



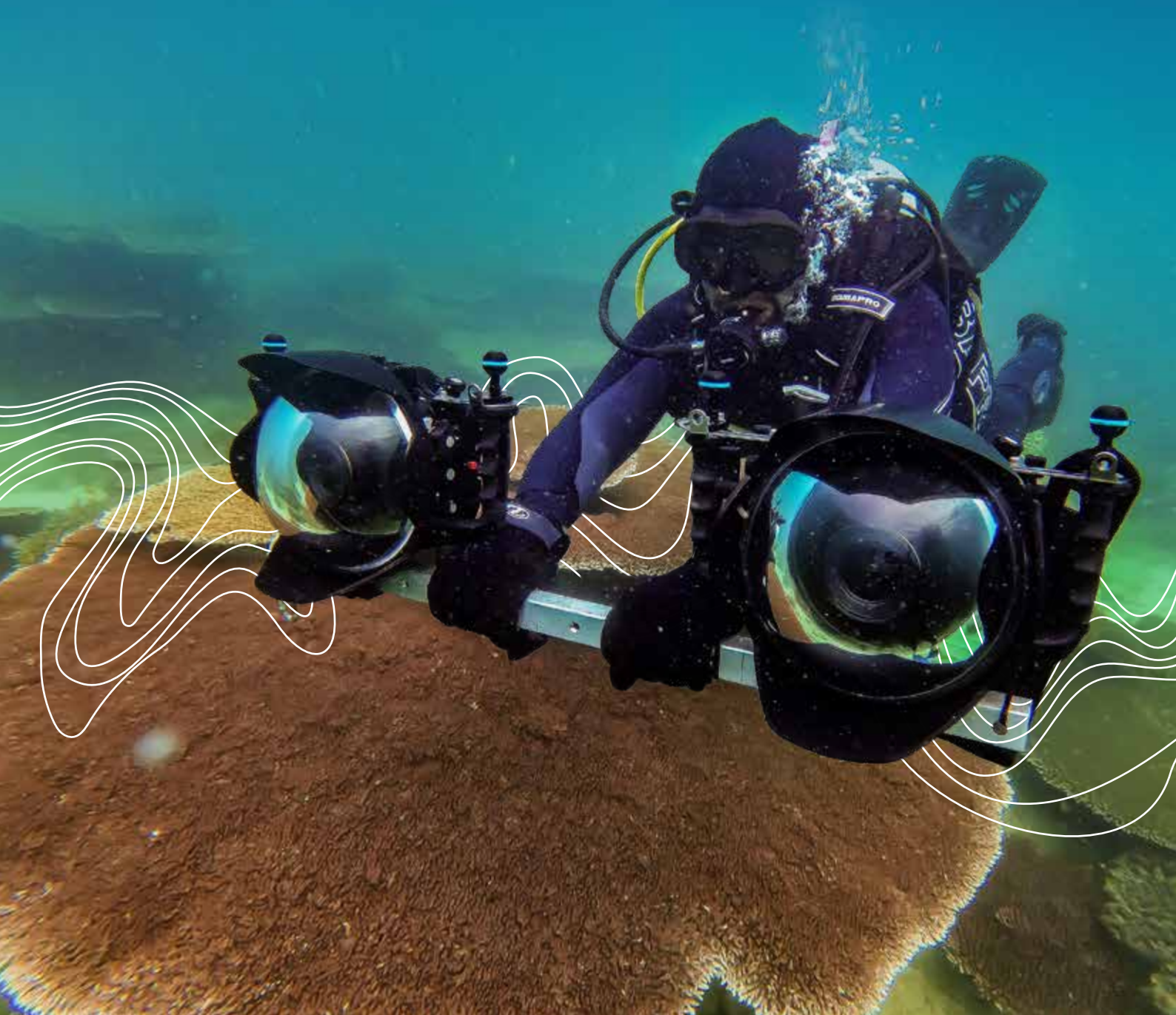
Australian Government



AUSTRALIAN INSTITUTE  
OF MARINE SCIENCE

# Annual Report

2022 – 2023





## Disclaimer

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The research reported herein is based on early analyses of complex datasets and should not be considered definitive in all cases. Institutions or individuals interested in all consequences or applications of the Australian Institute of Marine Science's research are invited to contact the Chief Executive Officer at the Townsville address below.

For additional copies of this report, please phone AIMS on (07) 4753 4444, write to us at the Townsville address or email [media@aims.gov.au](mailto:media@aims.gov.au).

This report, along with a range of other information about AIMS, is available online at [www.aims.gov.au](http://www.aims.gov.au).

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Cover image: Marie Roman

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ISSN 1037-3314

The Australian Institute of Marine Science acknowledges the Traditional Owners of the land and sea on which we work. We recognise the unique relationships and enduring cultural and spiritual connection that Aboriginal and Torres Strait Islander people have to land and sea, and pay our respects to Elders past, present and future.

We particularly recognise the Traditional Owners of the land on which our main laboratory and office bases are located: the Bindal and Wulgurukaba peoples in Townsville, the Larrakia people in Darwin, the Noongar people in Perth and the Ngunnawal people in Canberra. We also recognise and pay our respects to Aboriginal and Torres Strait Islanders who are Traditional Owners of the areas of our marine science operations across tropical northern Australia.

**Warning: Aboriginal and Torres Strait Islander persons should be aware that this document might contain images of people who have passed away since publication.**



Australian Government



AUSTRALIAN INSTITUTE  
OF MARINE SCIENCE

TOWNSVILLE

DARWIN

PERTH

25 September 2023

The Hon. Tanya Plibersek MP  
Minister for the Environment and Water  
Parliament House  
CANBERRA ACT 2600

Dear Minister

On behalf of the Council (as the accountable authority of the Australian Institute of Marine Science—AIMS), we have pleasure in presenting our annual report for the year ended 30 June 2023. The report is forwarded to you in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*.

This report provides information so that you, the Parliament of Australia, and users of AIMS' research outputs can make an informed judgement about AIMS' performance during the 2022–23 financial year.

This report has been prepared in accordance with the requirements of the *Australian Institute of Marine Science Act 1972* and in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*.

On behalf of the AIMS Council, the Chair approved the content of the *AIMS Annual Report 2022–23* on 9 September 2023.

Yours sincerely

Dr Elizabeth Woods OAM  
Council Chair  
Australian Institute of Marine Science

Mr Basil Ahyick  
a/Chief Executive Officer  
Australian Institute of Marine Science

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# Part 1: Overview

## The Year in Review: Report from the Council Chair

I am pleased to introduce the annual report of the Australian Institute of Marine Science (AIMS) for 2022-23, a year in which we celebrated our 50<sup>th</sup> anniversary. It has been a remarkable year filled with significant achievements and exciting developments that have further solidified our position as a leader in marine science.

In April, we hosted the Honourable Tanya Plibersek MP, Minister for the Environment and Water, on her first visit to our Townsville headquarters, to announce a much needed \$163.4 million funding injection. Along with our ongoing funding, this will ensure AIMS can continue to conduct quality science through this decade by supporting day-to-day operations and AIMS' infrastructure. It was a wonderful vote of confidence in AIMS to continue our mission to provide the knowledge for the better management, protection, and sustainable development of Australia's tropical oceans.

In addition, AIMS continues to work with industry and our partners across government agencies on significant co-funded new projects. In May we signed an agreement for a major new iconic project researching the potential for long-term secure carbon sequestration in the ocean. Blue Carbon will assess the potential for tropical seaweeds to support new scalable solutions for blue carbon sequestration across Australia and the Indo-Pacific region.

AIMS is continuing to harness the latest technology to accelerate and deepen our understanding of the tropical marine environment. Since its launch in Palau in April 2022, uptake of ReefCloud - our open-access AI-driven coral monitoring platform - has been significant, both in Australia as well as in the Pacific and now Southeast Asia. With new funding from the Department of Foreign Affairs and Trade, AIMS is working with governments across the Pacific and Southeast Asia to train reef monitoring professionals using ReefCloud for rapid data collection, analysis, and reporting. The aim is to build coral reef monitoring capabilities, broaden community participation and inform sustainable management of the precious reef ecosystems that support wellbeing and livelihoods across the Asia Pacific.

While we are exploring the possibilities opening to us with the deployment of new technologies, we have not lost sight of the critical role of our people in driving innovation and excellence. In July Dr Britta Schaffelke was awarded the AIMS medal in recognition of her outstanding, sustained, and enduring commitment to excellence and her exemplification of AIMS values. Britta joined AIMS 18 years ago and has helped drive the evolution of our research from observation and understanding to exploring ways to apply that knowledge, particularly to the impacts of climate change. She has since moved from her role as the Great Barrier Reef Research Project Director to the newly created Manager International Partnerships where she is driving AIMS' global impact through initiatives such as ReefCloud and our leadership of the Global Coral Reef Monitoring Network. It is the second time the medal, presented biannually, has been awarded since its inauguration in 2020.

AIMS is a trusted source of information on the condition of Australia's tropical marine estate, particularly the Great Barrier Reef. Once again, we significantly contributed to the Annual State of the Reef Report 2021-22, released in August. It found the recent La Nina seasons provided a welcome respite from the elevated water temperatures driving mass coral bleaching across the Great Barrier Reef in 2016 and 2017, and 2020. This allowed widespread recovery of coral cover in the Northern and Central Great Barrier Reef, largely due to increases in the Reef's dominant group of corals, the fast-growing *Acropora*. With El Nino conditions now likely to develop this summer, we remain alert and concerned about the impact of the expected higher sea surface temperatures.

Science and research drive the innovation necessary to support a strong future for Australian industry. Last year AIMS began refreshing Strategy 2025 to extend our vision and optimise our performance to 2030. We will include new major projects to address emerging national priorities and drive future impact. I look forward to sharing Strategy 2030 with you.

Our sub-committees of Council, the Audit Committee and the Remuneration & Nominations Committee, were both active during the year ensuring that our key risks were managed and governance obligations effectively discharged. I thank our committee members for their work throughout the year in this regard. The Council participated in and has closely followed the outcomes of this year's Science Review, with a focus on ensuring the ongoing integrity and quality of AIMS' science and its important role as a trusted advisor.

Last, but certainly not least, I thank outgoing CEO and Council member, Dr Paul Hardisty for his leadership and many important achievements. We are incredibly grateful to Paul for the energy, passion, and vision that he has dedicated to AIMS these past six years. Paul has driven AIMS' reputation as an internationally recognised leader in marine science. He has built a pipeline of globally significant research and development through a range of partnerships, including broadening AIMS' indigenous partnerships and industry engagement. His legacy of innovation, science excellence, and strategic vision provides AIMS with financial certainty for the coming decade and positions the organisation for continued success. We wish him all the best in his future endeavours.

I extend my sincere appreciation to all our stakeholders— including AIMS staff, partners, and collaborators—for their unwavering support and commitment to our mission. Together, we will continue to push boundaries, foster innovation, and create positive and lasting impact.

**Dr Beth Woods OAM, AIMS Council Chair**

## The Year in Review: Report from the CEO

It's almost six years since I took over as AIMS CEO and it has been my great honour to help AIMS develop into one of the world's leading marine science research institutions.

Over the past year we have doubled our externally sourced revenue, started to double the size of the National Sea Simulator – the world's largest and most sophisticated research aquarium complex – and forged new international science collaborations in the Pacific.

We have led the way in engaging with Traditional Owners by becoming the first and as far as I know the only Commonwealth agency that requires formal provision of free, prior and informed consent before project activities can go ahead. In November, some of our leading coral ecologists teamed up with Traditional Custodians on Woppaburra Sea Country for an ambitious field event during the annual mass coral spawning at North Keppel Island (known as Konomie by the Woppaburra people), near Yeppoon. The science team were based on an innovative floating laboratory to investigate coral spawning and coral seeding as part of the Australian Coral Reef Resilience Initiative (ACCRI), which is a partnership with BHP. This on-country spawning event was particularly exciting for the young traditional custodians who saw a real future in looking after Country.

We continue to lead the world's research effort to help coral reefs adapt to and recover from the effects of climate change. As the managing entity of the Reef Restoration and Adaptation Program since it began in 2018, AIMS has been leading a consortium of scientists, engineers, and other experts to create a suite of innovative and targeted measures to help preserve and restore the Great Barrier Reef. Highlights include: designing an automated gamete collection and fertilisation system, optimising the performance of coral deployment devices to speed up reef restoration, and obtaining essential data and information on where and how to identify heat tolerant corals to inform selective breeding programs and modelling of reef futures and the impact of interventions.

We continue to faithfully monitor the health of the Great Barrier Reef, as we have done for almost four decades, through our Long-Term Monitoring Program. Last year's report showed how dynamic the reef is, with the northern and central Great Barrier Reef recording their highest amount of coral cover since AIMS began monitoring, driven by fast-growing *Acropora* corals, while average coral cover in the southern region had decreased due to ongoing crown-of-thorns starfish outbreaks. The north and central Reef findings were a heartening sign that the Reef can still recover but we are mindful that such gains can be lost each Summer as the Reef is at increasing risk of temperature stress and its associated impact of coral bleaching.

In September a major external review of the quality and impact of our science was conducted by a panel of eminent international experts. This five-yearly review assessed our performance against AIMS' objectives and evaluated how well we are positioned to achieve our strategic vision. The panel found we were a high-performing institute, delivering globally relevant science, and provided suggestions for things we could do even better, including continuing our commitment to our science talent pipeline.

The 2022-23 year saw AIMS celebrate our 50<sup>th</sup> anniversary. Despite the necessary COVID-19 limitations of large group gatherings and air travel, we were able to celebrate a range of special events safely, including an organisation-wide symposium and an amazing ghost net art project.

ReefWorks, our newly opened tropical technology test range in Townsville, completed its first year of operation, and continues to be used for marine technology testing and evaluation by industry, academia, and government innovators. In a significant achievement, Reefworks received Australia's first regulatory sandbox approval for uncrewed vessels from the Australian Maritime Safety Authority. This helps clear the path for development of Australia's fledgling autonomous marine technology sector by removing a time-consuming hurdle and uncertainty for innovators.

This year, the ninth edition of our AIMS Index of Marine Industry found our nation's blue economy contributed 5.2 per cent of GDP in 2020-21 with a total output of \$118.5 billion and 462,000 full time jobs despite the challenges of COVID-19. Scientific research, done by agencies such as AIMS, provides the knowledge that protects our ocean ecosystems and underpins the sustainable recovery and growth of marine industry.

To maintain and strengthen our position as a world leader in marine science, Australia needs to build a pipeline of highly skilled marine scientists. I was delighted to sign an agreement with the Charles Darwin University to boost our Northern Territory research capability by supporting joint research projects, post-doctoral research fellowships and supervision of higher degree research students. This formalises an alliance like the partnerships AIMS has with James Cook University and the University of Western Australia.

Our people are a critical part of AIMS' capability, and we continue to build our senior leadership. We appointed several new research program directors including Dr David Wachenfeld, formerly the Great Barrier Reef Marine Park Authority's Chief Scientist, and Dr Line Bay and Dr Claire Streten who were promoted from their senior research positions within AIMS. Dr Britta Schaffelke, who was awarded the 2022 AIMS Medal, stepped down from her long-standing role as Research Program Director, Great Barrier Reef, to take up a new role as our Manager International Partnerships. We farewellled Chief Research Officer Dr David Souter, and were joined by Dr Kameron Christopher as Director, Data Science and Research Services.

AIMS embodies a progressive safety culture, underpinned by a unified commitment to health and safety led by our board and leadership team. We recognise that the development of our people underpins safe science and have engaged with all AIMS workers to establish safety and respect as core organisational principles, and to expand leadership capabilities. AIMS has experienced considerable growth, and with it, challenges that we have rigorously pursued via a relentless safety focus. Year-on-year improvement to safety performance has been achieved with respect to injury severity rate (ISR)<sup>1</sup>, with improvements of 28 per cent, attributable to our ongoing commitment to early

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<sup>1</sup> Based on Days Impacted i.e., not able to fulfill all pre-injury duties.

intervention, pre- and post- injury. Regarding total recordable injury frequency rate (TRIFR)<sup>2</sup>, our performance has once again exceeded target, but was unsuccessful in improving on last year's results. Our commitment to continuous improvement in safety performance remains strong, as we look to tighten targets around these key performance indicators in the year to come. Additionally, the establishment of a psychologically safe workplace framework, and management of psychosocial hazards as part of our organisation-wide approach to risk management, have been key priorities as we continue to develop our safety culture and systems.

This year we have made solid progress enhancing our research infrastructure capabilities. The works phase for the \$36.3 million expansion of the National Sea Simulator is proceeding well, which is reflected in the amount of construction activity at our Townsville site. A consortium has begun designing a new state-of-the-art marine research vessel to replace the RV Cape Ferguson which is nearing the end of its operational life. The new vessel will be more capable than its predecessor, highly efficient with reduced fuel usage, good sea keeping and modular capabilities to meet AIMS' research needs, and it will harness the latest technology for integrated data collection.

Record new funding announced by the Australian Government in the 2023 Federal Budget was a significant vote of confidence in who we are, what we do, and how we do it. It will allow AIMS to continue to deliver the world-leading science we need to face the challenges of the future, as climate change, biodiversity loss and pollution continue to degrade the world's oceans and the life they contain.

**Dr Paul Hardisty, Chief Executive Officer**

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<sup>2</sup> Based on Total Recordable Injuries i.e., MTC, RWC and LTI combined



#1

marine science institution in the world\*

2022/2023

# IN BRIEF



## Field Operations

TROPICAL NORTHERN AUSTRALIA



**42,400**  
NAUTICAL MILES STEAMED



**1,675**  
SCIENCE FIELD DAYS INCLUDING CHARTERS



**4,891**  
NUMBER OF DIVES



**293**  
COLLABORATORS ON FIELD TRIPS



**11,358**  
RESEARCHER FIELD DAYS



## Environmental Performance

**25%** ↓

REDUCTION IN CARBON EMISSIONS ACROSS OUR OPERATIONS\*

**26%** ↓

REDUCTION IN SOLID WASTE TO LANDFILL\*  
\*FROM BASELINE YEAR



## National Facility

Initiation & conceptual design phases complete for SeaSim. Construction commenced.

