributing to levy revenue for the previous five financial years, with the number of times vessels were liable for levies throughout the year.

**Figure 3 – Levy revenue volumetric data**



Net tonnage decreased from 342.1 million in 2021–22 to 338.4 million in 2022-23 (1.1 per cent) with a corresponding decrease in the quantity of vessels liable for levies from 11,314 in 2021–22 to 11,241 in 2022–23 (0.7 per cent). This is the first time in eight years that levy revenue has not increased year-on-year. The result is predominately driven by a decrease in iron ore and coal vessels, partially offset by a return to pre-pandemic passenger vessel arrivals.

## Operating expenses

Total operating expenses for 2022–23 were \$249.4 million (including Live SAR expenditure), compared to \$232.0 million in 2021–22 and the original budget of \$241.8 million. This represents an increase of \$17.4 million (or 7.5 per cent) from 2021–22 and \$7.6 million (or 4.2 per cent) from budget.

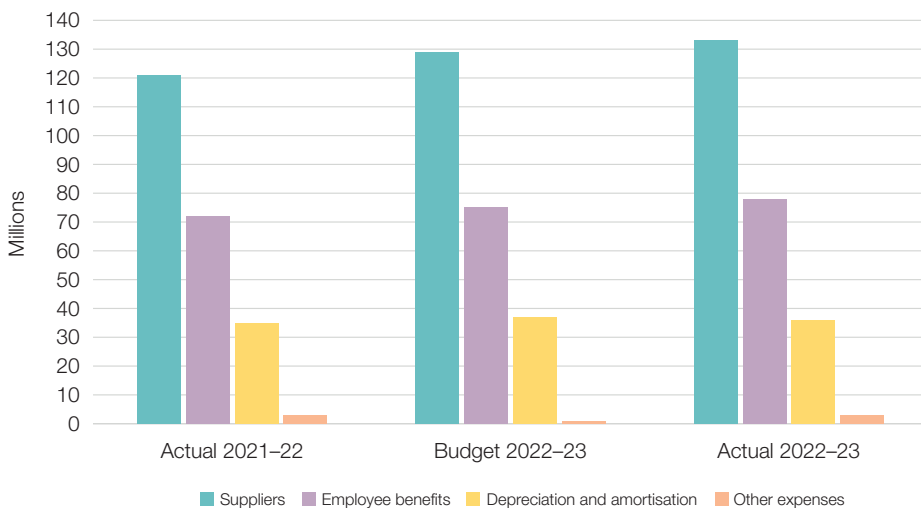
Supplier expenses increased compared to 2021–22 by \$11.3 million (or 9.3 per cent). This was mainly due to increases in Live SAR expenditure, labour-hire contractors, service contracts (in particular for IT related projects), and travel returning to pre-pandemic levels. These were partially offset by reductions in consultancies, and lower provisions for lead paint and asbestos remediation.

Employee benefits increased by \$5.8 million, corresponding to a rise in average staffing levels from 424.9 in 2021–22 to 453.4 in 2022–23, marginal salary increases of 1.9% aligning with AMSA’s remuneration determination, and long-service leave provision movements.

Depreciation increased slightly by \$1.0 million, and other expenses reduced by \$0.7 million, predominately from a reduction in write-off and impairments from assets and work-in-progress projects.

Figure 4 shows operating expenditure for 2022–23 with comparisons to original budget and 2021–22 actual results.

**Figure 4 – Operating expenditure for 2022–23 comparisons**



## Cash position

As at 30 June 2023 our net cash position (including investments) was \$134.0 million, compared with \$143.2 million as at 30 June 2022. This decrease of \$9.2 million was due to purchases of property, plant and equipment and lease principal payments exceeding the net cash inflow from operating activities. Our cash position is expected to reduce further in 2023–24 as the fit-out for Canberra head-office is undertaken.

Investments earned a weighted average yield for 2022–23 of 4.375 per cent (2021–22: 0.875 per cent), largely following the rise in the official cash rates throughout the year.

AMSA considers it has adequate cash, cash equivalents, and investments to meet all liabilities, fund a pollution response reserve of \$50 million, and plan for significant future expenditure under AMSA's capital management plan.

## Financial outlook

We are budgeting surpluses in 2023–24 and each of the three forward years, with the cash position expected to slowly decrease in 2023–24 before building back up, even as the provision for lead paint and asbestos remediation work is undertaken during the next few financial years.

The operating position is largely dependent on the stability of levy revenue, which is influenced by economic and environmental factors outside our control. This includes volatility in demand for Australian commodity exports with a heavy reliance on bulk cargo vessels – particularly iron ore and coal exports.

Further, we are working on an investment strategy to enhance our capability through development of a comprehensive and robust regulatory platform to service the future needs of industry. This may result in significant expenditure outlays resulting in temporary deficits. We will work with the Australian Government to ensure any deficits are managed effectively and adhere to the Commonwealth Budget Process.

We will be working within the framework of the larger Commonwealth budgeting strategy to ensure that our regulatory services are delivered efficiently and effectively and to ensure compliance with maritime safety standards.







2022–23  
Annual  
performance  
statements

## Statement by the accountable authority

As the Accountable Authority of the Australian Maritime Safety Authority (AMSA), the Board presents AMSA's 2022–23 Annual Performance Statements, as required under sub-sections 39(1)(a) and 39(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In the opinion of the Board, the annual performance statements accurately reflect AMSA's performance and comply with subsections 39(1) and 39(2) of the PGPA Act.



Captain Jeanine Drummond

Chair

21 September 2023

The annual performance statements describe how AMSA performed against the non-financial performance measures set out in the 2022–23 Portfolio Budget Statements, and the broader non-financial measures in the 2022–23 Corporate Plan. Essentially, the annual performance statements are the 'bookend' to the non-financial measures in both documents (available at [amsa.gov.au/about](https://amsa.gov.au/about)).

AMSA's purpose, vision and mission are described below.

Performance measures are grouped under the three elements of AMSA's vision – safe seas, clean seas, savings lives – and regulatory performance. Together, the measures cover all facets of AMSA's purpose.

### Purpose

As Australia's national maritime safety regulator, we are responsible for the maritime safety of international shipping and domestic commercial vessels, protection of the marine environment from ship-sourced pollution, and search and rescue nationally.

### Vision

Safe and clean seas, saving lives.

### Mission

Ensuring safe vessel operations, combatting marine pollution, and rescuing people in distress.

## Role

AMSA is a statutory authority established under the *Australian Maritime Safety Authority Act 1990* (AMSA Act). Reflecting the purpose of the AMSA Act, and the functions of AMSA under the Act, our primary role is to:

- promote maritime safety and protection of the marine environment
- prevent and combat ship-sourced pollution in the marine environment
- provide infrastructure to support safe navigation in Australian waters
- provide a national search and rescue service to the maritime and aviation sectors
- provide, on request, services to the maritime industry on a commercial basis

## Outcomes and planned performance

AMSA's outcomes and planned performance are detailed in the Portfolio Budget Statement ([https://www.infrastructure.gov.au/sites/default/files/documents/2022-23\\_infra\\_pbs\\_07\\_amsa.pdf](https://www.infrastructure.gov.au/sites/default/files/documents/2022-23_infra_pbs_07_amsa.pdf)) and Corporate Plan (<https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23>) for the relevant reporting period.

### Outcome 1 – AMSA PBS

[\[https://www.infrastructure.gov.au/sites/default/files/documents/2022-23\\_infra\\_pbs\\_07\\_amsa.pdf\]](https://www.infrastructure.gov.au/sites/default/files/documents/2022-23_infra_pbs_07_amsa.pdf)

Minimise the risk of shipping incidents and pollution in Australian waters through ship safety and environment protection regulation and services and maximise people saved from maritime and aviation incidents through search and rescue coordination.

#### **Program 1.1 – Seafarer and ship safety, environment protection and search and rescue.**

**Sub-program 1.1.1** – Seafarer and ship safety and environment protection aims to minimise the risk of shipping incidents and pollution in Australian waters through ship safety and environment protection regulation and services.

*Related performance measures:* 1 and 5.

*Related strategic priorities:* 1; 2; 3; and 4.

**Sub-program 1.1.2** – Search and rescue aims to maximise the number of people saved from maritime and aviation incidents through coordinating search and rescue. As Australia's national maritime regulatory body, AMSA promotes the safety and protection of our marine environment and combats ship-sourced pollution. AMSA provides the infrastructure for safety of navigation in Australian waters and maintains a national search and rescue service for the maritime and aviation sectors.

*Related performance measure:* 6.

*Related strategic priority:* 2.

### Key activities

- Promote maritime safety  
See, Strategic priorities 1, 2 and 3 and performance measures 1 and 5
- Protect the marine environment from pollution from ships; and other environmental damage caused by shipping  
See Strategic priority 2 and performance measures 4 and 5
- Provide for a national search and rescue service  
See performance measure 6

Separate to the annual performance statements, the Annual Report also includes a summary of progress against key initiatives listed in the 2022–23 Corporate Plan – pages 38–49.

## Reading the AMSA 2022–23 annual performance statements

### Performance measures

The annual performance statements are introduced by a ‘traffic light’ summary of performance against quantitative measures, followed by tables providing the detailed results including relevant case studies. Case study topics were selected before the reporting period to avoid bias.

## How to read the performance tables

Performance measure	Target	Results <sup>1</sup>							
		2019–20		2020–21		2021–22		2022–23	
Name of measure			●		●		●		●
<b>RATIONALE:</b>									
<b>TRAFFIC LIGHT<sup>2</sup>:</b> ● Red: ● Amber: ● Green:									
<b>ANALYSIS OF PERFORMANCE<sup>3</sup>:</b>									
<b>CASE STUDY<sup>4</sup>:</b>			<b>SOURCE<sup>5</sup>:</b>					<b>RPG<sup>6</sup>:</b>	
<b>FOOTNOTE<sup>7</sup>:</b>									

1. Sets out the result for the measure. For comparative purposes, the past three years' results are also provided where available
2. Traffic light definitions have been established for most performance measures, and are explained here. However, some measures, e.g., Measure 6 'Save as many lives as possible of those at risk' are not suitable for a traffic light approach.
3. Contextual commentary for the result. If the result is 'green', then this section may be omitted
4. Link to case studies that help illustrate the impact of the measure (where available)
5. The page number from either the 2022–23 Corporate Plan or Portfolio Budget Statements where the measure is described
6. The measure's relationship to the Regulator Performance Guidance principles:
  - Principle 1: Continuous improvement and building trust
  - Principle 2: Risk based and data driven Principle
  - Principle 3: Collaboration and engagement
7. Footnotes are drawn primarily from the 2022–23 AMSA Corporate Plan. The footnotes may also include additional information to clarify results. The location of footnotes may change to ensure readability.

## Snapshot summary – Quantitative

Number	Description	Result
1	Safety of foreign-flagged ships and Australian-flagged ships (under the <i>Navigation Act 2012</i> ) operating in Australian waters is demonstrated through the proportion of very serious and serious incidents to total port arrivals	●
2	Port State control (PSC) risk-based inspection targets are met	●
3	Improvement in the standard of domestic commercial vessels is demonstrated through:	
3.1	the average number of crew fatalities on domestic commercial vessels since 2013 trending downwards	●
3.2	the average number of passenger fatalities on domestic commercial vessels since 2018 trending downwards	●
3.3	The five-year rolling average fatality rate (crew) on domestic commercial vessels in Australia	●
4	Reducing trend in the number of significant pollution incidents	●
5	Timeliness of response to significant oil spill incidents	●
6	Save as many lives as possible of those at risk	● <sup>1</sup>
<b>Regulatory performance</b>		
7	Specific activities and performance that contribute to continuous improvement and building trust	Achieved
7.1	Satisfaction with the resolution of inquiries through AMSA Connect	●
7.2	General stakeholder feedback	N/A <sup>2</sup>
7.3	Maintenance of ISO certification	●
7.4	Case studies of business process improvement projects	
8	Specific activities and performance that contribute to collaboration and engagement:	Achieved
8.1	Number and duration of consultations available	●
8.2	Engagement rates (e.g. email open rates)	●
8.3	Analysis of consultation feedback, and publishing outcomes	●
8.4	Results of targeted surveys	●

1 In previous years, a result of anything less than 100 percent delivered a 'red' result. Given the challenges associated with live SAR (see below) and performance year-on-year consistently above 90 percent, AMSA has determined that a 'red' result was not an accurate reflection of performance. AMSA will report the percentage only in future years.

2 Measure 7.2: work undertaken during the year found the data collection and methodology was not sufficiently robust to provide assurance regarding the accuracy and reliability of the result. A customer feedback project completed in late June 2023 will inform how customer feedback is measured and reported in the 2023–24 reporting period.

# Key performance measures

## Safe seas

### Performance measure 1

Performance measure	Target	Results							
		2019–20		2020–21		2021–22		2022–23	
1									
Safety of foreign-flagged ships and Australian-flagged ships (under the <i>Navigation Act 2012</i> ) operating in Australian waters, is demonstrated through the proportion of very serious and serious incidents to total port arrivals	<1.5% <sup>[1]</sup>	0.19%	● (target was <0.5%)	1.16%	● (target was <0.5%)	0.81%	● (target was <0.5%)	0.79%	● (target <1.5%)
<p><b>RATIONALE:</b> Indicates whether standards are being met.</p> <p>Marine incidents are classified by AMSA into one of three severity levels: (1) very serious; (2) serious; and (3) less serious. Several factors are considered by AMSA to decide whether an incident is deemed very serious and/or serious. These include: fatalities, serious injuries, loss of vessel, damage to vessel and equipment, serious pollution and other incidents that result in serious consequences (i.e. fire, grounding, collisions etc.). Incidents are categorised individually.</p>									
<p><b>TRAFFIC LIGHT:</b></p> <p>● Red: more than 1.5%</p> <p>● Amber: 1.5%</p> <p>● Green: less than 1.5%</p>									
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>While the total number of marine incident reports received by AMSA in 2022–23 represented a 0.4 per cent decrease to the previous year, there has been a significant increase in reporting since 2016 (45 per cent). Total PSC inspection numbers for the year increased by 54 inspections to 2,671.</p> <p>AMSA continues to work with industry to encourage reporting. Barriers include a culture of non-reporting, and difficult and time-consuming aspects associated with reporting. The increase in reporting since 2016, combined with increased inspection numbers, represents an improvement in safety in the 2022–23 financial year.</p> <p>AMSA's view is that improved rates of reporting indicate a positive shift in safety culture.</p>									
<b>CASE STUDY:</b> N/A		<b>SOURCE:</b> 2022–23 Portfolio Budget Statement: page 200 2022–23 Corporate Plan [ <a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a> ]					<b>RPG:</b> Principle 2		
<p><b>FOOTNOTE:</b></p> <p>[1] Change to target: an increase in reporting (encouraged by AMSA), more accurate reporting and coding of severity of incident data since 2017 has identified that this performance measure tracks above the previous &lt;0.5% target. The four-year rolling average is tracking at 0.98%. Additionally, there has been a significant increase (45%) in reporting between 2015–16 and 2020–21. To ensure that the target is effective, realistically reflects current trends and improvement in data reporting and noting the result of this performance measure in the last three years, the target has been changed to &lt;1.5% from 2022–23 onwards.</p>									

## Performance measure 2

Performance measure	Target	Results					
		2019–20	2020–21	2021–22		2022–23	
2							
Port State control (PSC) risk-based inspection targets are met	100%	<i>Measure not in place</i>	<i>Measure not in place</i>	100%	●	100%	●
<p><b>RATIONALE:</b> Demonstrates that AMSA's PSC inspections are focused on higher risk ships which ensures resources are concentrated on those ships that pose the greatest threat to safety and the environment</p>							
<p><b>TRAFFIC LIGHT:</b></p> <p>● Target met</p> <p>● Target not met</p>							
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>Port State control inspections returned to pre-covid numbers early in this financial year. The target was met - and exceeded - with 2,671 initial PSC inspections conducted (113.66 per cent of target).</p>							
<b>CASE STUDY:</b> N/A	<b>SOURCE:</b> 2022–23 Corporate Plan [ <a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a> ]					<b>RPG:</b> Principle 2	



## Performance measure 3

Performance measure	Target	Results							
		2019–20		2020–21		2021–22		2022–23	
Improvement in the standard of domestic commercial vessels is demonstrated through:									
3.1 the average number of crew fatalities on domestic commercial vessels since 2013 trending downwards <sup>[1]</sup>	Trending downwards	2	● <sup>[4]</sup> (target was 0)	3	● <sup>[5]</sup> (target changed to less than rolling average since 2013)	1	●	0	●
3.2 the average number of passenger fatalities on domestic commercial vessels since 2018 trending downwards <sup>[1]</sup>	Trending downwards	0	●	1	●	0	●	2	● <sup>[6]</sup>
3.3 The five-year rolling average fatality rate (crew) on domestic commercial vessels in Australia <sup>[2]</sup>	Less than or equal to 7 <sup>[3]</sup>	<i>Measure not in place</i>		<i>Measure not in place</i>		<i>Measure not in place</i>		0	●

**RATIONALE:** All measures indicate whether AMSA's regulatory regime and compliance monitoring are increasingly preventing serious safety incidents. The monitoring of this data focuses AMSA on regulatory changes to those areas which will have the greatest impact and our compliance activities to the highest risk operations.

**TRAFFIC LIGHT:**

- Red: Absolute number of deaths in a given year is above the average
- Orange: Absolute number of deaths in a given year is equal to the average
- Green: Absolute number of deaths in a given year is less than the average

**FOOTNOTE:**

- [1] Description, year and target change from 'trending towards zero' to 'trending downwards'. Although 'trending towards zero' is a powerful and aspirational statement of intent, it does not reflect the practical reality of the industry, including factors beyond AMSA's control. A downwards trend is realistic, achievable and aspirational. From 2022–23 onwards AMSA has opted to measure performance since we started directly receiving incident reports in mid-2018, rather than the original 2013 start date for the National System. This change provides greater assurance of the results.
- [2] New measure 3.3: Measures 3.1 and 3.2 by themselves do not reflect population changes and do not allow for a proper comparative assessment with other similar industries. Expressed as the number of fatalities per 100,000 workers, SafeWork Australia apply this measure across multiple industries – see SafeWork Australia Work-related, traumatic injuries fatalities 2020 report [<https://www.safeworkaustralia.gov.au/sites/default/files/2021-11/Work-related%20traumatic%20injury%20fatalities%20Australia%202020.pdf>]
- [3] AMSA target is less than the average of comparative industries (n=7) – agriculture; forestry and fishing and transport; postal and warehousing. AMSA will continue to monitor and review to ensure elected industries remain relevant.
- [4] In 2019–20, the traffic light was based on the absolute number of fatalities. Any figure above 0 was considered a Red result.
- [5] In 2020–21, the traffic light was determined by comparing the absolute number of fatalities (n=3) against the rolling 5-year average number of fatalities (4.3). The 3 deaths recorded in that period were fewer than the average and so the result was Green.
- [6] Average 2021–22 = 0.5, 2022–23 = 0.8.

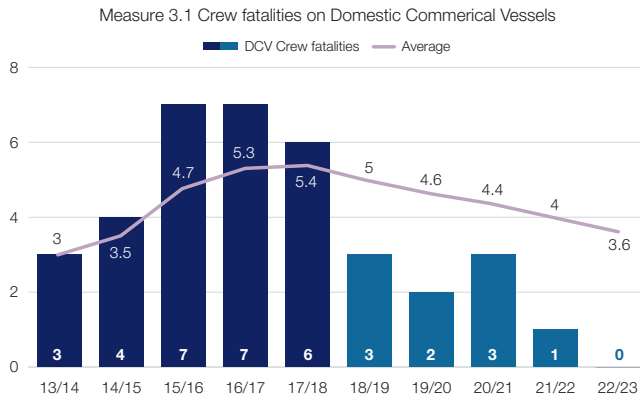
Performance measure	Target	Results
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**ANALYSIS OF PERFORMANCE:**

**Sub-measure 3.1 and 3.3**

There were nil crew fatalities on domestic commercial vessels in the reporting period.

To show a comparative assessment with similar industries, AMSA introduced a new measure in the 2022–23 reporting period. Measure 3.3 shows the average number of fatalities since 2013–14 (shown as a trend line in graph 1). We have set our target to 7 or less fatalities per 100,000 workers (crew), which is less than the average of comparative industries – agriculture; forestry and fishing and transport; and postal and warehousing.

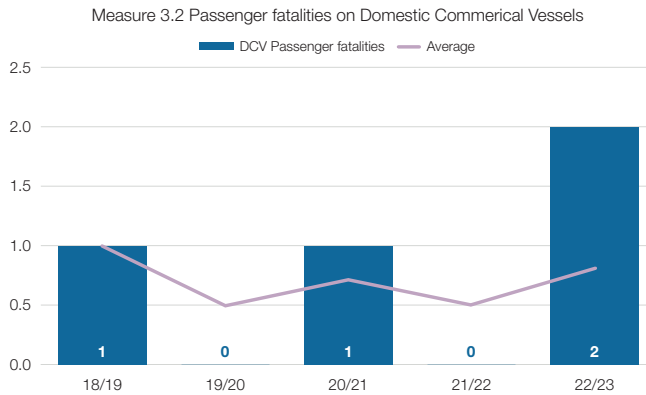


**Sub-measure 3.2** Two (2) passenger fatalities in the reporting period.

Due to the low number of passenger fatalities since 2018 this measure is currently trending upwards due to the sensitivities associated with such low numbers which brings this reporting period into the red zone.

**Passenger fatality 1:** Hirer from Class 4 (houseboat) vessel on Murray River. Party of four were in vessel’s tender at night heading to shore when the tender capsized. All four persons entered the water, but only three returned to the houseboat. The deceased person was recovered from the river the following day.

**Passenger fatality 2:** Passenger on Class 2 vessel (dory) transiting between islands in the Torres Strait. Vessel capsized and all four persons onboard entered the water. Three persons swam to a nearby reef to where the vessel had washed ashore. The fourth person remains missing, presumed deceased.



