

# Respect Victoria

## 2021-22 Annual Report



### **Victim Survivor Acknowledgement**

Respect Victoria acknowledges the significant impact of family violence and violence against women on individuals, families and communities, and the strength and resilience of the children, young people and adults who have, and are still, experiencing this violence. We pay our respects to those who did not survive and to their family members and friends.

### **Aboriginal Acknowledgement**

Respect Victoria acknowledges Victoria's Aboriginal people as the First Peoples and Traditional Owners and Custodians of the land and water on which we rely. We proudly acknowledge Victoria's Aboriginal communities and their ongoing strength in practising the world's oldest living culture. We acknowledge the significant and ongoing impacts of colonisation and commit to working alongside Aboriginal communities in change.

We recognise the ongoing leadership role of Aboriginal communities in addressing and preventing family violence and violence against women, and will continue to work in collaboration with First Peoples to eliminate these forms of violence from all communities.

### **Commitment to Dhelk Dja: Safe Our Way**

Respect Victoria commits to be guided by the principles, strategic priorities and definition of Aboriginal self-determination in Dhelk Dja: Safe Our Way – Strong Culture, Strong Peoples, Strong Families in our work to address family violence. We recognise that Dhelk Dja is everyone's business. Everyone, all services and all parts of government in Victoria are accountable for a future in which Aboriginal people live free from family violence. Only by working together and implementing Aboriginal-led solutions can we end family violence.

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## Responsible body's declaration

In accordance with the *Financial Management Act 1994*, I am pleased to present Respect Victoria's Annual Report for the year ending 30 June 2022.

Under section 53 of the *Financial Management Act 1994* the Assistant Treasurer has approved Respect Victoria's financials being included in the accounts of its portfolio department (the Department of Families, Fairness and Housing (DFFH)) from 1 July 2021 to 30 June 2022. For further detail, refer to the DFFH Annual Report (see Disclosure Index, p. 15).



**Professor Kate Fitz-Gibbon**  
Chair of the Board

## Governance and Operational Structure

### About Respect Victoria

Respect Victoria is an independent Statutory Authority dedicated to the primary prevention of family violence and all forms of violence against women in Victoria. Our focus is stopping violence from occurring in the first place, by changing the social norms, practices and structures that allow it to happen. Respect Victoria was established under the *Prevention of Family Violence Act 2018* and is responsible to the Minister for Prevention of Family Violence.

In 2022, Respect Victoria published its first Three-yearly Report to Parliament, *Progress on Preventing Family Violence and Violence Against Women in Victoria*, which provides a detailed account of progress in Victoria on action to reduce family violence and violence against women through primary prevention, including Respect Victoria's work. To avoid duplication, Respect Victoria has prepared a more streamlined Report of Operations for 2021-22. In addition, information about advertising undertaken in 2021-22 is on page 10 and additional information about Respect Victoria's major activities, including research and policy projects, is available on the [Respect Victoria website](#).

### Respect Victoria Board

Respect Victoria is governed by a skills-based board, which comprises eight directors including a Chair. The Board is responsible for the oversight and management of Respect Victoria and for ensuring that it complies with the obligations placed on it as a public sector agency.

The Board met 14 times during 2021-22.

Board members from 1 July to 3 October 2021: Melanie Eagle (Chair); Andi Diamond; Rod Jackson; Kate Fitz-Gibbon; Wei Leng Kwok; Julia Mason; Liana Papoutsis; and Steve Walsh.

Board members from 4 October 2021 to 30 June 2022: Kate Fitz-Gibbon (Chair); Rod Jackson; Liana Papoutsis; Wei Leng Kwok; Maxine McKew; Claudia Fatone; Hang Vo; and Karinda Taylor. Profiles of current Board members are available on the [Respect Victoria website](#).

## Finance, Audit and Risk Committee

The Finance Audit and Risk Committee met five times during 2021-22.

Committee Members from 1 July to 3 October 2021: Rod Jackson (Chair); Julia Mason; Liana Papoutsis; Steve Walsh; and Melanie Eagle (ex-officio).

Committee Members from 4 October 2021 to 30 June 2022: Claudia Fatone (Chair); Rod Jackson; Liane Papoutsis; Hang Vo; and Kate Fitz-Gibbon (ex-officio).