**\$36.3m**  
OVER 3 YEARS



## Science Output

**200**

PEER REVIEWED JOURNAL ARTICLES

**57%**

IN INTERNATIONAL COLLABORATION PUBLICATIONS

**40%**

IN NATIONAL COLLABORATION PUBLICATIONS



## Safety Performance

TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)

**10%**

BETTER THAN TARGET

INJURY SEVERITY RATE

**14%**

BETTER THAN TARGET



## Finances

**\$62.9m**  
APPROPRIATIONS

**\$52.8m**  
EXTERNAL REVENUE

**\$108m**  
TOTAL EXPENSES



## Science Impact

**> \$200m**  
ECONOMIC RETURN ESTIMATE

**≥ 5X**  
RETURN ON GOVERNMENT INVESTMENT



### AN EYE ON OUR TROPICAL OCEANS: LONG-TERM BIODIVERSITY AND WATER QUALITY MONITORING

#### Long-term Monitoring Program

Our Long-term Monitoring Program for the Great Barrier Reef (GBR) is the world's longest record of change in coral reefs tracking coral and fish populations, crown-of-thorns starfish outbreaks, and the effects of cyclones and coral bleaching.

#### Great Barrier Reef Marine Monitoring Program

AIMS continues to implement the Marine Monitoring Program led by the GBR Marine Park Authority. Our team records water quality, hard and soft coral cover, macroalgae and coral recruitment on over 30 inshore reefs.



### MARINE SCIENCE SOLUTIONS: REEF RESTORATION INITIATIVES

#### RRAP

#### Reef Restoration and Adaptation Program

RRAP brings together the best in marine STEM to develop large scale reef interventions for the Great Barrier Reef that are cost-effective, practical, safe and acceptable.

#### ACRRI

#### Australian Coral Reef Resilience Initiative

ACRRI uses an ecosystems approach to simultaneously research underwater acoustics to help rebuild fish populations, and develop coral seeding technologies for more resilient reefs.



### BLUE TECHNOLOGY: INNOVATION IN MARINE SCIENCE

#### ReefWorks

ReefWorks is Australia's tropical marine technology test range, enabling Australian innovators to study new marine technologies, autonomous systems and sensors in a real-world environment. Twenty-one events were conducted in 2022/23 supported by about \$640k external investment.

#### ReefScan

A suite of technology-based solutions for coral researchers to conduct in-field marine observations.

#### ReefCloud

ReefCloud is a cutting-edge data platform that incorporates machine learning to inform decisions by reef managers.

\*Benchmarking by Capgemini Analytics Index research analytical tool, as of 31 July 2022. Organisations with >200 MW of Science documents in the field of marine and freshwater biology for the period 2017-2021

## About AIMS

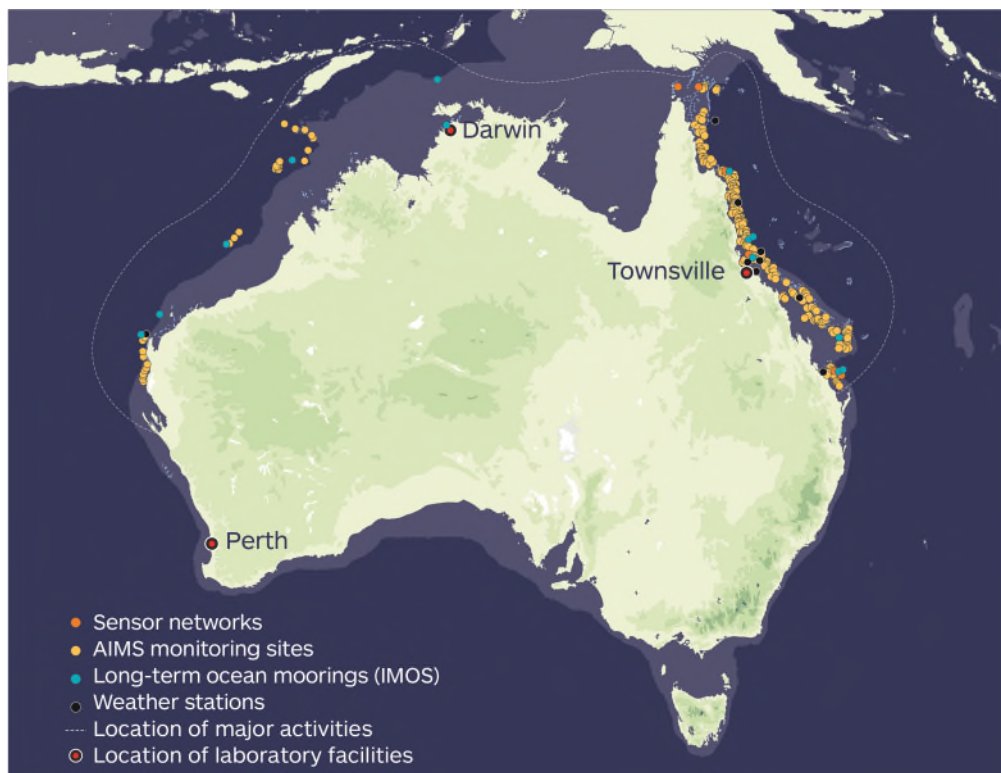
The Australian Institute of Marine Science is a corporate Commonwealth entity established 50 years ago under the Australian Institute of Marine Science Act 1972 (AIMS Act). As Australia's tropical marine research agency, it is our mission to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

To accomplish our mission, AIMS delivers independent science to help realise three key long-term impacts for the nation:

- improve the health and resilience of marine and coastal ecosystems across northern Australia
- create economic, social and environmental net benefits for marine industries and coastal communities
- protect coral reefs and other tropical marine environments from the effects of climate change.

AIMS' headquarters was established on Cape Ferguson near Townsville in recognition of the importance of the GBR to Australia. Today, we also operate from bases in Perth and Darwin, which allows us to conduct research across northern Australia, spanning two oceans and three regional seas (see Figure 1).

Figure 1: Location of AIMS' facilities and major activities



AIMS is uniquely placed to provide the expert advice and solutions for management agencies, marine industries, and coastal communities to preserve our marine estate and ensure its sustainable use. Our research is focused on the priorities of our stakeholders, including Commonwealth, state and territory governments, industry and Traditional Owners.

Our oceans provide jobs, contribute to national prosperity and hold intrinsic value for all Australians. Sustainable growth in Australia's marine industry and the preservation of all that are in our oceans is underpinned by strong marine science delivered by AIMS.

Our scientific research provides the knowledge that contributes to industry's competitiveness while protecting our unique marine ecosystems. It helps marine-based industries understand their operating environment and reduce uncertainty so they can make the right long-term decisions with confidence and maintain their social license to operate.

AIMS recognises that Australia's First Nations peoples are the Traditional Owners of the Sea Country within which AIMS works. Traditional Owners have a knowledge system that is based on tens of thousands of years of observations and environmental information that is passed down through the generations. AIMS seeks to build meaningful partnerships with Traditional Owners of Sea Country in northern Australia to deliver impactful research for all Australians. That is why, in AIMS Strategy 2030, we commit to undertaking science collaborations with Traditional Owners in key projects based on Sea Country.

Our Traditional Owner collaborations are growing and we are developing relationships based on trust, respect and two-way knowledge sharing that brings traditional knowledge and perspectives together with western science to create new insights into local marine ecosystems.

# Part 2: Performance Statements

## STATEMENT OF PREPARATION

As the accountable authority of the Australian Institute of Marine Science, I present the 2022-23 annual performance statements of the Australian Institute of Marine Science, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and other applicable legislation. In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity, and comply with subsection 39(2) of the PGPA Act.

The content of the performance statements was endorsed on 9 September 2023.



Dr Elizabeth Woods OAM  
Council Chair  
Australian Institute of Marine Science

# Entity Purpose

AIMS' purpose is to contribute to the economic and environmental wellbeing of Australians by conducting research into the tropical marine estate. AIMS was established by the Australian Government in 1972 to conduct research and development relating to, and to promote, the application and use of marine science and marine technology. The Institute's mission is to provide the research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

## Intended Outcomes

AIMS' annual Portfolio Budget Statement provides the Parliament of Australia with information on how AIMS will use its allocated resources to achieve the government-mandated outcome over the current budget and forward years. AIMS is funded to deliver *Outcome 1: Growth of knowledge to support protection and sustainable development of Australia's marine resources through innovative marine science and technology*.

Government funding for AIMS is delivered through Program 1: Marine Research. This program provides research services focused on supporting the sustainable development of Australia's marine estate by industry, while ensuring the protection of high-value marine and coastal ecosystems through effective environmental management.

Through engagement with stakeholders, including Commonwealth and state governments, industry, Traditional Owners, science agencies and universities, AIMS has developed a comprehensive research program that continues to deliver world-leading science while ensuring its multidisciplinary science capability, infrastructure and research investment remain focused on addressing national needs and aspirations.

The 2022-23 Portfolio Budget Statement Table 2.1.2 identifies how AIMS is working to deliver research outcomes by providing:

- baseline, status and trend data that are the trusted information base for stakeholder decisions
- more information for stakeholders, produced through autonomous and automated technologies and processes
- science that underpins conservation and management of threatened and endangered marine species
- models of environmental condition and function that are used to manage tropical marine ecosystems
- improved tropical marine ecosystem health via AIMS' solutions that mitigate local, regional and cumulative pressures
- coral reef condition forecasts based on knowledge of recovery, acclimatisation and adaptation
- restoration science and scalable technologies that help coral reefs resist, adapt to, and recover from climate change impacts
- advanced data analysis workflows and knowledge delivery systems that improve stakeholder use of AIMS information
- decision support tools that are used by stakeholders for management decisions and policies.

The success of AIMS' marine research program is assessed against a set of eight high level performance criteria:

- AIMS research creates a positive triple bottom line contribution (impact value) to Australia
- deliver strategic and applied research and monitoring that addresses national research priorities and stakeholder needs
- maintain or increase current standings for scientific excellence, innovation and impact
- deliver research advice and scientific products that are critical for stakeholders to assess the impacts of natural and human pressures on sensitive marine ecosystems
- increase research capability, capacity, impact and science diplomacy through participation in key advisory panels and committees, formal national and international collaborations, joint ventures, partnerships and strategic alliances
- improve research outcomes and impact through increased Traditional Owner engagement in the planning and delivery of coastal research and development
- reduce AIMS' environmental footprint
- optimise use of research infrastructure assets.

# Results and Commentary on Performance

AIMS successfully achieved most high-priority research outcomes detailed in the AIMS Portfolio Budget Statement 2022-23, and the AIMS Corporate Plan 2022-23.

Table 1 provides a summary of our performance against the AIMS 2022-23 Key Performance Indicators.

Table 1: Overall performance summary

Table legend

All expectations met = Y

Most expectations met = -

Expectations not met = N

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan)	Result	Expectations Met
AIMS research creates a positive triple bottom line contribution (impact value) to Australia	Minimum two case studies	≥ 2 new triple bottom line case studies published per year (pa)	Two <a href="#">case studies</a> were produced in 2022-23.	Y
		Demonstrate ≥\$150 million pa total impact value	Work continued with The Centre for International Economics to convert previous impact analyses into a forecasting tool to allow AIMS to build upon the enduring historical benefits which exceeded the \$150 million target.	Y
Deliver strategic and applied research and monitoring that addresses national research priorities and stakeholder needs	Achieve revenue budget from stakeholder commissioned research	Achieve revenue budget from stakeholder commissioned research	Net external revenue for 2022-23 was \$25.59 million compared with a budget of \$19.28 million and an actual of \$22.07 million <sup>3</sup> in 2021-22, an increase of \$3.52 million (16 per cent).	Y
Maintain or increase current standings for scientific excellence, innovation and impact	Maintain acknowledged domestic and global high standing in relevant fields of research, and confidence of key stakeholders in research outputs	Maintain Top 3 global ranking in the field of marine and freshwater biology	Benchmarking of AIMS' Citation Impact in May 2023 demonstrated that in the field of marine and freshwater biology as defined by Thomson Scientific Web of Science, AIMS remains in the top 3 ranked research institutions in the world. In future, AIMS will be using the field of marine science as defined by Scopus and adoption of a multi-parameter performance metric.	Y
		Maintain high stakeholder confidence in AIMS' scientific outputs gauged using a net promoter score NPS ≥50	A net promoter score (NPS) survey of key stakeholders in 2021 assessed AIMS rating as 53, which is considered "great". The NPS is a common method to measure and improve customer loyalty. Customers rate their likelihood of recommending a company to others. The index ranges from -100 (unlikely to recommend) to +100 (very likely to recommend).	Y
Deliver research advice and scientific products that are critical for	Maintain or increase the number of peer reviewed	Maintain annual journal publication rates ≥ 200 journal	AIMS published 200 journal articles in the 2022 calendar year.	Y

<sup>3</sup> Revised revenue figure for 2021-22

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan)	Result	Expectations Met
stakeholders to assess the impacts of natural and human pressures on sensitive marine ecosystems	publications and other knowledge products, and make datasets or data products publicly available	articles and technical reports		
		100 per cent of datasets collected using public monies are made publicly available within one year of collection	The outputs of research funded by specific government programs are available within one year of collection.	Y
Increase research capability, capacity, impact and science diplomacy through participation in formal national and international collaborations, joint ventures, partnerships and strategic alliances	Maintain or increase the number and scale of domestic and international research partnerships, collaborations, joint ventures and strategic alliances	Maintain proportion of AIMS' projects involving collaborators ( $\geq 80$ per cent)	During 2022-23 AIMS maintained its strong record of collaboration. The proportion of AIMS' projects involving collaborators was 86 per cent by total value.	Y
	Specialist advice and expertise provided by AIMS is used by relevant advisory panels and committees	$\geq 2$ new case studies that demonstrate the value of AIMS' contributions for advisory panels and committees	A senior AIMS staff member is also a member of the Great Barrier Reef (GBR) Independent Expert Panel which provides scientific and expert advice related to the GBR, including support for the implementation and review of the Reef 2050 Plan, Reef 2050 Water Quality Improvement Plan and other matters, as requested. The panel also advises the Australian Government Minister for the Environment and Water on funding priorities for the Reef Trust.  CORDAP (Coral Research and Development Accelerator Platform) is a G20 initiative to accelerate and scale up the development of new technologies that support international coral conservation efforts needed to secure a future for tropical coral reefs and cold-water corals. AIMS is Australia's representative on CORDAP and is a member of the Initiative Governing Committee, with three of the 19 member Scientific Advisory Committee being from AIMS with one of those three being the Chair. AIMS led or was a key participant in 3 landscape studies to inform the field.	Y

Performance Criteria	Portfolio Budget Statement (PBS) performance targets	KPIs (Corporate Plan)	Result	Expectations Met
Improve research outcomes and impact through increasing Traditional Owner engagement in the planning and delivery of coastal research and development	Improve research outcomes and impact through increasing Traditional Owner engagement in the planning and delivery of coastal research and development	≥ 1 new case study per year that demonstrates how engagement with Traditional Owner communities improves outcomes for the community and delivers value for AIMS' science	The following case studies were published in 2022-23: <ul style="list-style-type: none"> <li>• <a href="#">Arnhem Sea Country Monitoring – knowledge partnership to keep Sea Country safe</a></li> <li>• <a href="#">Monitoring fish communities with Traditional Owners</a></li> <li>• <a href="#">Graduation success for AIMS Indigenous aquaculture trainees</a></li> <li>• <a href="#">Marine monitoring partnerships in Torres Strait</a></li> <li>• <a href="#">Sharing old and new science in the West Cape York Marine Park</a></li> <li>• <a href="#">Meet Jamiga-Marie: Woppaburra woman training for a future in aquaculture</a></li> <li>• <a href="#">How sea turtles are helping us unlock the secrets of Australia's remote areas</a></li> <li>• <a href="#">Scientists and Traditional Custodians brought together for 'floating lab' for Great Barrier Reef coral spawning</a></li> </ul>	Y
Reduce AIMS' environmental footprint	20 per cent reduction in AIMS' carbon emissions compared with 2017-18	Carbon emission reduction ≥ 20 per cent compared with 2017-18	The overall per cent reduction in total CO <sub>2</sub> emissions across our operations was 25 per cent compared with 2017-18.	Y
	20 per cent reduction in AIMS' waste to landfill compared with 2018-19	Solid waste to landfill from normal operations reduced by ≥ 20 per cent compared with 2018-19	This year to date has seen a reduction of around 17.5 tonnes compared with 2018-19. The average reduction of waste for the past 3 years is approximately 26 per cent from the 2018-19 base year.	Y
Optimise use of research infrastructure assets	Maintain or increase use of research infrastructure	≥ 90 per cent use of major research assets	The overall utilisation of major assets was 84.3 per cent.  While our research vessels maintained very high utilization, some of our experimental facilities had lower than expected utilization due to reduced demand on experimental space from a number of large projects.	N

## Statement of (Ministerial) Expectations

On 13 February 2020, the then Minister for Industry, Science and Technology, the Hon Karen Andrews MP, provided the AIMS Council with a Statement of Expectations outlining the Minister's expectations for AIMS in resolving national challenges, advancing the Government's policy priorities, and driving organisational performance<sup>4</sup>. The AIMS Council responded to the Minister with a Statement of Intent confirming AIMS' commitment to the Australian Government's policy agenda and the strong connections between this and the AIMS Strategy 2025. At the time of drafting this report, a new Statement of Ministerial Expectations is being developed; however it has not yet been issued. The development of Strategy 2030 was informed by the government's policy priorities.