**CASE STUDY:**  
N/A

**SOURCE:** 2022–23 Corporate Plan [<https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23>]

**RPG:**  
Principles 1 and 2

## Clean seas

### Performance measure 4





Performance measure	Target	Results							
		2019–20		2020–21		2021–22		2022–23	
4									
Reducing trend in the number of significant pollution incidents	Trending downwards	0	●	0	●	2	●	0	●
<p><b>RATIONALE:</b> A reducing trend in the number of significant pollution incidents is an indicator of the success of AMSA's preventative measures across its operations (for example, ship inspection, safety education, regulation) which all contribute to preventing marine pollution.</p> <p>A significant pollution incident is now defined as a Level 2 (or higher) incident in accordance with the National Plan for Maritime Environmental Emergencies [<a href="https://www.amsa.gov.au/marine-environment/national-plan-maritime-environmental-emergencies">https://www.amsa.gov.au/marine-environment/national-plan-maritime-environmental-emergencies</a>]</p>									
<p><b>TRAFFIC LIGHT:</b></p> <ul style="list-style-type: none"> <li>● Red: One or more level 2 incidents reported to AMSA</li> <li>● Amber: N/A for this measure</li> <li>● Green: No level 2 incidents reported to AMSA</li> </ul>									
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>AMSA's compliance plan is intelligence-led, risk-based and informed by safety data and trends. In 2022–23, compliance focus included planned maintenance which can have a significant impact on the safety of the vessel, people, and the marine environment. We published safety bulletins on planned maintenance, maintenance, fire safety, navigation safety and safe vessel access and conducted 200 detailed planned maintenance inspections as part of our regular Port State Control inspections regime. In addition, we continued our education campaign on cargo securing on ships (particularly containers). Over the period, 200 detailed cargo securing inspections were conducted during routine PSC inspections.</p> <p>In 2022, AMSA carried out a survey on domestic commercial vessels to identify the extent of awareness of the requirements of the International Convention for the Prevention of Pollution from Ships (MARPOL) [see <a href="https://www.amsa.gov.au/news-community/pollution-prevention-domestic-commercial-vessels">https://www.amsa.gov.au/news-community/pollution-prevention-domestic-commercial-vessels</a>]. As a result, an education campaign is planned for the 2023–24 reporting period.</p> <p>For information on ship inspections, see performance measure 2 (page 20)</p> <p>AMSA has nine stockpiles of equipment strategically placed around the country to support a rapid response to pollution incidents, available to Commonwealth, State and territory agencies.</p> <p>AMSA's regulatory activities reduce the likelihood of a spill occurring including by:</p> <ul style="list-style-type: none"> <li>• ensuring regulated vessels are operated safely and meet standards</li> <li>• ensuring seafarer standards and welfare; and</li> <li>• delivering, implementing and enhancing the National System for Domestic Commercial Vessel Safety</li> </ul>									
<b>CASE STUDY:</b> N/A	<b>SOURCE:</b> 2022–23 Corporate Plan [ <a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a> ]							<b>RPG:</b> Principle 1	

## Performance measure 5

Performance measure	Target	Results						
		2019–20	2020–21		2021–22		2022–23	
5								
Timeliness of response to significant oil spill incidents	Within 4 hours of report received	<i>Measure not in place</i>	Met	●	Met	●	Met	●
<p><b>RATIONALE:</b> The time taken to ready AMSA oil spill response equipment and response personnel for mobilisation to a Level 2 (or higher) oil spill incident is an indicator of the effectiveness of AMSA's marine pollution response arrangements.</p>								
<p><b>TRAFFIC LIGHT:</b></p> <ul style="list-style-type: none"> <li>● Red: Response time is greater than four hours</li> <li>● Amber: N/A</li> <li>● Green: Response time is less than four hours</li> </ul>								
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>There were no incidents this year. AMSA has arrangements in place to activate response personnel and equipment stockpiles within four hours of notification should a Level 2 incident occur.</p>								
<b>CASE STUDY:</b> N/A		<b>SOURCE:</b> 2022–23 Corporate Plan [ <a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a> ]					<b>RPG:</b> N/A	

## Saving lives

### Performance measure 6

Performance measure	Target	Results							
		2019–20		2020–21		2021–22		2022–23	
6									
Save as many lives as possible of those at risk	100%	99%		98%		92%		99.14%	 *
<p><b>RATIONALE:</b> Measures the effectiveness of AMSA's overall search and rescue coordination capability and management of search and rescue assets to respond to persons at risk within the Australian search and rescue region.</p> <p>AMSA's intention is to save all lives at risk (100 per cent). In practicality, the circumstances surrounding individual incidents — for example, severe medical conditions requiring specialist treatment, bad weather — affect the possibility of success of a search and rescue response. Prior to 2022–23 AMSA subjectively assessed post-incident, against each incident to determine if a life was still 'at risk' prior to AMSA's notification/intervention e.g., if a vessel was lost some days/weeks prior, AMSA would assess timeframe for survival and where that had been exceeded, the life was determined as not 'at risk' because it was likely the individual had perished prior to any intervention. As a consequence, previous results ranged between 95–99% (acknowledging the practical circumstances of SAR). For 2022–23 AMSA has improved fidelity of reporting through categorisation of incidents, and this reclassification may see a decline in performance against the target.</p>									
<p><b>METHODOLOGY:</b> To accurately measure overall effectiveness of AMSA's search and rescue (SAR) capability, an Incident Review Panel has been established to conduct a quarterly review of incidents where life was lost to determine whether any action by the AMSA Response Centre (ARC) could have prevented the loss of life. Lives at risk which could not have been saved by any SAR response are then subtracted from the total number of lives at risk.</p> <p>The percentage is the total number of lives saved and assisted as a percentage of the number of saveable lives at risk and requiring a response.</p> <p>Where AMSA is the Coordinating Authority, the number of lives saved and lives assisted are added to give a total figure for the number of lives not lost. This is divided by the total number of lives at risk, less the number of lives which were determined to be unsavable by the Incident Evaluation Panel, e.g. If our 'lives assisted' is 100 and our 'lives saved' is 30, making the combined total of lives saved and assisted 130, and our total of lives at risk (less the number of unsavable lives lost as determined by the Incident Evaluation Panel) is 132, the calculation would be 130 divided by 132 which gives 98.48%.</p>									
<p><b>TRAFFIC LIGHT:</b></p> <p>* In previous years, a result of anything less than 100 percent delivered a 'red' or 'amber' result. Given the challenges associated with live SAR (see below) and performance year-on-year consistently above 90 percent, management determined that a 'red' result was not an accurate reflection of performance. AMSA will report only the percentage in future years.</p>									
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>AMSA's intention is to save all lives at risk (100%). In practicality, the circumstances surrounding individual incidents (e.g., poor weather making flying untenable) are highly variable and affect the possibility of success of a search and rescue response.</p> <p>During the 2022–23 reporting period, AMSA saved 134 lives and assisted 557 lives (total of lives saved + lives assisted = 691). The total lives at risk (not including unsavable lives lost as determined by the Incident Evaluation Panel) was 697, so the calculation is <math>691 \div 697</math> which gives the result = 99.14%.</p>									
<p><b>CASE STUDY:</b></p> <p>Beacon activation – Whitsunday Island Group (p26)</p> <p>Emergency Distress Beacon – Yacht with 2 persons on board taking on water – East of Lord Howe Island. (p27)</p>		<p><b>SOURCE:</b> 2022–23 PBS: Page 200</p> <p>2022–23 Corporate Plan [<a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a>]</p>						<p><b>RPG:</b></p> <p>N/A</p>	

## Search and rescue case studies

Case studies demonstrating AMSA's search and rescue activities have been randomly selected to remove the potential for bias in reporting.

### Case study 1

#### Beacon Activation – Whitsunday Island Group

Late in the afternoon of 4 February 2023, AMSA detected a registered distress beacon activation approximately 18km to the Northeast of Hook Island, in the Whitsunday Group. AMSA tasked the Cairns-based Challenger aircraft and a Mackay-based helicopter to conduct a search in the vicinity of the distress signal location. The Challenger quickly located a disabled vessel, a small recreational craft with four persons onboard.

AMSA liaised with Queensland Police who tasked the local Volunteer Marine Rescue (VMR) vessel, that was already on the water dealing with another incident, to proceed to the vessel in distress, while AMSA's Challenger aircraft remained overhead providing support. On arrival, the VMR provided assistance and ensured the disabled vessel and its occupants were safely recovered to shore. It was discovered the occupants of the vessel had activated their distress beacon after suffering mechanical issues.

The rapid response from the Challenger aircraft and the Response Centre's ability to coordinate across multiple agencies resolved this distress situation quickly.

## Case study 2

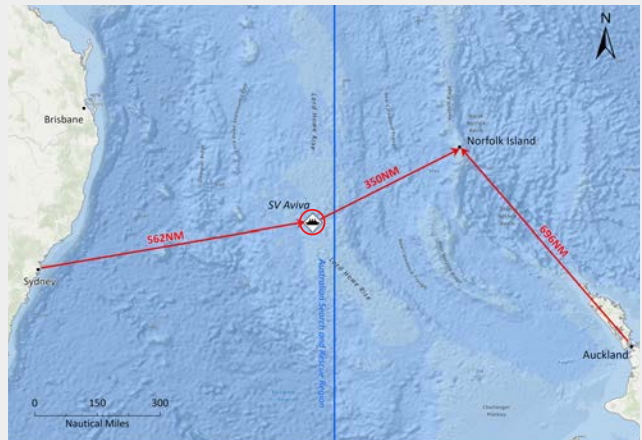
### Emergency Distress Beacon – Yacht with two persons on board taking on water East of Lord Howe Island

On 5 September 2022, the AMSA Response Centre responded to a request for assistance to two sailors onboard a yacht, the *SV Aviva*, approximately 300km East of Lord Howe Island, which was taking on water. The yacht was enroute from New Zealand to Australia when it suffered damage in strong winds and the crew were preparing to abandon the vessel into a life raft.

The AMSA Response Centre tasked the Essendon-based Challenger rescue aircraft, an Australian Defence Force P-8 aircraft, and a New South Wales Police vessel to assist. Two bulk carriers that had been diverted were unable to achieve a rescue due to high sea state and poor weather conditions in the area.

The Challenger and Australian Defence Force aircraft maintained an overhead presence until the New South Wales Police vessel could arrive at the yacht's location. The vessel arrived on scene at midnight on 6 September and successfully rescued the two crew, 44 hours after raising the alarm, with the AMSA aircraft supporting on scene.

This was the furthest offshore rescue the NSW Police had undertaken, and the support of the AMSA Challenger aircraft throughout the mission was a critical component to the rescue of the two sailors.



A map showing the location of the yacht in relation to Sydney, Norfolk Island and Auckland, New Zealand



The stricken yacht *SV Aviva* (infrared image taken from the AMSA Challenger jet at 5:02pm on 5 September 2022)

## Regulatory performance

## Performance measure 7

Performance measure	Target <sup>[1]</sup>	Results							
		2019–20		2020–21		2021–22		2022–23	
7									
Specific activities and performance that contribute to continuous improvement and building trust									
7.1 Satisfaction with the resolution of inquiries through AMSA Connect	90%	89.3%	●	91.3%	●	90.3%	●	91.2%	●
7.2 General stakeholder feedback	No specific target	<i>Measure not in place</i>		<i>Measure not in place</i>		Achieved	●	Not reported – see analysis of performance	
7.3 Maintenance of ISO certification	Maintained	<i>Measure not in place</i>		<i>Measure not in place</i>		Achieved	●	Achieved	●
7.4 Case studies of business process improvement projects	See case studies	<i>Measure not in place</i>		<i>Measure not in place</i>		Achieved	●	See case studies	
<p><b>RATIONALE:</b> Responsiveness, resolution of issues and inquiries, clarity of guidance and simple access to quality, consistent material and interactions build trust in a regulator.</p> <p>Information from stakeholders through reported issues, difficulties and inquiries, assists AMSA to refine its guidance, understand industry concerns and improve accessibility of materials and systems. This in turn, demonstrates we understand the issues, are listening and evolving our systems and capabilities to improve.</p> <p>A focus on continuous improvement is a key requirement of ISO certification, evidenced by case studies.</p>									
<p><b>TRAFFIC LIGHT DEFINITION:</b></p> <p>Results of sub-measures are given the following weightings:</p> <p>7.1 – weighting 0.3. Data is available, auditable and defensible. Quantity of data is substantial</p> <p>7.2 – Not reported – see analysis of performance. No weighting given to this sub-measure.</p> <p>7.3 – weighting 0.5. Maintenance of ISO certification is determined by an external, independent body. Results are demonstrable and defensible</p> <p>7.4 – weighting 0.2. Case studies can be subject to bias. To mitigate, AMSA selects case studies prior to the reporting period when the outcomes are unknown.</p> <p><b>ACHIEVED:</b> Cumulative targets of sub-measures are achieved</p> <p><b>NOT ACHIEVED:</b> Cumulative targets of sub-measures not achieved.</p> <p><b>Note:</b> If AMSA fails to maintain ISO certification, given the weighting of this sub-measure, the result would be RED.</p>									
<p><b>FOOTNOTE:</b></p> <p>[1] Each demonstration activity is different. Not all have quantifiable targets currently or are suitable candidates for quantifiable targets.</p>									



Performance measure	Target <sup>[1]</sup>	Results
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>Overall performance: <b>ACHIEVED</b></p> <p><b>7.1: Satisfaction with the resolution of enquiries</b></p> <p>Responsiveness, resolution of issues and inquiries, clarity of guidance and simple access to quality, consistent material and interactions build trust in a regulator.</p> <p>Information from stakeholders through reported issues, difficulties, and inquiries, assists AMSA to refine its guidance, understand industry concerns and improve accessibility of materials and systems. This in turn, demonstrates we understand the issues, are listening and evolving our systems and capabilities to improve.</p> <p><b>7.2: General stakeholder feedback</b></p> <p>Work undertaken during the year found the data collection and methodology was not sufficiently robust to provide assurance regarding the accuracy and reliability of the result. A customer feedback project completed in late June 2023 will inform how customer feedback is measured and reported in the 2023–24 reporting period.</p> <p><b>7.3: Maintenance of ISO certification</b></p> <p>An integrated management system (IMS) demonstrates AMSA’s commitment to customers, stakeholders and ourselves. AMSA is committed to:</p> <ul style="list-style-type: none"> <li>• providing the highest quality services</li> <li>• enhancing AMSA’s environmental performance</li> <li>• upholding exemplary standards of workplace health and safety</li> <li>• continually improving how we do business</li> </ul> <p>The IMS is the basis of and demonstrates AMSA’s ability to meet our commitments. AMSA is certified against three ISO standards:</p> <ul style="list-style-type: none"> <li>• ISO 9001:2015: Quality Management Systems – Requirements</li> <li>• ISO 1400:2015 Environmental Management Systems – Requirements and guidance for use</li> <li>• ISO 45001:2018 Occupational Health and Safety Management System – Requirements and guidance for use</li> </ul> <p>AMSA retained certification against these standards at the most recent recertification audit in December 2021.</p> <p><b>7.4 Case studies of business process improvement projects</b></p> <p>See case studies below</p>		
<p><b>CASE STUDY:</b></p> <p>Developing a user-centred design capability (page 30)</p> <p>Sniffer drones trial (page 33)</p>	<p><b>SOURCE:</b> 2022–23 Corporate Plan [<a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a>]</p>	<p><b>RPG:</b></p> <p>Principle 1</p>

# Case studies: business process improvement

AMSA’s Business Policy commits the Authority to providing the highest quality services, enhancing environmental performance, upholding exemplary standards of workplace health and safety, and continually improving the way it does business.

A culture of improvement drives staff engagement and efficiency, promotes customer and stakeholder respect as a regulator, and enables AMSA to grow and innovate. The case studies following provide a snapshot of the types of business improvement projects undertaken by AMSA in 2022–23 and demonstrate commitment to principle 1 of the Regulator Performance Guide: continuous improvement and building trust.

## Case study: Developing a user-centred design capability

### Redesign of AMSA form 1850 – certificate of medical fitness for domestic seafarers

Case study identified in AMSA 2022–23 Corporate Plan as an initiative which demonstrates our focus on continuous improvement.

A key objective for AMSA is designing services for our community that are user-centred and fit for purpose. To support this objective, we have developed a user experience framework that is based on the Digital Transformation Agency’s Digital Service Standard. The framework outlines the principles, tools and methods that help us define actionable, measurable goals that support our strategic objectives. This framework supports AMSA’s Strategy 2030 which places user centred services at the heart of what we do.

**AMSA 1850 Certificate of medical fitness for domestic seafarers form**

Use this form for domestic or near coastal certificate of competency applications.  
 Bring your photo ID and a copy of the medical examination standards when you see the Optometrist and/or GP. Use the link on the right to view the standards.  
 For international marine qualifications use AMSA form 303. This certificate is NOT VALID to serve on regulated Australian vessels.

For more help, scan the QR code or go to [AMSA.gov.au/form1850](https://AMSA.gov.au/form1850)

**1 Applicant details** (as recorded on proof of identity) *To be completed by the applicant*

Family name: \_\_\_\_\_ Given name(s): \_\_\_\_\_ AMSA ID (if known): \_\_\_\_\_  
 Email: \_\_\_\_\_ Permanent address: \_\_\_\_\_ Phone: \_\_\_\_\_  
 Proof of identity:  Passport  Other: Photo ID type: \_\_\_\_\_ Gender:  Male  Female  Indeterminate/other  
 Australian driver license  Passport, license or other photo ID number: \_\_\_\_\_ Date of birth: \_\_\_\_\_  
 Day: \_\_\_\_\_ Month: \_\_\_\_\_ Year: \_\_\_\_\_

**2 Examination details** *To be completed by the applicant*

You can book a single appointment with a specialised General Practitioner (GP) if they are able to perform both the health and eye checks. Please verify this with your practitioner beforehand. Otherwise you will need to book an optometrist test first, followed by your GP appointment.

Date of GP examination: \_\_\_\_\_ Place of examination:  ACT  NSW  NT  QLD  SA  TAS  VIC  WA  Overseas  
 Day: \_\_\_\_\_ Month: \_\_\_\_\_ Year: \_\_\_\_\_

**3 Eyesight** *To be completed by an optometrist or specialised GP*

Visual standards required  
 The applicant can use vision aids if necessary

	Distant vision			Near vision	Colour vision	Visual fields
	Better eye	Other eye	Both eyes			
<b>Deck department</b>	Not less than:					
1. Navigation and/or lookout duties	6/6	6/9	6/6	N8 for charts, weather maps and N12 for other reading tasks with or without visual aids	Normal	Normal visual fields
2. Operating lifting plant (vessels' cranes, hoists, etc.)	6/9	6/12	6/9	N12 with or without visual aids	Not required	Normal visual fields
3. Doesn't require duties in 1 or 2	6/18	6/60	6/18	N12 with or without visual aids	Not applicable	Sufficient visual fields
<b>Engine department</b>						
Engine room	6/12	6/60	6/12	N12 to read instrument gauges on control panels, computer screens with or without visual aids	Not applicable	Sufficient visual fields

A screenshot of the redesigned form

We used the framework to conduct user research on AMSA Form 1850 “Certificate of medical fitness for domestic seafarers” form (form 1850) and redesigned the form to deliver a better user experience for applicants and General Practitioners (GPs). This case study outlines our user research findings and highlights the success of the redesigned form, which has received positive feedback both internally and from applicants.



**Target**

Following the recent changes to Marine Order 505 on 1 January 2023, we identified a need to improve the applicants' experience as they go through their medical and eyesight checks. The primary goal was to redesign this complex form, making it more user-friendly, easier to understand and efficient to complete for both applicants and GPs.



**Define**

We took a user-centred approach, conducting user research to understand our audience. Our user experience team conducted user research exercises to understand applicants' needs and behaviours during the process. We used a range of research methods including observation, interviews and task analysis to compare the new form design against the existing form. Participants were encouraged to voice their thoughts, ask questions and share concerns as they went.



**Ideate**

Key findings from the user research showed that the revised form delivered an improved user experience, thanks to its clarity and better guidance. Participants praised the stepped process, clear explanations and simplified wording. Additionally, user feedback identified several further improvements to the form.



### Refine

Based on the research findings, we further refined Form 1850. This included integrating QR codes and short URLs for quick access to more information on our website, and clarifying some fields to ensure all applicants' needs are represented.



### Support

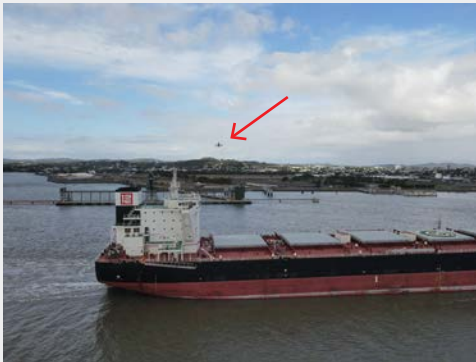
Since the new form went live, AMSA has experienced a 60 per cent reduction in information requests from users. This translates to a significant time saving in processing the form and supports feedback from applicants and GPs that the improved form has made the experience clearer and simpler.

Applying the user experience framework has improved our capability in designing a user-centred form that supports regulatory process and enhances the user's experience. Through this process AMSA will continue applying user experience design principles to meet the needs of our users and community.

## Case study: Sulphur emission detection drones trial



RPAS preparing for flight



RPAS enroute to the stack plume

During the year AMSA conducted a trial to see if a Remotely Piloted Aircraft System (RPAS) could be used to monitor compliance of vessels against MARPOL regulations for sulphur emissions from fuel.

The trial targeted vessels at Gladstone Port. The RPAS had a specialist detector installed to sample emissions from a ship's stack.

Several measurements were taken over a variety of vessels during the trial. Sampling did not demonstrate widespread non-compliance.

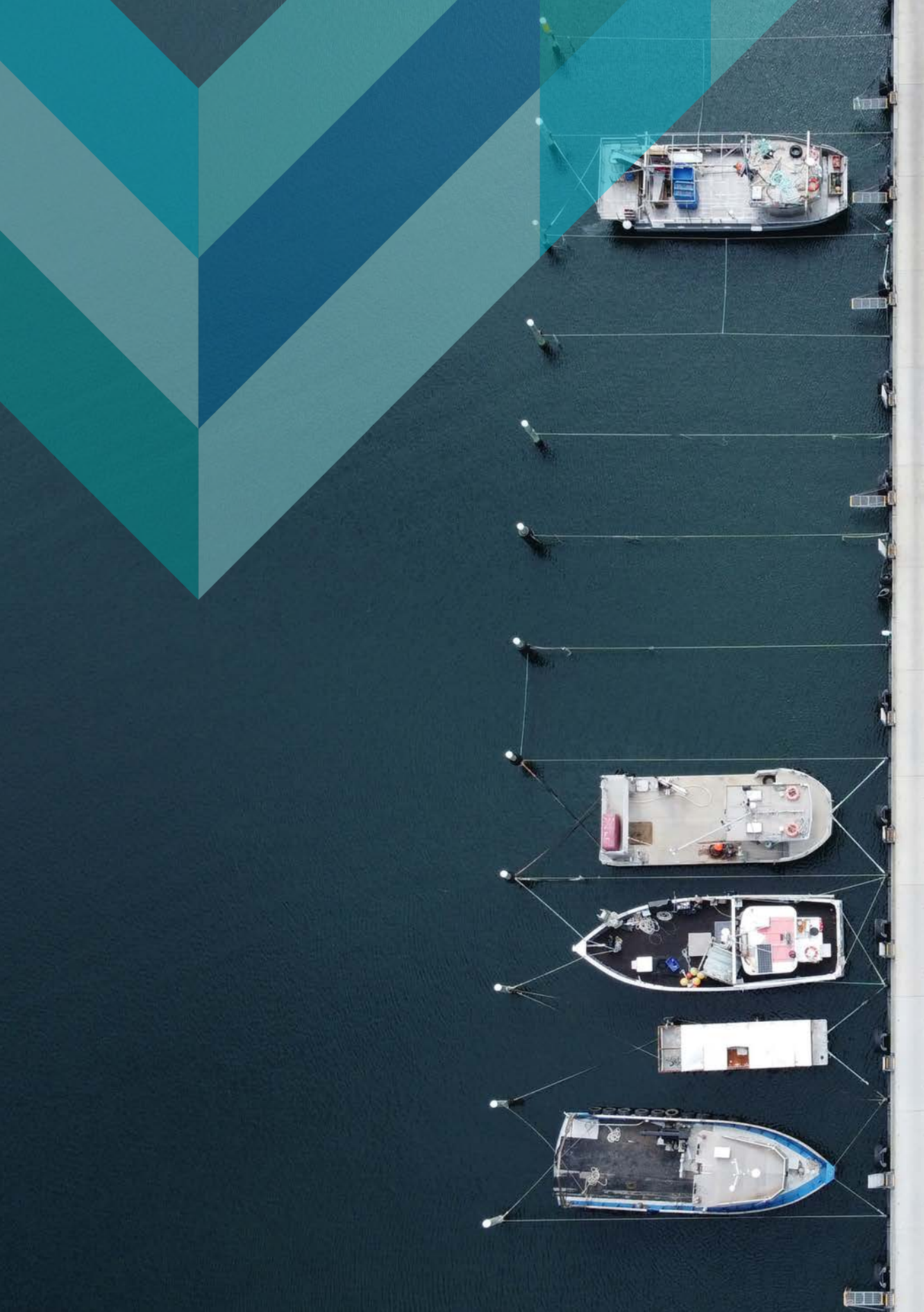
The trial was limited to daylight, line-of-sight and fair-weather conditions. Busy port operations, coupled with RPAS launch and operational flight constraints, i.e., range and duration, also proved challenging.

The trial concluded that: much larger and more expensive RPAS units or modified helicopters would be needed to field an operational capability now – and that this level of investment is not warranted at this time; and using RPAS for emissions sampling could be revisited when RPAS technology develops further, and smaller RPAS have increased operational capability.