## Senior Leadership Team

Respect Victoria has three functional work areas: Research and Evaluation, Communications and Engagement, and Strategy, Policy and Operations. These functions are overseen by a senior leadership team, led by a Chief Executive Officer, Emily Maguire.

## 2021-22 Financial Management Compliance Attestation Statement

I, Kate Fitz-Gibbon, on behalf of the Responsible Body, certify that Respect Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.

A handwritten signature in black ink, appearing to read 'kfitzgibb'. The signature is written in a cursive, lowercase style.

**Professor Kate Fitz-Gibbon**  
Chair of the Board

## Operating Statement

The Department of Families, Fairness and Housing (DFFH) provided financial services to Respect Victoria from 1 August 2021 to 30 June 2022. The Department of Premier and Cabinet provided these services from 1 July 2021 to 31 July 2021.

A financial summary of expenditure for 2021-22 is provided below with 2020-21 provided for comparison.

	2021-22	2020-21
	\$	\$
<b>REVENUE</b>		
Output Appropriation	9,066,787	8,942,688
Dhelk Dja Mapping Project	86,025	50,000
Carry Forward	255,000	-
<b>Total Revenue</b>	<b>9,407,812</b>	<b>8,992,688</b>
<b>EXPENDITURE</b>		
Communications, Engagement, Research and Evaluation	4,339,126	4,166,402
Salaries and on-costs	4,429,799	3,670,785
Operating Expenses	489,634	620,920
Contract Staff	160,749	256,138
<b>Total Operating Expenditure</b>	<b>9,419,308</b>	<b>8,714,244</b>
<b>Net Surplus/(Deficit)</b>	<b>- 11,496</b>	<b>278,444</b>

Table 1: Operating Statement for the year ended 30 June 2022

## Financial Performance and Business Review

Respect Victoria has reported a \$0.011m deficit for the financial year to 30 June 2022.

Respect Victoria has \$0.750m held in a Department of Treasury and Finance Trust Account to fund future accommodation fit-out costs. Respect Victoria will draw down from this trust allocation when accommodation fit-out costs take place in the future.

## Workforce Data

### Employment and conduct principles

Respect Victoria is committed to applying merit and equity principles when appointing staff. The selection processes ensure applicants are assessed and evaluated fairly and equitably on the basis of the key selection criteria and other accountabilities without discrimination. Employees have been correctly classified in workforce data collections.

## Public sector values and employment principles

The *Public Administration Act 2004* established the Victorian Public Sector Commission (VPSC). The VPSC's role is to strengthen public sector efficiency, effectiveness and capability, and advocate for public sector professionalism and integrity. Respect Victoria maintains policies and practices that are consistent with the VPSC's employment standards and provide for fair treatment, career opportunities and the early resolution of workplace issues.

Respect Victoria advised its employees on how to avoid conflicts of interest, how to respond to offers of gifts and how it deals with misconduct.

## Workforce data

The following table discloses the head count and full-time staff equivalent (FTE) of all active public service employees of Respect Victoria, employed in the last full pay period in June of the current reporting period.

		June 2022 All Employees	
		Number (Headcount)	FTE
Demographic Data	<b>Gender</b>		
	Women/Self Described	19	17
	Men	8	8
	<b>Age</b>		
	15-34	8	8
	35-54	14	13
	55+	5	5
Classification Data	<b>VPS 1-6 grades</b>	<b>24</b>	<b>22</b>
	VPS 1-4	9	9
	VPS 5-6	15	13
	<b>Senior employees</b>	<b>3</b>	<b>3</b>
	Executives	3	3
	<b>Total Employees</b>	<b>27</b>	<b>25</b>

*Table 2: Details of employment levels in June 2022*

**Note 1:** Payroll services were provided to Respect Victoria by the Department of Premier and Cabinet during June 2021. All workforce data for 2020-21 was included in that Department's Annual Report.

**Note 2:** All staff are employed on fixed term contracts.

The following table discloses the annualised total salary for Respect Victoria senior employees, categorised by classification. The salary amount is reported as the full-time annualised salary.