<sup>4</sup> The statement is available at: <https://www.aims.gov.au/docs/about/corporate/corporate-profile-governance/statement-of-expectations>

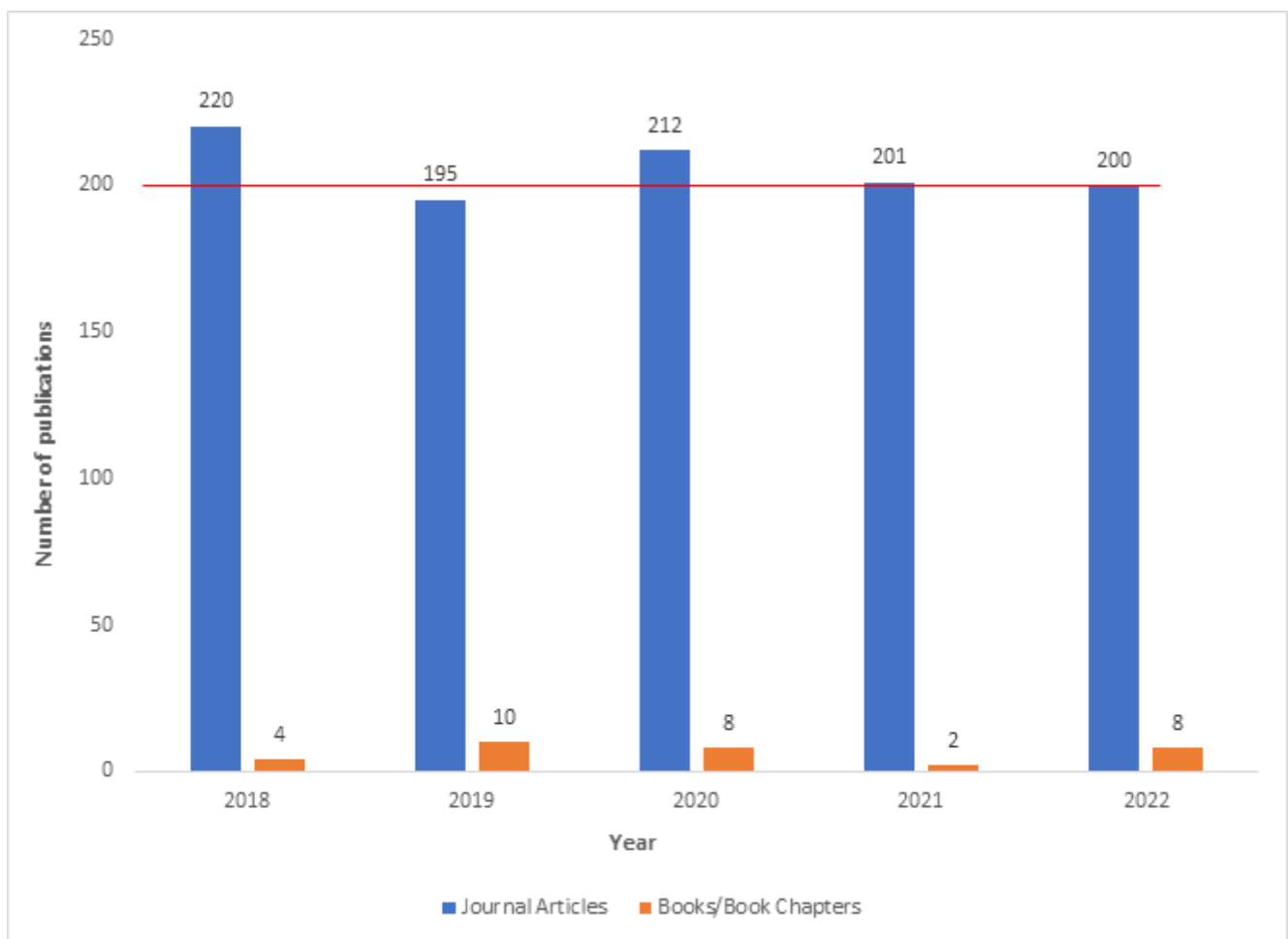
# Research Performance

## Publications

AIMS maintained a strong publication record within the field of marine science covering numerous topics like understanding and managing marine biodiversity including threatened and endangered species, oceanography and how it governs marine ecosystems, ecosystem status and trends and the processes that underpin ecosystem dynamics, and finally, the multitude of pressures affecting marine and coastal ecosystems like climate change, ocean acidification and declining water quality. It should be noted that due to changes in the way publication dates are treated by some journals, some of the papers in our bibliography will appear officially as 2023 papers. However, these papers were available online first in 2022, and the AIMS Research Office has recorded them as 2022 papers as this is when they were available for citation. Some of the papers with a date of 2021 in the bibliography were not included in the 2021 total. During 2022, AIMS therefore reports 200 peer reviewed journal articles, and 8 books or book chapters. This met our target of maintaining an annual journal publication rate of 200 papers per annum (Fig. 2).

While the main types of publications produced by our research staff were peer reviewed journal articles and reviews, we also produced numerous client reports, technical reports and conference papers. AIMS continued to publish reports on the long-term health of the inshore, mid-shore and offshore reefs of the Great Barrier Reef through the Long-Term Monitoring Program (LTMP). The LTMP's Annual Summary Reports provide an invaluable record of change by surveying coral reef communities over an expansive area of the Great Barrier Reef (GBR). The surveys are reported both after the conclusion of each field trip and annually, providing the most comprehensive record of reef condition available for the GBR. AIMS' complete publication bibliography for 2022 is available at <https://www.aims.gov.au/information-centre/corporate-publications/annual-reports.html>.

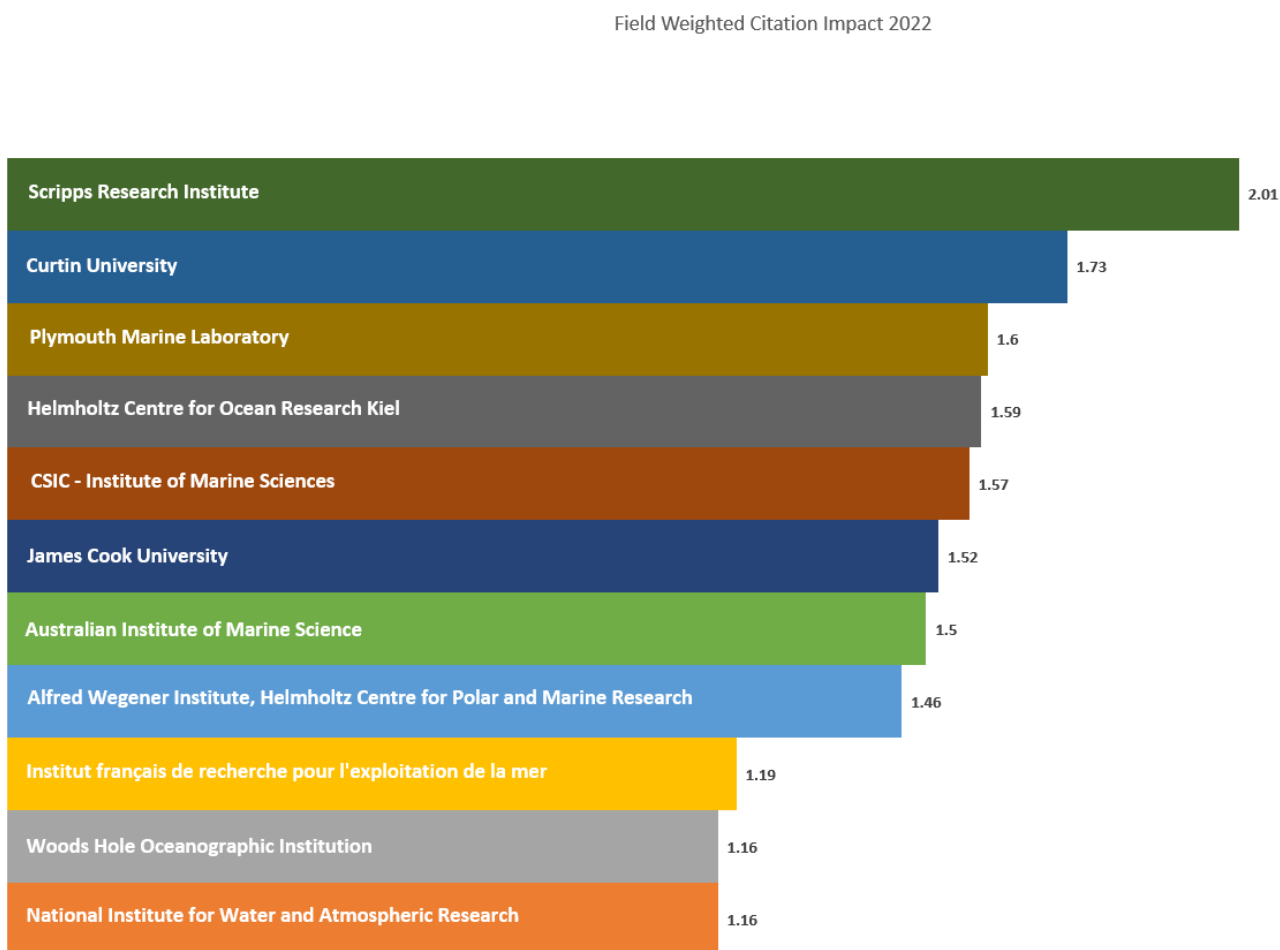
Figure 2: Number of AIMS publications by type, 2018-2022, including annual performance target (red line).





AIMS' success is demonstrated by our consistently high position in relevant rankings based on science publication metrics. In 2023-24 AIMS will transition publication performance to a broader combination of metrics that captures disciplines beyond biology and extends into policy, economics and other social sciences. Under the new metrics, AIMS performance remains high when compared to major marine science providers within Australia and global peers that are specialist marine science organisations (Figure 3).

Figure 3: Comparison of Field-Weighted Citation Impact (FWCI) of similar organisations with publications in marine sciences, 2022, SciVal



## Science Leadership

AIMS is a global and national leader in the marine science discipline, demonstrated by the high citation of our work, our involvement in national and international fora and our provision of high-level advice. AIMS science is cited by many of our peers as evidenced by our continuing high performance (Figure 3), but also regularly in many reports by other knowledge providers to industry and government within and beyond Australia. AIMS makes its knowledge available not only through publishing its interpretation of ocean observations and sophisticated experimentation, but by also making its data available directly or through the Australian Ocean Data Network and Research Data Australia.

Nationally, AIMS plays a prominent role in the National Marine Science Committee (NMSC), the Reef 2050 Long-term Sustainability Plan, the Reef Restoration and Adaptation Program and Australia's Integrated Marine Observing System (IMOS).

Beyond intradisciplinary committees and programs, AIMS actively engages with representatives from the Australian government, regulatory authorities, research sectors and industry sectors. Examples include the Commonwealth National Environmental Science Program (NESP) Tropical Water Quality (TWQ), Marine Biodiversity Hubs, and the Gladstone Healthy Harbour Partnership (GHHP) Independent Science Panel, which guides the implementation of the GHHP endorsed Gladstone Healthy Harbour Report Card through the provision of impartial scientific advice.

Internationally, AIMS coordinates the Global Coral Reef Monitoring Network (GCRMN), an operational network of the International Coral Reef Initiative striving to preserve coral reefs and related ecosystems around the world. AIMS and DFAT (plus Queensland University of Technology, the Coral Reef Innovation Project and partner Pacific Island nations) also collaborate to develop technologies to monitor coral reefs in Australia and the Pacific.

A complete list of external committees and national and international fora that we advise on is available at <https://www.aims.gov.au/information-centre/corporate-publications/annual-reports>.

## Partnerships

AIMS partners for two reasons: to increase the capability and capacity that can be focused on the scientific challenges we need to tackle, and to improve the impact of our science by involving stakeholders and users in the design and implementation of research. We engage with both national and global marine science capability, establishing joint ventures and strategic alliances to increase the number and scale of collaborative research projects. Examples include the Western Australian Marine Science Institution, the National Environmental Science Program, the Integrated Marine Observing System, the Indian Ocean Marine Research Centre, as well as AIMS@JCU, AIMS@UWA, and now also AIMS@CDU, initiatives that focus on early career researchers to produce the next generation of marine scientists.

We also have partnerships to deliver effective and adaptable solutions to improve the protection of coral reefs and other reef-dependent biodiversity which underpin substantial socioeconomic benefits. These partners include James Cook University, Queensland University of Technology and several international institutes, like the National Oceanic and Atmospheric Administration (US), the University of South Pacific (Fiji) and the Palau International Coral Reef Center.

## Fostering Research Capability

AIMS actively develops early career researchers to meet the challenges facing the marine environment through postdoctoral studies, postgraduate studies, postgraduate scholarship funding and traineeships. AIMS also exposes Indigenous high school students to marine science through the Aboriginal and Torres Strait Islanders in Marine Science initiative.

## Postdoctoral research

During 2022-23, AIMS co-funded or fully supported postdoctoral fellows (Table 2) under agreements with:

- ARC Centre of Excellence for Coral Reef Studies (2)
- Queensland University of Technology (2)
- Santos (2)
- Woodside (2)
- BHP (1)
- Charles Darwin University (2)
- Indian Ocean Marine Research Centre Partnership (3)
- King Abdullah University of Science and Technology (Saudi Arabia) (1)
- Marie Curie Research Fellowship (1)
- Western Australian Department of Biodiversity, Conservation and Attractions (1)
- University of Queensland (2)
- Reef Restoration and Adaptation Program (RRAP) (6)
- AIMS (5)

During 2022-23, AIMS staff co-supervised 76 postgraduate students from 12 universities within Australia, of whom 44 were part of the AIMS@JCU program and 13 were part of the AIMS@UWA program.

AIMS' involvement in early career researcher training is reflected in individual staff members holding adjunct academic appointments at Australian or international institutions, including:

- James Cook University, through AIMS@JCU and the Coral Reef Centre of Excellence
- University of Western Australia, through the AIMS@UWA partnership
- University of Queensland
- Charles Darwin University
- Queensland University of Technology
- University of Melbourne

Many of these adjunct positions reflect a large personal contribution to postgraduate supervision.

Table 2: Number of Postdoctoral Fellows, postgraduates and occupational trainees, 2018-19 to 2022-23

	2018-19	2019-20	2020-21	2021-22	2022-23
Postdoctoral Fellows	21	25	29	31	30
Postgraduate students supervised by AIMS staff	68	62	68	82	76
Occupational trainees and interns	17	21	14	15	15

## Science Quality Assurance

The AIMS Quality Management Policy establishes the expectations for the delivery of quality scientific research and services. It forms an integral part of our governance framework and promotes ethical research behaviour, providing a foundation for high-quality research, credibility and stakeholder trust.

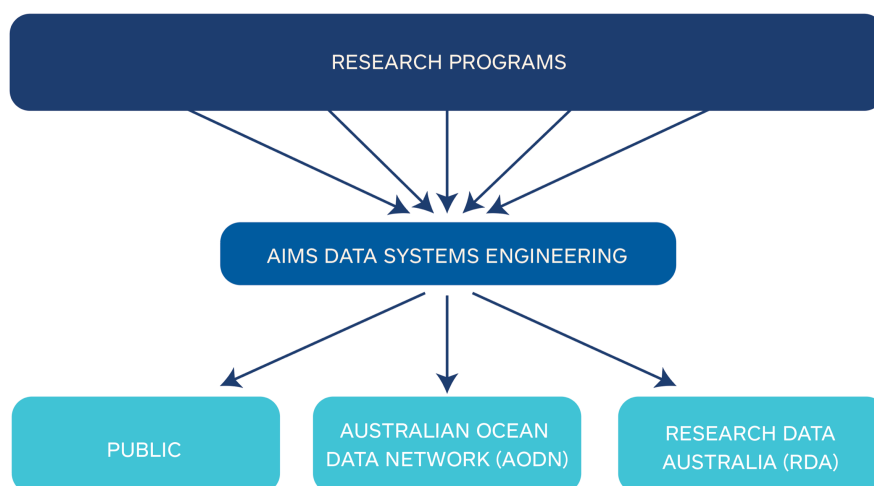
Rigorous quality assurance and quality control procedures ensure we deliver high quality and timely research to stakeholders. Our research is peer reviewed at multiple stages through the research pipeline using internal and external reviewers. At inception, all projects are reviewed by the relevant Research Program Directors and if the magnitude of the project warrants, the CEO to ensure that they align with AIMS Strategy 2030, to ensure they are an appropriate use of public funds and resources, and will deliver tangible benefits to one or more stakeholders.

Individual projects are managed by Project Leaders who are supported by staff of a dedicated Project Management Office. The subsequent release of project outputs involves rigorous internal review and is governed by several policies and procedures, including Intellectual Property, Data Access and External Document Control policies and FAIR (Findable, Accessible, Interoperable, Reusable) data principles.

## Data management and dissemination

The Data Systems Engineering (DSE) team manages and secures the Institute’s research data, making it globally discoverable and accessible via the DSE Research Data Platform. Our metadata and selected national scale data holdings are also submitted to the Australian Ocean Data Network portal and the Research Data Australia data catalogue, increasing their accessibility and allowing integration into national datasets.