## Performance measure 8

Performance measure	Target	Results							
		2019–20		2020–21		2021–22		2022–23	
8									
Specific activities and performance that contribute to collaboration and engagement									
8.1 Number and duration of consultations available	No specific target	<i>Measure not in place</i>		<i>Measure not in place</i>		Achieved	●	Achieved	●
8.2 Engagement rates (e.g. email open rates)	37% open rate	39.3%	●	47%	●	47%	●	42.27%	●
8.3 Analysis of consultation feedback, and publishing outcomes	No specific target	<i>Measure not in place</i>		<i>Measure not in place</i>		Achieved	●	Achieved	●
8.4 Results of targeted surveys	Average greater than or equal to 3	3.75%	●	3.37%	●	4.1%	●	3.16%	●
<p><b>RATIONALE:</b> It is important that AMSA provides stakeholders with the opportunity to influence regulation that impacts on them through open, transparent and timely consultation.</p> <p>It is also important that AMSA provides clear, up-to-date guidance and information so our regulated community understand their obligations and responsibilities, which in turn encourages voluntary compliance.</p> <p>Feedback from our stakeholders helps us to improve, including understanding how effective and practical the regulation was to implement and apply.</p>									
<p><b>TRAFFIC LIGHT DEFINITION:</b></p> <p>The final result is an amalgamation of the results for the four sub-measures. The sub-measures have the following weightings:</p> <p>8.1 – weighting 0.3. Largest audience reach (followers and users) across each channel; engagement is high across each channel compared to the other sub-measures; channels are the primary sources of information for our stakeholders; effort to maintain our channels is high</p> <p>8.2 – weighting 0.3. Medium audience reach but communication is targeted to identified audiences; engagement is high; communication aims to convert users (encourage action, raise awareness, change behaviour); effort to produce output is high and supports strategic objectives</p> <p>8.3 – weighting 0.3. Audience engagement is important in shaping policy and understanding impacts; strongest alignment to the RPG principle ‘collaboration and engagement’; reputational risk if consultation is not conducted correctly; effort is high</p> <p>8.4 – weighting 0.1. Smallest audience reach and engagement; not representative of all stakeholders; effort is minimal</p> <p><b>ACHIEVED:</b> Cumulative targets of sub-measures are achieved.</p> <p><b>NOT ACHIEVED:</b> Cumulative targets of sub-measures not achieved.</p>									

Performance measure	Target	Results
<p><b>ANALYSIS OF PERFORMANCE:</b></p> <p>Overall result: <b>ACHIEVED</b></p> <p><b>8.1: Number and duration of consultations available</b></p> <p>AMSA conducted 8 public consultations on proposed regulatory changes during 2022–23:</p> <ul style="list-style-type: none"> <li>Marine Order 52 (Yachts and training vessels) (open 8 weeks, closed 9 October 2022)—report published 16 December 2022</li> <li>Marine Order 97: (Marine pollution prevention — air pollution) 2022 consultation phase 2 (open 8 weeks, closed 9 October 2022) — report published 6 December 2022</li> <li>Consultation on administrative amendments to National Law Regulations and cost recovery (open 2 weeks, closed 30 October 2022)—report published 28 November 2022</li> <li>Amendments to Marine Order 98 (Marine pollution – anti-fouling systems) 2023 (open 6 weeks, closed 8 January 2023)—report published 2 March 2023</li> <li>International requirements on fishing gear marking and reporting (open 9 weeks, closed 29 January 2023)—report published 5 April 2023</li> <li>Proposed changes to Marine Order 504 (Certificates of operation and operation requirements – national law) (open 10 weeks, closed 22 January 2023) – report published 30 March 2023</li> <li>Proposed changes to Marine Order 501 (Administration—national law) 2023 (6 weeks opened, closed 11 June 2023) – report published 13 July 2023</li> <li>Marine Order 71 – Standards of Training, Certification and Watchkeeping (STCW) master and deck officer qualifications (open 8 weeks, closed on 24 May 2023)—report pending</li> </ul> <p><b>8.2: Engagement rates (e.g. email open rates)</b></p> <p>For email campaigns targeting stakeholders, the average open rate for 2022–23 was 45.27 per cent, a slight decrease from the 2021–22 open rates but exceeding the target of 37 per cent. The rate at which emails are opened by recipients is indicative of their levels of engagement.</p> <p><b>8.3: Analysis of consultation feedback, and publishing outcomes</b></p> <p>The public consultations on proposed regulatory changes listed under Item 8.1 are at various stages of the consultation process, as indicated above. Of the public consultations held in 2022–23 AMSA has analysed the feedback received and published the consultation feedback report for <b>seven</b> consultations, and <b>one</b> consultation is still pending analysis and the completion of the report (consultation closed on 24 May 2023).</p> <p>Additionally, two consultation feedback reports were published on public consultations held in 2021–22.</p> <p>The status of public consultations and feedback reports are available on AMSA’s website [<a href="https://www.amsa.gov.au/news-community/consultations">https://www.amsa.gov.au/news-community/consultations</a>].</p> <p><b>8.4: Results of targeted surveys:</b></p> <p>In the 2021–22 financial year, AMSA only received a total of 34 responses to our online regulator performance survey. To address this, we have promoted the survey via our social media channels to increase participation. As a result, a total of 159 surveys were completed in the financial year, with the average score for the year being 3.16, above our target of 3 (but a slight decrease on the 2021–22 result of 4).</p> <p>The highest satisfaction ratings related to the following two questions:</p> <ul style="list-style-type: none"> <li>AMSA helps vessel owners and seafarers safely operate or work on a vessel without getting in the way (65% of respondents agreed to this statement)</li> <li>Communications I get from AMSA are clear and useful (67% of respondents agreed with this statement)</li> </ul> <p>The lowest ratings related to the following</p> <ul style="list-style-type: none"> <li>AMSA’s compliance and monitoring arrangements are well organised and efficient (only 50% of respondents agreed to this statement)</li> </ul> <p>At the time of collating this report, AMSA had yet to receive the results of the whole-of-government regulator survey (conducted in 2019), so those results have not been considered in the assessment of this sub-measure.</p>		
<p><b>CASE STUDY:</b> N/A</p>	<p><b>SOURCE:</b> 2022–23 Corporate Plan [<a href="https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23">https://www.amsa.gov.au/about/corporate-publications/corporate-plan-2022-23</a>]</p>	<p><b>RPG:</b> Principle 3</p>





The image features a dark, textured background that resembles asphalt. On the left side, there is a vertical strip of a lighter, textured surface, possibly a concrete curb or road edge, with a small white car visible at the top. Overlaid on the right side of the image is a large, abstract geometric graphic composed of various shades of teal and blue, forming a series of overlapping triangles and polygons. The text is positioned on the right side, overlaid on the blue graphic.

2022–23  
Corporate Plan –  
progress against  
key initiatives

## Key initiatives

Organised under the eight strategic priorities outlined in our 2022–23 Corporate Plan, the following provides progress reports on our key initiatives. New capabilities are identified with the **[CAP]** mark.

### Strategic priority 1: Risk-based regulation

Our actions and interventions as a safety regulator must be proportionate to the risk being managed and should not unnecessarily impede the efficient operations of those we regulate. Improving safety must be at the core of what we do.

#### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

##### SP1: Risk-based regulation

	Title	Status	Commentary
1.1	Work with Government to implement the response to the Senate Inquiry into the Performance of AMSA	On track	<p>AMSA continues to work with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts to prioritise regulatory reform, leveraging the recommendations in the Senate Inquiry and Productivity Commission report. This has included ongoing engagement with the panel for the Independent Review of Domestic Commercial Vessel Safety Legislation and Costs and Charging Arrangements (see 1.2 below).</p> <p>On 23 November 2022, AMSA made a submission in response to the Independent Review's draft report.</p> <p>The review panel has developed its findings and recommendations on whether the legislative framework for domestic commercial vessels is fit for purpose. Following Government's consideration of the phase 1 report, and once the outcomes are known, AMSA will develop a work plan to implement a new regulatory approach for domestic commercial vessels.</p>
1.2	Participate in the Independent Review of Australia's Domestic Commercial Vessel (DCV) Safety Legislation, and Costs and Charging Arrangements	On track	<p>In January 2022 the Government commissioned a comprehensive Independent Review of the National Law and associated legislative framework.</p> <p>The Review encompassed two phases, with the first focusing on the National Law framework (Phase 1) and the second exploring the delivery costs and future funding options of the National System (Phase 2).</p> <p>AMSA contributed to both phases of the review.</p> <p>In March 2023, AMSA met with the Independent Review Panel to provide further technical and policy information regarding grandfathering arrangements.</p> <p>In May 2023, the Independent Review Panel sought comment from AMSA on the draft Phase 2 report.</p> <p>The Review Panel has developed its findings and recommendations on whether the legislative framework is fit for purpose. The government is now considering the Panel's findings and recommendations.</p> <p>Several recommendations, if accepted by Government, will need to be progressed by AMSA.</p>

	Title	Status	Commentary
1.3	Implement the AMSA Compliance Plan and continue to refine the annual compliance program to focus on high-risk operations and targeted education and inspection campaigns, based on a robust analysis of data and other information – and measure performance against the Compliance Plans objectives	Complete	<p>The National Compliance Plan gives regulated maritime industries and our compliance partners insight into which compliance areas we will focus our efforts. Outlining our priorities in advance allows industry the opportunity to review their operations to ensure compliance with relevant legislation.</p> <p>Our compliance program is informed by safety data and trends to encourage voluntary compliance and continuous improvement, leading to greater confidence in safety outcomes.</p> <p>Detailed compliance performance reporting can be found in the following annual reports.</p> <ul style="list-style-type: none"> <li>• Inspections annual reports <a href="https://www.amsa.gov.au/InspectionsReport2022">https://www.amsa.gov.au/InspectionsReport2022</a></li> <li>• Maritime Labour Convention annual report <a href="https://www.amsa.gov.au/maritime-labour-convention-2022-annual-report">https://www.amsa.gov.au/maritime-labour-convention-2022-annual-report</a></li> <li>• Incident annual report <a href="https://www.amsa.gov.au/marine-incident-reporting-test/annual-and-monthly-incident-publications">https://www.amsa.gov.au/marine-incident-reporting-test/annual-and-monthly-incident-publications</a></li> </ul> <p>The 2022–23 AMSA Compliance Plan has been implemented. Continual review of data from the 2022–23 program areas and refinement of the compliance program focus areas (high-risk operations, targeted education, inspection campaigns) has informed the Compliance Plan for 2023–24 financial year.</p> <p>Four focus areas for next financial year (2023–24) are:</p> <ol style="list-style-type: none"> <li>1. Port and flag State control</li> <li>2. Maritime Labour Convention</li> <li>3. Domestic commercial vessels</li> <li>4. Environment</li> </ol>
1.4	Continue development and implementation of a sophisticated risk framework to underpin consistent regulatory compliance and operational decisions [CAP]	Paused	<p>Following re-assessment of AMSA’s priorities in June 2023, the AMSA Executive agreed to pause the project until further notice, to allow for resources to be prioritised to the new regulatory platform.</p>
1.5	Explore a phased approach to ending high risk grandfathering arrangements for domestic commercial vessels	On track	<p>The Independent Review of the National Law’s phase 1 draft report (see 1.2 above) recommends that grandfathering arrangements that are a risk to safety should be wound back in accordance with a phased risk-based program.</p> <p>AMSA met with the panel on 24 March 2023 to further discuss their draft recommendations on grandfathering arrangements including those relating to survey, perpetual certificates of competency and crewing arrangements.</p> <p>The review panel has developed its findings and recommendations on whether the legislative framework is fit for purpose. Following Government’s consideration of phase 1, and once the outcomes are known, AMSA will finalise its policy position and implementation approach to phasing out high risk grandfathering arrangements.</p>

	Title	Status	Commentary
1.6	Build on our engagement with industry on a targeted approach to mandating lifejacket wear requirement for DCVs, informed by risk	Complete	<p>An amended Marine Order 504 (Certificates of operation and operation requirements) (MO504) was made on 20 April 2023 and will commence on 1 August 2023. The amendments include changes to clarify that lifejacket wear must be addressed in the vessel's risk assessment and written procedures in the safety management system. The amendments have been supported by industry with positive feedback received during industry working group meetings and through a public consultation process.</p> <p>An information and education campaign commenced on 31 May 2023 to raise awareness and provide guidance to assist owners, masters and crew to comply with the changes.</p>
1.7	Prepare for and undergo International Maritime Organization (IMO) member state audit which will assess how Australia meets its IMO maritime convention obligations	Complete	<p>Australia's IMO Member State Audit was conducted between 17 and 24 April 2023.</p> <p>The interim report concluded that Australia 'substantially meets its obligations in respect of the mandatory IMO instruments to which it is a party and also the Code for the implementation of mandatory IMO instruments'.</p> <p>The findings were comparatively minor, and several innovative areas of good practice were identified.</p> <p>An action plan to address Australia's audit findings is being prepared and implemented.</p>
1.8	Develop and embed an organisational data strategy to strengthen use of data in decision making and improve information quality and management <b>[CAP]</b>	On track	<p>The first AMSA Data Strategy has been developed to provide a clear vision and plan for how AMSA can best use data to support our objectives and mature our data management and use. The Data Strategy focuses on building and embedding the right foundations of data management, skills, and technology to ensure the protection of sensitive data, the appropriate use of data and so future initiatives can build on these foundations. This approach aligns with Government data policy and guides AMSA's activities as a data-driven risk-based regulator.</p>

## Strategic priority 2: Incident management capabilities

We want to take full advantage of improving capability in the areas of search and rescue by investing in our people and integrating new systems and technologies into our existing capabilities.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP2: Incident management capabilities

	Title	Status	Commentary
2.1	Further develop AMSA's Integrated Operational Framework to ensure all aspects of our regulatory, investigative and response functions are connected and seamlessly inform each other	On track	<p>AMSA has developed a pilot Common Operating Picture to help build shared situational awareness of incident response, AMSA asset availability and general maritime domain surveillance across the agency. This pilot has been demonstrated to AMSA Executive and the procedures are currently being drafted for implementing the pilot Common Operating Picture from August 2023 to support the daily operational briefs.</p> <p>AMSA commenced developing Incident Escalation procedures to help guide the process of transitioning from business-as-usual response management to large and complex incident management which exceeds day-to-day resourcing. Integration of these initial procedures will be through the regular continuous improvement cycles.</p>
2.2	Complete the scheduled review of the National Plan for Maritime Environmental Emergencies in collaboration with our portfolio Department to ensure incident response capability under that plan.	On track	<p>In 2022–23 AMSA secured agreement to the Terms of Reference for the National Plan Review and an endorsement of the review by the Infrastructure Transport Senior Officials' Committee (ITSOC).</p> <p>The National Plan Review Steering Committee appointed a design team comprised of representatives from AMSA and three jurisdictions. The design team established objectives for workshops and collaborated with jurisdictions to identify appropriate representation for those workshops.</p> <p>The workshops will be held in the 2023–24 financial year, with the first in July 2023.</p>
2.3	Implement new capability for the Australian Mission Control Centre (AUMCC) to process second generation beacons, in support of the international COSPAS SARSAT <sup>3</sup> program [CAP]	On track	<p>The commissioning and testing program has seen the test Mission Control Centre upgraded with the latest software.</p> <p>AMSA will commence operational capability testing in the first quarter of the 2023–24 reporting period.</p>
2.4	Gather design requirements for a new Incident Management System that supports the full range of incident management events (maritime assistance, pollution response, search and rescue) for the integrated operational management system	On track	<p>The high-level strategic business requirements for a future incident management system have been determined and now progressing.</p>

<sup>3</sup> SARSAT is an acronym for Search and Rescue Satellite-Aided Tracking. Cospas is an acronym for the Russian words 'Cosmicheskaya Sistyema Poiska Avariynich Sudov', which mean 'Space System for the Search of Vessels in Distress'.

## Strategic priority 3: Navigation services

Our aim is to provide contemporary, fit-for-purpose, efficient and safe navigation services around Australia. Central to our navigation services is our network of some 480 aids to navigation (AtoN), ship routing and reporting systems, maritime safety information, coastal pilotage, vessel traffic services, and under keel clearance management system in the Torres Strait.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP3: Navigations services

	Title	Status	Commentary
3.1	Facilitate the introduction of Satellite-Based Augmentation Systems (SBAS) in the maritime sector to provide industry with improved accuracy for navigation <b>[CAP]</b>	Complete	<p>The Australian and New Zealand Satellite-Based Augmentation System (SBAS), named SouthPAN, turned on its Open Services on 26 September 2022.</p> <p>AMSA worked with Geoscience Australia and developed a plan to communicate information on SBAS to relevant stakeholders (including issuing a Marine Notice, social media posts and an International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA) Declaration) with work finalised in early 2023.</p> <p>AMSA coordinated with many co-sponsors to submit a new work plan to the IMO Maritime Safety Committee (MSC) 107 in May/June 2023 to develop a performance standard for SBAS. This proposal to develop a performance standard was approved which means the 11th session of the IMO sub-committee on Navigation, Communication and Search and Rescue will commence this work (mid 2024).</p>
3.2	Review the Reef Vessel Traffic System (REEFVTS) Memorandum of Understanding with Maritime Safety Queensland to ensure it remains fit-for-purpose and contributes towards the ongoing protection of the Great Barrier Reef	Complete	<p>The review was undertaken early in the financial year, with the report approved by the Executive of both AMSA and Marine Safety Queensland in April 2023. Progressing the implementation of recommendations from the review will be monitored by the REEFVTS Working Group, under the Governance Board as business as usual.</p>

## Strategic priority 4: Responding to climate change

In recognition of the increasing impacts of climate change, the IMO have agreed goals that will significantly reduce greenhouse gas emissions from international shipping. Australia has committed to these emission reductions and AMSA will be engaged in their implementation for many years to come. We also need to make sure that we are anticipating and planning for changes driven by climate change, including new industries operating in the maritime environment, for example offshore wind farms and solar arrays.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP4: Responding to climate change

	Title	Status	Commentary
4.1	Work with Australian stakeholders and other IMO member states to implement the short-term greenhouse gas measure, which was adopted to meet the 2030 goal under the Initial IMO Strategy on Reduction of Greenhouse Gas (GHG) Emissions from Ships	Complete	AMSA has finalised the review of Marine Order 97 (Marine pollution prevention – air pollution) [MO97]. The re-issued MO97 commenced on 1 January 2023 and gives effect to the short-term GHG reduction measure, which will progressively reduce the carbon emissions of international ships between now and 2030.
4.2	Work with Australian stakeholders and other IMO member states to develop and agree to the Revised IMO Strategy on Reduction of Greenhouse Gas (GHG) Emissions from Ships	On track	The Revised Strategy was discussed at Marine Environment Protection Committee 79 (MEPC 79) in December 2022. Negotiations continued at intersessional GHG working group meetings in March and June 2023. MEPC 80, from 3 to 7 July 2023 adopted the Revised Strategy, which aims for net zero GHG emissions from international shipping by or around 2050. AMSA supported the Department of Infrastructure, Transport, Regional Development, Communications and the Arts, which has policy lead for maritime GHG, in these negotiations.

## Strategic priority 5: Engagement

Our multilateral international engagement aims to shape global standards and agreements to meet Australia's maritime interests. Our engagement with our bilateral partners serves two purposes: to collaborate to share information, knowledge and technology; and to work with key partners to help build their capability and resilience in maritime safety, environment pollution response, and search and rescue. Domestically, stakeholder engagement is a critical element of our business.

We engage with a diverse range of international and domestic stakeholders on a variety of issues, including seeking and receiving feedback, communicating regulatory and compliance issues, raising awareness and educating, shaping outcomes, delivering services, and coordinating responses, or other activities. It's crucial that all our engagement activities are effective, that is, coordinated, targeted, customised and fit-for-purpose.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP5: Engagement

	Title	Status	Commentary
5.1	Work with the Government Taskforce to establish an independent strategic fleet and reinvigorate Australian shipping	On track	AMSA met with the Department of Infrastructure, Transport, Regional Development, Communications and the Arts to discuss how the Government Taskforce will guide establishing the strategic fleet and provide advice to Government.
5.2	Deliver a new service standard and streamline processes for handling customer feedback and complaints to enable better decision making and improve the experience of our customers	On track	<p>Prior to undertaking this project AMSA had several manual processes for handling customer feedback, leading to a lack of organisation-wide visibility on trends and themes. Recognising the importance of feedback to our operations, a project commenced to consolidate feedback collection, ensure appropriate handling of complaints, and improve reporting and trend analysis.</p> <p>During the 2022–23 reporting period the One Customer Feedback project delivered a new process for managing feedback and complaints within AMSA's customer relationship management (CRM), with roll out of the enhanced platform occurring in early July. The new process enables Managers to identify trends in feedback and complaints, as well as track AMSA's performance against our service level agreements included in our customer service charter.</p>
5.3	Improve AMSA's consultation framework and implement user-centred, digital first processes for engaging with the maritime community	On track	<p>AMSA is committed to effective and appropriate engagement with our domestic and international stakeholders. We also committed to improving our engagement practices. We have listened to our stakeholders on how they would like to be engaged and what they expect from us when we are seeking their participation on our engagement activities.</p> <p>Our new stakeholder engagement framework provides a structure which guides us in delivering effective, inclusive, and meaningful engagement consistently to our stakeholders.</p>



	Title	Status	Commentary
5.4	Deliver technical cooperation activities to support neighbouring countries in the Indo-Pacific	Ongoing	<p>AMSA delivered several technical assistance activities in cooperation with developing States in the Indo-Pacific region, including:</p> <ul style="list-style-type: none"> <li>hosted two regional Search and Rescue Exercises (SAREX) in Seychelles and Bangladesh which included more than 20 Indian Ocean Rim Countries.</li> <li>hosted the 9th Pacific Regional Search and Rescue Workshop (PACSAR) and 3rd Pacific Women in Maritime Association Conference (PACWIMA) in Cairns, Australia.</li> <li>handed to the Indonesian Government ownership of two facilities – the Solid Bulk Cargo Testing and Training Facility and the Ship Safety Inspection Centre of Excellence (see Chair’s foreword).</li> <li>delivered training to Indonesian authorities in SARMAP, OILMAP (search and rescue and oil spill drift modelling software) and e-Broadcast capabilities.</li> <li>developed plans to support delivery of the Indonesia Domestic Ferry Safety Program.</li> <li>provided training to Papua New Guinea to enhance effective delivery of Port State Control inspection functions, with a focus on inspection of Liquefied Natural Gas (LNG) ships.</li> <li>supported development of Papua New Guinea’s domestic maritime legislation.</li> <li>supported the initial establishment of the IMO Regional Presence Office for the Pacific with recruitment of two Junior Professional Officers from Papua New Guinea and Solomon Islands.</li> <li>sponsored a further seven students from the Indo-Pacific region to undertake the 14-month Masters in Maritime Science Program at the World Maritime University</li> </ul>

## Strategic priority 6: Innovation

Technology is important to our future for two reasons: it is being adopted by our stakeholders and regulated entities; and it offers opportunities to streamline and improve our own operations. It is important that we accommodate innovation in our regulated community and build an internal culture that supports innovation.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP6: Innovation

	Title	Status	Commentary
6.1	Explore the feasibility of using drone technology to measure sulphur emissions on foreign flagged vessels to ensure compliance with IMO 2020	Complete	An on-site remotely piloted aircraft system (RPAS) preparation and flying activities trial was conducted in 2023. See case study (p33) for more details of the project.
6.2	Establish a proof of concept for precision guided survival stores as a first step on a path towards autonomous search and rescue assets [CAP]	Complete	AMSA has explored a proof of concept for precision delivery of survival stores using remotely operated surface vessels. The initial trials proved the concept could work, testing key elements including speed, manoeuvring, battery life and control range. None of the units are suitable as off the shelf purchases but the trial results have provided valuable insight for equipment specifications.  The next step is to develop the plans that would enable effective dispatch and control from AMSA's Challenger aircraft. Early dialogue with aircraft engineers proposes an existing unused antenna fitted to the aircraft will be investigated to see if it is viable for control of the remotely operated vessels.  A suggested change from the standard radio control frequencies could provide a significant improvement in signal range, but implications around additional regulatory complexity need to be fully understood first. AMSA will continue to work with stakeholders with the aim of progressing to airborne trials.
6.3	Improve how stakeholders experience and interact with AMSA digitally by incorporating user-centred design into our culture and practices [CAP]	Ongoing	To facilitate customer self-service and improve user experience, AMSA is undertaking a multi-year Enterprise Digital Capability program.  In 2022–23, Phase 1 of the program delivered an Identity and Access Management Strategy, Digital End-User Strategy, master data Management Strategy and a Payments Solution Strategy. This phase also delivered the Business case for Enterprise Digital Capabilities program of work.  Also see case study: Redesign of AMSA Form 1850 – Certificate of medical fitness for domestic seafarers, p30.