Income Band (Salary)	Executives
\$200,000 - \$219,999	1
\$220,000 - \$239,999	1
\$240,000 - \$259,999	1
<b>Total</b>	<b>3</b>

*Table 3: Annualised total salary, by \$20,000 bands, for executives and other senior non-executive staff*



## Financial Performance Disclosures

### Consultancy Expenditure

#### **Consultancies \$10,000 or greater**

In 2021-22, there was one consultancy where the total fees payable to the consultants was \$10,000 or greater. The total expenditure incurred during 2021-22 in relation to this consultancy is \$114,067 (excluding GST). Details of the consultancy are outlined below.

Consultant	Purpose of consultancy	Start date	End date	Total approved project fee (\$ excl. GST)	Expenditure 2021-22 (\$ excl. GST)	Future expenditure (\$ excl. GST)
Ernst & Young	Funding opportunities for increasing investment in primary prevention of family violence and violence against women	5 May 2021	31 Aug 2021	240,188	114,067	0

*Table 4: Consultancies \$10,000 or greater*

#### **Consultancies less than \$10,000**

There were no consultancies in this category.

## Advertising Expenditure

### Advertising \$100,000 or greater

Advertising expenditure relating to Respect Victoria's campaigns with individual costs greater than \$100,000 is detailed in Table 5.

Name of campaign	Campaign summary	Start / End Date	Advertising (media) expenditure (\$ excl. GST)	Creative and campaign development expenditure (\$ excl. GST)	Research and evaluation expenditure (\$ excl. GST)	Print and collateral expenditure (\$ excl. GST)	Other campaign expenditure (\$ excl. GST)	Total (\$ excl. GST)
<i>Respect Women: 'Call It Out' (Respect Is)</i>	Campaign (coinciding with the UN Women's 16 Days of Activism Against Gender-based Violence) focused on gender inequality as one of the primary drivers of family violence and violence against women.	Nov 2021 - Dec 2021	266,124	75,503	71,584	-	-	413,211
<i>Pride, Respect, Equality (LGBTIQ+)</i>	Campaign to inspire people (specifically family members) to call out violence in all of its guises against LGBTIQ+ people within the familial setting.	Feb 2022 - Mar 2022	272,718	91,913	36,500	-	-	401,131
<i>Respect Older People: 'Call It Out'</i>	Campaign (coinciding with World Elder Abuse Awareness Day) to create awareness around elder abuse to prevent it from happening in the first place and to educate the Victorian public on where and how it starts.	May 2022 - Jun 2022	450,575	57,541	36,500	-	-	544,616
<i>Respect Women: 'Call It Out' (Sexism and Sport)</i>	Campaign to support Victorians to engage with the concept of respect, and build awareness of the early drivers of family violence and violence against women, using the sports setting as a platform for change.	Apr 2022 - Jun 2022	889,943	127,507	36,500	-	-	1,053,950
<b>Total:</b>			<b>1,879,360</b>	<b>352,464</b>	<b>181,084</b>	<b>-</b>	<b>-</b>	<b>2,412,908</b>

Table 5: Advertising expenditure valued at \$100,000 or greater

### Advertising Expenditure less than \$100,000

There was no expenditure in this category.

## Information and Communication Technology Expenditure

Information and communication technology expenditure for the 2021-22 financial year totaled \$294,383.00, a summary of which is shown in Table 6.

Total ICT Expenditure (\$ excl. GST)	Business as Usual (\$ excl. GST)	Non-business as Usual (\$ excl. GST)	Non-business as Usual Operational expenditure (\$ excl. GST)	Non-business as Usual Capital expenditure (\$ excl. GST)
294,383	294,383	-	-	-

Table 6: ICT Expenditure

## Budget Performance Output Statement

Respect Victoria contributes to the reporting on performance measures within the 2021–22 Budget Paper for Gender Equality and the Prevention of Family Violence Policy and Programs. This reporting is the responsibility of the Victorian Government Office for Prevention of Family Violence and Coordination.

## Compliance Disclosures

### Occupational Health and Safety

We are committed to ensuring all staff and other individuals in the workplace remain safe and healthy at work in accordance with the obligations under the *Occupational Health and Safety (OH&S) Act 2004* and the Occupational Health and Safety Regulations 2007.

#### **Incident management**

During 2021–22 there was one notifiable incident that occurred; notifiable incidents are those which require the OH&S Officer to be informed.

There were no recorded major incidents during the 2021-22 financial year.