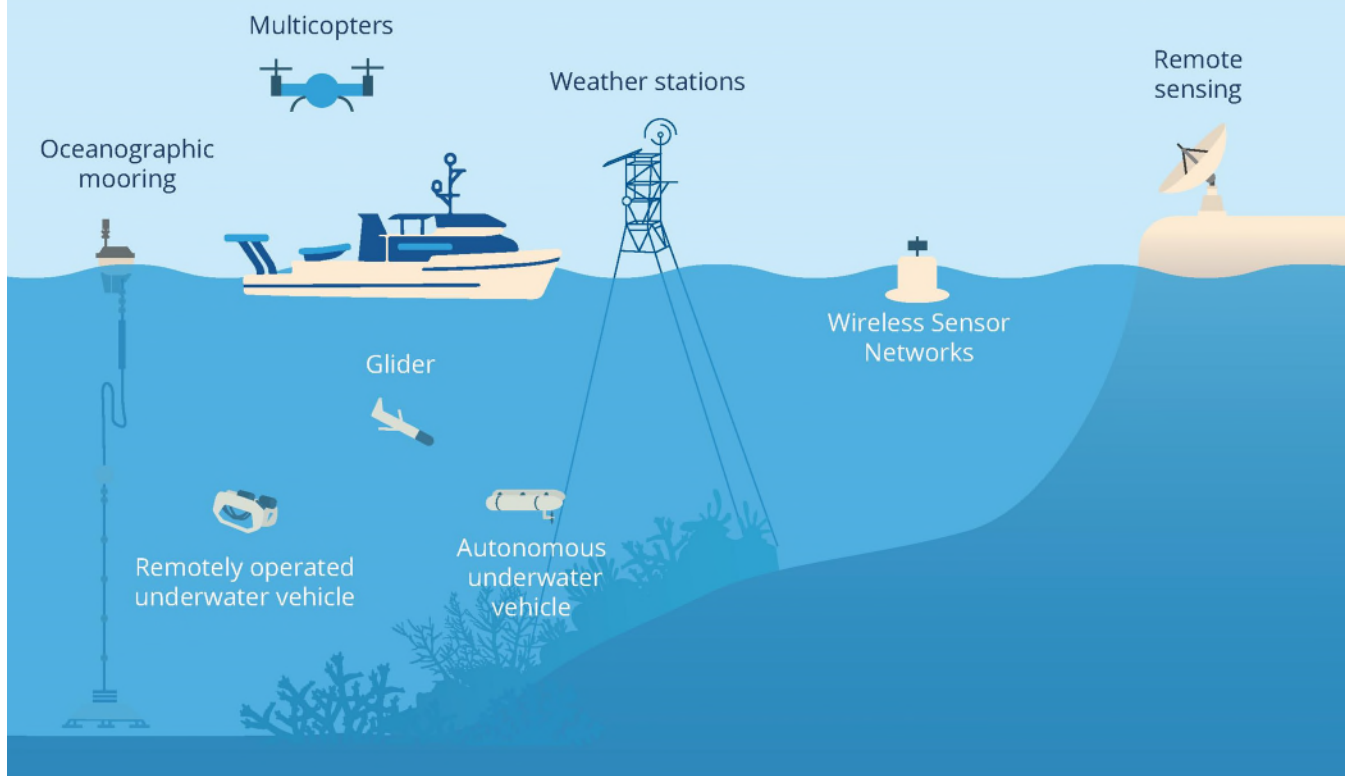
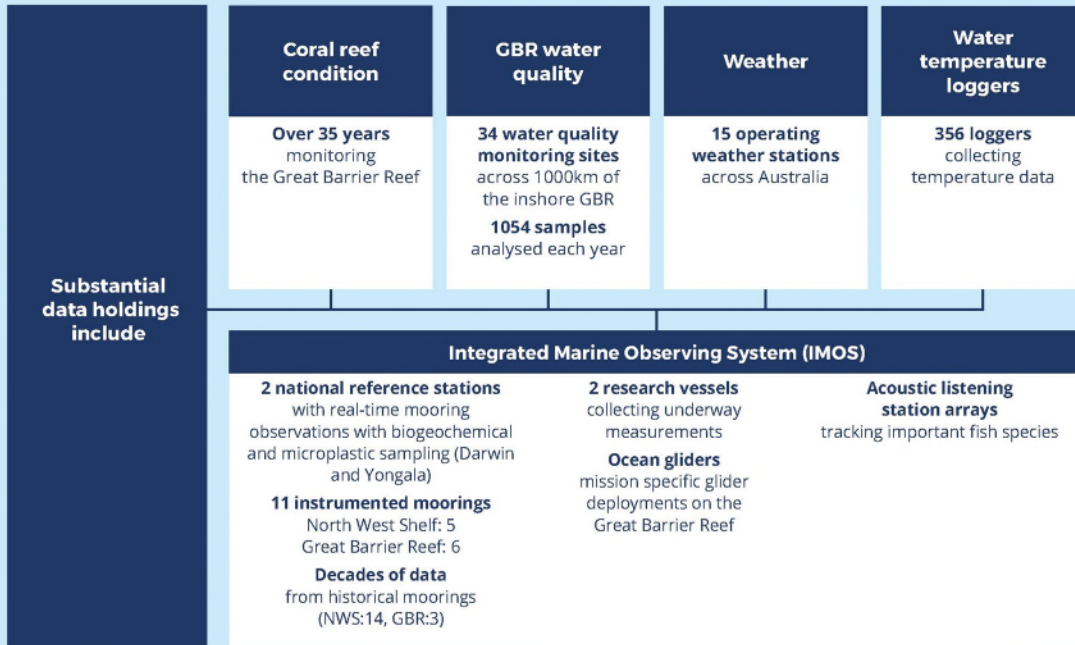
Figure 4: AIMS’ research programs deliver data into the Data Systems Engineering team allowing centralised management and facilitating reuse



The following figure depicts some of the types of data that AIMS collects, along with some of their key data metrics.

Figure 5: Extensive technology deployed to provide environmental variations in Australia's coastal seas and landmark datasets critical to national and international stakeholders in marine science

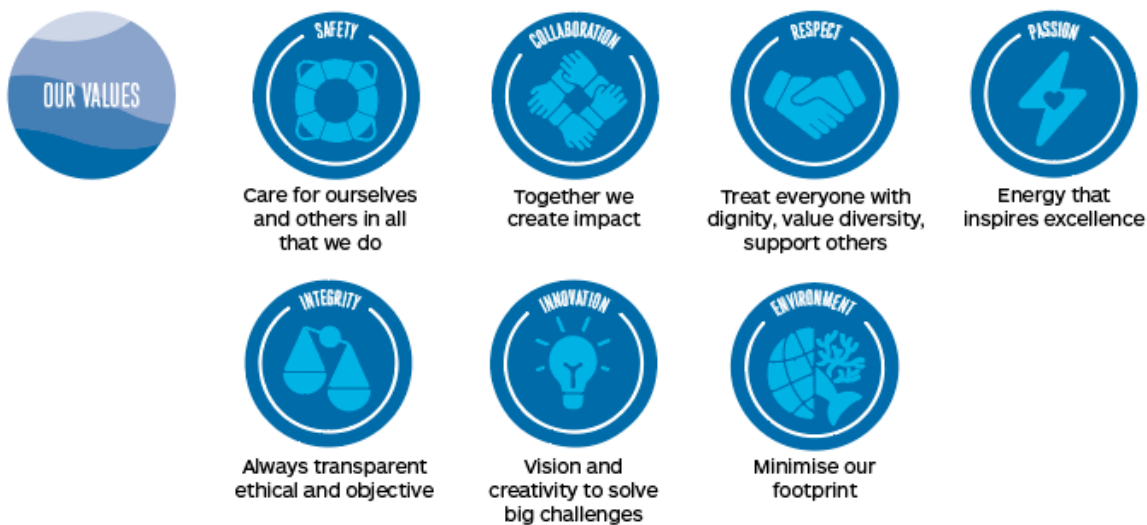
# Data holdings



## Stakeholder Engagement

Our research, internal and external relationships, and organisational ethos are guided by a set of principles that reflect our focus on supporting key stakeholders. Our values are:

Figure 6: AIMS Values



Supporting our stakeholders' needs is the primary focus of AIMS. Our expertise in molecular and microbiology, mathematical modelling, ocean monitoring (from microbes to regional ecosystems), marine noise, and decision support capability align with these evolving needs – from the ocean to the laboratory, from data analysis and models, to the ultimate development of products for direct use by end users. AIMS works closely with stakeholders to identify and meet their needs for high quality research over long and short timeframes. AIMS also undertakes foresighting to inform our stakeholders of emerging issues of which they need to be aware so they can make informed decisions about where to expend their resources.

Key stakeholders who benefited from AIMS' activities during the year are shown in Table 3.

Table 3: Stakeholders benefiting from AIMS activities in 2022-23

Stakeholder category	Sector/organisation	Examples of AIMS delivering for stakeholders
Industry	North-west Australian oil and gas industry	<ul style="list-style-type: none"> <li>enabling industry to plan and manage their risks and environmental compliance by developing practical and meaningful baselines and understanding the ecotoxicology of complex mixtures of contaminants that occur in real world situations</li> <li>determining potential impacts of oil and gas industry activity on stakeholders, like seismic surveys effects on pearl oyster populations</li> <li>injecting our expertise into multiple fora to minimise environmental impacts of dredging, drilling and other excavation activities</li> <li>informing strategies and plans of both regulators and companies for decommissioning offshore operations</li> <li>championing and enabling the sharing of marine environmental data across industry sectors through collaboration</li> </ul>

Stakeholder category	Sector/organisation	Examples of AIMS delivering for stakeholders
	<p>Darwin Ports</p> <p>Commodity ports: Port of Townsville, Gladstone</p> <p>Healthy Harbour Partnership</p>	<ul style="list-style-type: none"> <li>• delivering systems to improve Darwin Harbour's port operations</li> <li>• assessing the impacts of dredging to improve risk-based dredging protocols and identifying better parameters to measure these impacts</li> <li>• improving understanding of how priority commodities (e.g. metals) behave in the marine environment so ports and their stakeholders can ensure their operations have minimal environmental impact</li> <li>• determining likely targets, and their sensitivities, in the event of accidental release of contaminants from point sources</li> <li>• developing historical baselines for environmental performance by analysing coral skeletons for evidence of local environmental events such as floods and potential contaminations</li> </ul>
	Coastal industries	<ul style="list-style-type: none"> <li>• ensuring what is monitored for regulatory compliance is practical, relevant and meaningful (Australia and New Zealand Environment and Conservation Council guidelines and regulated industry)</li> <li>• applying and proving new technologies for improved in situ monitoring of dredging operations and environmental regulatory compliance</li> <li>• informing implementation of appropriate preventions, mitigations and responses by determining likely routes that might be taken by industrial effluent</li> <li>• developing tropically relevant ecotoxicological assays so subsequent assessments, standards and guidelines have real-world utility</li> <li>• determining the potential impacts during decommissioning of onshore minerals industry infrastructure on near shore benthic communities and water quality</li> </ul>
<b>Government and public</b>	Australian Government and public	<ul style="list-style-type: none"> <li>• enabling assessment of cumulative impacts from natural and anthropogenic stressors on the Great Barrier Reef</li> <li>• active participation in the delivery of the Reef 2050 Long-term Sustainability Plan</li> <li>• partnering with the Department of Foreign Affairs and Trade to build reef monitoring and reporting capability within Pacific nations, by leading the Global Coral Reef Monitoring Network and contributing to the Commonwealth Blue Charter Action Group on Reef Protection and Restoration</li> <li>• developing an accessible mapping system for visualising complex environmental research data</li> <li>• engaging with the public and stakeholders directly and via the AIMS website to increase environmental knowledge and identify any gaps and potential risks</li> <li>• investing in postgraduate students to ensure tropical Australia has the required marine science workforce</li> <li>• advising Australian Government ministers and their advisers on major marine science developments, risks and long-term effects of disturbances affecting the marine environment</li> <li>• fostering education and employment potential of northern Australia's Indigenous youth through participation in the Aboriginals and Torres Strait Islanders in Marine Science (ATSIMS) and Aboriginal Summer School for Excellence in Technology and Science (ASSETS) programs</li> <li>• informing parliamentary inquiries through submissions and testimony at hearings</li> </ul>
	Higher education	<ul style="list-style-type: none"> <li>• supporting post-doctoral fellowships and higher degree research students by providing supervision and funding</li> </ul>

Stakeholder category	Sector/organisation	Examples of AIMS delivering for stakeholders
		<ul style="list-style-type: none"> <li>making our research infrastructure like our research vessels and National Sea Simulator available for postgraduate student projects to train them in cutting edge capabilities not available in universities</li> <li>freely publishing our data for use by university researchers</li> </ul>
	Philanthropic Foundations	<ul style="list-style-type: none"> <li>leading implementation of the Reef Restoration and Adaptation Program with the Great Barrier Reef Foundation (GBRF), including understanding coral health, their resilience to acute and chronic pressures, potential interventions and management options</li> <li>working with the GBRF to improve our ability to forecast and respond to Crown-of-Thorns Starfish outbreaks by understanding outbreak triggers and developing potential management responses</li> <li>working with the Vulcan and the Paul Allen Foundation to lay the groundwork for new coral interventions to build resilience to climate change</li> <li>collaborating with the Minderoo Foundation on reef restoration and resilience at Ningaloo</li> </ul>
	Queensland Government and public	<ul style="list-style-type: none"> <li>understanding the impact and risks of changed land use practices on water quality in the GBR Marine Park</li> <li>deploying oceanographic buoys under the Queensland Research Infrastructure Co-investment Fund to monitor wave conditions, better understand risks to Queensland fisheries species and increase safety within the maritime sector</li> </ul>
	Western Australian Government and public	<ul style="list-style-type: none"> <li>determining patterns of seabed biodiversity in the Kimberley region and their causes to enable management</li> <li>evaluating dredging impacts by surveying sensitive seabed organisms</li> <li>informing guidelines for marine dredging programs</li> <li>partnering with the Departments of Biodiversity, Conservation and Attractions, and Primary Industry and Regional Development to deliver monitoring of key species in Western Australian coastal waters</li> <li>collaborating with WA government and IMOS to maintain an oceanographic mooring for monitoring conditions at Ningaloo Reef, one of Australia's World Heritage sites</li> </ul>
	Traditional Owners	<ul style="list-style-type: none"> <li>partnering with traditional owners to support their inherited right and responsibility to directly manage marine resources and cultural heritage within Sea Country</li> <li>identifying projects that deliver tangible benefits to Traditional Owners and developing them in partnership with Traditional Owner groups</li> </ul>
<b>Managers and regulators</b>	Great Barrier Reef Marine Park Authority	<ul style="list-style-type: none"> <li>publishing the Reef Snapshot with GBRMPA and CSIRO, a new annual report of how the Great Barrier Reef has fared over summer</li> <li>continuing to survey and report on the state of the GBR</li> <li>contributing expertise about the impacts of development activities on the GBR</li> <li>participating in developing the RIMReP (Reef 2050 Integrated Monitoring and Reporting Program)</li> <li>advising on the implementation of the Reef 2050 Plan, a joint initiative of the Queensland and Commonwealth governments</li> <li>collaborating with GBRMPA's Joint Field Management Program to expedite adoption of autonomous technologies and automated data analyses to magnify surveillance coverage</li> </ul>

Stakeholder category	Sector/organisation	Examples of AIMS delivering for stakeholders
		<ul style="list-style-type: none"> <li>starting new microbial observatories in collaboration with Queensland universities and IMOS to provide another powerful tool to monitor the health of, and risks to, the GBR</li> </ul>
<b>International Stakeholders</b>	ICRI G20 SPREP	<ul style="list-style-type: none"> <li>actively contributing to the delivery of the ICRI Plan of Action through the hosting of the GCRMN, technical input to the ICRI Secretariat and engagement in ICRI for a</li> <li>representation of the Australian Government during the development, establishment and implementation of the G20 Coral Research and Development Accelerator Platform</li> <li>collaborating with the Secretariat of the Pacific Regional Environment Program (SPREP) to deliver projects that engage with Pacific nations to increase their capability in coral reef monitoring.</li> </ul>



# Communication

Communication to audiences is essential for AIMS to build and maintain its reputation and brand. Through the communication of our research achievements AIMS positions itself as a leader in marine science providing the knowledge required to support the use, management and protection of Australia's oceans.

## 2023 'closes out' AIMS' Golden Anniversary

Our 50<sup>th</sup> anniversary was an opportunity to acknowledge AIMS' large-scale, long-term and world-class research that helps governments, industry and the wider community to make informed decisions about Australia's marine estate.

Celebration for this milestone extended into 2023 and concluded when AIMS turned 51 - at the end of the 2022-23 financial year.

This was promoted through the theme of "science for tomorrow's oceans" through which we sought to:

- recognise AIMS' achievements;
- acknowledge the talent and contribution of our people; and
- emphasise the importance of marine science and strengthen organisational relationships, particularly with current stakeholders, partners, the community and the media.

Symbolic of our anniversary was the redevelopment of the AIMS website which was launched in July 2022 during the science symposium in Townsville. The website has been re-designed in a way that is more audience-centric, captures the imagination of Australians, demonstrates transparency, and provides clarity of information. The result is an integrated web site which improves communication using this important digital channel to build on our scientific authority and explain AIMS' benefit to the nation.

Content continues to be added to the website and the Open Researcher and Contributor ID (ORCID) has been successfully adopted. ORCID's persistent digital identifier is a means to feature science authors and their bibliographic output – via a constantly updated 'digital curriculum vitae' that overcomes name ambiguity in scholarly communication.

## The Great Barrier Reef continues to be topical

The Great Barrier Reef figured prominently in AIMS communication over the past year, due in part to public and media interest in the 2022 mass coral bleaching, the federal election and deliberations by UNESCO regarding a potential "in danger" listing. The topicality of the Reef emphasised the importance of AIMS science to protect coral reefs from climate change.

In the midst of this, AIMS published the [Annual Reef Condition Report of the Great Barrier Reef for 2021-22](#). There was considerable effort from the communication team across media, social media and the website to deliver the positive and negative findings from AIMS' Long term Monitoring Program report so that it would be presented and hence reported in a fair and balanced way. The resulting national and international media coverage occurred in leading news well beyond the Reef region and while the Reef experienced the highest coral cover in two regions, media reporting acknowledged the Reef's vulnerability to the increased incidence of disturbances from climate change.

## Science Communication

AIMS has promoted our research through engagement with the news and documentary film media and through supporting the publication of scientific papers. The science communication highlights during the period were:

- For the first time, researchers at AIMS' National Sea Simulator (SeaSim) in Townsville successfully [bred](#) the next generation of captive-raised Great Barrier Reef corals outside of their natural reproductive window, months before the annual spawning season
- A [study](#) published in the journal Global Change Biology found corals can adapt to mild marine heat wave events
- A [study](#) which uncovered a complex picture of loss and gain within the microalgal communities of corals
- Broadcast of the [Great Barrier Reef episode](#) for the Netflix series 'Down to Earth' with Hollywood star Zac Efron filming at the National Sea Simulator and presenting AIMS at the forefront of large-scale adaptation and restoration solutions for the Reef
- New [research](#) on Keppel Island coral recovery following the severe mass bleaching event in 2020
- An [enhanced eDNA technique](#) developed by AIMS researchers to detect Crown-of-Thorns Starfish before they cause destruction on the GBR
- A [tagging project](#) which turns sea turtles into 'ocean-going explorers' in Northern Territory waters
- An [expedition](#) to the remote West Cape York marine park with a Traditional Owner and Parks Australia
- A [study](#) found fast-growing coral species on the Great Barrier Reef slow down their growth rates when exposed to warm water.

Other communications work during 2022-23 supported key projects and collaborations such as:

- Significant communications planning and field work took place for the [On Country Spawning](#) to the Keppel Islands under the [Australian Coral Reef Resilience Initiative](#) (ACRRI). The communication team captured key content for transmission on “owned” channels) and hosted a number of media activities which promoted the project to relevant audiences
- ReefCloud (the Coral Reef Innovation Project) worked with the [Brunei Department of Fisheries](#) to develop a scalable approach to building coral reef monitoring capabilities
- The first significant commercial [demonstration](#) of autonomous vessels in Australia was held at the ReefWorks facility in Townsville, and in an Australian “first” the test range was granted regulatory [sandbox approval](#) for uncrewed vessels from the Australian Maritime Safety Authority (AMSA)

The use of still and video imagery is an important capability to broaden audience reach and “bring” our research from the ocean direct to the public. A key aspect in this promotion function during 2022-23 involved the deployment of communication officers into the field to support and report on various projects including:

- Heat Tolerant Corals at Ningaloo Reef, Exmouth in Western Australia
- The On-Country coral spawning as part of the Woppaburra Coral Project aboard the SciBarge and on North Keppel Island, central Queensland
- The Long-Term Monitoring Program - aboard RV Cape Ferguson off the Great Barrier Reef
- ReefWorks field testing aboard Cape Ferguson of ReefScan systems and autonomous vessels at Davies Reef, off Townsville.