## Strategic priority 7: Information management and digital services

Increasingly, AMSA's systems are a key part of how it does business. Our stakeholders' expectations of simple digital interactions with government continue to grow, as do their expectations of access to useful data. How we use, secure and share the data housed in AMSA's systems is critical and underpins our decisions and risk-based judgements. Our systems and information are two core components of how we operate, affecting both our efficiency and credibility.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP7: Information management and digital services

	Title	Status	Commentary
7.1	Implement ensemble (group) drift modelling capability for search and rescue, marine assistance services and pollution incident management to reduce the likelihood of significant shipping incidents and consequential loss of life and pollution related incidents [CAP]	On track	AMSA continues to use the latest version of OzSeaSAR for large vessel drift modelling alongside established modelling products for oil spill and search and rescue purposes. AMSA continues to work with the developers of OzSeaSAR to enhance and integrate the application fully into AMSA's operations and continues reviewing options for future modelling systems.
7.2	Build a focused data analytics capability to ensure that AMSA has the people, tools, techniques and culture to derive value from data, improve our services and make informed risk-based decisions [CAP]	On track	A small data analytics team has been established to support an enterprise approach to using data. This team is working across the organisation to enable access to the right data in the right form to support effective risk-based decision making. Work has commenced to ensure AMSA has the right tools, skills and processes to integrate data and undertake analytics.
7.3	Improve online access to services such as applications for maritime certifications, registration and qualifications	On track	To facilitate customer self-service and improve user experience, AMSA is undertaking a multi-year Enterprise Digital Capability program.  In 2022–23, Phase 1 of the program delivered an Identity and Access Management Strategy, Digital End-User Strategy, Master Data Management Strategy and a Payments Solution Strategy. This phase also delivered the business case for the Enterprise Digital Capabilities program of work.  Also see case study on p30.

## Strategic priority 8: Organisational capability and resilience

Our organisation – its systems, people and processes – must continue to evolve to be ready for future challenges. We need to build organisational resilience to ensure we can readily adapt, deal with uncertainty, continue to change, and leverage new and emerging opportunities.

### Demonstrating achievement – key initiatives for the 2022–23 reporting period

Delivery of the following initiatives are a major component of AMSA's response to this strategic priority.

#### SP8: Organisational capability and resilience

	Title	Status	Commentary
8.1	Incorporate lessons management into AMSA's culture and business processes to improve regulatory and incident management performance	Complete	<p>The Lessons Management process has been incorporated into AMSA's business arrangements to embed evaluation of maritime incidents and other matters. The integration of lessons learned ensures continuous improvement.</p> <p>The process has been applied to multiple incidents across the reporting period and underpinned the annual exercising of the National Plan for Maritime Environmental Emergencies. Governance arrangements were established, with a Lessons Board providing oversight of the process, and adaptation of the Actions Reporting Tool to enable AMSA to track and understand how each identified lesson is being addressed.</p>
8.2	Continued development of an Enterprise Asset Management (EAM) system for capital planning and management, including long term maintenance management, to improve the quality and availability of AMSA assets	Complete	To improve the quality and availability of asset information for reporting and managing purposes (specifically within the finance system), AMSA undertook a project to develop an Enterprise Asset Management (EAM) system. The newly developed policy and framework were developed to take a consistent approach to asset management across AMSA, including aids to navigation, search and rescue and pollution assets, as well as information technology and AMSA's property holdings.
8.3	Commence Implementation of the 2022–2027 AMSA Strategic Workforce Plan	On track	<p>AMSA's Strategic Workforce Plan was approved in August 2022. The plan was created through research and evidence, data analysis and feedback from AMSA managers and employees. In the 2022–23 reporting period, the following elements of the plan have been developed:</p> <ul style="list-style-type: none"> <li>• job family and core capability frameworks</li> <li>• employee value proposition (EVP)</li> <li>• redesigned MyCareer page launched to complement the EVP messaging</li> <li>• implemented a new flexible work policy</li> <li>• a change maturity assessment to improve AMSA's change management capability and delivered change management workshops</li> <li>• career planning frameworks</li> </ul>

	Title	Status	Commentary
8.4	Support an inclusive culture through implementation of the Diversity and Inclusion Strategy and Gender Equity action plans	On track	See Diversity and Inclusion at AMSA section, Governance chapter, p62
8.5	Finalise a 'fit-for-purpose' project, program and portfolio management (P3M) model to help AMSA improve how it selects, prioritises, governs and delivers projects <b>[CAP]</b>	On track	<p>AMSA continues to develop its P3M capability.</p> <p>A Portfolio Board and Portfolio Management Office (PMO) have been established, and a PMO service catalogue agreed.</p> <p>Improvements implemented include a gated approval process for new projects, and unique identifiers to promote better financial management.</p> <p>The PMO roadmap over the next 12 months includes development of:</p> <ul style="list-style-type: none"> <li>• a simplified project register</li> <li>• a program framework, and</li> <li>• consolidated portfolio reporting.</li> </ul>





# Governance

## Organisational profile

### Enabling legislation

As Australia's national maritime safety regulatory body, we are responsible for the maritime safety of international shipping and domestic commercial vessels, protection of the marine environment from ship-sourced pollution, and search and rescue nationally.

AMSA is a statutory authority established under the *Australian Maritime Safety Authority Act 1990* (AMSA Act), and as a corporate Commonwealth entity it is subject to the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). [Appendix 6: Our functions and powers](#) outlines AMSA's functions and powers under the *AMSA Act*.

A list of enabling legislation for AMSA in the areas of vessel operations, registration, marine pollution and levies collection is available on our website <https://www.amsa.gov.au>.

### Significant activities and changes affecting the operations or structure of the entity during the period

AMSA's operating environment continues to evolve.

Key recent changes to AMSA's environment include:

- In April AMSA led Australia's 2023 IMO Member State Audit Scheme (IMSAS) audit. Through IMSAS the IMO aims to provide the audited Member State with a comprehensive and objective assessment of how effectively it administers and implements those mandatory IMO instruments which are covered by the Scheme.

The IMSAS audit standard is the IMO Instruments Implementation Code which is subdivided into General, Port State, Coastal State and Flag State activities. The audit was Australia's first under the mandatory Scheme which commenced in 2016. However, Australia was previously audited in 2007 under the Voluntary IMO Member State Audit Scheme.

Australia's obligations as an IMO Member State are distributed across several Commonwealth agencies. Therefore, the audit participants included the Departments of Infrastructure, Transport, Regional Development, Communications and the Arts; and Industry, Science and Resources; and the portfolio entities Australian Transport Safety Bureau; Bureau of Meteorology; Australian Hydrographic Office; National Offshore Petroleum Safety and Environmental Management Authority.

The audit outcomes were positive with auditors praising the dedication and professionalism of Australia's Maritime Administration. There were four audit findings, two findings related to general maritime activities and two related to flag State activities. There were no findings on either coastal or port State activities. AMSA is developing an action plan to address the findings.

- The Future Operations Taskforce, an AMSA Division established in 2021 was disbanded in June 2023. The Taskforce was established to focus on the design and build of processes, systems and capability for AMSA with a strong emphasis on risk, data, digitisation, user pathways and user experience. The ongoing work has been redistributed across the organisation.



- APS Net Zero 2030 is the Government’s policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions from the latter half of 2023. The policy will be updated over time, informed by APS emissions data and annual reporting.

The APS will achieve net zero by actively reducing emissions from government operations and using offsets. This policy is being delivered consistent with Australia’s international commitments and will contribute to achievement of Australia’s Paris Agreement targets.

AMSA’s emissions reporting for the 2022–23 financial year can be found on p69.

AMSA will continue to work with the Net Zero Unit (Department of Finance) to mature our emissions reduction reporting.

- In January 2023 AMSA implemented the new Marine Order 505 for certificates of competency – National law.

This order introduced several new certificates of competency, phased out three certificates of competency, introduced a new standard for medical fitness assessment and introduced the requirement for first aid and medical fitness certificates for all new certificate of competency applications.

- The Government-initiated Independent Review of the National Law (domestic commercial vessels) and costs and funding for this function. It is anticipated the outcomes of this Review will influence how AMSA operates into the future.
- Improvements are expected around AMSA’s information technology infrastructure and digitisation, and workforce capabilities (see strategic priorities 7 and 8, page 47–48). AMSA has taken a more disciplined approach to prioritising, selecting and monitoring projects and programs by establishing a portfolio board. This will ensure AMSA’s capability improvements are prioritised, coordinated, designed, sequenced, and implemented in line with Strategy 2030.

## Structure and location

Figure 1: AMSA Organisational structure

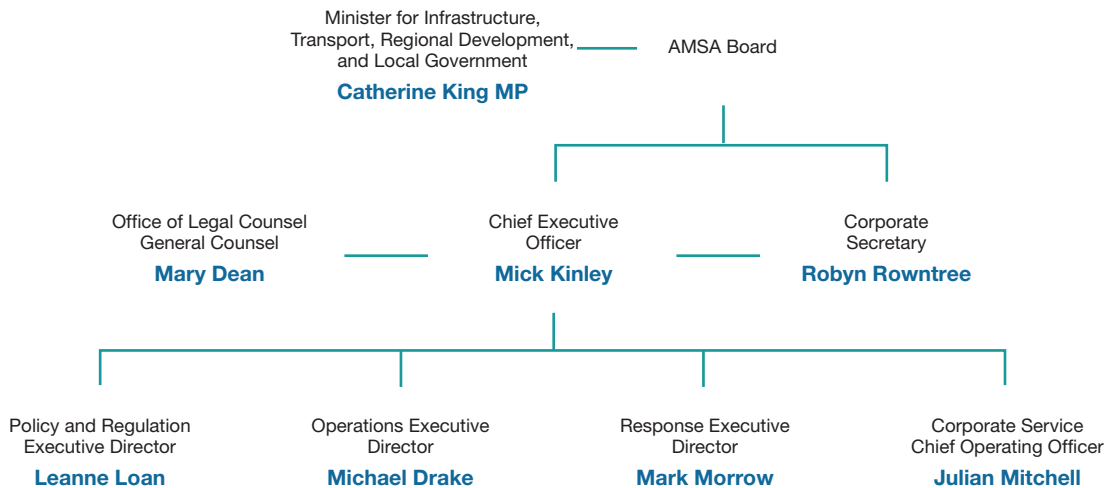


Figure 2: AMSA Office locations



AMSA office locations		
<b>Australian Capital Territory</b>		
Canberra	82 Northbourne Avenue	Braddon ACT 2612
<b>New South Wales</b>		
Sydney	Level 14, 300 Elizabeth Street	Haymarket NSW 1240
Coffs Harbour	Level 2, 28 Gordon Street,	Coffs Harbour NSW 2450
Newcastle	8 Cowper Street South	Carrington NSW 2294
Port Kembla	Unit 28, 249 Shellharbour Road	Warrawang NSW 2505
<b>Northern Territory</b>		
Darwin	Level 1, Unit C107, 19 Kitchener Drive, Wharf One	Darwin Waterfront Precinct NT 0820

<b>AMSA office locations</b>		
<b>Queensland</b>		
Brisbane	Level 11 310 Anne Street.	Brisbane QLD 4000
Airlie Beach	Level 1, Office 29 228–230 Shute Harbour Road	Cannonvale QLD 4802
Cairns	Suite 3, Level 2, 88 Abbott Street	Cairns QLD 4870
Gladstone	Level 7, 21 Yarroon Street	Gladstone QLD 4680
Mackay	Canegrowers building Level 2, 120 Wood Street	Mackay QLD 4740
Thursday Island	Level 1, 80-82 Douglas Street	Thursday Island QLD 4875
Townsville	Mezzanine Level, Suncorp Tower, Suite 1, 61–73 Sturt Street	Townsville QLD 4810
<b>South Australia</b>		
Adelaide	Level 2, Customs House 220 Commercial Road	Port Adelaide SA 5015
<b>Tasmania</b>		
Hobart	Level 4, 2–8 Kirksway Place, Battery Point	Hobart TAS 7004
Devonport	115 Don Road	Devonport TAS 7310
<b>Victoria</b>		
Melbourne	Level 3, 655 Collins Street	Docklands VIC 3008
<b>Western Australia</b>		
Fremantle	Level 3, Atwell Arcade, 3 Cantonment Street	Fremantle WA 6959
Geraldton	Unit 2, 270 Foreshore Drive	Geraldton WA 6530
Karratha	The Quarter, Suite 1, Level 3 20 Sharpe Avenue	Karratha WA 6714
Port Hedland	74 Anderson Street	Port Headland WA 6721

# Main governance practices

## Accountable Authority

Under the PGPA Act, the AMSA Board is the agency's Accountable Authority. The Board discharges its governance obligations through its involvement in AMSA's planning, performance reporting and risk management activities.

The Board provides clear direction on the operational application of relevant legislation by issuing Accountable Authority Instructions which must be followed by all AMSA staff.

More information on the Board, its committees and meetings can be found below and on our website.

## Arrangements

Governance arrangements must be fit for purpose. The AMSA Board determines the precise nature of our governance arrangements and structures, including monitoring and reporting compliance.

## Planning

AMSA has integrated planning, budgeting, and performance reporting—informed by risk.

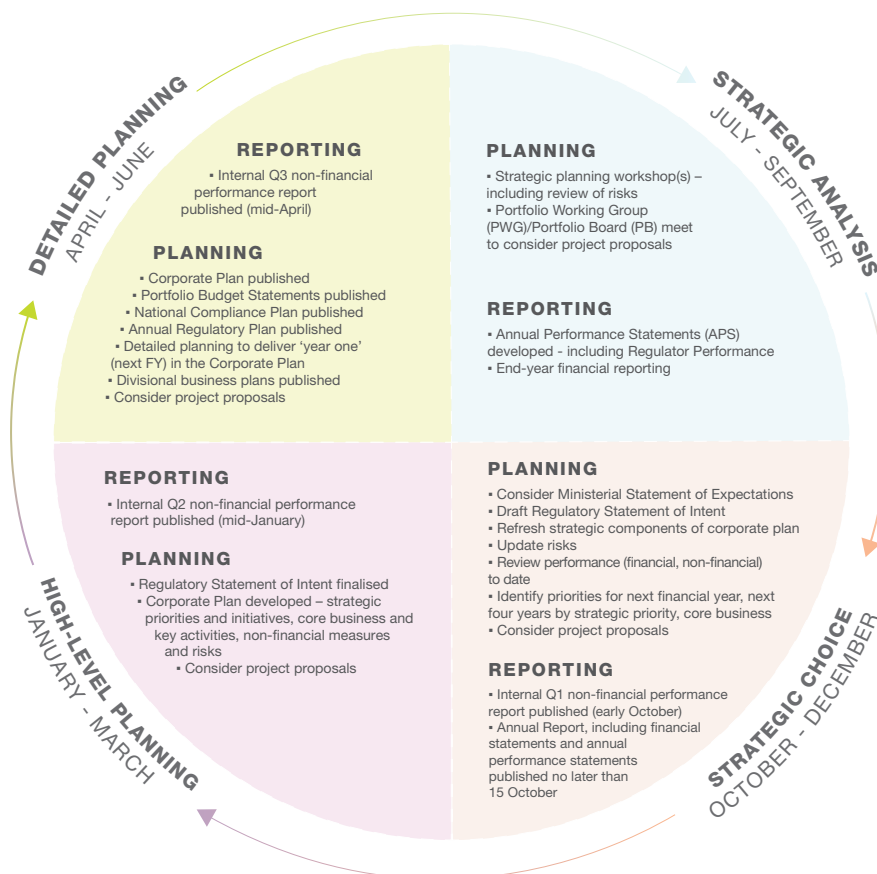
There is a four-phase annual planning cycle at AMSA (See Integrated planning, budgeting and reporting process). During phase one, strategic analysis, the operating environment is assessed using a structured 'STEEPLED' approach, which looks at social, technological, economic, environment, political, legal, ethical, and demographic factors.

This helps to identify new, or validate current strategic objectives and risks; and informs phases two to four, in which specific responses, resourcing, and performance measures are determined.

Planning culminates in the annual publication of AMSA's:

- Budget/Portfolio Budget Statements (PBS), which set out resourcing arrangements and performance measures over the forward estimates (four years).
- Corporate plan, inclusive of the non-financial performance measures for the same four-year period.

Figure 5: Integrated planning, budgeting and reporting process



AMSA's Board oversees this process and is directly involved at key junctures. See Performance reporting for details of AMSA's performance reporting framework.

## Board and Committees

As the Accountable Authority, the Board's duties are to:

- govern AMSA in a way that promotes the:
  - proper use and management of public resources for which AMSA is responsible
  - achievement of AMSA's purpose
  - financial stability of AMSA
- establish and maintain appropriate systems of risk oversight and management, and internal control including for preventing, detecting and dealing with fraud
- encourage cooperation with others to achieve common objectives
- keep the relevant Ministers informed.

The Board continues to:

- provide significant strategic oversight of AMSA’s business by determining the overall way various functions should be performed including through:
  - strategy setting and approval
  - embedding effective risk management
  - communication and stakeholder relationships
  - reviewing the performance of the Chief Executive Officer and senior management
- take responsibility for AMSA’s resources with the financial oversight of AMSA’s budget and fiscal outlook, its financial statements and reporting, compliance; and approving major expenditure
- execute good governance by ensuring compliance with the PGPA Act, the PGPA Rule, the AMSA Act, and operational legislation with corporate governance implications, while promoting careful, diligent, transparent and ethical conduct throughout the organisation.

The Chair and Board members are appointed by the Minister for Infrastructure, Transport, Regional Development and Local Government. Current Board members have been appointed with experience relevant to the maritime industry, financial management and government institutions. As required by the AMSA Act, at least one member must have experience relevant to the construction and operation of domestic commercial vessels. All members work on a part-time basis, with the exception of the Chief Executive Officer.

During formal Board meetings, Board members have been briefed on the legislative requirements for Commonwealth agencies including Board member’s individual Work, Health and Safety responsibilities. The Board again highlighted the importance of industry engagement when they visited Cairns, Queensland and met with stakeholders. During this regional Board meeting, the Board undertook three site visits to the Cobham base (airfield) reviewing AMSA’s search and rescue Challenger aircraft; the Great Barrier Reef International Marine College; and the Tropical Reef Shipyards. Due to a reduced Board membership for seven months of this financial year, all other Board meetings were held at the Head Office Canberra.

The Board throughout the year had the following presentations:

- North Queensland Ports
- Body Worn Cameras for field staff (port marine surveyors, marine inspectors, investigators and inspection support roles)
- AMSA’s Strategic Workforce Plan 2022–27
- Vessel Grounding Risk Reduction in Australian Waters using new systems OzSeaSAR and The Strategic Planning Tool (SPT)
- AMSA Compliance Strategy 2023–27.

Appendix 2 lists Board members, their qualifications and experience, and attendance at Board meetings.

## Board Audit and Risk Committee

The Board has established an audit committee in compliance with section 45 the PGPA Act and section 17 of the PGPA Rule 2014. The Board Audit and Risk Committee (the Committee) assists the Board to fulfil its responsibilities under the AMSA Act and the PGPA Act. The legislative functions of the Committee include reviewing the appropriateness of AMSA's financial reporting, performance reporting, system of risk oversight and management, and the system of internal control. A copy of the Committee Charter can be found on the AMSA website <https://www.amsa.gov.au/about/corporate-publications/amsa-board-audit-risk-and-finance-committee-charter>.

The Committee provides independent advice to the AMSA Board and is independent from management.

The Committee comprises of three people, and the 2022–23 year saw changes in the Committee membership due to Board composition. The deputy Chair of the AMSA Board was Chair of the Committee until stepping down on becoming Acting Chair of the Board. The Committee consisted at this time of an Acting Committee Chair (a Board member), one Board member and one external member. All members have the appropriate qualifications knowledge, skills and experience to assist the Committee to perform its functions. The Chair of the Committee and members are appointed by the Board. The Australian National Audit Office and AMSA's internal auditors have been represented at all Committee meetings and other Board members have attended Committee meetings during the year as observers.

The Committee conducted five meetings in the reporting period 2022–23 and reported directly to the Board after each.

Appendix 2 lists Committee members, their qualifications and experience, remuneration and attendance at Committee meetings.

## Remuneration Committee

The Remuneration Committee assists the Board in considering remuneration matters and issues arising from the Remuneration Tribunal. The Remuneration Committee reports its findings and recommendations to the Board.

The Remuneration Committee conducted one meeting in 2022–23 with overall outcomes advised to relevant Government authorities and Ministers. It should be noted that the AMSA Executive no longer have a performance bonus entitlement included in their contracts. This change was made to align with the Australian Public Service Commission '[Performance Bonus Guidance](#)' published on 13 August 2021.

## Risk management

AMSA has a well-established and mature risk management culture. Risk management is central to our purpose.

Our risk management policy, framework and guidelines are aligned with better practice methodologies and are consistent with the international standard of risk management (ISO 31000: 2018) and the Commonwealth Risk Management Policy 2023. We updated AMSA's risk management policy and framework to fully align with the new Commonwealth Risk Management Policy in 2023. Further, we revalidate our risk management practices yearly to ensure they support our obligations under the PGPA Act.

Our risk management program helps us to proactively manage our risks, reduce our exposure to financial and reputational harm, and optimise resource use.

AMSA participated in the Comcover Risk Management Benchmarking Program (benchmarking). Benchmarking provides agencies with a source of information to assess whether they are meeting their duties under section 16 of the PGPA Act and provides an insight into areas for improvement. An action plan has been incorporated into AMSA's risk maturity roadmap to achieve AMSA's target state of maturity and improve areas identified through the benchmarking process. The action plan balances AMSA's risk maturity aspirations against the required investment of time and resources.

Enterprise risk is a standing agenda item for our Board and Board Audit and Risk Committee. Additionally, during the year management conducted two formal reviews of AMSA's enterprise risks; maintained the currency of division risk registers; and conducted several operational and project risk assessments in support of AMSA's business.

AMSA's enterprise risks can be found in the current corporate plan on our website <https://www.amsa.gov.au/about/corporate-publications>.

## Fraud control

AMSA has a zero tolerance for fraud and corruption and takes all reasonable steps to prevent, detect, report and deal with fraud.

The AMSA Fraud and Corruption Control Plan (Plan) outlines our commitment to effectively manage and mitigate fraud and corruption. The purpose of the Plan is to provide a framework for managing and monitoring fraud and corruption risks identified in the AMSA fraud risk assessment.

The Plan complies with the Commonwealth Fraud Control Framework 2017, including section 10 of the Rule 2014, the Commonwealth Fraud Control Policy, and Resource Management Guide No. 201 – Preventing, Detecting and Dealing with Fraud.

AMSA participated in the annual fraud survey conducted by the Attorney-General's Department and reported all relevant fraud data to the Australian Institute of Criminology.



During the 2022–23 financial year:

- there was one matter reported to AMSA via the independent confidential reporting hotline and was managed in line with applicable policy and procedure
- there were no bribery attempts on AMSA’s officials. AMSA has a policy of reporting all attempted bribes to the Australian Federal Police or state police.

New AMSA employees are required to complete fraud awareness training during their induction. All employees are required to complete an annual refresher training which covers key compliance areas including fraud control and awareness topics.

Regular staff communications were also provided on a range of ethical topics including:

- disclosing material interest
- fraud control reporting processes
- gifts and benefits and official hospitality.

## Ethical culture

AMSA has a wide range of interventions and controls that individually and collectively influence culture and the way we work. Guided by our values, systems such as confidential reporting, risk management, training and awareness, and our integrated management system all contribute to embedding a culture of ethical behaviour.

## Indemnities and insurance premiums

Insurance cover is provided to Board members and other officers in line with the PGPA Act. AMSA is required by the Australian Government to use Comcover for insurance coverage. Comcover’s relevant insurance policy covers legal liability (including legal costs) for Board members and employees (directors and officers liability). Staff are indemnified from liability when acting in good faith (without recklessness or gross negligence) while employed by AMSA. AMSA’s premium for Professional Indemnity was \$119,957 and for Directors’ and Officer’s Liability was \$34,912.

## Performance reporting

AMSA’s non-financial performance measures are detailed in both the Portfolio Budget Statements and the corporate plan. They include several measures that meet the agency’s performance reporting obligations under the Regulator Performance Guidance (see regulatory performance, p28–35).

AMSA produces quarterly internal reports on its non-financial performance. These reports provide the Board with assurance of progress towards our targets and support the development of the annual performance statements. Each quarterly non-financial performance report is presented at the Board Audit and Risk Committee meeting following the end of the respective quarter.

Financial performance is reported separately through monthly internal finance reports to management, and to every Board meeting. AMSA’s performance reporting culminates in the publication of the annual report—inclusive of the financial statements and annual performance statements.