### Disclosure of Major Contracts

Respect Victoria did not enter in any contracts greater than \$10 million in value.

### Freedom of Information

The *Freedom of Information Act 1982* allows the public a right of access to documents held by Respect Victoria.

An applicant has a right to apply for access to documents held by Respect Victoria. This comprises documents both created by Respect Victoria or supplied to Respect Victoria by an external organisation or individual, and may also include maps, films, microfiche, photographs, computer printouts, computer discs, tape recordings and videotapes. Information about the type of material produced by Respect Victoria is available on the Respect Victoria's website under its Part II Information Statement.

The Act allows Respect Victoria to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include: cabinet documents; some internal working documents; law enforcement documents; documents covered by legal professional privilege, such as legal advice; personal information about other people; and information provided to a Respect Victoria in-confidence.

All applications are assessed according to the timelines outlined in the Act.

If an applicant is not satisfied by a decision made by Respect Victoria, under section 49A of the Act, they have the right to seek a review by the Office of the Victorian Information Commissioner (OVIC) within 28 days of receiving a decision letter.

### ***Making a request***

Freedom of information requests can be made using the options available on our website. An application fee applies. Access charges may also be payable if the document pool is large, and the search for material is time consuming.

Access to documents can also be obtained through a written request to Respect Victoria, as detailed in section 17 of the FOI Act.

When making a Freedom of Information request, applicants should ensure requests are in writing, and clearly identify what types of material/documents are being sought.

Requests for documents in the possession of Respect Victoria should be addressed to:

Chief Executive Officer  
Respect Victoria  
GPO Box 5487  
Melbourne VIC 3001

### ***Freedom statistics/timeliness***

During 2021–22, Respect Victoria did not receive a Freedom of Information application from a member of the public. There were also no decisions reviewed by the Office of the Victorian Information Commissioner or the Victorian Civil and Administrative Tribunal.

### ***Further information***

Further information regarding the operation and scope of FOI can be obtained from the Act; regulations made under the Act; and [www.foi.vic.gov.au](http://www.foi.vic.gov.au).

### ***Compliance with the *Building Act 1993****

Respect Victoria does not own or control any government buildings and is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

### ***Compliance with the *Public Interest Disclosures Act 2012****

The *Public Interest Disclosures Act 2012* encourages and assists people in making disclosures of improper conduct by public officers and public bodies. The Act provides protection to people who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

Respect Victoria does not tolerate improper conduct by employees, nor the taking of reprisals against those who come forward to disclose such conduct. It is committed to ensuring transparency and accountability in its administrative and management practices and supports the making of disclosures that reveal corrupt conduct, conduct involving a substantial mismanagement of public resources, or conduct involving a substantial risk to public health and safety or the environment.

Respect Victoria will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent it is legally possible.

### ***Reporting procedures***

Disclosures of improper conduct or detrimental action by Respect Victoria or any of its employees may be made to:

Chief Executive Officer  
Respect Victoria  
GPO Box 5487  
Melbourne VIC 3001

Alternatively, disclosures may also be made directly to:

Independent Broad Based Anti-Corruption Commission  
Level 1, North Tower 459 Collins Street  
Melbourne VIC 3000  
Phone: 1300 735 135  
Website: [ibac.vic.gov.au](http://ibac.vic.gov.au)

### ***Protected disclosures statistics***

During 2021–22, no disclosures were made by an individual to Respect Victoria and notified to the Independent Broad Based Anti-Corruption Commission.

### ***Compliance with the Carers Recognition Act 2012***

Respect Victoria has taken all practical measures to comply with its obligations under the Act. These include promoting the principles of the Act to people in care relationships who receive our services and to the wider community and ensuring our staff have an awareness and understanding of the care relationship principles set out in the Act.

### ***Compliance with the Disability Act 2006***

Respect Victoria acknowledges the importance of strengthening the rights of people with a disability and is committed to creating and maintaining an accessible and inclusive environment for all people with a disability. Respect Victoria offers additional supports to individuals with a disability, which is promoted within position descriptions in our recruitment advertisements.

## Local Jobs First

Respect Victoria is required to apply the Local Jobs First policy in all projects valued at \$3 million or more in Metropolitan Melbourne or for state-wide projects, or \$1 million or more for projects in regional Victoria.