## Corporate Communication

AIMS also supported the communication management of several key reports/events that promoted or recognised the value of AIMS’ science to the nation including:

- An [alliance](#) between AIMS and CDU to conduct joint research projects, post-doctoral research fellowships and supervision of Higher Degree Research Students
- The Australian Pavilion at the UNFCCC climate conference (COP 27) in Sharm el-Sheikh. This included a series of videos and social media to support Australia’s renewed approach to, and leadership of, climate change solutions to protect coral reefs
- The [appointment](#) of a design consortium for AIMS’ new state-of-the-art marine research vessel to replace the RV Cape Ferguson, which joined AIMS’ research fleet in 2000
- The publication of the promotional document [AIMS in Focus](#) highlighted AIMS organisational and research achievements over the previous year
- The [AIMS Index of Marine Industry](#) 2023 is the latest assessment of the contribution of Australia’s marine sector to the national economy
- In April the Minister for the Environment and Water [announced](#) \$163.4 million funding for AIMS for day-to-day operations, enhanced capabilities and expanding our core research - including a replacement of the small Research Vessel Apollo. The funding enables AIMS to continue to provide the knowledge to manage, use and protect Australia’s tropical oceans into the next decade
- The 2023 [Reef Snapshot](#) was developed as a joint product with GBRMPA and CSIRO to provide a concise, easy-to-understand summary of what the Great Barrier Reef experienced over the Summer
- AIMS’ new image management system was launched in June. The system will provide greater access to AIMS imagery via an image library that brings all non-scientific imagery assets into a single centralised archive. It is available to AIMS staff, and will later be available to research partners, external organisations (such as the news media) and the public.

## National Awareness and Reputation

To map progress on the AIMS Strategy 2030, a national familiarity survey was conducted in 2022 to provide a measure of Australian public awareness (against Reputation Target R2). It found:

- In the past year, there has been a 6 per cent increase in the proportion of people already familiar with AIMS who feel more positively towards AIMS
- Significant improvements of how AIMS communication is perceived:
  - 8 per cent increase in those familiar with AIMS agreeing that it appears genuine about what it says and what it stands for (76 per cent)
  - 9 per cent increase in those regarding AIMS as welcoming open discussion with outside audiences (66 per cent)

- 6 per cent increase in AIMS trusted to do the right thing (76 per cent)
- News recall provided a positive reputational boost, with AIMS' reputation sitting six points higher among those who recalled AIMS in the news
- Most positively for AIMS is that those individuals recalling information are significantly more trusting, admiring and respecting of the organisation than those not recalling information (86.7 vs 81.1). This suggests that the information that individuals are reading or watching across various communication channels is helping to enhance the organisation's reputation.

Finally, the AIMS communication team was recognised for excellence in communication for its work on the release of the LTMP report - winning a Bronze Award from the Public Relations Institute (PRIA) at the 2022 Golden Target Awards last December.

## Building Indigenous Partnerships

AIMS recognises that the Aboriginal and Torres Strait Islander peoples of Australia are the Traditional Owners of the places where AIMS works both on land and sea, and we recognise their inherent rights, responsibilities and spiritual and cultural connection with their land and Sea Country. This year, AIMS has continued to establish greater Indigenous engagement across the research portfolio to seek genuine partnerships with Traditional Owners in support of AIMS Strategy 2030, by implementing the principles within the Indigenous Partnerships Policy. In particular, we have worked to create and socialise internal procedures to seek and document free prior and Informed consent for new projects and free informed consent for long-term ongoing projects, with the goal of achieving full compliance with the Indigenous Partnerships Policy by 2024-25.

The consent seeking process provides a platform for the development of genuine relationships between AIMS and Traditional Owners based on mutual understanding, trust and respect. This creates a solid foundation for development of research partnerships to share and generate knowledge to support sustainable use, protection and management of Australia's Sea Country. We have continued to expand cultural appreciation training delivered to AIMS staff, to improve cultural competency across the organization, establish greater cultural capacity for Indigenous engagement and partnership projects, and promote a culturally safe environment for Indigenous staff.

This year saw two history-making milestones in our relationship with the Bindal Traditional Owners of the Townsville site. In March 2023 and in honour of AIMS' 50th year, Bindal people gave the AIMS site the name *Nilgoolerburdda* - which means *shooting star or comet* in their BirriGubba language. It is their cultural belief that a shooting star is believed to indicate danger or someone in trouble, and in 1846, it was a shooting star that led Bindal people to what is now the AIMS site where they found and helped shipwreck survivors sheltering in a coastal cave. Bindal elder Eddie Smallwood shared this name with AIMS as a symbol of the two cultures working together. In June 2023 and after 3 months of meetings and negotiations, AIMS and Bindal people concluded a Cultural Heritage Management and Partnership Agreement, to work together to document and protect cultural heritage at the AIMS site as our infrastructure develops further, and guide our partnership activities on Bindal land and in Sea Country into the future.

AIMS' approach to Indigenous Partnerships continues to grow in reputation and influence other organisations. AIMS staff contributed to the National Indigenous Australian's Agency (NIAA's) inter-jurisdictional working group for the national ranger sector strategy; IP Australia's Indigenous Knowledge Working Group; DFAT's FAS level First Nations Taskforce supporting the recently appointed Ambassador for First Nations People; FRDC's Indigenous Reference Group; and the GBRF's Traditional Owner Technical Working Groups. Indigenous Partnerships team members gave keynote and plenary addresses to two national conferences and an international ocean governance workshop held in Norway. True to our policy commitment of holding our partners and collaborators to the same standards, the AIMS Indigenous Partnerships team works closely with collaborators including across the Reef Restoration and Adaptation Program, to assist in their compliance with the policy.

This year, we also continued to contribute to the development of technologies and data platforms that enable Traditional Owners to monitor Sea Country. The Northern Australian Marine Monitoring Alliance (NAMMA) is establishing an alliance between AIMS and Traditional Owners across northern Australia to collaborate in marine monitoring. The focus has been on three demonstration projects with Bardi-Jawi (Kimberley), Anindilyakwa (Groote Eylandt) and Meriam Mir (Mer, Ugar and Erub in eastern Torres Strait), to validate methodology and establish fit-for-purpose standard operating procedures and training protocols. All projects have involved training and capacity building in monitoring technology and methodology, co-design and co-delivery of monitoring activities, and reporting of results to community to inform monitoring targets in the respective Sea Country plans. The Torres Strait project has identified a significant Crown-of-Thorns Starfish outbreak which has informed the need for management intervention to cull the starfish.

AIMS has also continued marine monitoring collaborations with Dhimurru, Yirralka, Thamarrur and Bawinanga Rangers in the Northern Territory, including training, capacity building, and co-delivery of surveys of fish and benthic communities. The work with Yirralka, Dhimurru and Mathakal rangers has provided the first western survey data for the rocky reefs of the Dhimurru Indigenous Protected Area. In late 2022, AIMS completed a two-year Parks Australia and ENI co-funded Ranger training and diversity project with Thamarrurr Rangers which provided valuable baseline data of benthic and fish populations in the Joseph Bonaparte Marine Park. AIMS staff co-presented these projects with rangers at the Territory Natural Resource Conference. In March 2023, RV Solander made her maiden voyage to the community of Maningrida in Arnhem Land to conduct monitoring activities with Bawinanga Rangers in the Djelk Indigenous Protected Area and Arnhem Marine Park. The field trip provided the Rangers with their first opportunity to experience working on a large research vessel, and subsequent local media has resulted in other Arnhem coastline groups reaching out to AIMS. Two-way knowledge sharing is a core goal in

monitoring partnerships with Traditional Owners generously sharing their stories and knowledge of biocultural values of the survey areas, beyond ecological values that our scientists are used to engaging with.

We have also engaged with Indigenous youth to promote and encourage pathways in marine science. We sponsor the Aboriginals and Torres Strait Islanders in Marine Science (ATSIMS) initiative in conjunction with partners in marine science, education and biological conservation, and this year welcomed 90 young ATSIMS scholars to AIMS. Through AIMS@JCU, AIMS also supports a marine science 'faculty' within JCU's 'Winter School' – a program to encourage university pathways for year 10-12 Indigenous students from across Australia.

We have continued to grow our capacity to support Indigenous youth in training to employment pathways utilizing the Vocational Education and Training sector. In May 2023 and in collaboration with a Registered Training Organisation, we graduated our first cohort of four Indigenous young people with a Certificate III in Aquaculture. These young scholars were provided with on-the-job coral aquaculture training in the National Sea Simulator, and mentorship and tutorial support for the theory learning. We have scoped and are currently exploring funding options to utilise other AIMS work areas as a platform for a larger package of Indigenous training and capacity building in reef restoration methodologies and marine monitoring.

## Research Infrastructure

Our research focuses on Australia’s tropical marine environments, from the southern end of the Great Barrier Reef and across the north of the country to Shark Bay and the Abrolhos Islands in the west. Field activities are underpinned by laboratory, support and administrative facilities located at Townsville, Darwin, Perth and Canberra.

Our major research infrastructure is subject to detailed capital planning and asset management to ensure our facilities and equipment are safe, reliable, available and functionally aligned with current and future needs. Delivery against preventive maintenance and capital investment plans is monitored throughout the year to ensure that targeted outcomes are met.

Table 4: AIMS Research Infrastructure

Description	Capability	Co Located Partners
<b>Cape Ferguson Campus</b> 50 km from Townsville in North Queensland	National Sea Simulator – the world’s most advanced aquaria facility Coral core library Genetics and PC2 laboratories General laboratories Specialised electrical, electronic and mechanical workshops Water-side marine operations facilities Small research vessel fleet	James Cook University (AIMS@JCU) Bureau of Meteorology Geoscience Australia (GA)
<b>Arafura Timor Research Facility</b> Located at Australian National University Campus in Darwin	Research aquarium facility General laboratories Small research vessels	Charles Darwin University Australian National University
<b>Indian Ocean Marine Research Centre</b> Located at University of Western Australia Campus	General laboratories	CSIRO University of Western Australian Institute of Marine Science WA Department of Primary Industries and Regional Development
<b>RV Solander</b> AIMS Vessel Facility located in South Townsville Operates between Exmouth (WA) and Southern GBR	35 metre 12 researchers 28 day / 3,000 nm endurance	
<b>RV Cape Ferguson</b> AIMS Vessel Facility located in South Townsville Operates on GBR	24 metre 8 researchers 14 day / 3,500 nm endurance	

## Field operations

Our field activities are supported by a research fleet—two large, well-equipped research vessels, the RV Cape Ferguson and the RV Solander— and several smaller vessels, capable of safely carrying researchers to remote, diverse habitats across Australia’s tropical waters. About half of all trips on the RV Cape Ferguson and RV Solander involved researchers from collaborating organisations.

The AIMS field program provides essential science for Australia and lies at the core of who we are as an organisation. Through careful management for COVID, our approach has maintained the health and well-being of our people while keeping important scientific research functioning and has resulted in minimal impact on our field-going capacity during 2022-23.

The demand for research time on AIMS’ vessels exceeds their capacity. To meet this demand, AIMS typically charts an additional 150 days of vessel time each year. In 2022-23, AIMS continued to work with Riverside Marine, a Queensland based vessel operator, using the innovative solution developed with AIMS to allow for increased field work participation under COVID restrictions and support additional demand from the Reef Restoration and Adaptation Program.

Table 5: Field Operations Statistics

Operating Statistics	Metric
Vessel Utilisation (per cent)	91
Science Field Days (including Charters)	1,675
Researcher Field Days	11,358
# Collaborators	293

## National Sea Simulator

The SeaSim is a globally unique marine experimental aquarium facility that provides researchers with unprecedented control of a range of environmental parameters, allowing investigation of individual and combined effects of variables on tropical marine ecosystems and organisms, over multiple generations.

The SeaSim provides a step change in capability compared with other facilities and is essential for the success of many of our research programs, allowing a broader range of experimental approaches that previously were not possible. The evolution of the SeaSim to expand in capacity is underpinned through the \$42.7 million SeaSim Expansion project, funded as part of the National Collaborative Research Infrastructure Strategy (NCRIS). Construction began in December 2022, with completion planned for July 2024. Access to the SeaSim's unique capability is available to national and international scientists and research institutions from around the world. During 2023-24 the SeaSim will transition to operate as a national facility, with a portion of the experimental space made available to merit-based access for research of national and international significance. The SeaSim provides a facility that promotes and fosters collaboration; we work closely with national and international collaborators, with over 80 per cent of all experiments in the SeaSim involving external collaborators. In 2022-23, SeaSim has supported researchers from 10 different national organisations.

The SeaSim boasts a number of unique capabilities developed by our staff to assist researchers:

- full solar spectrum lighting with the ability to dynamically manipulate intensity and spectrum to model natural lighting conditions as found in the marine environment (e.g., light attenuation caused by sediment plumes from dredging operations, plankton blooms or cloud cover)
- 18 large, fully independent mesocosm systems with the ability to provide daily, monthly and seasonal patterns of light, temperature and pCO<sub>2</sub>
- sophisticated climate change and ocean acidification systems with tightly controlled temperature ( $\pm 0.1^{\circ}\text{C}$ ) and diel pCO<sub>2</sub>
- large-scale systems for coral spawning, larval rearing, settlement and long-term grow out
- innovative flow-through contaminant dosing systems for ecotoxicology research on priority contaminants.

These capabilities have been applied to a range of high-priority research areas, including climate change and ocean acidification, reef restoration and adaptation, impacts of dredging, pest management and impacts of contaminants.

### *Out of season coral spawning*

The spawning of SeaSim's corals at a time outside of their natural spawning season has continued, supporting many projects in this important area. Housed in a special facility where the environmental conditions, daylight and lunar cycles have been phase-shifted, corals have been induced to spawn five months and four hours earlier than corals in the natural environment. These corals, most of which have spent their whole lives in the SeaSim, spawned when expected 4 – 10 days after the simulated full moon. Nearly 50 colonies from six different species have spawned producing >500,000 larvae which are now supporting several research projects in the SeaSim. This is a key research area for the SeaSim providing significant benefits for projects investigating early life stages of corals, particularly projects within RRAP, leading to increasing rates of research and method development. An expansion of this area is being developed to provide greater opportunities to advance knowledge in the early life history stages of coral, essential for understanding bottlenecks in coral recruitment on the reef.

### *Statistics showing use of the National Sea Simulator (SeaSim) for coral propagation research, 2022-23:*

- 4 natural spawning events this year: November, December, March & April.
- >450 colonies spawned
- >15 coral species spawned
- >35 million larvae produced
- >75,000 coral recruits settled in the SeaSim

More broadly, projects undertaken in SeaSim have attracted funding from a range of sources including industry partners, universities, the Australian Research Council, the National Environmental Science Program, BHP, the Great Barrier Reef Foundation, the Moore Foundation and the Paul G. Allen Philanthropies.

Collaborating organisations include: CSIRO, Southern Cross University, James Cook University, University of Melbourne, Deakin University, University of Queensland, Taronga Conservation Society, Griffith University, University of Western Australia, University of Technology Sydney, Curtin University, University of Sydney, Sunshine Coast University, RMIT, University of New South Wales and Queensland University of Technology.

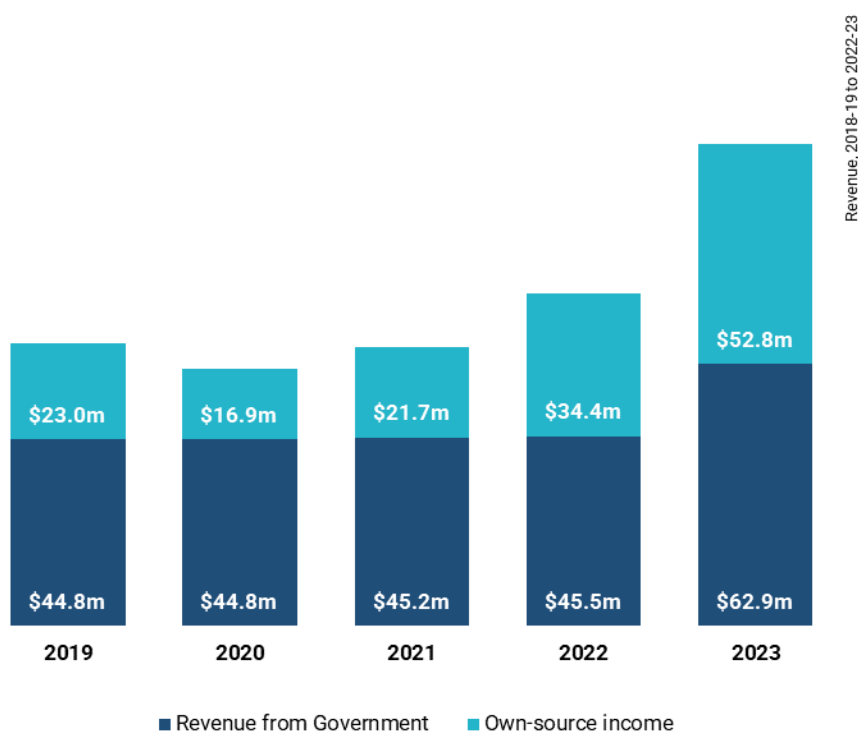
## Revenue

AIMS' operations were supported by a mix of Australian Government appropriation funding and non-appropriation funding from state and territory governments, competitive research funds, environmental regulators and the private sector.

Total revenue for 2022-23 was \$115.756 million, \$35.760 million (45 per cent) more than 2021-22 (Figure 7). The increase was due to:

- \$17.378 million increase in appropriation funding received to support sustainability;
- \$6.155 million increase in contracts with partners; and
- \$9.050 million increase in the recognition of revenues provided by the Department of Education for the construction and operation of the National Sea Simulator.