Several other mechanisms assist the Board and management to monitor performance in a wider context:

- the Board Audit and Risk Committee’s annual rolling work program requires management to regularly provide evidence of performance against the mandatory elements of the PGPA Act and other relevant legislation
- AMSA’s internal audit program, informed by risk and directed by the Board Audit and Risk Committee, has audits focused on compliance, and on our performance delivering operational outputs and outcomes. During 2022–23 our internal audit provider undertook audits on:
  - non-financial performance measures and alignment with the Regulator Performance Guide
  - review of remote working arrangements
  - management of the beacons database
  - IT project review
- AMSA’s management system audit program, a crucial part of maintaining ISO certification, monitors performance against the requirements of the relevant standards captured in the documented management system.

## Related entity transactions

During the reporting period there were no reportable related entity transactions.

## Public interest disclosure

Under section 76 of the *Public Interest Disclosure Act 2013* (PID Act), the Commonwealth Ombudsman is required to prepare a report to Parliament each year on the operation of the PID Act. AMSA contributes to this report by completing the Ombudsman’s annual PID survey.

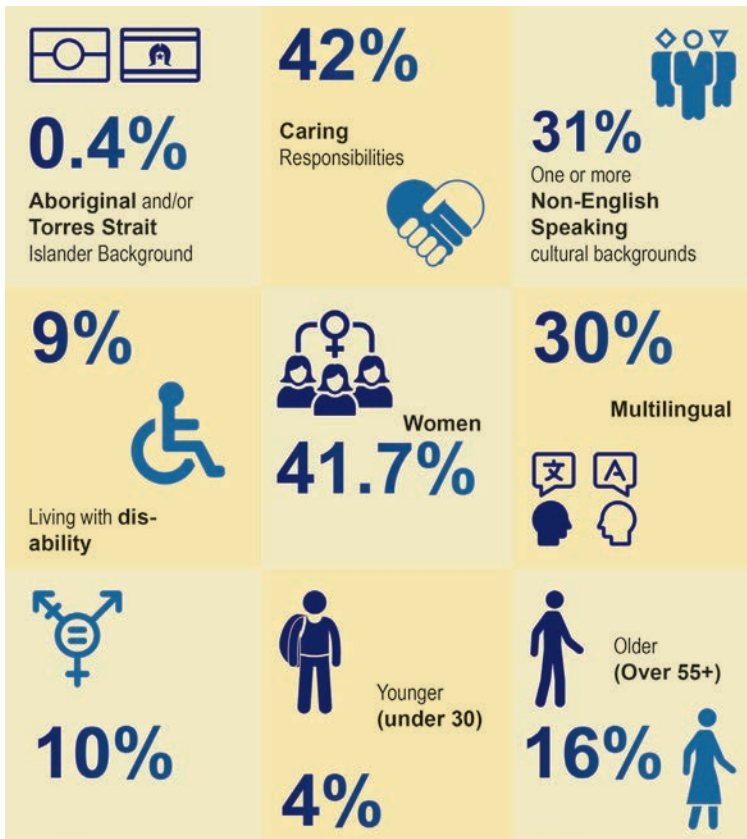
AMSA received one PID Act disclosure in the reporting period. The PID investigation was completed, there was insufficient evidence to support the allegation and the matter was closed with no further action.

## Diversity and Inclusion at AMSA

We began our diversity and inclusion journey in 2014 with the launch of our first Diversity and Inclusion Strategy. Since then, we have undertaken numerous activities to support the growth of diversity and inclusion within our workplace. In recognition of an ever-changing operating environment and a highly competitive labour market, in August 2022 we introduced our Strategic Workforce Plan 2022–27 [<https://www.amsa.gov.au/about/corporate-publications/strategic-workforce-plan-2022-2027>] which helps us prepare our workforce for the future and includes for the first time, a capability specifically around diversity of staff and modelling inclusive behaviours. Additionally, we recently created and appointed a dedicated Diversity and Inclusion Officer at AMSA – a role that is crucial in supporting us to achieve our diversity and inclusion goals. Further demonstrating our dedication to embedding inclusive values, we became a member of the Diversity Council of Australia and undertook their Inclusive Employers Index survey to enable us to build a more complete picture of our workplace culture and diversity demographics.

As a result, we are proud to have achieved the Inclusive Employer designation for 2022–2023 – one of only four government agencies to receive this recognition.

## Our Diversity Profile



This data was collected from our Human Resource Dashboard and the Diversity Council of Australia’s Inclusive Index Survey Report. Data is current at September 2022.

## Gender Equity Action Plan (GEAP)

As the regulator for Australian maritime safety and a member of the Council for the International Maritime Organization, we are making a concentrated effort to lead by example to address the gender gap and are focusing on our role as a convenor and influencer of the maritime sector – to ensure that we create space and visibility for women.

We are striving to encourage more women to come, to stay and to lead our industry. Because we cannot be what we cannot see.

In 2021, with strong Executive support, we formed a Gender Equity Working Group made up of staff from across the organisation, to understand how to best approach gender equity at AMSA. The working group published its report in May 2022, and during the reporting period the following initiatives have been implemented:

- implemented a policy supporting flexible working on an ‘if not why not?’ basis as we know that women are more likely to have carer responsibilities. Now more than half of our workforce works flexibly in some capacity.
- rolled out unconscious bias training to all individuals with hiring responsibilities to ensure that those who are doing the hiring are aware of the biases that negatively impact women.
- begun removing gendered language from our communications and are continuing to educate our staff on the importance of gender-neutral language
- made available online gender inclusion courses for staff to access to deepen their understanding of gender diversity.
- implemented additional supports for people experiencing family and domestic violence including increasing the accessibility of leave related to this
- delivered more than 42 training sessions across our organisation educating staff on how to manage, navigate and report bullying, harassment and discrimination – this saw an increase in staff calling out inappropriate behaviours
- partnered with Women’s International Shipping and Trading Association (WISTA) Australia, Nautical Institute Women in Maritime and Port of Newcastle to deliver an event recognising and celebrating International Day for Women in Maritime.

## Reconciliation Action Plan (RAP)

The AMSA Reconciliation Action Plan is an important step forward in the agency’s diversity and inclusion work.

We recognise that caring for Country includes the marine environment. Indeed, our vision of safe and clean seas aligns with the important role that Aboriginal and Torres Strait Islander peoples already take in caring for our sea, coasts and sky.

We launched our Reconciliation Action Plan in 2022 and in the past year, AMSA has been actively engaging with Traditional Custodians on a range of maritime issues including:

- working with vessel operators in the Torres Strait to improve safety,
- conducting research into the potential impact of ship wake in the Torres Strait
- completing works on Good Island through a cultural heritage management agreement
- launching our Indigenous Engagement Guidelines which supports staff to engage with local communities in a culturally safe and appropriate way
- establishing a dedicated Aboriginal and Torres Strait Islander Safety Liaison role
- establishing a partnership with Jawun, which seeks to build the capacity of Indigenous individuals and organisations, fostering strong connections, and bringing new skills and connections to Indigenous reform efforts.
- Partaking in the Indigenous Apprenticeship Program, which is a pathway that supports Aboriginal and Torres Strait Islander peoples to begin a career with the federal government.

## Advertising and market research

Section 311A of the *Commonwealth Electoral Act 1918* requires certain reporting on advertising and market research by Commonwealth agencies, including those covered by the PGPA Act. In 2022–23 the following payments were made for advertising:

### Online and social media

Channel	Spend
Facebook	\$13,769.88
LinkedIn	\$2,466.62
Google	\$5,101.07
<b>Total</b>	<b>\$21,337.57</b>

### Publications

Outlet	Purpose	Cost
Shipping Australia (full page ad)	Promoted seafarer wellbeing and safety, and support services and resources available	\$4,702.50
Torres Strait News (ads in two issues)	Promoted boating safety (lifejackets, beacons and weather conditions) as part of the Torres Strait Marine Safety Program	\$2,000
Australian Ports and Logistics Spotlight	Advertising formed part of the watertight and weather tight (planned maintenance) campaign	\$2,995
The Australian	Promoted public consultation on AMSA's heritage management plans	\$3,239.69
<b>Total</b>		<b>\$12,937.19</b>

In 2022–23, there were no payments for market research.

## Statement of significant non-compliance

AMSA management acknowledges their responsibility for ensuring compliance with the provisions of the PGPA Act and requirements related to finance law.

AMSA has complied with the provisions and requirements of the:

- *Public Governance, Performance and Accountability Act 2013*
- Public Governance, Performance and Accountability Rule 2014
- Appropriation Acts
- Commonwealth Procurement Rules
- any other instrument defined as finance law including relevant ministerial directions.

There were no significant instances of non-compliance with finance law during the reporting period.

Where immaterial non-compliances were identified they were managed in accordance with AMSA's policies and procedures, including analysis to detect and rectify any breakdowns of internal controls.

## Judicial decisions and reviews by outside bodies

### Reports (Auditor-General, Parliament, Ombudsman)

The Rural and Regional Affairs and Transport Legislation Committee published the report: [Performance of the Australian Maritime Safety Authority](#) on 17 June 2020. The final report contains four recommendations. During 2022–23 AMSA continued to support the Department of Infrastructure, Transport, Regional Development, Communications and the Arts to respond to the recommendations, including the independent review of the *Marine Safety (Domestic Commercial Vessel) National Law Act 2012* currently underway. See also key initiative 1.1, page 38 for more detail.

### Judicial decisions/decisions of administrative bodies

In 2022–23 AMSA was not party to any matters before the Federal Court, Federal Circuit Court or the Administrative Appeals Tribunal.

### Coronial inquests

In 2022–23 AMSA was not party to any coronial inquests. AMSA continues to make at least preliminary inquiries into all reported deaths and takes regulatory action as required.

AMSA is committed to increased transparency in our response to coroner's findings. We have established a process for tracking the implementation of findings, which is monitored by the Executive. Appendix 5 shows the numbers of coronial inquiries that involved AMSA in each year from 2015–16 to 2022–23.

## Ministerial decisions, and government policy orders

Under section 8 of the AMSA Act, the Minister may give AMSA written direction with respect to the performance of our functions. The Minister did not issue any directions during 2022–23.

The Minister did not issue any notices about AMSA's strategic direction under section 9A of the AMSA Act, or any directions to give documents and information under section 9B.

The Finance Minister did not issue any government policy orders under section 22 of the PGPA Act during the reporting period. The existing Public Governance, Performance and Accountability (Charging for Regulatory Activities) Order 2017 [[https://www.aph.gov.au/Parliamentary\\_Business/Committees/Senate/Rural\\_and\\_Regional\\_Affairs\\_and\\_Transport/AMSA/Report](https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Rural_and_Regional_Affairs_and_Transport/AMSA/Report)] applies to AMSA.

## Regulator performance

To promote regulator performance and best practice, a refreshed Regulator Performance Guide was published in July 2021. The guide outlines the principles of best practice that underpin regulator performance. These principles are:

- continuous improvement and building trust
- risk based and data driven
- collaboration and engagement.

AMSA's key performance measures (see pp 19–35) are linked to the principles where appropriate.

In addition, the framework includes the requirement that agency performance objectives are set through Ministerial Statements of Expectations. These statements provide clarity about government policies relevant to each agency, in line with its statutory objectives, and the priorities the Minister expects the agency to focus on and deliver. Statements are expected to be updated with every change in Minister, change in Commonwealth policy, or every two years.

## Work health safety and environment

Work health, safety and environment management is an important component of compliance and workplace health and is central to AMSA's commitment to the requirements of the *Work Health and Safety Act 2011* and the *Environment Protection and Biodiversity Conservation Act 1999*. These principles are maintained through the national and international accreditations AMSA holds, which represent its commitment to a healthy, safe and environmentally responsible approach in all of actions, policies and procedures.

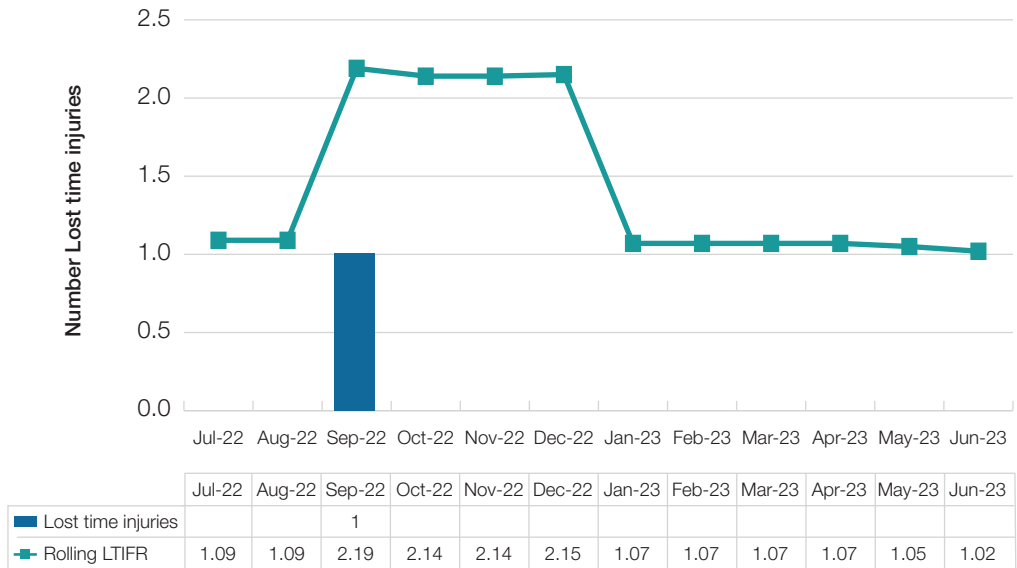
AMSA continues to work to prevent health and safety incidents, understand the importance of preventative measures and apply timely and appropriate corrective actions when incidents or hazards do arise.

During 2022–23, 36 incidents in total were reported: 27 involved AMSA employees and nine were related to contractors. There was one (1) Lost Time Injury (LTI) reported.

### Time lost to injury

	2019–20	2020–21	2021–22	2022–23
Size of workforce	449	433	457	495
Total incidents	30	42	24	36
Total incident (AMSA employees)	17	32	17	27
Total days lost to injury	152.1	227	7	35
Number of lost time incidents	3	3	1	1
Number of workers compensation claims	3	3	1	1
Number of notified Comcare incidents	3	1	1	1

### Number of lost time injuries



### Workers' compensation premium

AMSA's workers' compensation premium has again increased from \$289,049 (financial year 2021–22) to \$426,339 for financial year 2022–23. The increase was due to one (1) new musculoskeletal workplace injury resulted from a slip and one (1) ongoing high-cost musculoskeletal claim. Like other agencies, slips, trips and falls remain the most common workplace injuries at AMSA. AMSA continually reviews existing preventative measures to reduce slips, trips and falls.

AMSA's premium rate was 0.6 per cent which is lower than the overall scheme premium of 0.83 per cent. In comparison to other agencies, AMSA's accepted number of claims remain low. This indicates that AMSA has performed well in injury management, achieving successful return to work outcomes for accepted claims.

### Health and wellbeing initiatives

In 2022–23, staff were again supported to make healthy choices and maintain their physical and mental wellbeing through AMSA's Healthy Choices Program. This program includes:

- \$300 financial reimbursement that can be put towards the cost of health, fitness or wellbeing programs (for example: nutrition, gym membership, fitness equipment, participation in sports teams or events, life coaching or meditation)
- Corporate access to the Smiling Mind Mindfulness and Meditation app
- Flu vaccination program
- Access to a corporate health insurance rate



## Environmental performance

AMSA actively promotes the requirements of an internationally recognised Environmental Management System (ISO 14001). Part of this process involves reviewing activities annually to identify any potential risks those activities may pose to the environment. To identify and evaluate environmental impacts of AMSA's activities, we also evaluate the requirements of relevant environmental legislation, including the *Environment Protection and Biodiversity Conservation Act 1999*.

AMSA's head office was reaccredited with a 4.8 NABERS rating. NABERS is a national rating system that measures the environmental performance of Australian buildings. More information on the NABERS rating system can be found at <http://www.nabers.gov.au/>. AMSA's head office is also fitted with a range of environmentally sound equipment and systems, including:

- a rooftop PV System 36.45 KW
- live energy reporting through the building management system
- sensor lighting controls which detect levels of natural light and automatically adjust electric lighting
- coffee cup, can and battery disposal bins and separation stations
- organic waste collection bins
- multifunction devices which replace the need for separate printers and photocopiers
- water-saving bathroom devices; and
- energy-efficient appliances.

AMSA is also accredited with the ACT Government's Business Recycling Program. The 2023 audit showed that AMSA continues to divert waste from landfill through separate organics collection, recycling and resource reduction.

Data continues to be collected from a range of sources to help monitor the impact our activities may be having on the environment. This includes our consumption of electricity, and carbon emissions from flying and our fleet vehicles.

## APS NetZero by 2030

APS Net Zero 2030 is the Government's policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2022–23 period. Results are presented based on Carbon Dioxide Equivalent (CO<sub>2</sub>-e) emissions. Greenhouse gas emissions reporting has been developed with methodology that is consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and adjustments to baseline data may be required in future reports.

## Greenhouse gas emissions inventory – location based method 2022–23

<b>Emission Source</b>	<b>Scope 1 kg CO2-e</b>	<b>Scope 2 kg CO2-e</b>	<b>Scope 3 kg CO2-e</b>	<b>Total kg CO2-e</b>
Electricity (Location Based Approach)	N/A	1,034,663	98,511	1,133,175
Natural Gas	-	N/A	-	-
Fleet Vehicles	168,088	N/A	42,236	210,323
Domestic Flights	N/A	N/A	756,674	756,674
Other Energy	2,227	N/A	549	2,776
<b>Total kg CO2-e</b>	<b>170,315</b>	<b>1,034,663</b>	<b>897,970</b>	<b>2,102,948</b>

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

## Greenhouse gas emissions inventory – market-based method 2022–23

<b>Emission Source</b>	<b>Scope 1 kg CO2-e</b>	<b>Scope 2 kg CO2-e</b>	<b>Scope 3 kg CO2-e</b>	<b>Total kg CO2-e</b>
Electricity (Market Based Approach)	N/A	385,667	51,044	436,711
Natural Gas	-	N/A	-	-
Fleet Vehicles	168,088	N/A	42,236	210,323
Domestic Flights	N/A	N/A	756,674	756,674
Other Energy	2,227	N/A	549	2,776
<b>Total kg CO2-e</b>	<b>170,315</b>	<b>385,667</b>	<b>850,502</b>	<b>1,406,484</b>



# Appendices

# Appendix 1: Financial Statements



## INDEPENDENT AUDITOR'S REPORT

### To the Minister for Infrastructure, Transport, Regional Development and Local Government

#### Opinion

In my opinion, the financial statements of the Australian Maritime Safety Authority (the Entity) for the year ended 30 June 2023:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2023 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2023 and for the year then ended:

- Statement by the Directors, Chief Executive Officer 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 (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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

As the Accountable Authority of the Entity, the Australian Maritime Safety Authority Board (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 – Simplified Disclosures 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.

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

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

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

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional skepticism 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



Summer Wesche  
Senior Director  
Delegate of the Auditor-General

Canberra  
21 September 2023

**Australian Maritime Safety Authority**

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##### 6. Other Information

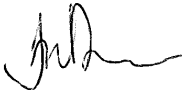
Note 6.1: Current / Non-current distinction for assets and liabilities

**Australian Maritime Safety Authority****STATEMENT BY THE DIRECTORS, CHIEF EXECUTIVE OFFICER AND CHIEF FINANCIAL OFFICER**

In our opinion, the attached financial statements for the year ended 30 June 2023 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Maritime Safety Authority 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.



Jeanine Drummond  
Chair of the Board

21 September 2023



Michael Kinley  
Chief Executive Officer

21 September 2023



Stephanie Wahren  
Chief Financial Officer

21 September 2023

**Australian Maritime Safety Authority**  
**Statement of Comprehensive Income**  
*for the period ended 30 June 2023*

		2023	2022	Original Budget 2023
	Notes	\$'000	\$'000	\$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	4.1A	77,741	71,966	75,311
Suppliers	1.1A	132,694	121,406	128,886
Depreciation and amortisation	2.2A	36,234	35,236	36,517
Finance costs	1.1B	2,032	1,565	1,112
Impairment on trade and other receivables		40	36	-
Write-down and impairment of other assets		636	1,820	-
<b>Total expenses</b>		<b>249,377</b>	<b>232,029</b>	<b>241,826</b>
<b>Own-source income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	7,670	6,596	9,423
Interest		4,760	508	483
Rental income	1.2B	168	225	253
Recovery of pollution incident costs and insurance claims		-	554	-
Contributions from states and territories		3,034	5,204	3,034
Other revenue	1.2C	5,040	9,958	78
<b>Total own-source revenue</b>		<b>20,672</b>	<b>23,045</b>	<b>13,271</b>
<b>Gains</b>				
Reversal of impairment loss on trade and other receivables		3	3	-
Gains from sale of assets		-	285	-
Gains from assets recognised during the year		-	1,615	-
<b>Total gains</b>		<b>3</b>	<b>1,903</b>	<b>-</b>
<b>Total own-source income</b>		<b>20,675</b>	<b>24,948</b>	<b>13,271</b>
<b>Net cost of services</b>		<b>(228,702)</b>	<b>(207,081)</b>	<b>(228,555)</b>
Revenue from Government	1.2D	224,054	222,020	228,952
<b>Surplus / (Deficit) on continuing operations</b>		<b>(4,648)</b>	<b>14,939</b>	<b>397</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation reserve		2,773	12,335	-
<b>Total other comprehensive income</b>		<b>2,773</b>	<b>12,335</b>	<b>-</b>

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

Please refer to the budget variances note for explanations of major variances between budgeted and actual amounts.



**Australian Maritime Safety Authority**  
**Statement of Financial Position**  
*as at 30 June 2023*

	Notes	2023 \$'000	2022 \$'000	Original Budget 2023 \$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents		22,952	33,200	30,639
Investments		111,000	110,000	100,000
Trade and other receivables	2.1A	11,261	10,079	11,040
<b>Total financial assets</b>		<b>145,213</b>	<b>153,279</b>	<b>141,679</b>
<b>Non-financial assets<sup>1</sup></b>				
Land	2.2A	5,716	4,989	4,868
Buildings	2.2A	31,565	33,015	27,614
Plant and equipment	2.2A	198,614	189,004	186,452
Computer software	2.2A	6,074	7,882	6,055
Inventories	2.2B	4,485	4,457	4,457
Prepayments		2,602	1,409	1,032
<b>Total non-financial assets</b>		<b>249,056</b>	<b>240,756</b>	<b>230,478</b>
<b>Total assets</b>		<b>394,269</b>	<b>394,035</b>	<b>372,157</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	32,469	21,755	18,996
Other payables	2.3B	3,785	3,185	1,252
<b>Total payables</b>		<b>36,254</b>	<b>24,940</b>	<b>20,248</b>
<b>Interest bearing liabilities</b>				
Leases	2.4A	83,087	94,420	76,387
<b>Total interest bearing liabilities</b>		<b>83,087</b>	<b>94,420</b>	<b>76,387</b>
<b>Provisions</b>				
Employee provisions	4.1B	23,710	23,015	26,010
Other provisions	2.5A	30,753	29,320	26,775
<b>Total provisions</b>		<b>54,463</b>	<b>52,335</b>	<b>52,785</b>
<b>Total liabilities</b>		<b>173,804</b>	<b>171,695</b>	<b>149,420</b>
<b>Net assets</b>		<b>220,465</b>	<b>222,340</b>	<b>222,737</b>
<b>EQUITY</b>				
Contributed equity		37,986	37,986	37,986
Reserves		108,885	106,112	106,112
Retained earnings		73,594	78,242	78,639
<b>Total equity</b>		<b>220,465</b>	<b>222,340</b>	<b>222,737</b>

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

Please refer to the budget variances note for explanations of major variances between budgeted and actual amounts.