Respect Victoria did not engage in any applicable tenders or projects during the 2021-22 financial year.

## Additional Agency information available on request

In compliance with the requirements of the Standing Directions of the Assistant Treasurer, details in respect of the items listed below have been retained by Respect Victoria and are available on request, subject to the provisions of the FOI Act and any other relevant laws and Respect Victoria policies.

- A. A statement that declarations of pecuniary interests have been duly completed by all relevant officers.
- B. Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary.
- C. Details of publications produced by the entity about itself, and how these can be obtained.
- D. Details of any major external reviews carried out on the entity.
- E. Details of major research and development activities undertaken by the entity.
- F. Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit.
- G. Details of major promotional, public relations and marketing activities undertaken by the entity to develop community awareness of the entity and its services.
- H. Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- I. A general statement on industrial relations within the entity and details of time lost through industrial accidents and disputes.
- J. A list of major committees sponsored by the entity, the purposes of each committee and the extent to which the purposes have been achieved.
- K. Details of all consultancies and contractors including:
  - i) consultants/contractors engaged
  - ii) services provided
  - iii) expenditure committed to for each engagement.

The information is available on request from:  
Chief Executive Officer  
Respect Victoria  
GPO Box 5487  
Melbourne VIC 3001

## Appendix 1: Disclosure Index

Respect Victoria's Annual Report is prepared in accordance with all relevant Victorian legislations and pronouncements. This index has been prepared to facilitate identification of Respect Victoria's compliance with statutory disclosure requirements.<sup>1</sup>

Respect Victoria's compliance with some disclosure requirements (FRD8; FRD15; FRD22) are fulfilled via inclusion in the DFFH Annual Report and are therefore marked "See DFFH" in the table below. Likewise, as Respect Victoria's accounts are included in DFFH's Financial Statements, these disclosures are not listed in the table below.

Legislation	Requirement	Page
<b>Charter and purpose</b>		
FRD22	Manner of establishment and the relevant Ministers	4
FRD22	Purpose, functions, powers and duties	4
FRD8	Departmental objectives, indicators and outputs	4
FRD22	Key initiatives and projects	4
FRD22	Nature and range of services provided	4
<b>Management and structure</b>		
FRD22	Organisational structure	5
<b>Financial and other information</b>		
FRD8	Performance against output performance measures	See DFFH
FRD8	Budget portfolio outcomes	See DFFH
FRD10	Disclosure index	15-16
FRD12	Disclosure of major contracts	11
FRD15	Executive officer disclosures	See DFFH
FRD22	Employment and conduct principles	7
FRD22	Occupational health and safety policy	11
FRD22	Summary of the financial results for the year	7
FRD22	Significant changes in financial position during the year	7
FRD22	Major changes or factors affecting performance	4
FRD22	Subsequent events	See DFFH
FRD22	Application and operation of <i>Freedom of Information Act 1982</i>	11-12
FRD22	Compliance with building and maintenance provisions of <i>Building Act 1993</i>	12
FRD22	Statement on National Competition Policy	See DFFH
FRD22	Application and operation of the <i>Public Interest Disclosure Act 2012</i>	12-13

<sup>1</sup> References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

FRD22	Application and operation of the <i>Carers Recognition Act 2012</i>	13
FRD22	Details of consultancies over \$10,000	9
FRD22	Details of consultancies under \$10,000	9
FRD22	Disclosure of government advertising expenditure	10
FRD22	Disclosure of ICT expenditure	11
FRD22	Statement of availability of other information	14
FRD22	Asset Management Accountability Framework (AMAF) maturity assessment	See DFFH
FRD25	Local Jobs First	14
FRD29	Workforce data disclosures	8
SD5.2	Specific requirements under Standing Direction 5.2	4
<b>Compliance attestation and declaration</b>		
SD 5.4.1	Attestation for compliance with Ministerial Standing Direction	6
SD 5.2.3	Declaration in report of operations	4
<b>Legislation</b>		
<i>Freedom of Information Act 1982</i>		11-12
<i>Building Act 1993</i>		12
<i>Public Interest Disclosure Act 2012</i>		12-13
<i>Carers Recognition Act 2012</i>		13
<i>Disability Act 2006</i>		13
<i>Local Jobs Act 2003</i>		14
<i>Financial Management Act 1994</i>		6