Figure 7: AIMS revenue, 2018-19 to 2022-23

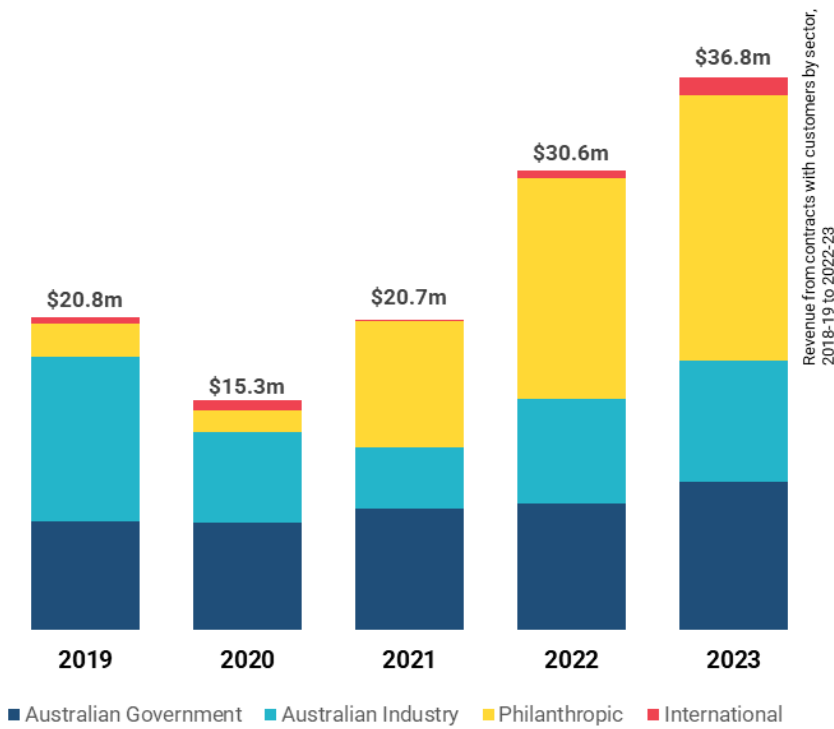


## External Revenue

In addition to appropriation funding, AIMS has contracts with Australian Government departments and agencies, Australian and International industry partners, and Australian and International philanthropic partners. External funding is critical as it ensures that AIMS can maintain its present level of scientific research. AIMS' own source revenue for the year was \$52.830 million (46 per cent) of total revenue (2022: 43 per cent) (Figure 8).

In support of Strategy 2030, AIMS has built strategic alliances, working with our stakeholders to develop multi-year programs of work that provide solutions and address challenges at regional and national scales. This has enabled the leverage of our strategic science work with industry and philanthropy, broadening the external revenue opportunities and moving away from individual smaller discrete pieces of revenue earning work.

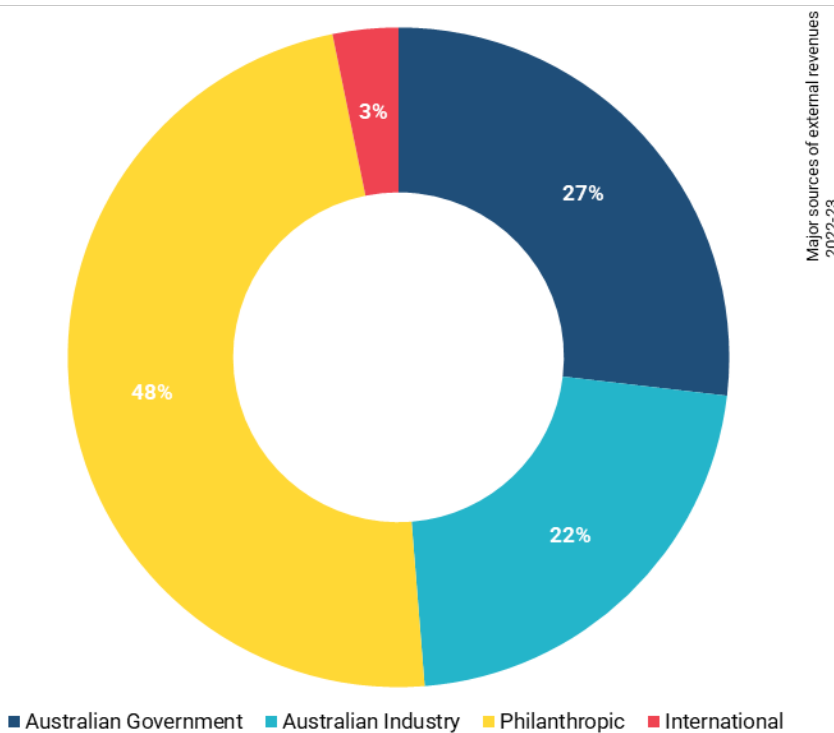
Figure 8: Revenue from contracts with customers by sector, 2018-19 to 2022-23



### Sources of External Revenues for 2022-23

AIMS sourced \$35.590 million (97 per cent) of its external revenues from Australian sources. Australian Government departments and agencies, and Australian industry partners together provided 49 per cent of AIMS external revenues for the year (Figure 9). Philanthropic income which represented AIMS’ largest source of external revenue included \$12.833 million associated with Reef Restoration and Adaptation Program (RRAP) projects.

Figure 9: Major sources of external revenue, 2022-23





# Part 3: Management and Accountability

## Government Engagement

AIMS has a comprehensive system of financial reporting practices that provide compliance, disclosure and accountability of its activities.

### Role and Legislation

AIMS was established by the Australian Institute of Marine Science Act 1972 (AIMS Act) and is a corporate Commonwealth entity under the Public Governance, Performance and Accountability Act 2013 (PGPA Act).

The Institute's functions and powers are set out in the AIMS Act.<sup>5</sup> AIMS has two main roles under its governing legislation:

- carry out research and development in relation to
  - marine science and marine technology
  - the application and use of marine science and marine technology
- encourage and facilitate the non-commercial and commercial application of the results arising from such activities.

The PGPA Act sets out reporting, accountability and other requirements relating to our operations, management and governance. Section 39 of the PGPA Act requires corporate Commonwealth entities to prepare annual performance statements and to include them in an annual report to the Australian Parliament. The Public Governance, Performance and Accountability Rule 2014 sets out the requirements for annual reports to be produced by corporate Commonwealth entities in accordance with s. 46 of the PGPA Act. A list of annual report requirements provides details of how this annual report meets those requirements is provided in Part 6.

### Responsible Minister

As at 30 June 2023 the responsible minister for AIMS was the Hon Tanya Plibersek MP, Minister for the Environment and Water. There were no other responsible ministers over 2022-23 period.

### General Policies of the Australian Government

Under s. 22 of the PGPA Act, the Finance Minister may make a government policy order that specifies a policy of the Australian Government that is to apply in relation to one or more corporate Commonwealth entities. No ministerial directions were received by the AIMS Council during 2021-22.

No companies, trusts or partnerships were formed by AIMS during 2022-23.

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<sup>5</sup> The Australian Institute of Marine Science Act 1972 is available on the Federal Register of Legislation website: <https://www.legislation.gov.au/Details/C2016C01009>

# Governance

## AIMS Council

AIMS is governed by a Council that reports to the relevant Minister. The CEO is responsible for the day-to-day affairs of the Institute.

## Role of Council

The AIMS Council sets AIMS' key objectives and research strategies and oversees management. The Council advises the Minister and the Department of Climate Change, Energy, the Environment and Water of AIMS' progress against the targets outlined in the AIMS Strategy 2030, its Portfolio Budget Statements and the AIMS Annual Corporate Plan. The Minister is also provided with advice on developments of significance, as appropriate.

The PGPA Act requires the AIMS Council, as the accountable authority of AIMS, to comply with the following specific duties:

- to lead, govern and set the strategic direction of the Commonwealth entity
- to establish and maintain systems relating to risk and internal controls
- to encourage cooperation with others to achieve common objectives
- to take into account the effects of imposing requirements on others
- to keep the responsible minister and the Finance Minister informed.

## Council membership

The AIMS Council consists of a Chair, AIMS' CEO, a member nominated by James Cook University, and four other members. The AIMS Act requires that at least three members of the Council have scientific qualifications. All members of the Council, with the exception of the CEO, are non-executive appointments made by the Governor-General on the nomination of the Minister. Appointments can be up to five years and reappointment is permissible. The CEO is appointed by the Council for a period not exceeding five years and is eligible for reappointment.

The AIMS Council for 2022-23 comprised Dr Beth Woods OAM (Chair), Dr Thomas Barlow, Prof Simon Biggs (JCU Representative), Dr Paul Hardisty (AIMS CEO), Ms Jeanette Roberts (to 20 June 2023) and Professor Erika Techera. Biographical information of AIMS Council Members is provided below.

### **Dr Beth Woods OAM B Agric Sci (Hons 1), D Phil (Oxon), Hon Doc UQ, FTSE MAICD**

#### **Council Chair: 1 April 2022 to 31 March 2027**

Dr Woods is the recently retired Director-General of the Queensland Department of Agriculture and Fisheries where she led development initiatives to deliver an innovative, productive and sustainable agriculture, fisheries and forestry sector.

Previously Dr Woods was the foundation Director of the University of Queensland Rural Extension Centre, and Professor of Agribusiness at UQ from 1997-2004. Beth has served on boards and committees including for the Grains Research & Development Corporation, the CSIRO Board, the Gatton College Council and the Queensland Rural Adjustment Authority Board (now QRIDA). She chaired RIRDC (now AgriFutures), ACIAR, a National Drought Policy Review, the International Rice Research Institute and WorldFish.

She was the inaugural independent Chair of the Policy Council of Cattle Council of Australia, a Commissioner for International Agricultural Research with ACIAR, and was a Member of the Queensland Government Native Vegetation Scientific Expert Panel.

### **Dr Paul Hardisty MSc, P.Eng, FIEAust**

#### **CEO and Council member: 24 July 2017 to 30 July 2023**

Dr Hardisty, a recognised thought leader and sought-after speaker in his field, was appointed CEO of AIMS in July 2017.

An engineer who has worked extensively in marine and coastal environments and marine research projects, he is experienced in both the public and private sectors.

Dr Hardisty co-founded international environmental consultancy Komex Environmental Ltd, which he developed from a start-up to a \$50 million-a-year company with 1000 employees. More recently, he was director at CSIRO's Climate Adaptation Flagship, and business unit director in CSIRO's Land and Water division.

Dr Hardisty holds a Master in Hydrology, and a Doctorate in Environmental Engineering from Imperial College, London. He is an adjunct Professor at The University of Western Australia.

**Professor Simon Biggs BSc(Hons), PhD, FEng, FTSE, CEng FICHEM, FIEAust, FRSC**

**Council Member: 3 March 2022 to 13 February 2027**

Professor Simon Biggs commenced his appointment as Vice Chancellor and President of James Cook University Australia in February 2022. He is responsible for ensuring clear and effective leadership and management of the University across all operating sites, including campuses in Cairns, Townsville and Singapore.

Educated at the University of Bristol in the UK, Professor Biggs holds a PhD in Colloid Science.

Professor Biggs' main research interests are in the field of colloid and interface engineering. He was the chief investigator on numerous research projects and has authored more than 270 refereed publications as well as being named on over 20 patents.

Professor Biggs is an experienced board member with numerous appointments in both Australia and the UK over the last 20 years. He was elected as a Fellow of the Royal Academy of Engineering in 2011 and in 2016, as a Fellow of the Australian Academy for Technological Sciences and Engineering.

**Ms Jeanette Roberts, BE(Hons), CEng, FICHEM**

**Council Member: 21 June 2018 to 20 June 2023**

Ms Roberts is a chemical engineer and a senior executive with more than 40 years' international experience in the oil and gas industry, including in China, India, Russia, Africa, Europe and the Asia-Pacific.

A director of her own company, Jeanette Roberts Consulting, she has major global merger and acquisitions experience, including divestments, global restructures, risk management and governance.

Ms Roberts has worked on policy development at both state and Commonwealth level, as well as in the research sector, building partnerships and collaboration frameworks, particularly around marine environments and sustainable development.

She has worked for oil and gas operators and service companies both in Australia and internationally.

**Dr Thomas William Barlow, BSc (Hons), DPhil**

**Council Member: 11 March 2020 to 10 March 2025**

Dr Barlow serves as an adviser on knowledge investment, research policy, and analytics to a range of technology-intensive companies, government agencies, and universities globally. He previously served a five-year term as an independent member on the Board of the National Computational Infrastructure and is currently also on the Board of the Australian National Imaging Facility.

Dr Barlow is the author of three books on science and innovation, and publisher of the Barlow Report, a biennial resource for higher education institutions in Australia and East Asia.

Dr Barlow has previously worked as a weekly columnist for the Financial Times newspaper in London. He has also been the science policy adviser to the Minister for Education, Science and Training in the Australian Government. He started his career as a computational and theoretical chemist.

**Dr Erika Techera LLB (Hons), PG Cert Higher Ed, M Env Law, LLM, PhD, FAAL, GAICD**

**Council Member: 16 March 2020 – 15 March 2025**

Dr Techera has over 25 years' experience in law, legal practice and academic legal research. She is a specialist in international and comparative environmental law and marine environmental governance with a strong commitment to sustainable development. Dr Techera is a Professor of Law and has held a variety of senior leadership roles in the university sector. She has expertise in strategic leadership, governance and management having led a flagship, multidisciplinary research institute and a University Faculty of Law. She formerly practised as a Barrister in Sydney for over seven years and prior to this, was Director of a small litigation support business.

Dr Techera has been a member of the Board of Western Australian Maritime Museum Advisory Committee since mid-2018, and in 2020 joined the Heritage Council of Western Australia.

Dr Techera is a Graduate of the Australian Institute of Company Directors, and a Fellow of the Australian Academy of Law.

## Council attendance

Table 6: Attendance at Council meetings, 2022-23

Attendance	29 Aug 2022	12 Oct 2022	7 Dec 2022	28 Feb 2023	26 Apr 2023	13 Jun 2023
Dr Beth Woods	yes	yes	yes	yes	yes	yes
Dr Paul Hardisty	yes	yes	yes	yes	yes	yes
Professor Simon Biggs	yes	yes	yes	yes	yes	yes
Ms Jeanette Roberts	yes	yes	yes	yes	yes	yes
Dr Thomas Barlow	yes	yes	yes	yes	yes	yes
Dr Erika Techera	yes	yes	yes	yes	yes	yes

## Education and performance review processes for Council members

At induction, Council members are provided with a comprehensive set of documents including the PGPA Act, AIMS Act, AIMS Strategy 2030, Corporate Plan, Risk Management Framework and key plans and policies including the Business Continuity Plan, Enterprise Agreement and Fraud and Corruption Control Plan.

Council members are encouraged to maintain their membership with the Australian Institute of Company Directors. The performance of Council members is reviewed regularly through a self-assessment process and, as required, by external review.

## Ethics

Council members are briefed on—and are required to sign—the AIMS Code of Conduct.

## Disclosure of interests

Section 29 of the PGPA Act provides for the disclosure of material personal interests in a matter that is being considered by the Council, and prohibits participation, deliberation and decision making by any member on such matters, unless so resolved by the Council or entitled by the Minister. Details of such disclosure are recorded in the minutes of Council meetings. All these requirements are currently being met.

## Audit Committee

The Audit Committee is a formal sub-committee of the Council that meets quarterly. Audit Committee members in 2022-23 were:

- Mr Roy Peterson (Independent Committee Chair to 30 August 2022)
- Mr Peter Bell (Independent member to 30 August 2022, Independent Committee Chair from 25 October 2022)
- Ms Jeanette Roberts (Council member to 20 June 2023)
- Mr David Hinton (Independent Committee Member from 24 October 2022)

The AIMS CEO, Chief Finance Officer, Chief Operating Officer, Finance Manager, representatives of the Australian National Audit Office, and an internal auditor, attend all meetings or relevant parts of all meetings, by invitation.

In accordance with best practice, all Council members may receive copies of the Audit Committee agenda and meeting minutes and can attend meetings as a right.

The Committee Chair attends relevant sections of Council meetings.

The Audit Committee is responsible for providing independent assurance and assistance to Council on:

- financial reporting
- performance reporting
- systems of risk oversight and management
- systems of internal control
- internal audit
- external audit.

Four full meetings of the committee were held during 2022-23. The committee's charter is available at

<https://www.aims.gov.au/sites/default/files/2020-08/Audit%20Committee%20Charter.pdf>

## Audit Committee Skills and Experience

### **Mr Roy Peterson (BCom, FCA, FTI) - Independent Audit Committee Chair to 30 August 2022**

Mr Peterson is independent Chair of AIMS Audit Committee and a leader in his field. He served on AIMS Council from 11 December 2014 to 10 December 2019. He is a Chartered Accountant with strong governance and audit committee experience, including internal audit, risk management, process improvement and taxation. Mr Peterson has chaired the North Queensland Committee for the Australian Institute of Company Directors and was a member of the Taxation Institute National Taxation Liaison Committee. He is a Fellow of the Institute of Chartered Accountants, and the Taxation Institute of Australia.

### **Mr Peter Bell (BSc (Econ), CIPFA, FCPA, IIA)- Independent member to 30 August 2022, Independent Committee Chair from 25 October 2022**

Peter has more than 30 years' experience in internal audit, external audit, performance audit and risk management. This has included senior roles in the federal government for the Australian National Audit Office and Australian Broadcasting Corporation, and as a Partner in Ernst & Young and Managing Director of Protiviti. Peter is also a member of the Great Barrier Reef Marine Park (GBRMPA) Audit Committee.

### **Mr David Hinton (B.Bus, FCA, FGIA, GAICD) – Independent member from 24 October 2022**

David is an experienced non-executive director in the life science and technology sectors. He has been involved in the establishment of financial and governance structures and the development of strategy in a rapidly changing environment. His recently concluded executive career included Chief Financial Officer and Company Secretary of a leading IT solutions provider and a national telecommunications provider. Skills and experience of Ms Jeanette Roberts (AIMS Council Member and Audit Committee Member to 20 June 2023) is included with the Council Member biographies.

## Audit Committee Remuneration

Mr Roy Peterson - Independent Audit Committee Chair to 30 August 2022: \$4,500

Mr Peter Bell - Independent member to 30 August 2022, Independent Committee Chair from 25 October 2022: \$10,221.25

Mr David Hinton – Independent member from 24 October 2022: \$4,375.

## Audit Committee Attendance

Table 7: Audit Committee member attendance, 2022-23

Attendance	9 Aug 2022	1 Nov 2022	1 Mar 2023	30 May 2023
Mr Roy Peterson (Independent Committee Chair to 30 Aug 2022)	yes	n/a	n/a	n/a
Ms Jeanette Roberts (Council member and Committee member to 20 Jun 2023)	yes	yes	yes	no
Mr Peter Bell (Independent member to 30 Aug 2022, Independent Committee Chair from 25 Oct 2023)	yes	yes	yes	yes
Mr David Hinton (Independent member from 24 Oct 2022)	n/a	yes	yes	yes

## Remuneration and Nominations Committee

The Remuneration and Nominations Committee is a sub-committee of the Council which provides advice to Council regarding the remuneration of senior AIMS staff and recommends nominations for Council membership. The Committee reviews the employment arrangements of the Council, of the CEO, and of AIMS employees not covered by the AIMS Enterprise Agreement. On an annual basis, the Committee reviews AIMS' reporting arrangements to ensure that AIMS is adhering to the administrative requirements of the Remuneration Tribunal. Remuneration of AIMS employees not covered by the AIMS Enterprise Agreement is determined having regard to the Government's Workplace Relations Bargaining Policy and relativity of comparable positions within AIMS, the Australian Public Service and the wider employment market. Council member and CEO remuneration is in accordance with the directions of the Commonwealth Remuneration Tribunal.