1. Right-of-use assets are included in land, buildings and plant and equipment.

**Australian Maritime Safety Authority**  
**Statement of Changes in Equity**  
*as at 30 June 2023*

	Notes	2023 \$'000	2022 \$'000	Original Budget 2023 \$'000
<b>CONTRIBUTED EQUITY</b>				
Opening balance		37,986	37,986	37,986
Closing balance as at 30 June		<u>37,986</u>	<u>37,986</u>	<u>37,986</u>
<b>RETAINED EARNINGS</b>				
Opening balance		78,242	63,303	78,242
<b>Comprehensive income</b>				
Surplus / (Deficit) for the period		(4,648)	14,939	397
Closing balance as at 30 June		<u>73,594</u>	<u>78,242</u>	<u>78,639</u>
<b>ASSET REVALUATION RESERVE</b>				
Opening balance		106,112	93,777	106,112
<b>Comprehensive income</b>				
Non-financial asset revaluation increment		9,945	14,461	-
Provision for restoration assessment		(7,172)	(2,126)	-
<b>Total comprehensive income</b>		<u>2,773</u>	<u>12,335</u>	<u>-</u>
Closing balance as at 30 June		<u>108,885</u>	<u>106,112</u>	<u>106,112</u>
<b>TOTAL EQUITY</b>				
Opening balance		222,340	195,066	222,340
<b>Comprehensive income</b>				
Surplus / (Deficit) for the period		(4,648)	14,939	397
Other comprehensive income		2,773	12,335	-
<b>Total comprehensive income</b>		<u>(1,875)</u>	<u>27,274</u>	<u>397</u>
Closing balance as at 30 June		<u>220,465</u>	<u>222,340</u>	<u>222,737</u>

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

Please refer to the budget variances note for explanations of major variances between budgeted and actual amounts.

**Australian Maritime Safety Authority**  
**Cash Flow Statement**  
*for the period ended 30 June 2023*

	Notes	2023 \$'000	2022 \$'000	Original Budget 2023 \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Receipts from Government		225,079	223,445	227,535
Sale of goods and rendering of services		8,090	6,509	9,611
Interest		3,586	476	468
Net GST received		16,722	14,419	116
Other		8,325	23,949	3,351
<b>Total cash received</b>		<b>261,802</b>	<b>268,798</b>	<b>241,081</b>
<b>Cash used</b>				
Employees		76,439	70,982	74,066
Suppliers		152,804	134,554	133,330
Interest payments on lease liabilities		1,287	1,252	1,012
<b>Total cash used</b>		<b>230,530</b>	<b>206,788</b>	<b>208,408</b>
<b>Net cash from operating activities</b>		<b>31,272</b>	<b>62,010</b>	<b>32,673</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Investments		-	-	10,000
Proceeds from sale of property, plant, equipment and intangibles		-	728	-
<b>Total cash received</b>		<b>-</b>	<b>728</b>	<b>10,000</b>
<b>Cash used</b>				
Investments		1,000	25,000	-
Purchase of property, plant, equipment and intangibles		18,953	12,090	23,832
<b>Total cash used</b>		<b>19,953</b>	<b>37,090</b>	<b>23,832</b>
<b>Net cash used by investing activities</b>		<b>(19,953)</b>	<b>(36,362)</b>	<b>(13,832)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash used</b>				
Principal payments of lease liabilities		21,567	20,623	21,402
<b>Total cash used</b>		<b>21,567</b>	<b>20,623</b>	<b>21,402</b>
<b>Net cash used by financing activities</b>		<b>(21,567)</b>	<b>(20,623)</b>	<b>(21,402)</b>
<b>Net increase / (decrease) in cash held</b>		<b>(10,248)</b>	<b>5,025</b>	<b>(2,561)</b>
Cash and cash equivalents at the beginning of the reporting period		33,200	28,175	33,200
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>22,952</b>	<b>33,200</b>	<b>30,639</b>

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

Please refer to the budget variances note for explanations of major variances between budgeted and actual amounts.

## Australian Maritime Safety Authority

## Budget Variances

The following high level commentary of major variances between budgeted information for the Australian Maritime Safety Authority (AMSA) published in the Department of Infrastructure, Transport, Regional Development, Communications and the Arts 2022-23 Portfolio Budget Statements (PBS) and the 2022-23 final outcome are presented in accordance with Australian Accounting Standards.

Major variances are those deemed relevant to the analysis of AMSA's performance and are not necessarily focused on numerical differences between budget and actual amounts.

Affected line item	Variance to budget \$'000	Explanation of variance
<b>Statement of Comprehensive Income</b>		
Interest	4,277	The higher interest revenue is due to the increase in interest rates during the year.
<b>Statement of Financial Position</b>		
Cash and cash equivalents	(7,687)	This is due to the long-term investment of surplus cash of \$11 million, which is partially offset by lower capital expenditure during the year of \$4 million.
Investments	11,000	This is due to the long-term investment of surplus cash of \$11 million.
Buildings	3,951	This is due to an increase in the fair value of buildings from the asset revaluation of \$1 million and higher than budgeted additions for right-of-use assets of \$3 million.
Plant and equipment	12,162	This is due to an increase in the fair value of plant and equipment from the asset revaluation of \$8 million and the re-measurement of right-of use assets of \$4 million.
Suppliers	13,473	This is due to higher than budgeted trade creditors and accruals at the end of the financial year for capital works on aids to navigation assets and search and rescue incidents.
Leases	6,700	This is due to the re-measurement of lease liabilities of \$4 million which is not budgeted for and higher than budgeted additions for lease liabilities of \$3 million.
<b>Cash Flow Statement</b>		
Interest	3,118	In line with higher interest revenue as a result of the increase in interest rates during the year.
Suppliers	19,474	The variance primarily relates to a difference in the presentation of GST in the financial statements and the budget of \$18 million, with suppliers grossed up to include GST in the financial statements and GST excluded in the budget. The residual variance of \$4 million is due to higher than budgeted supplier expenses for the year.

## Australian Maritime Safety Authority

### Overview

#### The basis of preparation

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

The Australian Maritime Safety Authority (AMSA) is an Australian Government controlled and not-for-profit entity.

The financial statements have been prepared in accordance with:

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

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

#### Taxation

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

#### New accounting standards

##### Adoption of new Australian Accounting Standard requirements

Two amending standards (AASB 2021-2 and AASB 2021-6) were adopted earlier than the application date as stated in the standard. These amending standards have been adopted for the 2022-23 reporting period.

The following amending standards were issued prior to the signing of the statement by the Directors, Chief Executive Officer and Chief Financial Officer, were applicable to the current reporting period:

Standard/ Interpretation	Nature of change in accounting policy, transitional provisions, and adjustment to financial statements
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of	AASB 2021-2 amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2. The amending standard requires the disclosure of material, rather than significant, accounting policies, and clarifies what is considered a change in accounting policy compared to a change in accounting estimate.
AASB 2021-6 Amendments to Australian Accounting Standards - Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards (AASB 2021-6)	AASB 2021-6 amends the Tier 2 reporting requirements set out in AASB 1049, AASB 1054 and AASB 1060 to reflect the changes made by AASB 2021-2.  This amending standard is not expected to have a material impact on AMSA's financial statements for the current reporting period or future reporting periods.

## Notes to and forming part of the financial statements

**Financial Performance**

This section analyses the financial performance of AMSA for the financial year.

**Note 1.1: Expenses**

	2023	2022
	\$'000	\$'000
<b>Note 1.1A: Suppliers</b>		
<b>Goods and services supplied or rendered</b>		
Travel and transport	5,146	2,684
Material and services	113,409	104,699
Communications	4,702	4,978
Administration	6,963	6,019
Audit fees (paid) <sup>1</sup>	105	97
<b>Total goods and services supplied or rendered</b>	<b>130,325</b>	<b>118,477</b>
Goods supplied	1,479	1,487
Services rendered	128,846	116,990
<b>Total goods and services supplied or rendered<sup>2</sup></b>	<b>130,325</b>	<b>118,477</b>
<b>Other suppliers</b>		
Workers compensation expenses	484	324
Variable lease payments	1,885	2,605
<b>Total other suppliers</b>	<b>2,369</b>	<b>2,929</b>
<b>Total suppliers</b>	<b>132,694</b>	<b>121,406</b>

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.2B, 2.2A, 2.4A.

1. Financial statement audit services were provided to AMSA by KPMG under contract from the Australian National Audit Office.

**Other services provided by KPMG during the reporting period**

Fringe benefits tax services	30
<b>Total other services provided by KPMG during the reporting period</b>	<b>30</b>

2. The classification of goods supplied and services rendered was reviewed and updated during the current year to better reflect the nature of the expenses being incurred, resulting in a change in classification of a number of items.

To ensure consistency between reporting periods the classification of comparative financial information was also restated.

Goods supplied was restated from \$107,589,000 to \$1,487,000 and services rendered was restated from \$10,888 to \$116,990 in the comparative year.

**Accounting Policy****Short-term leases and leases of low value assets**

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

**Note 1.1B: Finance costs**

Interest on lease liabilities	1,287	1,252
Unwinding of discount	745	313
<b>Total finance costs</b>	<b>2,032</b>	<b>1,565</b>

The above lease disclosures should be read in conjunction with the accompanying notes 1.1A, 1.2B, 2.2A, 2.4A.

## Notes to and forming part of the financial statements

**Note 1.2: Own-source income**

	2023	2022
	\$'000	\$'000
<b>Own-source revenue</b>		
<b>Note 1.2A: Revenue from contracts with customers</b>		
Sale of publications	99	97
Regulatory services	7,328	6,179
Other	243	320
<b>Total revenue from contracts with customers</b>	<b>7,670</b>	<b>6,596</b>

**Accounting Policy**

Revenue from contracts with customers is recognised when control has been transferred to the buyer.

AMSA identifies that a contract is within the scope of AASB 15 *Revenue from Contracts with Customers* when an enforceable agreement exists, including where enforceable rights and obligations arise through statutory requirements, where the performance obligations are sufficiently specific to enable AMSA to determine when they have been satisfied and where it is probable that AMSA will collect payment in exchange for the goods or services.

Where these criteria are not met and the consideration to acquire the asset is significantly less than fair value principally to enable AMSA to further its objectives it will be within the scope of AASB 1058 *Income of Not-for-Profit Entities* and revenue is recognised when AMSA has a right to receive payment.

AMSA principally generates its revenue from contracts with customers through the delivery of regulatory services, where the performance obligations are satisfied at a point in time when the regulatory process is finalised and the outcome is provided to the customer.

The transaction price is the total amount of consideration to which AMSA expects to be entitled in exchange for transferring promised goods or services to a customer. The consideration promised in a contract with a customer may include fixed amounts, variable amounts, or both. Consideration for regulatory services is primarily received up front and recognised as a contract liability until the performance obligations are satisfied by AMSA.

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

**Note 1.2B: Rental income**

Operating lease		
Lease income	-	4
Subleasing right-of-use assets	168	221
<b>Total rental income</b>	<b>168</b>	<b>225</b>

**Operating leases**

AMSA leases its residential properties to employees in remote regions and to external parties when not required by employees. AMSA subleases a small part of its warehouse and office space to its contractors and subleases car parking spaces to employees. AMSA manages the risks associated with any rights it retains in the underlying asset through the use of commercial arrangements to manage the lease and appropriate insurance coverage.

## Notes to and forming part of the financial statements

**Note 1.2: Own-source income (continued)**

	2023	2022
	\$'000	\$'000
<b>Maturity analysis of operating lease receivables:</b>		
Within 1 year	24	114
1 to 2 years	20	109
2 to 3 years	10	19
3 to 4 years	-	19
4 to 5 years	-	9
More than 5 years	-	-
<b>Total undiscounted lease payments receivable</b>	<b>54</b>	<b>270</b>

Operating lease receivables are GST inclusive where relevant.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1A, 1.1B, 2.2A, 2.4A.

**Note 1.2C: Other revenue**

Fines	145	91
Funding from other Commonwealth entities for the delivery of programs	2,566	3,361
Reversal of other provisions	-	3,625
Other	2,329	2,881
<b>Total other revenue</b>	<b>5,040</b>	<b>9,958</b>

**Note 1.2D: Revenue from Government****Department of Infrastructure, Transport, Regional Development, Communications and the Arts**

Corporate Commonwealth entity payment item		
Levy revenue: <i>Section 48, Australian Maritime Safety Authority Act 1990</i>		
Marine Navigation Levy	37,539	37,763
Marine Navigation (Regulatory Functions) Levy	57,193	57,692
Protection of the Sea Levy	38,075	38,644
Services provided on behalf of the Government	90,757	87,804
Other	490	117
<b>Total revenue from Government</b>	<b>224,054</b>	<b>222,020</b>

**Accounting Policy**

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the Department of Infrastructure, Transport, Regional Development, Communications and the Arts as a corporate Commonwealth entity payment item for payment to AMSA) is recognised as revenue from government by AMSA unless the funding is in the nature of an equity injection or a loan.



## Notes to and forming part of the financial statements

**Financial Position**

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

**Note 2.1: Financial assets**

	<b>2023</b>	2022
	<b>\$'000</b>	\$'000
<b>Note 2.1A: Trade and other receivables</b>		
Goods and services	<b>1,495</b>	1,323
Department of Infrastructure, Transport, Regional Development, Communications and the Arts - levies receivable	<b>4,026</b>	5,051
Other receivables		
GST receivable from the Australian Taxation Office	<b>4,028</b>	3,047
Interest	<b>1,390</b>	216
Other	<b>414</b>	497
<b>Total trade and other receivables (gross)</b>	<b>11,353</b>	10,134
Less expected credit loss allowance	<b>(92)</b>	(55)
<b>Total trade and other receivables (net)</b>	<b>11,261</b>	10,079

**Accounting Policy**

Trade receivables and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

## Notes to and forming part of the financial statements

**Note 2.2: Non-financial assets****Note 2.2A: Reconciliation of the opening and closing balances of property, plant, equipment and intangibles**

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Computer software \$'000	Total \$'000
<b>As at 1 July 2022</b>					
Gross book value	5,230	53,023	204,526	19,762	282,541
Accumulated depreciation, amortisation and impairment	(241)	(20,008)	(15,522)	(11,880)	(47,651)
<b>Total 1 July 2022</b>	<b>4,989</b>	<b>33,015</b>	<b>189,004</b>	<b>7,882</b>	<b>234,890</b>
Additions					
Purchase or internally developed	-	197	23,390	-	23,587
Right-of-use assets	-	5,730	281	-	6,011
Revaluations and impairments recognised in other comprehensive income	850	1,536	7,559	-	9,945
Depreciation					
Depreciation and amortisation	-	(555)	(12,120)	(1,808)	(14,483)
Depreciation on right-of-use assets	(126)	(8,438)	(13,187)	-	(21,751)
Other movements of right-of-use assets	3	115	4,289	-	4,407
Write-down and disposal of assets	-	(35)	(550)	-	(585)
Write-down and disposal of right-of-use assets	-	-	(52)	-	(52)
<b>Total 30 June 2023</b>	<b>5,716</b>	<b>31,565</b>	<b>198,614</b>	<b>6,074</b>	<b>241,969</b>
<b>Total represented by:</b>					
Gross book value	6,081	56,462	217,592	19,762	299,897
Accumulated depreciation, amortisation and impairment	(365)	(24,897)	(18,978)	(13,688)	(57,928)
<b>Total 30 June 2023</b>	<b>5,716</b>	<b>31,565</b>	<b>198,614</b>	<b>6,074</b>	<b>241,969</b>
Carrying amount of right-of-use assets included in total above	2,271	19,142	60,945	-	82,358

The above lease disclosures should be read in conjunction with the accompanying notes 1.1A, 1.1B, 1.2B, 2.4A.

**Revaluations of non-financial assets**

On 30 June 2023 an independent valuer conducted the revaluation of land, buildings and plant and equipment owned by AMSA (excluding right-of-use assets).

The fair value of assets was measured by the approaches recognised by AASB 13 *Fair Value Measurement* including the market approach, the current replacement cost approach, with inputs used including adjusted market transactions, current acquisition prices, replacement costs, consumed economic benefits and the obsolescence of the asset. These approaches are consistent with generally accepted valuation methodologies utilised by the valuation profession.

**Contractual commitments for the acquisition of property, plant and equipment**

	2023 \$'000	2022 \$'000
Property, plant and equipment	4,514	16,757
<b>Total contractual commitments for the acquisition of property, plant and equipment</b>	<b>4,514</b>	<b>16,757</b>

AMSA's capital commitments are predominantly for the purchase of aids to navigation and infrastructure requirements. Commitments are GST inclusive where relevant.

There were no contractual commitments for the purchase of computer software (2022: \$Nil).

## Notes to and forming part of the financial statements

**Note 2.2: Non-financial assets (continued)****Accounting Policy****Acquisition of assets**

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

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition.

**Property, plant and equipment**Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$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 'make good' provisions in land, buildings, furniture and fittings and aids to navigation taken up by AMSA where there exists an obligation to make good at the end of any lease term. These costs are included in the value of AMSA's assets with a corresponding provision for the make good recognised.

Leased right-of-use assets

Leased right-of-use assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for as separate asset classes to corresponding assets owned outright, but included in the same column where the corresponding underlying assets would be presented if they were owned.

An impairment review is undertaken for any right-of-use asset that shows indication of impairment and an impairment loss is recognised against any right-of-use asset that is impaired. Right-of-use assets continue to be measured at cost after initial recognition.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding right-of-use assets) are carried at fair value (or an amount not materially different from fair value) less subsequent depreciation and impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. An independent valuation is undertaken annually, with a comprehensive valuation undertaken every three years and a desktop valuation undertaken in the other years.

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

Depreciation

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

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

<b>Asset type</b>	<b>2023</b>	<b>2022</b>
Buildings on freehold land	<b>10 to 68 years</b>	10 to 68 years
Plant and equipment	<b>2 to 102 years</b>	2 to 102 years
Leasehold improvements (in plant and equipment)	<b>Lease term (3 to 19 years)</b>	Lease term (3 to 19 years)

The depreciation rates for right-of-use assets are based on the commencement date to the end of the useful life of the right-of-use asset. Depreciation rates applying to each type of right-of-use asset are based on the following useful lives:

<b>Right-of-use asset type</b>	<b>2023</b>	<b>2022</b>
Land	<b>2 to 100 years</b>	1 to 100 years
Buildings	<b>1 to 16 years</b>	1 to 10 years
Plant and equipment	<b>1 to 13 years</b>	1 to 15 years

**Notes to and forming part of the financial statements****Note 2.2: Non-financial assets (continued)****Accounting Policy (Continued)**Impairment

All assets were assessed for impairment at 30 June 2023. Where indications of impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

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

Derecognition

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

Heritage assets

Certain aids to navigation assets (such as heritage lighthouses) are primarily held as operational assets rather than being held for cultural, environmental or historical significance value and accounted for in accordance with AASB 116 *Property, Plant and Equipment*.

**Intangibles**

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

Software is amortised on a straight-line basis over its anticipated useful life. The useful life of AMSA's software is 2 to 10 years (2022: 3 to 13 years).

All software assets were assessed for indications of impairment as at 30 June 2023.

**Notes to and forming part of the financial statements****Note 2.2: Non-financial assets (continued)**

	<b>2023</b>	2022
	<b>\$'000</b>	\$'000

**Note 2.2B: Inventories**

Inventories held for distribution	<b>4,485</b>	4,457
<b>Total inventories</b>	<b>4,485</b>	4,457

Inventory recognised as an expense during the period was \$221,000 (2022: \$193,000).

Impairment losses recognised in profit and loss during the period was \$Nil (2022: \$10,000).

The loss of service potential on inventories held for distribution is based on an assessment of whether the current replacement cost is lower than the original acquisition cost and an assessment of whether there is any loss of operating capacity due to obsolescence.

**Accounting Policy**

Inventory is valued at cost, adjusted for any loss of service potential. Inventory acquired at no cost or at nominal consideration is initially measured at current replacement cost at the date of acquisition.

AMSA's inventory is largely for its own consumption or distribution at nil cost. While AMSA does not ordinarily hold inventory for sale, if sales are made they represent the distribution of inventory at a nominal value.

**Note 2.3: Payables****Note 2.3A: Supplier payables**

Trade creditors and accruals	<b>32,469</b>	21,755
<b>Total supplier payables</b>	<b>32,469</b>	21,755

AMSA's standard payment terms are 30 days. Settlement was generally made within this period.

**Note 2.3B: Other payables**

Salaries and wages	<b>1,815</b>	1,434
Superannuation	<b>284</b>	222
Separations and redundancies	<b>232</b>	94
Contract liabilities from contracts with customers	<b>1,275</b>	1,282
Other	<b>179</b>	153
<b>Total other payables</b>	<b>3,785</b>	3,185

## Notes to and forming part of the financial statements

**Note 2.4: Interest bearing liabilities**

	2023	2022
	\$'000	\$'000
<b>Note 2.4A: Leases</b>		
Lease liabilities	83,087	94,420
<b>Total leases</b>	<b>83,087</b>	<b>94,420</b>
<b>Maturity analysis - contractual undiscounted cash flows</b>		
Within 1 year	22,389	22,498
1 to 5 years	52,160	57,366
More than 5 years	13,692	18,196
<b>Total leases</b>	<b>88,241</b>	<b>98,060</b>

Total cash outflow for leases for the year ended 30 June 2023 was \$22,854,000 (2022: \$21,875,000).

AMSA in its capacity as lessee has lease arrangements in place for the lease of office space, warehouse space, aids to navigation sites and equipment, search and rescue aircraft and equipment, emergency towage vessel and equipment and motor vehicles.

Variable lease payments not included in the measurement of the lease liability are used to ensure delivery against contractual requirements and will vary in accordance with the level of performance against key performance measures, including the availability of the underlying assets.

Variable lease payments are made in relation to two lease arrangements, which for the reporting period represented 8 per cent (2022: 12 per cent) of total lease payments.

Extension options are included in the measurement of the lease liability where it is reasonably certain that AMSA will exercise the option. There were no extension options exercised in 2023 that were not included in the initial measurement of the lease liability.

AMSA in its capacity as lessee has leasing arrangements with State and Territory governments for land at 153 sites around the Australian coastline for the operation of aids to navigation with below market terms. These leases allow AMSA to establish, operate and maintain marine navigational aids on the sites and have lease terms of between 20 and 100 years.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1A, 1.1B, 1.2B, 2.2A.

**Accounting Policy**

For all new contracts entered into, AMSA considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if the rate is readily determinable, or the incremental borrowing rate.

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

## Notes to and forming part of the financial statements

**Note 2.5: Other provisions****Note 2.5A: Other provisions**

	Other provisions			
	Restoration \$'000	Lead paint \$'000	Asbestos \$'000	Total \$'000
<b>As at 1 July 2022</b>	<b>14,109</b>	<b>14,525</b>	<b>686</b>	<b>29,320</b>
Additional provisions made	8,424	1,952	163	10,539
Amounts used	(4,780)	(1,325)	(319)	(6,424)
Amounts reversed	(1,144)	(2,106)	(178)	(3,428)
Other movements	344	387	15	746
<b>Total as at 30 June 2023</b>	<b>16,953</b>	<b>13,433</b>	<b>367</b>	<b>30,753</b>

**Provision for restoration**

AMSA has an obligation contained in leases or legislation for the making good of 13 property leases and 164 aids to navigation sites to their original condition at the conclusion of the lease. AMSA has therefore made a provision to reflect the present value of this obligation which will be settled over the next 79 years.

**Provision for lead paint and asbestos removal**

AMSA has a constructive obligation to undertake treatment and removal work in relation to lead paint and asbestos contaminants located at various aids to navigation sites. AMSA has therefore made a provision to reflect the present value of this obligation which will be settled over the next 21 years.

**Accounting Policy**

Where AMSA has a present obligation, either legal or constructive, it determines an estimate of that obligation in accordance with Australian Accounting Standard AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* by determining a range of possible outcomes from which a sufficiently reliable estimate of the obligation can be made.

In determining an estimate of the obligation AMSA considers reliable available information, advice from independent experts, experience with similar incidents and AMSA's reasonable expectation of the probability of occurrence.

**Accounting Judgements and Estimates**

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

**Provision for lead paint and asbestos removal**

The uncertainty in determining the provision arises due to the number of assumptions used in determining estimates, the judgement required by management and the possibility of identifying new sites, or new areas within existing sites with lead paint or asbestos contamination.

## Notes to and forming part of the financial statements

**Funding**

This section identifies AMSA's funding structure.