The Committee comprises of at least three Council members, appointed by the Council. Committee members during 2022-23 were Dr Thomas Barlow, Dr Erika Techera and Dr Beth Woods.

## Independent professional advice

The Council has the right to obtain, at AIMS' expense, relevant independent professional advice in connection with the discharge of its responsibilities. The Council sought advice during 2022-23 in relation to a range of matters.

## Fraud Control

AIMS remains committed to mitigating incidences of fraud and managing risks. AIMS has developed a Fraud Control Plan using the Commonwealth Fraud Control Framework 2017 and in adherence to s.10 of the PGPA Rule 2014. AIMS reports its fraud data to the Australian Institute of Criminology by 30 September each year.

## Financial Reporting

AIMS' financial statements are prepared in accordance with:

- Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR);
- Australian Accounting Standards and Interpretations – Reduced Disclosure Requirements issued by the Australian Accounting Standards Board that apply for the reporting period; and
- The financial statements notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements are accompanied by a signed statement by the Accountable Authority, CEO and CFO, declaring that the statements comply with the accounting standards and any other requirements prescribed by the FRR and present fairly the entity's financial position, financial performance and cash flows in accordance with s. 42 of the PGPA Act.

## Performance Reporting

Section 39 of the PGPA Act requires an annual performance statement to be provided by corporate Commonwealth entities. AIMS' annual performance statement for 2022-23 is provided in *Results and Commentary on Performance*.

## Systems of Risk Oversight and Management

Under s. 17(2) (c) of the PGPA Rule, the Audit Committee is responsible for reviewing the Institute's risk framework (and monitoring management's compliance with that framework) and making recommendations to the Council to address any significant issues raised.

## System of Internal Audit Control

The Audit Committee's responsibilities include reviewing the Audit Plan and internal audit reports, and also making recommendations to the Council and management to address any significant issues raised. The committee also reviews whether the internal audit coverage aligns with AIMS' key risks. The internal audit function was performed by PricewaterhouseCoopers (PwC) during the year. The internal auditor is responsible for independently reviewing risk in accordance with the AIMS Corporate Plan.

## External Audit

Under s. 43 of the PGPA Act, the Commonwealth Auditor-General, through the ANAO, is the external auditor for the Institute. The Audit Committee reviewed the ANAO Audit Plan and reported to, and met with, ANAO representatives before recommending to the Council that the annual financial statements be accepted, and the Statement by Council be signed.

## Risk Management

AIMS has a comprehensive corporate risk management strategy, which includes processes to identify and assess new risks to AIMS, and to monitor and refine existing risks and control measures.

Operational risk management is established across the Institute, with processes, procedures and systems of work in place to manage workplace health and safety risks. We participate in the annual Comcover risk management benchmarking survey.

## Investing and Financing Activities

AIMS invested its surplus money in accordance with s. 59 of the PGPA Act and AIMS' policy on investments.

## Related Parties

AIMS transacts with Australian Government related entities consistent with normal day-to-day business operations provided under normal terms and conditions, including the purchase and rendering of science services (refer to section 3.3 of the Financial Statements).

The AIMS Council delegates decision making for related party contracts up to \$5 million to the AIMS CEO. The AIMS Council retains decision making for any contracts greater than \$5 million. The AIMS Council reviews a schedule of contracts entered into by AIMS annually. Any AIMS Officer who may have a perceived or real conflict of interest relating to any contract is required to declare the conflict and is not involved in the decision making.

## Indemnities and Insurance Premiums for Officers

There were no liabilities to any current or former officials of AIMS during the reporting period. No premium was paid (or was agreed to be paid) against a current or former official's liability for legal costs. AIMS paid \$18,922 in premiums for Directors' and Officers' Liability insurance in 2022-23.

## Compliance

AIMS conducted its affairs in accordance with the requirements of all applicable laws and regulations, including the PGPA Act and prescribed rules, the applicable policies of the Australian Government, and the internal policies of AIMS. Any government policy orders notified as being applicable to AIMS would be duly complied with (s. 22(3), PGPA Act). There were no policy orders applied to AIMS in 2022-23.

## Duty to Inform and Ministerial Notifications

The AIMS Council is required to notify the responsible minister of any significant issue that has affected AIMS (s. 19(1)(e), PGPA Act). There were no significant issues requiring notification to the responsible minister during 2022-23 relating to non-compliance with finance law.

## Consultancy Services

AIMS engages individuals and companies as external consultants from time to time where it lacks specialist expertise or when independent research, review or assessment is required.

Consultants are engaged to investigate or diagnose a defined issue or problem, carry out defined reviews or evaluations, or provide independent advice, information, or creative solutions to assist in AIMS' decision making.

Decisions to engage consultants take into consideration the skills and resources required for the task, the skills, or resources available internally and the cost-effectiveness of these options. The engagement of a consultant is made in accordance with our Procurement policies and procedures and other relevant internal policies. AIMS spent \$4.440 million (excluding GST) on consultancies during 2022-23.

## Public Accountability

### Judicial decisions and reviews by administrative tribunals

No judicial decisions relating to AIMS were handed down during the reporting period.

### Commonwealth Ombudsman

No reports relating to AIMS were given by the Commonwealth Ombudsman during 2022-2023.

### Office of the Australian Information Commissioner

No reports relating to AIMS were given by the Australian Information Commissioner during 2022-2023.

### Parliamentary Committees

No reports were produced on the operations of AIMS by a parliamentary committee during 2022-23.

### Auditor-General

No reports were produced on the operations of AIMS by the Auditor-General during 2022-23.

## Service Charter

AIMS' service charter outlines the standards it commits to regarding management of our relationships, a copy of which is posted on our website. AIMS actively seek and welcome feedback on our performance against our service standards. The charter and details on how to provide feedback can be found at <https://www.aims.gov.au/docs/about/corporate/service-charter.html>



## Privacy Act 1988

To ensure the proper management, administration and safety of its officers, employees, visitors, volunteers and contractors, AIMS is required to collect personal, and occasionally sensitive, information. AIMS is committed to the Australian Privacy Principles contained within the *Privacy Act 1988* and has formal processes to manage privacy, as detailed in the AIMS Privacy Policy. AIMS has a Privacy Officer ([privacy@aims.gov.au](mailto:privacy@aims.gov.au)) who is responsible for ensuring that the Institute's Privacy Policy is adhered to and that AIMS complies with all applicable statutory requirements.

## Freedom Of Information (FOI)

### Freedom Of Information (FOI) requests, reviews, decisions and statements

No requests for documents under the provisions of the *Freedom of Information Act 1982* (FOI Act) were received by AIMS during 2022-2023. In addition, no applications were received during 2022-2023:

- for internal review of decisions made under the FOI Act
- for external review by the Administrative Appeals Tribunal of decisions made under the FOI Act
- to amend any records under the FOI Act.

### FOI Operations

Agencies subject to the FOI Act are required to make information available to the public as part of the Information Publication Scheme (IPS). Under their IPS, each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements in Part II of the FOI Act.

The documents listed in our IPS Agency Plan are generally freely available to any person requesting them. The availability of other information is subject to assessment, which is made on a case-by-case basis in accordance with the relevant provisions of the FOI Act, as supplemented and explained in the relevant fact sheets, guidelines and other materials published on the website of the Office of the Australian Information Commissioner (OAIC). The grounds for assessment include considerations of commercial confidentiality, legal professional privilege and personal privacy. The FOI Act and the above website explain these, the other unconditional exemptions and the conditional exemptions as contained in the current legislation.

Requests for any such information from AIMS must be made in writing, addressed to the relevant person, and must contain the information set out under 'How to make an FOI request' on the above website. The request should be addressed to the FOI contact officer at the address given below. There is no fee payable for the request. However, fees and charges may apply and, if they do, will be set in accordance with Part 4 of the FOI Guidelines, which are available from the OAIC and AIMS websites.

### Information Publication Scheme

AIMS continues to undertake actions consistent with compliance requirements under the IPS pursuant to the relevant provisions of the FOI Act. The IPS encourages governments and government agencies to provide open, accountable and transparent information in formats that are easy to understand and freely accessible.

### Contact

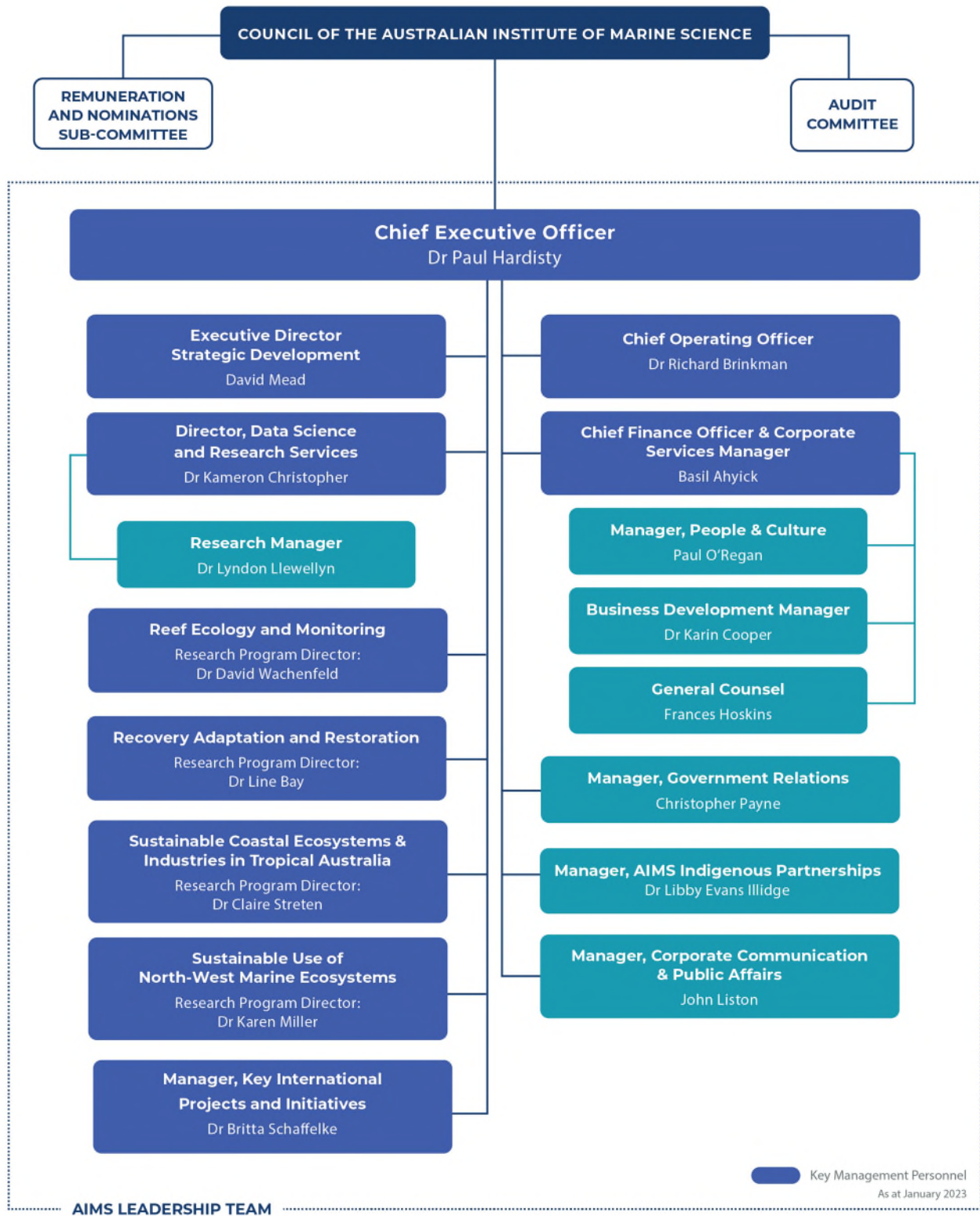
All enquiries and requests for information, or concerning access to documents or any other matters relating to FOI, should be directed to:

FOI contact officer, Australian Institute of Marine Science  
PMB No. 3, Townsville Mail Centre MC, QLD 4810  
Telephone: (07) 4753 4444  
Email: [FOI@aims.gov.au](mailto:FOI@aims.gov.au)

# Part 4: Our People

## Organisational Structure

Figure 10: Organisational structure of the Australian Institute of Marine Science.



## Staff

AIMS employed an average of 297 full-time equivalent (FTE) science and support staff during FY 2022–23, including 30.75 FTE under labour hire arrangements, 0.1 FTE casuals and 1.8 FTE temporary staff. In addition, AIMS engaged 47 FTE personnel via outsourced functions (see Table 8).

Many of our scientists are world authorities in their field who have achieved international acclaim for their research. The work of the research scientists is supported by a variety of professional and technical support staff skilled in the following:

- research support
- laboratory and analytical services
- data collection and data management
- commercial and business development services
- intellectual property portfolio management
- engineering and field operations services
- science communication
- corporate support functions comprising human resources, financial, information services, supply and general management.

Where appropriate, AIMS contracts services. Currently, contracted services are for catering, cleaning, site maintenance, security and crewing marine research vessels.

### AIMS core staff numbers

Table 8: Average Staffing Level Numbers (ASL): Ongoing Employees, by gender and location 2022-23<sup>6</sup>

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time		92				22	1	5		
Man/Male Part time		3								
<b>Man/Male Total</b>	<b>0</b>	<b>95</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>
Woman/Female Full time		65				9	2	2		
Woman/Female Part time		4			1	6				
<b>Woman/Female Total</b>	<b>0</b>	<b>69</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>15</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>
Non-Binary Full time										
Non-Binary Part time										
<b>Non-Binary Total</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>0</b>	<b>0</b>
Prefers not to answer Full time										
Prefers not to answer Part time										
<b>Prefers not to answer Total</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>0</b>	<b>0</b>
Uses a different term Full time										
Uses a different term Part time										
<b>Uses a different term Total</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>0</b>	<b>0</b>
<b>TOTAL</b>	<b>0</b>	<b>164</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>37</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>

<sup>6</sup> New gender categories applied for 2022-23

Table 9: Average Staffing Level Numbers (ASL): Non-ongoing Employees, by gender and location 2022-23

	Location									
	NSW	QLD	SA	TAS	VIC	WA	ACT	NT	External	Overseas
Man/Male Full time		56				10	1	2		
Man/Male Part time		2								
<b>Man/Male Total</b>	<b>0</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
Woman/Female Full time		60				14				
Woman/Female Part time		9				3				
<b>Woman/Female Total</b>	<b>0</b>	<b>69</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Non-Binary Full time										
Non-Binary Part time										
<b>Non-Binary Total</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>0</b>	<b>0</b>
Prefers not to answer Full time										
Prefers not to answer Part time										
<b>Prefers not to answer Total</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>0</b>	<b>0</b>
Uses a different term Full time										
Uses a different term Part time										
<b>Uses a different term Total</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>0</b>	<b>0</b>
<b>TOTAL</b>	<b>0</b>	<b>127</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>

Table 10: Average Staffing Level Numbers (ASL): All Employees 2020-21 and 2021-22

Staff category	2020-2021			2021-2022		
	Female	Part-time	Total	Female	Part-time	Total
<b>Research Scientists</b>	27	3	58	32	5	65
Townsville	18	1	34	20	2	37
Perth	8	2	20	10	3	23
Darwin	1	-	4	2	-	5
<b>Research Support</b>	30	2	76	36	5	84
Townsville	26	1	63	34	5	73
Perth	3	1	10	2	-	9
Darwin	1	-	3	-	-	2
<b>Technical and corporate support</b>	37	4	97	39	7	100
Townsville	31	4	86	32	4	87
Perth	5	-	10	7	3	12
Darwin	1	-	1	-	-	1
<b>Total Staff (excluding casual and temporary)</b>	94	9	231	107	17	249
Townsville	76	7	183	86	11	197
Perth	15	2	40	19	6	44
Darwin	3	-	8	2	-	8
<b>Postdoctoral Fellows included in total*</b>	6	-	9	8	-	11
Townsville	3	-	4	5	-	6
Perth	3	-	5	3	-	-
Darwin	-	-	-	-	-	-
<b>Temporary and Casual staff</b>	17	-	27	25	-	35
Townsville	14	-	24	23	-	32
Perth	3	-	3	1	-	2
Darwin	-	-	-	1	-	1
<b>Contractors</b>	-	-	44	-	-	46

\* Most PostDocs are joint appointments with other research organisations. These figures only reflect positions for which AIMS is the host employer

## Staff Consultation

Staff consultation and communication takes place via a range of mediums such as all-staff meetings, emails and newsletters. The Joint Consultative Committee—comprising AIMS CEO (chair), a management representative (Chief Operating Officer), the Manager People and Culture, Community and Public Sector Union (CPSU) representatives (internal), a CPSU organiser (external), and staff representatives—met five times in 2022–23. This committee provides a forum for discussion and consultation between management and staff representatives on issues that may affect staff conditions and entitlements.

The AIMS Safety Committee – comprising AIMS Chief Operating Officer, the Health and Safety Manager (chair), Health and Safety Representatives (HSRs), and operational managers - is a long-standing health and safety specific panel. The committee met six times in 2022-23.

The Psychologically Safe Network is a new forum comprising AIMS People and Culture and Health and Safety Manager (joint chairs), and attended by a broad range of participants from different programs and roles within the organisation, including the Chief Finance Officer and Chief Operating Officer. The Network met four times in 2022-23.

## Leadership Development

During 2022–23, AIMS continued with a significant leadership development program affording all staff the opportunity to participate.

## Equal Employment Opportunity and Workforce Diversity

Our workforce diversity policy acknowledges differences and adapts work practices to create an inclusive work environment in which diverse skills, perspectives and cultural backgrounds are valued.

The Institute’s staffing policies and procedures align with the requirements of the Equal Employment Opportunity (Commonwealth Authorities) Act 1987. Designed to ensure that workforce diversity and equality of opportunity are fundamental operating principles for AIMS, they include:

- regularly reviewing employment policies and practices, and providing ongoing instruction for user groups
- promoting AIMS as an equal opportunity employer in all recruitment advertisements placed in online media and on our website
- supporting equity of access and providing amenities for people with disabilities in AIMS’ public access facilities such as conference rooms, theatre, library, cafe and display areas
- constructing new facilities that support equity of access
- catering to staff and visitors with a disability, and providing a wheelchair, if required, on public tours of AIMS
- having mechanisms in place to handle complaints and grievances (formal and informal) to address issues and concerns raised by staff and visitors.