**Note 3.1: Regulatory charging summary**

	2023 \$'000	2022 \$'000
<b>Amounts applied</b>		
Payments from Department of Infrastructure, Transport, Regional Development, Communications and the Arts	133,832	135,524
Own-source revenue	7,928	11,971
<b>Total amounts applied</b>	<b>141,760</b>	<b>147,495</b>
<b>Expenses</b>		
Regulatory charging activities	133,975	130,372
<b>Total expenses</b>	<b>133,975</b>	<b>130,372</b>
<b>External revenue</b>		
Payments to Department of Infrastructure, Transport, Regional Development, Communications and the Arts	132,807	134,098
Own-source revenue	7,928	11,971
<b>Total external revenue</b>	<b>140,735</b>	<b>146,069</b>
<b>Total amounts written-off</b>	-	-

**Regulatory charging activities**Navigation infrastructure

Supporting the national network of integrated aids to navigation and traffic management measures in Australian waters to ensure safe, efficient, and effective coastal navigation for the commercial shipping industry.

Environmental marine protection

Resources the National Plan for Maritime Environmental Emergencies and preparedness to combat pollution by ensuring adequate capability to respond to incidents through: training of personnel in response techniques; acquisition, maintenance, and stockpiling of relevant equipment and supplies at key sites around Australia; and provision of emergency towage capability.

Seafarer and ship safety under *Navigation Act 2012*

Conducting a range of maritime safety and regulatory activities on international and domestic commercial shipping operations, consisting of: compliance inspections and audits undertaken on a risk based approach; port and flag State control inspections; marine surveys; cargo and handling inspections; marine qualification duties; accreditations and audits of registered training organisations; promotion of a culture of safety in the maritime industry; development of Australia's maritime regulations and standards; and participation in international and regional maritime forums.

Marine services and ship registration under *Navigation Act 2012*

Range of fee-based activities comprising: seafarer and coastal pilot qualifications, including approvals, issuing permits, authorisations, certifications, and licensing for domestic and international recognised marine qualifications; inspections and surveys requested by ship owners (or agents); shipping registration of Australian flagged vessels, including ensuring ships are maintained and crewed to a suitable standard; and other activities, such as determinations and exemptions.

Marine services under National System for domestic commercial vessel and seafarers

Range of fee-based activities, including: assessing applications and issuing approvals and certificates of operation, survey and competency of near coastal qualifications; administering, monitoring and maintaining network of accredited marine surveyors; and assessing applications for exemptions from applications of National Law and equivalent means of competency.

Documentation (Cost Recovery Implementation Statement) for the above activities is available on the AMSA website.



## Notes to and forming part of the financial statements

**People and Relationships**

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

**Note 4.1: Employee benefits**

	2023 \$'000	2022 \$'000
<b>Note 4.1A: Employee expenses</b>		
Wages and salaries	58,198	54,493
Superannuation		
Defined contribution plans	7,993	6,851
Defined benefit plans	2,689	2,674
Leave and other entitlements	7,562	6,543
Separations and redundancies	557	802
Other employee benefits - Fringe Benefits Tax	742	603
<b>Total employee expenses</b>	<b>77,741</b>	<b>71,966</b>
<b>Note 4.1B: Employee provisions</b>		
Leave	23,710	23,015
<b>Total employee provisions</b>	<b>23,710</b>	<b>23,015</b>

**Accounting Policy**Employee benefits

Liabilities for 'short-term employee benefits' (as defined in AASB 119 *Employee Benefits*) and 'termination benefits' due within 12 months of the end of the reporting period are measured at their nominal amounts.

Leave

The liability for employee benefits includes provision for annual leave, professional leave, surveyors leave and long service leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including AMSA'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 has been determined by reference to the work of an actuary as at 30 June 2023 using the Department of Finance shorthand method. 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. AMSA recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those affected employees that it will carry out the terminations.

Superannuation

AMSA staff are members of the Public Sector Superannuation Scheme (PSS), the PSS Accumulation Plan (PSSap), or other superannuation funds held outside the Australian Government.

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

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

AMSA makes employer contributions to the employee superannuation schemes at rates determined by an actuary to be sufficient to meet the current cost to the Government of the superannuation entitlements of AMSA's employees. AMSA 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.

**Notes to and forming part of the financial statements****Note 4.1: Employee benefits (continued)****Accounting Judgements and Estimates**

In the process of applying the accounting policies listed in this note, AMSA has made judgements that have the most significant impact on the amounts recorded in the financial statements in relation to the use of estimates for on cost factors that are applied in calculating long service leave entitlements.

**Note 4.2: Key management personnel remuneration**

	<b>2023</b>	2022
	<b>\$'000</b>	\$'000
Short-term employee benefits	<b>2,488</b>	2,677
Post-employment benefits	<b>389</b>	415
Other long-term employee benefits	<b>67</b>	147
Termination benefits	<b>145</b>	455
<b>Total key management personnel remuneration expenses<sup>1</sup></b>	<b>3,089</b>	3,694

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of AMSA, directly or indirectly. AMSA has determined the key management personnel to be its Portfolio Minister, members of the AMSA Board and AMSA Executive.

The total number of key management personnel included in the table above is 14 (2022: 19). The number of personnel includes long-term acting arrangements and employees who have commenced or ceased during the reporting period, therefore more than one individual may have filled a single position over the course of the year.

1. The above key management personnel remuneration does not include the Portfolio Minister and one AMSA Board member in the 2022 comparative year as they did not receive payments from AMSA.

**Note 4.3: Related party disclosures****Related party relationships**

The parent entity to AMSA is the Australian Government. AMSA is an Australian Government controlled entity. Related parties to AMSA are key management personnel, as defined above in Note 4.2, and other Australian Government entities.

**Transactions with related parties**

Given consideration to relationships with related parties, and transactions entered into during the reporting period by AMSA, it has been determined that there are no related party transactions to be separately disclosed.

## Notes to and forming part of the financial statements

**Managing Uncertainties**

This section analyses how AMSA manages financial risks within its operating environment.

**Note 5.1: Contingent assets and liabilities**

	2023 \$'000	2022 \$'000
	<b>Claims for damages or costs</b>	
<b>Contingent assets</b>		
Balance from previous period	543	1,111
New contingent assets recognised	-	170
Re-measurement	-	(391)
Assets realised	-	(347)
<b>Total contingent assets</b>	<b>543</b>	<b>543</b>

**Quantifiable contingencies**

The total contingent assets include insurance claims for cyclone damage to a number of aids to navigation of \$543,000 (2022: \$543,000) and pollution incidents of \$Nil (2022: \$Nil). The estimate is based on the expected settlements for these claims.

There were no contingent liabilities at 30 June 2023 (2022: \$Nil).

**Unquantifiable contingencies**

In the normal course of operations, AMSA is responsible for the provision of funds necessary to meet the clean-up costs arising from ship-sourced marine pollution, and in all circumstances is responsible for making appropriate efforts to recover costs of any such incidents. In accordance with the accounting policy on pollution incident costs, where quantifying a reasonable estimate of the cost to remediate ship sourced marine pollution has not been possible, no amount has been included.

There were no unquantifiable contingencies at 30 June 2023 (2022: \$Nil).

**Accounting Policy**

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

**Accounting Judgement and Estimates****Contingent liability for pollution incidents**

Where a contingent liability arises for pollution incidents it represents a possible obligation whose existence will only be confirmed by the occurrence or non-occurrence of future uncertain events outside AMSA's control, resulting in significant uncertainty whether the contingent liability will crystallise into a provision in future years and result in the outflow of resources.

The uncertainty in estimating a contingent liability for pollution incidents results in a significant risk that a material adjustment to the contingent liability may be required in future years. The uncertainty arises due to the complex judgement required by management in the estimation of the clean-up costs for pollution incidents and limited experience with similar pollution incidents.

AMSA will seek to recover all costs incurred for pollution incidents.

AMSA does not have any possible obligations in relation to pollution incidents at 30 June 2023 (2022: \$Nil)

## Notes to and forming part of the financial statements

**Note 5.2: Financial instruments**

	Notes	2023 \$'000	2022 \$'000
<b>Note 5.2A: Categories of financial instruments</b>			
<b>Financial assets at amortised cost</b>			
Cash and cash equivalents		22,952	33,200
Investments		111,000	110,000
Receivables for goods and services	2.1A	1,403	1,268
Other receivables	2.1A	1,804	713
<b>Total financial assets at amortised cost</b>		<b>137,159</b>	<b>145,181</b>
<b>Financial liabilities measured at amortised cost</b>			
Trade creditors and accruals	2.3A	32,469	21,755
<b>Total financial liabilities measured at amortised cost</b>		<b>32,469</b>	<b>21,755</b>
<b>Note 5.2B: Net gains or losses on financial assets</b>			
<b>Financial assets at amortised cost</b>			
Interest revenue		4,760	508
Reversal of impairment loss		3	3
Impairment loss allowance		(40)	(36)
<b>Net gain on financial assets at amortised cost</b>		<b>4,723</b>	<b>475</b>

The total interest income from financial assets not at fair value through profit and loss was \$4,760,000 (2022: \$508,000). The total interest expense from financial liabilities not at fair value through profit and loss was \$Nil (2022: \$Nil).

**Accounting Policy****Financial assets**

AMSA classifies its financial assets as financial assets measured at amortised cost.

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

Financial assets at amortised cost

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

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

Amortised cost is determined using the effective interest method.

Effective interest method

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

Impairment of financial assets

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

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

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

**Financial liabilities**

Financial liabilities are classified as financial liabilities at amortised cost and are recognised and derecognised upon trade date.

Financial liabilities at amortised cost

Financial liabilities 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).

## Notes to and forming part of the financial statements

## Other Information

## Note 6.1: Current / Non-current distinction for assets and liabilities

	2023 \$'000	2022 \$'000
<b>Assets expected to be recovered in:</b>		
<b>No more than 12 months</b>		
Cash and cash equivalents	22,952	33,200
Investments	111,000	110,000
Trade and other receivables	11,261	10,079
Prepayments	2,446	1,202
<b>Total no more than 12 months</b>	<b>147,659</b>	<b>154,481</b>
<b>More than 12 months</b>		
Land	5,716	4,989
Buildings	31,565	33,015
Plant and equipment	198,614	189,004
Computer software	6,074	7,882
Inventories	4,485	4,457
Prepayments	156	207
<b>Total more than 12 months</b>	<b>246,610</b>	<b>239,554</b>
<b>Total assets</b>	<b>394,269</b>	<b>394,035</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	32,469	21,755
Other payables	3,785	3,185
Leases	20,822	21,435
Employee provisions	6,842	6,835
Other provisions	3,955	7,460
<b>Total no more than 12 months</b>	<b>67,873</b>	<b>60,670</b>
<b>More than 12 months</b>		
Leases	62,265	72,985
Employee provisions	16,868	16,180
Other provisions	26,798	21,860
<b>Total more than 12 months</b>	<b>105,931</b>	<b>111,025</b>
<b>Total liabilities</b>	<b>173,804</b>	<b>171,695</b>

## Appendix 2: Details of Accountable Authority during the reporting period

### AMSA Board



#### Mr Stuart Richey AM (Chair)

Tasmanian commercial fisherman and offshore services operator, Mr Stuart Richey AM, was appointed Chair of the Board on 21 November 2014 and his term expired on 20 November 2022. Mr Richey served as a Board member from July 2013 and was appointed Deputy Chair in April 2014. Mr Richey brought a strong leadership style and many years' experience in marine policy and planning to the Board.

Between 1992 and 2001, Mr Richey served as foundation member and Deputy Chair on the Board of the Australian Fisheries Management Authority. From 2003 to 2012, he was Deputy Chair of the Fisheries Research and Development Corporation. Mr Richey currently Chairs several industry advisory bodies and associations.

As Managing Director of Richey Fishing Company and Richey Services, Mr Richey's business includes salmon, scallop, squid, and marine charter operations.

Mr Richey was made a Member of the Order of Australia in 2005 for his service to the commercial fishing industry. His focus on the promotion of sustainable use of Australian Government managed fishery resources and the development of new national marine polices and safety legislation has been particularly beneficial to the industry. Mr Richey is also a Fellow of the Australian Institute of Company Directors and holds current Master IV and MED qualifications.



#### Ms Jennifer Clark (Deputy Chair/Acting Chair)

Ms Jennifer Clark was appointed Acting Chair from 20 November 2022, this position ceased on 2 July 2023. Ms Clark was appointed Deputy Chair of the Board on 10 February 2015 and reappointed on 10 February 2020 for a further five years. Ms Clark has been a member of the Board since 8 May 2012, she was appointed Chair of the AMSA Board Audit and Risk Committee in February 2014.

Ms Clark is a Board Member of the Australian Payments Network Limited, Chair of the Policy Experts Group and is a member of its Audit Risk and Finance Committee. She is Chair of the Audit and Risk Committees of Services Australia; the Department of Defence; Australian Bureau of Statistics; Austrade; Sports Integrity Australia; the Australian Commission on Safety and Quality in Health Care; and the Australian Submarine Agency. Ms Clark is also a member of the Department of Home Affairs Audit and Risk Committee.

Ms Clark has an extensive background in business, finance and governance through a career as a Non-Executive Director since 1991 and as an Investment Banker for over 22 years. During her banking career, she was an advisor to the Commonwealth Government in the Defence and Transport sectors, and was responsible for funding major infrastructure projects and arranging finance for a large number of Australian companies. Ms Clark is a Fellow of the Australian Institute of Company Directors and has been a Board member of a number of companies and Commonwealth Government agencies over the past 31 years.



### Mr Mick Kinley (Chief Executive Officer)

Mr Mick Kinley became AMSA's Chief Executive Officer on 26 August 2014 and was reappointed from 1 July 2020 for a further four-year term. Mr Kinley was previously the Deputy Chief Executive Officer and held that position from October 2008. Mr Kinley joined AMSA in Cairns as a Marine Surveyor in 1994. He has since gained experience across all AMSA's business areas with a focus on maritime safety and casualty response.

Prior to joining AMSA, Mr Kinley had an extensive career with BHP. He started as an engineer cadet with BHP Transport and sailed with the BHP fleet before serving in various shore-based roles, including fleet safety instructor and project engineer.

Mr Kinley holds an Australian Chief Engineer Class 1 Certificate, a Bachelor of Applied Science, a Bachelor of Engineering, and a Graduate Diploma in Legal Studies. Mr Kinley is a member of the Australian Institute of Company Directors.



### Mr Peter Toohey

Mr Peter Toohey was appointed to the Australian Maritime Safety Authority (AMSA) Board on 17 June 2015 and reappointed on 16 December 2021 for further three-year term. Mr Toohey was an Acting Board Audit and Risk Committee member since 20 November 2022, this position ceased on 2 July 2023.

Mr Toohey is Vice President of the Australian Institute of Marine and Power Engineers and Secretary for the Queensland branch. He has participated in eighteen salvages with United Salvage and Svitzer Salvage as Salvage engineer since 1991 until 2015. Mr Toohey retired as Chief Engineer, Brisbane Tugs with Svitzer Australia in July 2020.

Mr Toohey began his career with Howard Smith Industries as an apprentice Fitter and Turner and Marine Engineer student in 1974 and became a seagoing marine engineer in 1978 working in all positions from 7th to Chief Engineer on tankers and bulk carriers with Howard Smith Shipping.



### Dr Ian Poiner

Dr Ian Poiner was appointed to the AMSA Board on 13 November 2019 for a period of three years, his term expired on 12 November 2022

Dr Poiner is currently Chairperson of the Great Barrier Reef Marine Park Authority, Patron of the Australian Sciences Association and a Fellow of the Australian Academy of Technology and Engineering. Recent Chair roles include Expert panel for Marine Science Strategy at James Cook University; the Australian and New Zealand International Ocean Discovery Program Consortium, Australia's Integrated Marine Observing System; Marine National

Facility Steering Committee; CSIRO Oceans and Atmosphere Advisory Committee; and the Reef and Rainforest Research Centre Ltd.

Following a successful research career at CSIRO (1985–2004), Dr Poiner served as the Chief Executive Officer of the Australian Institute of Marine Science from 2004 to 2011. He was a member of the International Scientific Steering Committee of the Census of Marine Life from 2002 and its Chair from 2007 to 2013. From 2012 to 2016 he was Chair of the Gladstone Healthy Harbour Partnership Science Panel.

Dr Poiner holds a BSc Hons 1A Zoology and PhD Zoology from the University of Queensland and Honorary Doctor of Science from James Cook University and the University of Queensland.



### Captain Jeanine Drummond

Captain Jeanine Drummond was appointed to the Australian Maritime Safety Authority Board on 2 November 2020 for a three-year term.

Capt. Drummond works as an independent marine advisor and is an experienced Harbour Master, Master Mariner and Maritime Industry Professional. Capt. Drummond has extensive background across the maritime industry sectors, at sea, offshore oil and gas, and in the ports sector, both in operations and development, in Australia and internationally.

Capt. Drummond is also member of the Australian Maritime College Advisory Board and Councillor with Australian Mariners Welfare Society.

Capt. Drummond holds an Australian Master Unlimited Certificate of Competency, Bachelor of Business (Maritime Management), Graduate Diploma Maritime Management, Advance Diploma of Applied Science and is an Associate Fellow of Nautical Institute, Member of WISTA, and Graduate of the Australian Institute of Company Directors. Capt. Drummond was the inaugural recipient in 2018, of the Australian Shipping and Maritime Industry 'Women in Shipping and Logistics Award'.





## Ms Elizabeth Montano

Ms Elizabeth Montano was appointed to the Australian Maritime Safety Authority Board on 16 December 2021 for a period of three years. Ms Montano has been a member of the Board Audit and Risk Committee and Acting Chair of the Committee since 20 November 2022 – this position ceased on 2 July 2023.

Ms Montano holds the degrees of Bachelor of Arts and Bachelor of Laws (UNSW) and is a Fellow of the Australian Institute of Company Directors.

Ms Montano is an experienced non-executive director with a portfolio of positions and consulting practice working in governance, strategic and business planning performance assessment and reporting, change management, risk and assurance. She has worked extensively in financial services regulation, financial intelligence, information technology strategy and governance, marine natural resource management and marine scientific research.

Ms Montano is chair, deputy chair member of various public sector audit and risk committees.

She was the first woman to lead an Australian regulatory / law enforcement agency as Chief Executive Officer of the Australian Transaction Reports and Analysis Centre (AUSTRAC). Prior to leading AUSTRAC, Ms Montano was a financial services specialist at King & Wood Mallesons.



## Mr Daryl Quinlivan AO

Mr Daryl Quinlivan AO was appointed to the Australian Maritime Safety Authority Board on 16 December 2021 for a period of three years.

Mr Quinlivan is currently the NSW Agriculture Commissioner. He was Secretary of the Federal Department of Agriculture and Water from 2015–20. He has worked across a range of public policy areas including agriculture and trade, water, communications, transport and infrastructure, and competition policy. He was Head of Office at the Productivity Commission 2012–15.

Details of the Accountable Authority

Name	Post Nominals	Qualifications	Experience	Position Title / Position held	Exec / non-Exec	Start Date	End Date	No. of meetings attended
Mr Stuart Richey	AM	Master Class IV MED 2 FAICD	Mr Stuart Richey AM is a Tasmanian commercial fisherman and offshore services operator. Mr Richey brought a strong leadership style and many years' experience in marine policy and planning to the Board. As Managing Director of Richey Fishing Company and Richey Services. Mr Richey's business operates in several major fisheries in SE Australia and in offshore marine charter operations.	Board Chair	Non-Exec	1-Jul-22	20-Nov-22	3
Ms Jennifer Clark		FAICD	Ms Jennifer Clark has an extensive background in business, finance and governance through a career as a Non-Executive Director since 1991 and as an Investment Banker for over 22 years. Ms Clark has been a Board member and Chair or member of a number of audit, finance and risk committees in Commonwealth Government agencies and private sector companies over the past 31 years including in the maritime, defence and finance sectors.	Deputy Board Chair/Acting Board Chair	Non-Exec	1-Jul-22	30-Jun-23	6
Mr Mick Kinley		BAppSc BEng GradDip Leg Australian Chief Engineer Class 1 Certificate MAICD	Mr Mick Kinley became Chief Executive Officer of AMSA on 27 August 2014 after joining the organisation as a marine surveyor in 1994. Prior to joining AMSA, Mr Kinley had an extensive career with BHP. He started as an engineer cadet with BHP Transport and sailed with the BHP fleet before serving in various shore-based roles, including fleet safety instructor and project engineer.	Chief Executive Officer/Board member	Exec	1-Jul-22	30-Jun-23	6

Name	Post Nominals	Qualifications	Experience	Position Title / Position held	Exec / non-Exec	Start Date	End Date	No. of meetings attended
Mr Peter Toohey		MAICD. STCW III/2, Engineer Class 1 (Motor), Fitter & Turner Trade Certificate	Mr Peter Toohey was formerly Chief Engineer, Brisbane Tugs with Switzer Australia. He is Vice President of the Australian Institute of Marine and Power Engineers and Secretary for the Queensland branch. He has participated in eighteen salvages with United Salvage and Switzer Salvage as Salvage engineer since 1991 until 2015.	Board member	Non-Exec	1-Jul-22	30-Jun-23	6
Dr Ian Poiner		BSc Hons 1A Zoology PhD Zoology	Dr Ian Poiner is currently Chairperson of the Great Barrier Reef Marine Park Authority, Patron of the Australian Marine Sciences Association, and a Fellow of the Australian Academy of Technology and Engineering. Recent chair roles include Expert Panel for Marine Science Strategy at James Cook University, the Australian and New Zealand International Ocean Discovery Program Consortium, Australia's Integrated Marine Observing System; Marine National Facility Steering Committee; CSIRO Oceans and Atmosphere Advisory Committee; and the Reef and Rainforest Research Centre Ltd.  He has served as the Chief Executive Officer of the Australian Institute of Marine Science from 2004 to 2011. He was a member of the International Scientific Steering Committee of the Census of Marine Life from 2002 and its Chair from 2007 to 2013. From 2012 to 2016 he was Chair of the Gladstone Healthy Harbour Partnership Science Panel.	Board member	Non-Exec	1-Jul-22	13-Nov-22	3
Capt. Jeanine Drummond		COC Master Unlimited MAICD BBus (MarMan) GCM (Mar) GDipMan (Mar) AdvDipAppSc (Nautical)	Capt. Jeanine Drummond works as an independent marine advisor, and is an experienced Harbour Master, Master Mariner and Maritime Industry Professional.  Capt. Drummond has an extensive background across the maritime industry sectors, at sea, offshore oil and gas, and in the ports sector, in operations, development and governance, both in Australia and internationally.	Board member	Non-Exec	1-Jul-22	30-Jun-23	6

Name	Post Nominals	Qualifications	Experience	Position Title / Position held	Exec / non-Exec	Start Date	End Date	No. of meetings attended
Ms Elizabeth Montano		Bachelor of Arts/Law – UNSW FAICD	<p>Ms Elizabeth Montano is an experienced non-executive director with a portfolio of positions and a consulting practice working in governance, strategic and business planning, performance assessment and reporting, change management, risk and assurance.</p> <p>Ms Montano has worked extensively in financial services regulation, financial intelligence, information technology strategy and governance, marine natural resource management and marine scientific research. Ms Montano is chair and a member of various public sector audit and audit and risk committees. She was the first woman to lead an Australian regulatory / law enforcement agency as Chief Executive Officer of the Australian Transaction Reports and Analysis Centre (AUSTRAC).</p> <p>Ms Montano was a financial services specialist at King &amp; Wood Mallesons.</p>	Board member	Non-Exec	1-Jul-22	30-Jun-23	6
Mr Daryl Quinlivan	AO	BA Hons Monash BEc ANU	<p>Mr Quinlivan is currently the NSW Agriculture Commissioner. He was Secretary of the Federal Department of Agriculture and Water from 2015-2020. He has worked across a range of public policy areas including agriculture and trade, water, communications, transport and infrastructure, and competition policy.</p> <p>Mr Quinlivan was Head of Office at the Productivity Commission 2012–2015.</p>	Board member	Non-Exec	1-Jul-22	30-Jun-23	6

## Board and Committee meetings

### Board meetings

- 256 – 17 August 2022
- 257 – 21 September 2022
- 258 – 14 December 2022
- 259 – 16 March 2023
- 260 – 10 May 2023
- Out of session Microsoft Teams meeting – 8 February 2023

### Board Audit, and Risk Committee meetings

- 161 – 31 August 2022
- 162 – 13 September 2022
- 163 – 30 November 2022
- 164 – 01 March 2023
- 165 – 19 April 2023

### Remuneration Committee meeting

- 19 September 2022

## Board Audit, Risk and Finance Committee

Member name	Qualifications, knowledge, skills or experience (include formal and informal as relevant)	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional Information (including role on committee)
<b>Ms Jennifer Clark</b>	Ms Clark has an extensive background in business, finance and governance through a career as a Non-Executive Director since 1991 and as an Investment Banker for over 22 years. Ms Clark has been a Board member and Chair or member of a number of audit, finance and risk committees in Commonwealth Government agencies and private sector companies over the past 31 years including in the maritime, defence and finance sectors. She is a Fellow of the Australian Institute of Company Directors and is Deputy Chair of the AMSA Board.	2 Meetings as Audit Committee Chair 3 Meetings as Acting Board Chair	5 Meetings	N/A	As Deputy Chair of the Board, Ms Clark is not entitled to receive remuneration in accordance with the Remuneration Tribunal. Ms Clark was Acting Chair of the Board for three meetings and had relinquished membership on the Audit Committee aligned with RMG 202 (and the PGPA Rule) – a Chair of the entity's Board of the accountable authority is to be excluded from being a member on the Audit Committee.
<b>Dr Russell Reichelt AO</b>	Dr Reichelt is currently the Australian Prime Minister's representative for the High Level Panel for a Sustainable Ocean Economy; Chairman of NSW Marine Estate Management Authority; a Board member of the Climate Change Authority and the Great Barrier Reef Foundation Limited (pro-bono). He has served as Chairman of the Great Barrier Reef Marine Park Authority, the Chief Executive Officer and Board member of the Australian Institute of Marine Science and as Chairman of Australia's Fisheries Research and Development Corporation and Seafood Services Australia Limited; and Chairman of the Commonwealth's National Oceans Advisory Group.	5 Meetings as Audit Committee Member	5 Meetings	\$19,080.70	No GST paid. The remuneration paid is under the threshold and Dr Reichelt is not registered to collect GST.

Member name	Qualifications, knowledge, skills or experience (include formal and informal as relevant)	Number of meetings attended	Total number of meetings held	Total annual remuneration (GST inc.)	Additional Information (including role on committee)
<b>Ms Elizabeth Montano</b>	<p>Ms Montano holds the degrees of Bachelor of Arts and Bachelor of Laws (UNSW) and is a Fellow of the Australian Institute of Company Directors.</p> <p>She has over twenty years' experience as chair, deputy chair and member of boards and audit committees across a range of government and not for profit entities. She has broad ranging experience in governance and the machinery of government including in financial and performance reporting, risk, assurance and program and project management and oversight.</p> <p>She is a former Chief Executive Officer in the Commonwealth and senior financial services specialist with King &amp; Wood Mallesons.</p>	<p>2 Meetings as Audit Committee Member 3 Meetings as Acting Audit Committee Chair</p>	5 Meetings	\$13,535.81	<p>The Remuneration Tribunal notes: A member (other than the Chair or Deputy Chair of the Board) who is appointed to an Audit Committee is entitled to additional fees – as a Chair or member of the Audit Committee.</p>
<b>Peter Toohey</b>	<p>Mr Peter Toohey was formerly Chief Engineer, Brisbane Tugs with Svitzer Australia. He is Secretary for the Queensland branch of the Australian Institute of Marine and Power Engineers. He has participated in eighteen salvages with United Salvage and Svitzer Salvage as Salvage engineer since 1991 until 2015.</p>	3/3	5 Meetings	\$5,114.42	Meetings as Acting Audit Committee Member

## Appendix 3: Management of Human Resources

### Management of Human Resources

All ongoing employees current report period (2022–23)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
NSW	33	0	33	17	4	21	0	0	0	0	0	0	0	0	0
QLD	40	1	41	23	0	23	0	0	0	0	0	0	0	0	0
SA	6	0	6	1	0	1	0	0	0	0	0	0	0	0	0
TAS	8	0	8	2	0	2	0	0	0	0	0	0	0	0	0
VIC	16	0	16	4	2	6	0	0	0	0	0	0	0	0	0
WA	18	0	18	4	2	6	0	0	0	0	0	0	0	0	0
ACT	109	1	110	118	16	134	1	0	1	0	0	0	0	0	0
NT	3	0	3	2	0	2	0	0	0	0	0	0	0	0	0
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>233</b>	<b>2</b>	<b>235</b>	<b>171</b>	<b>24</b>	<b>195</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>431</b>



## All non-ongoing employees current report period (2022–23)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
NSW	2	0	2	4	0	4	0	0	0	0	0	0	0	0	0
QLD	6	0	6	2	0	2	0	0	0	0	0	0	0	0	0
SA	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TAS	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
VIC	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0
WA	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0
ACT	20	2	22	17	2	19	0	0	0	0	0	0	0	0	0
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>37</b>	<b>2</b>	<b>39</b>	<b>25</b>	<b>2</b>	<b>27</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>66</b>

## All ongoing employees previous report period (2021–2022)

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
NSW	29	-	29	15	3	18	-	-	-	47
Qld	31	-	31	15	1	16	-	-	-	47
SA	6	-	6	-	-	-	-	-	-	6
Tas	8	-	8	1	-	1	-	-	-	9
Vic	17	-	17	4	-	4	-	-	-	21
WA	20	-	20	3	1	4	-	-	-	24
ACT	114	1	115	109	14	123	1	-	1	239
NT	2	-	2	1	-	1	-	-	-	3
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	1	-	1	-	-	-	1
<b>Total</b>	<b>227</b>	<b>1</b>	<b>228</b>	<b>149</b>	<b>19</b>	<b>168</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>397</b>

## All non-ongoing employees previous report period (2021–22)

	Male			Female			Indeterminate			Total
	Full time	Part time	Total Male	Full time	Part time	Total Female	Full time	Part time	Total Indeterminate	
NSW	2	-	2	-	-	-	-	-	-	2
Qld	6	-	6	1	1	2	-	-	-	8
SA	1	-	1	-	-	-	-	-	-	1
Tas	1	-	1	-	-	-	-	-	-	1
Vic	1	-	1	1	-	1	-	-	-	2
WA	1	-	1	1	-	1	-	-	-	2
ACT	23	-	23	15	1	16	-	-	-	39
NT	-	-	-	1	-	1	-	-	-	1
External Territories	-	-	-	-	-	-	-	-	-	-
Overseas	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>35</b>	<b>-</b>	<b>35</b>	<b>19</b>	<b>-</b>	<b>21</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>56</b>

## Appendix 4: Executive remuneration

### Executive remuneration

Key management personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of AMSA. AMSA has determined the KMP to be the members of the AMSA Board and Executive.

Members of the AMSA Board and Executive were as follows:

**Table 1: Key Management Personnel Remuneration**

Name	Position Title	Period of service	Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits \$	Total remuneration \$
			Base salary \$	Bonuses \$	Other benefits and allowances \$		Long service leave \$	Other long-term benefits \$		
Stuart Richey	Chair	1/7/2022 to 20/11/2022	47,389	-	-	7,298	-	-	-	54,687
Jennifer Clark	Deputy Chair	1/7/2022 to 30/6/2023	110,193	-	-	16,970	-	-	-	127,163
Peter Toohey	Board Member	1/7/2022 to 30/6/2023	66,369	-	-	10,221	-	-	-	76,589
Ian Poiner	Board Member	1/7/2022 to 12/11/2022	22,521	-	-	3,468	-	-	-	25,989
Jeanine Drummond	Board Member	1/7/2022 to 30/6/2023	61,254	-	-	9,433	-	-	-	70,687
Elizabeth Montano	Board Member	1/7/2022 to 30/6/2023	74,756	-	-	11,512	-	-	-	86,268
Daryl Quinlivan	Board Member	1/7/2022 to 30/6/2023	61,254	-	-	9,433	-	-	-	70,687

Name	Position Title	Period of service	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits \$	Total remuneration \$
			Base salary \$	Bonuses \$	Other benefits and allowances \$	Superannuation contributions \$	Long service leave \$	Other long-term benefits \$			
<b>Mick Kinley</b>	Board Member and Chief Executive Officer	1/7/2022 to 30/6/2023	537,928	-	1,769	62,803	25,072	-	-	627,572	
<b>Mark Morrow</b>	Executive Director Response	1/7/2022 to 30/6/2023	319,414	-	1,769	46,330	6,758	-	-	374,272	
<b>Michael Drake</b>	Executive Director Operations	1/7/2022 to 30/6/2023	305,088	-	1,769	45,392	7,910	-	-	360,160	
<b>Leanne Loan</b>	Executive Director Policy and Regulation	1/7/2022 to 30/6/2023	277,649	-	1,769	53,110	9,052	-	-	341,580	
<b>Linda Ward</b>	Chief Operating Officer	1/7/2022 to 12/5/2023	250,057	-	1,532	48,591	10,354	-	-	310,534	
<b>Julian Mitchell</b>	Chief Operating Officer	15/5/2023 to 30/6/2023	47,686	-	410	5,293	2,796	-	-	56,185	
<b>Peter White</b>	Executive Director Future Operations	1/7/2022 to 30/6/2023	295,637	-	1,769	44,688	5,060	-	145,000	492,154	
<b>Total</b>			<b>2,477,195</b>	<b>-</b>	<b>10,786</b>	<b>374,542</b>	<b>67,003</b>	<b>-</b>	<b>145,000</b>	<b>3,074,527</b>	

**Notes**

1. Jennifer Clark was the Acting Chair of the Board from 21 November 2022 to 30 June 2023.

## Key Management Personnel

**Table 2: Senior Executives**

Senior Executives are defined as persons holding senior leadership positions within AMSA (Senior Managers) and are included below:

Remuneration band	Number of senior executives	Short-term benefits			Post-employment benefits	Other long-term benefits		Average termination benefits \$	Average total remuneration \$
		Average base salary \$	Average bonuses \$	Average other benefits and allowances \$		Average long service leave \$	Average other long-term benefits \$		
\$220,000 or less	7	119,638	-	1,344	20,485	11,308	-	6,752	159,527
\$220,001 - \$245,000	12	193,156	-	1,856	31,779	7,292	-	-	234,083
\$245,001 - \$270,000	7	214,542	-	2,138	36,016	9,433	-	-	262,129
\$270,001 - \$295,000	5	231,559	-	1,776	37,184	7,400	-	-	277,919
\$295,001 - \$320,000	1	254,418	-	1,769	47,663	5,934	-	-	309,784

Senior Executives (Senior Managers) are employed under common law contracts which set out the core conditions and terms of employment, including remuneration.

The AMSA Executive, in consultation with the CEO, determine remuneration and conditions for Senior Executives (Senior Managers) having regard to the Government's Public Sector Workplace Relations Policy 2020 and relativity for comparable positions within AMSA, the APS and the wider employment market.

**Table 3: Other Highly Paid Staff**

Other highly paid staff are employed under the Australian Maritime Safety Authority Enterprise Agreement 2016–2019.

Remuneration band	Number of other highly paid staff	Short-term benefits			Post-employment benefits	Other long-term benefits		Average termination benefits \$	Average total remuneration \$
		Average base salary \$	Average bonuses \$	Average other benefits and allowances \$		Average long service leave \$	Average other long-term benefits \$		
\$240,000 - \$245,000	3	208,475	-	-	Average superannuation contributions \$ 31,456	Average long service leave \$ 3,540	-	-	243,470
\$245,001 - \$270,000	9	206,056	1,168	10,326	32,256	4,457	-	-	254,263
\$270,001 - \$295,000	1	185,891	-	59,128	29,573	2,062	-	-	276,654

**Notes in relation to information contained in Table 1, 2 and 3**

1. These tables were prepared on an accrual basis. Some of the amounts are impacted by the duration of service during the reporting period.
2. The base salary amount includes salary, allowances, annual leave paid and the movement in annual leave provision during the reporting period.
3. The bonuses are payable within 12 months.
4. The other benefits and allowances amount includes car parking, housing benefits, other benefits and the associated fringe benefits tax amount where it is reportable.
5. The superannuation contributions amount includes employer contributions, including the productivity component.
6. The long service leave amount includes long service leave paid and the movement in the long service leave provision during the reporting period.
7. The termination benefits amount excludes annual leave and long service leave paid out on cessation of employment.

## Appendix 5: Coronial inquiries 2015–16 – 2022–23

Year report released	Case name	Description	Number of findings	Number of findings implemented
2015–16	Wilson	On 26 July 2013 while fishing for coral trout from <i>Norlaus</i> , Glenn Wilson was found floating face down in the water near his overturned fishing dory. An autopsy revealed he died due to drowning. <a href="https://www.courts.qld.gov.au/_data/assets/pdf_file/0012/468759/cif-wilson-g-20160524.pdf">https://www.courts.qld.gov.au/_data/assets/pdf_file/0012/468759/cif-wilson-g-20160524.pdf</a>	6	6
2015–16	Donoghue	Ryan Harry Donoghue died at 7.19 pm on 29 November 2013 aboard the fishing vessel <i>Newfish1</i> situated in the Gulf of Carpentaria. The cause of death was ventricular defibrillation due to electrocution. <a href="https://justice.nt.gov.au/_data/assets/pdf_file/0005/281777/D02102013-Donoghue-including-attachment.pdf">https://justice.nt.gov.au/_data/assets/pdf_file/0005/281777/D02102013-Donoghue-including-attachment.pdf</a>	4	4
2016–17	Llanto & Collado (Sage Sagittarius)	Cesar Llanto died on 30 August 2012 as a result of foul play, namely, that Mr Llanto was either thrown overboard or killed on the <i>MV Sage Sagittarius</i> and his body disposed of at a later time, by a person or persons unknown. Hector Collado died on 14 September 2012, in Newcastle Harbour aboard the <i>MV Sage Sagittarius</i> . The cause of his death was multiple injuries, which the coroner was satisfied he sustained as a result of being struck over the head by a weapon or instrument by a person or persons unknown and then either thrown over the handrail outside the storeroom on the second deck or fell over the handrail to his death. <a href="https://coroners.nsw.gov.au/coroners-court/download.html/documents/findings/2017/Llanto%20and%20Collado%20Inquest%20-%20FINAL%20findings%20as%20at%2031%20May%202017.pdf">https://coroners.nsw.gov.au/coroners-court/download.html/documents/findings/2017/Llanto%20and%20Collado%20Inquest%20-%20FINAL%20findings%20as%20at%2031%20May%202017.pdf</a>	1	No action required – finding addressed at a whole-of-government perspective
2016–17	Munn	Brett Anthony Munn was aboard the <i>Seabring</i> when it capsized in November 2016. Despite a major search operation, including fourteen helicopters, a fixed wing aircraft, and six surface vessels, Mr Munn was never located and was presumed lost at sea due to a marine incident.	8	5 The open recommendations require potential regulatory or legislative change

Year report released	Case name	Description	Number of findings	Number of findings implemented
2016–17	Trott	Leila Michelle Trott, 38, went missing sometime around 1330 on 6 April 2016, whilst swimming to retrieve a tender (a dinghy) which had come loose from its mooring and drifted away from <i>Ocean Free</i> , a tourist sailing vessel Ms Trott was skipping on the Great Barrier Reef near Green Island off Cairns. Ms Trott was located in the water at 1418. <a href="https://www.courts.qld.gov.au/data/assets/pdf_file/0010/514477/cif-trott-lm-20170316.pdf">https://www.courts.qld.gov.au/data/assets/pdf_file/0010/514477/cif-trott-lm-20170316.pdf</a>	1	1
2017–18	Turner, Carter & Fairley	Murray Allen Turner, Mason Laurence Carter and Chad Alan Fairley were on board the <i>Returner</i> when it sank on 11 July 2015. The vessel had undergone major modifications that rendered the vessel less stable in water. <a href="https://www.coronerscourt.wa.gov.au/files/Carter.%20Fairley%20and%20Turner%20finding.pdf">https://www.coronerscourt.wa.gov.au/files/Carter.%20Fairley%20and%20Turner%20finding.pdf</a>	6	6
2017–18	Bradshaw	Mr Bradshaw was found deceased in the water between a wharf at Hudson Creek in Darwin and a landing barge, the <i>Sammy Express</i> <a href="https://justice.nt.gov.au/_data/assets/pdf_file/0019/482005/D000052017-Daniel-Bradshaw.pdf">https://justice.nt.gov.au/_data/assets/pdf_file/0019/482005/D000052017-Daniel-Bradshaw.pdf</a>	3	3
2018–19	Russell	Allan Geoffrey Russel drowned after his dingy overturned <a href="https://www.magistratescourt.tas.gov.au/_data/assets/pdf_file/0006/466341/Russell_-Allan-Geoffrey-web-version.pdf">https://www.magistratescourt.tas.gov.au/_data/assets/pdf_file/0006/466341/Russell_-Allan-Geoffrey-web-version.pdf</a>	1	1
2019–20	Cassandra/Dianne	Joint inquest into the loss of life arising from the capsizing of two fishing vessels, <i>Cassandra</i> and <i>Dianne</i> . David Barry Chivers and Matthew Neil Roberts (on board the <i>FV Cassandra</i> ); and Adam Jeffrey Bidner, achary John Feeney, Christopher David Sammut, Eli Davey Tonks (on board the <i>FV Dianne</i> ) are presumed dead. Adam Ross Hoffman and Benjamin Patrick Leahy drowned after the <i>FV Dianne</i> capsized. <a href="https://www.courts.qld.gov.au/_data/assets/pdf_file/0008/624176/cif-fvdianneardfvcassandra-20190829.pdf">https://www.courts.qld.gov.au/_data/assets/pdf_file/0008/624176/cif-fvdianneardfvcassandra-20190829.pdf</a>	8	5 The open recommendations require potential regulatory or legislative change



## Appendix 6: Our functions and powers

### Our functions and powers

AMSA's functions are set out in sections 6 and 7 of the AMSA Act, as follows:

#### 6 Functions of Authority

1. The functions of the Authority are:
  - a. to combat pollution in the marine environment; and
  - b. to provide a search and rescue service; and
  - c. to provide, on request, services to the maritime industry on a commercial basis; and
    - (ca) to provide on request services of a maritime nature, on a commercial basis, to:
      - i. the Commonwealth, a State, the Australian Capital Territory or the Northern Territory; or
      - ii. an authority or agency of the Commonwealth, a State or either of those Territories; and
    - (cb) to cooperate with the Australian Transport Safety Bureau in relation to investigations under the Transport Safety Investigation Act 2003 that relate to aircraft and ships; and
  - d. to perform such other functions as are conferred on it by or under any other Act; and
  - e. to provide consultancy and management services relating to any of the matters referred to in this subsection; and
  - f. to perform any other prescribed functions relating to any of the matters referred to in this subsection; and
  - g. to perform functions incidental to any of the previously described functions.
2. The Authority may provide its services both within and outside Australia.
3. Subject to section 8, the functions to provide services may be performed at the discretion of the Authority.
4. The Authority must not perform any of its functions otherwise than for a purpose in respect of which the Parliament has the power to make laws.
5. The provision of a search and rescue service must be in a manner that is consistent with Australia's obligations under:
  - a. the Chicago Convention; and
  - b. the Safety Convention; and
  - c. the International Convention on Maritime Search and Rescue 1979 done at Hamburg on 27 April 1979.

## 7 Functions to be performed in accordance with international agreements

1. The Authority must perform its functions in a manner consistent with the obligations of Australia under any agreement between Australia and another country.

## 8 Directions

1. The Minister may give the Authority written directions as to the performance of its functions.
2. Directions as to the performance of functions that are conferred on the Authority by or under another Act are to be only of a general nature.

## 9 Reimbursement of cost of complying with directions

1. Where the Authority satisfies the Minister that it has suffered financial detriment as a result of complying with a direction given by the Minister under section 8, the Authority is entitled to be reimbursed by the Commonwealth the amount that the Minister determines in writing to be the amount of that financial detriment.
2. The reference in subsection (1) to suffering financial detriment includes a reference to:
  - a. incurring costs that are greater than those that would otherwise have been incurred; and
3. forgoing revenue that would otherwise have been received.

## 9A Minister may give Authority notices about its strategic direction etc.

1. The Minister may, from time to time, by notice in writing to the Authority, advise the Authority of his or her views in relation to the following matters:
  2. the appropriate strategic direction of the Authority;
  3. the manner in which the Authority should perform its functions.
4. The Authority must, in performing its functions, take account of notices given to it under subsection (1).
5. The members must, in preparing each corporate plan, take account of notices given to the Authority under subsection (1).

## 9B Minister may direct Authority to give documents and information to nominee

1. In this section: ministerial nominee means a person whose responsibilities or duties include advising the Minister about the performance and strategies of the Authority.
2. The Minister may direct the Authority to give to a specified ministerial nominee any documents or information relating to the operations of the Authority that the nominee requests.
3. The Authority must comply with a direction by the Minister under subsection (2).

## 9C Extra matters to be included in annual report

1. The annual report prepared by the members of the Authority and given to the Minister under section 46 of the Public Governance, Performance and Accountability Act 2013 for a period must include the following:
  - a. particulars of any directions given to the Authority under section 8 during the period;
  - b. a summary of notices given to the Authority under subsection 9A(1) during the period;
  - c. a summary of action taken during the period by the Authority because of notices given to the Authority under subsection 9A(1) in that or any other period;
  - d. particulars of any directions given to the Authority under subsection 9B(2) during the period.

# References

## Acronyms and abbreviations

Acronym/ Abbreviation	Meaning
AMSA	Australian Maritime Safety Authority
AMSA Act	<i>Australian Maritime Safety Authority Act 1990</i>
ANAO	Australian National Audit Office
AtoN	Aid(s) to navigation
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DCV	Domestic Commercial Vessel
EPIRB	Emergency position indicating radio beacon
GPS	Global Positioning System
IALA	International Association of Marine Aids to Navigation and Lighthouse Authorities
ICAO	International Civil Aviation Organization
IMO	International Maritime Organization
ISO	International Standards Organization
KPI	Key performance indicator
MARPOL	International Convention for the Prevention of Pollution from Ships
National Law	<i>Marine Safety (Domestic Commercial Vessel) National Law Act 2012</i>
National plan	National Plan for Maritime Environmental Emergencies
National system	National System for Domestic Commercial Vessel Safety
PBS	Portfolio budget statements
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PID Act	<i>Public Interest Disclosure Act 2013</i>
PSC	Port State control
RPF	Regulator Performance Framework

## Compliance index – PGPA Act

PGPA Rule Reference	Part of Report	Description	Requirement
<b>17BE</b>	<b>Contents of annual report</b>		
<b>17BE(a)</b>	52	Details of the legislation establishing the body	Mandatory
<b>17BE(b)(i)</b>	117	A summary of the objects and functions of the entity as set out in legislation	Mandatory
<b>17BE(b)(ii)</b>	14	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
<b>17BE(c)</b>	2	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	Mandatory
<b>17BE(d)</b>	66	Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
<b>17BE(e)</b>	66	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
<b>17BE(f)</b>	66	Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
<b>17BE(g)</b>	13-36	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
<b>17BE(h), 17BE(i)</b>	65	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	If applicable, mandatory
<b>17BE(j)</b>	98	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
<b>17BE(k)</b>	53	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
<b>17BE(ka)</b>	108	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory
<b>17BE(l)</b>	53	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory
<b>17BE(m)</b>	56	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BE(n), 17BE(o)		For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions	If applicable, mandatory
17BE(p)	52	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory
17BE(q)	66	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	66	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner	If applicable, mandatory
17BE(t)	61	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	59 106	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	111	Information about executive remuneration	Mandatory

## Requirements of the AMSA Act

Requirement	AMSA Act Reference	Page Number/ Comment
Particulars of any directions given to the Authority under section 8 during the period	AMSA Act 9C(a)	N/A No directions given
A summary of notices given to the Authority under subsection 9A(1) during the period	AMSA Act 9C(b)	N/A No notices under subsection 9A(1) received
A summary of action taken during the period by the Authority because of notices given to the Authority under subsection 9A(1) in that or any other period	AMSA Act 9C(c)	N/A
Particulars of any directions given to the Authority under subsection 9B(2) during the period	AMSA Act 9C(d)	N/A

## Annual Report contact

General enquiries and comments about this report can be directed to:

Telephone: 1800 627 484

An electronic copy of this report with additional information detailing the activities of the Australian Maritime Safety Authority is available at [amsa.gov.au](http://amsa.gov.au) and on the Transparency Portal: [transparency.gov.au](http://transparency.gov.au)

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### Compliments and complaints

To make a complaint, offer a compliment, or ask questions relating to any AMSA decision, procedure, policy or service, members of the public may contact:

Telephone: 1800 627 484

Website: [amsa.gov.au](http://amsa.gov.au) and click on 'Contact us'