Table 11: Staff numbers in equal employment opportunity categories

EEO category	Proportion of total staff (per cent)				
	2018–19	2019–20	2020–21	2021-22	2022-23
Aboriginal and Torres Strait Islander	2.05	2.18	2.47	5.41	3.38
Non-English-speaking background	14.67	15.1	16.44	14.44	17.6
Staff with disability	1.59	1.32	1.84	4.7	2.2
Women	41.32	39.23	40.92	46.44	44.96

## Inclusiveness and Diversity in the Workplace

Our workforce initiatives support the wider Australia Public Service undertakings on Indigenous employment, diversity and gender equity. AIMS continues to support career improvement for individuals across all gender groups in higher education and research, helping to facilitate a diverse and inclusive workplace and culture.

In 2020-21 we were awarded Athena Swan Bronze Award certification through Science in Australia Gender Equity (SAGE) and AIMS continues to demonstrate a solid foundation for improving gender equity, diversity and an inclusive culture that values all staff. This includes:

- Progressing activities outlined in our action plan that are based on quantitative and qualitative assessments to continue to identify challenges and opportunities;
- Building upon initiatives that are planned or already in place towards greater awareness, understanding, and practices towards gender equity, diversity and inclusion, and to measure our progress and impact; and
- Identifying key learnings and implementing further improvements or initiatives to affect positive change.

A dedicated working group has been structured to progress our action plan initiatives, and collaborates across the organisation to continue on our accreditation pathway towards Silver Award certification. This includes dedication to the submission and achievement of five (5) Cygnet awards that demonstrate progress, impact, and outcomes in addressing key identified barriers on our gender equity, diversity, and inclusion improvement journey.

## Code of Conduct

AIMS has a Code of Conduct to which the Council, management, staff and visitors are required to adhere. The Code complies with the Public Governance, Performance and Accountability Act 2013. New Council members, staff and visitors are briefed on the Code during induction.

## Workplace Behaviour

Management, staff and visitors at AIMS share responsibility for providing and working in an environment free of harassment and other unacceptable forms of behaviour. In accordance with the AIMS Code of Conduct, staff are required to treat others with courtesy, respect, dignity, fairness and equity, and to have concern for their rights, freedoms and individual needs. A high standard of behaviour is expected and AIMS has a set of principles outlining the way staff are expected to behave towards others.

Workplace harassment contact officers are available throughout AIMS to discuss, in confidence, matters of concern regarding harassment and associated issues raised by a staff member. AIMS received three formal reported cases of harassment in 2022-23.

## Public Interest Disclosure (Whistle-Blower Policy)

AIMS has a whistle-blower policy designed to facilitate effective notification, assessment and management of the disclosure of serious wrongdoings in accordance with the Public Interest Disclosure Act 2013.

AIMS strongly encourages reporting of serious wrongdoing and will take appropriate and necessary action to uphold the integrity of the Institute and to promote the public interest. To achieve our goals and obligations in this regard, AIMS is committed to creating and maintaining an environment and culture in which the disclosure of serious wrongdoings is fully supported and protected. There were no formal reported public interest disclosure cases in 2022-23.

## National Disability Strategy

AIMS is committed to ensuring that people with disabilities are given opportunities for independence, access and full participation. AIMS assesses cases individually and endeavours to implement the most appropriate measures to assist people with disabilities.

AIMS' physical resources continue to be upgraded to meet access needs for people with disabilities, which includes building modifications and the construction of new facilities.

## Employee Assistance Program

Lifeworks is contracted by AIMS to provide an independent employee assistance program. The program is free to staff, their family members, and students and provides for up to six sessions to assist with issues of:

- relationship and family problems
- maximising performance
- depression, anxiety and stress
- conflict and communication
- children or family member concerns
- grief and bereavement
- elder care issues
- addiction
- work–life balance
- career path issues
- retirement
- work stress.

In addition, a supervisor support hotline is available.

Participants can refer themselves or be encouraged by a colleague, supervisor, human resource staff or workplace health and safety staff to access the program. The use rate during 2022-23 was 12.1 per cent, an increase from 10.6 per cent in the previous year. Analysis reveals that 72 per cent of access was for personal reasons with 28 per cent being for work-related matters.

# Health and Safety

## Our Approach

The safety of our people, collaborators, contractors, and those who share or visit our workplaces remains paramount. AIMS Strategy 2030 defines AIMS safety value, to care for ourselves and others in all that we do. AIMS defines measurable targets with which we will track our progress towards our work, health and safety objectives. At the highest level, AIMS has committed to achieving year on year improvements in safety performance.

## COVID-19 Response

The COVID-19 pandemic has continued to present organisational and operational risks and challenges. AIMS has implemented a risk-based phased recovery plan, working consultatively across all areas of the organisation to manage a shifting COVID-19 risk context. This phased approach, underpinned by comprehensive communication and consultation strategies, health screening, risk management and active and engaged leadership, has proved effective, and AIMS operations have achieved stability and growth through the period of the pandemic.

## Injury Reduction and Early Intervention

Preventing harm (injury/illness) by improving awareness of hazards and risk factors, and consultatively implementing effective risk treatments. Reducing the frequency and severity of serious injury through early intervention and/or treatment approaches at the first signs of ill health or injury.

## Leadership and Cultural Change

Assisting people to work together more effectively and look out for each other's health and safety, through personalised assessment, review, and coaching. Facilitating a Learning Culture through Safety Shares of incidents at AIMS All Staff meetings, and Safety Minutes undertaken at the start of each meeting with >4 people present.

## Physical and Mental Wellbeing

Implementing a Psychologically Safe Workplace Network, and Action Plan in accordance with the Framework. This includes the provision of information, training, psychological incident (PI) reporting, and access to support roles.

Providing access to corporate health and fitness programs, including access to Fitness Passport, on-site gym, and other external facilities to improve fitness and overall wellbeing.

Figure 11: Psychologically Safe Workplace Framework





## Internal Audit and Inspection Regimes

Providing a safe workplace and practice through physical site inspection schedules, desktop audit review of procedural application led by AIMS Health and Safety Department, and Internal Audit Committee review of policies and procedures.

## Sustainable Environmental Advisory (SEA) Network

Striving to reduce AIMS environmental impact through a grass roots approach.

## Risk Management

Developing robust risk management practice through training delivery, risk assessment review, and area risk register development and review in line with AIMS Operational Risk Management Procedure and Framework.

## Safety Pillars

Our health and safety approach is based on six pillars (Figure 12) that guide our annual strategic work planning:

Figure 12: Health and Safety Pillars



## Dedicated Safety Roles

Our commitment to the health and safety of workers is demonstrated by the number and diversity of roles dedicated to health and safety management at AIMS:

- HSE Team Members
- Emergency Wardens
- First Aid Officers
- Safety Committee Members
- Health & Safety Representatives
- Harassment Contact Officers
- Cruise Leaders
- Dive Officer & Supervisors
- Dive Safety Working Group
- Boating Officer & Attendants
- Laboratory Managers
- Quarantine & Biosafety Officer
- Radiation Safety Officer
- Emergency Management Officer
- Emergency Management Team
- Business Continuity Team
- Sustainable Environment Advisory (SEA) Network Participants
- Psychologically Safe Network Participants

In 2022-23 AIMS Emergency Management and Business Continuity teams played a critical role in responding to the COVID-19 pandemic, ensuring the health and safety of workers. A forward-thinking, flexible, risk-based approach that was centered around communication and collaboration, has facilitated continuity of operations with limited disruptive impacts from COVID-19. During 2022-23, 13 work-related COVID-19 cases were reported associated with overseas travel and field work.

## Lost Time Injuries

There were 0 lost time injuries recorded in 2022-23. AIMS has consistently achieved low lost time injury rates over the past five years, averaging one per annum.

## Lead and Lag Indicators

AIMS' reporting culture remains strong, with the number of hazards around 29 per cent of all hazards and incidents reported. Of the 112 incidents reported, 4 resulted in restricted work or medical treatment injuries, and 10 involved minor first aid cases (Table 12).

Year on year improvement has not been achieved with respect to the total recordable injury frequency rate (TRIFR), concluding at 9 (below target but higher than previous year). AIMS Injury Severity Rate has improved, concluding at 54, a 21 points improvement. Once again, the year was characterised by rapid organisational growth, with a 20 per cent increase in employee numbers.

There were 3 notifiable incidents, 2 of which were work-related COVID cases, and the third, a subcontractor fatality, was determined to not to have arisen out of the conduct of AIMS business or undertaking. 1 new workers' compensation claim was accepted under the Comcare workers' compensation scheme, associated with a Psychological Incident reported in November.

Table 12: AIMS safety reports, 2022-23:

<i>Notifiable Incidents: 3</i>	<i>Hazards: 45</i>
<i>Workers Compensation Claims: 1</i>	<i>Incident Reports: 112</i>
<i>Lost Time Injuries: 0</i>	

Of the 6 recordable injuries, 4 were attributable to *manual task work*. AIMS remains dedicated to reducing the number of manual task-related injuries, providing early intervention, training, and information, together with role-based functional assessments. Of the remaining 2 incidents, one was as a result of *falls on the same level*, and the other a *laceration*.

## Environmental Performance

We have delivered against our commitments to protecting the environment and conserving biodiversity during the year. In particular, we worked with multiple industries, government, the community and other scientific institutions and agencies on programs and projects dedicated to conserving and sustainably managing tropical marine resources. As a community leader and a Commonwealth statutory authority, we have both a moral obligation and a statutory obligation under the Environment Protection and Biodiversity Conservation Act 1999 to protect and maintain the biodiversity and heritage under our control. Accordingly, we carefully guard against any avoidable adverse impacts on the environment arising from our own activities and work proactively to minimise the environmental footprint of our operations.

### Reducing Our Environmental Impacts

In 2022-23 AIMS continued to make progress towards its strategic target of a 25 per cent reduction in our own carbon emissions. The overall reduction in total carbon emissions compared with the base year of 2017-18 was 25 per cent (for Scope 1 and 2 emissions). AIMS on-site PV solar systems and procurement of electricity from renewable energy sources continue to be the most significant contributions to our emissions reduction, with smaller contributions from transition to a hybrid commuter car fleet.

Our recycling program continues to reduce solid waste to landfill with a 3 yearly average reduction of 26 per cent, and an increase in recycled material of 20 per cent (compared with the base year of 2017-18).

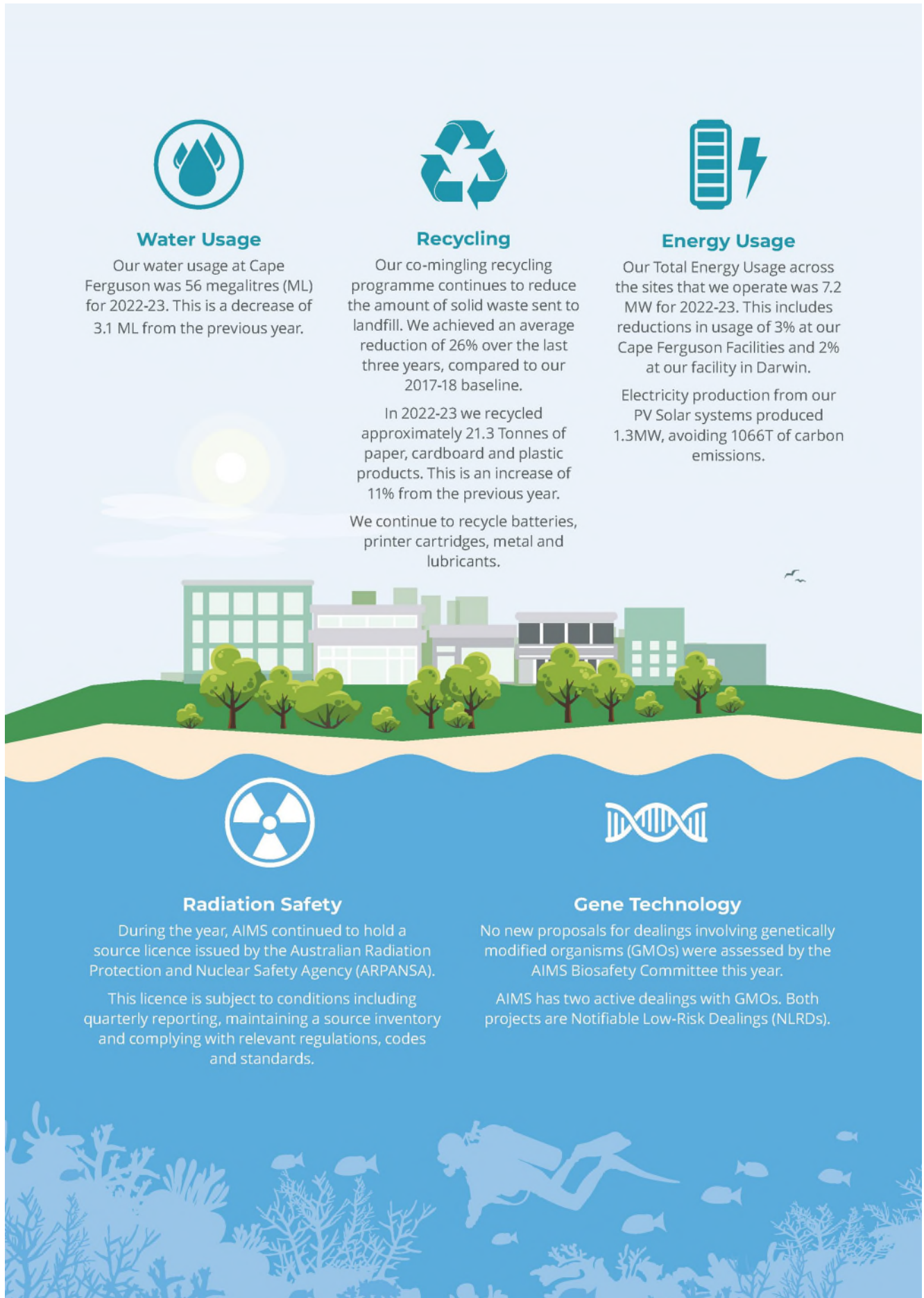
Table 13: AIMS APSNetZero 2023-23 Emissions reporting Summary

Reporting year	Portfolio	Entity Name		
FY22-23	DCCEEW	Australian Institute of Marine Science		
Emission Source	Scope 1 kg CO2-e	Scope 2 kg CO2-e	Scope 3 kg CO2-e	Total kg CO2-e
Electricity (Location Based Approach)	N/A	5,149,865	1,036,722	6,186,587
Natural Gas	243,970	N/A	37,403	281,373
Fleet Vehicles	1,860,527	N/A	458,647	2,319,175
Domestic Flights	N/A	N/A	608,417	608,417
Other Energy	-	N/A	-	-
<b>Total kg CO2-e</b>	<b>2,104,498</b>	<b>5,149,865</b>	<b>2,141,189</b>	<b>9,395,552</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:

Emission Source	Scope 1 kg CO2-e	Scope 2 kg CO2-e	Scope 3 kg CO2-e	Total kg CO2-e
Electricity (Market Based Approach)	N/A	3,813,708	504,755	4,318,463
Natural Gas	243,970	N/A	37,403	281,373
Fleet Vehicles	1,860,527	N/A	458,647	2,319,175
Domestic Flights	N/A	N/A	608,417	608,417
Other Energy	-	N/A	-	-
<b>Total kg CO2-e</b>	<b>2,104,498</b>	<b>3,813,708</b>	<b>1,609,223</b>	<b>7,527,428</b>

Figure 13: Environmental Performance



## Our alignment to ecologically sustainable development

Table 14: Alignment and contribution to ESD Principles

Ecologically Sustainable Development (ESD) Principle	Our Alignment and Contribution
Decision-making processes should effectively integrate both long-term and short term economic, environmental, social and equitable considerations.	All AIMS work is assessed with ESD impact in mind. Projects are selected based on their environmental, economic, and social net value to the organisation, community and country in line with the AIMS Strategy 2030.
If there are threats of serious or irreversible environmental damage, lack of full scientific certainty should not be used as a reason for postponing measures to prevent environmental degradation.	<p>AIMS complies with all major environmental laws and requirements in its operations and capital works.</p> <p>Environmental protection is mandated when planning and undertaking major capital works. Any proposed activities that may fall under the Environment Protection and Biodiversity Conservation Act 1999 are assessed for referral to the Department of the Environment and Energy. Proposals for new or modifications to existing facilities undergo rigorous internal safety, regulatory and environmental processes with independent oversight.</p> <p>A continuous improvement program is in place to reduce environmental impact through reducing energy and water consumption and waste generated.</p> <p>AIMS conducts large scale environmental monitoring programs and risk-based modelling to provide impartial advice on management and policy for government and industry decision makers. The organisation is leading the Australian research effort to identify innovative ways to assist coral reefs to recover from the impact of existing environmental conditions.</p>
The principle of inter-generational equity – that the present generation should ensure that the health, diversity and productivity of the environment is maintained or enhanced for the benefit of future generations.	<p>AIMS' Project Management Framework includes evaluations of future impact (targeting net social, economic and environmental benefits) for Australia. The organisation leads the global research effort to assist coral reefs in adapting to future environmental conditions to ensure the benefits of coral reefs are sustained for generations of Australians to come.</p> <p>AIMS actively integrates environmental responsibility and sustainability into our operations, minimising our environmental footprint through building infrastructure and behaviour change, and preventing, minimising and controlling pollution. Reducing our consumption of energy, water and resources not only supports sustainable objectives, it also contributes to our financial sustainability and allows us to redirect more funds into our science.</p>
The conservation of biological diversity and ecological integrity should be a fundamental consideration in decision-making.	AIMS provides monitoring, modelling and research ensuring that the impact of policy and decisions on biological diversity and ecological integrity are understood by tropical marine managers. AIMS works with managers and decision makers to deliver sustainability.
Improved valuation, pricing and incentive mechanisms should be promoted.	AIMS has no activities in this area.

# Part 5: Financial Statements

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## INDEPENDENT AUDITOR'S REPORT

### To the Minister for the Environment and Water

#### Opinion

In my opinion, the financial statements of the Australian Institute of Marine Science (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*;
- (b) comply with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*; and
- (c) 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 Accountable Authority, Chief Executive and Chief Finance 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 confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Council, would be in the same terms if given to the Council as at the time of this auditor's report.

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 Council 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 Council is also responsible for the preparation and fair presentation of annual financial statements that comply with the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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In preparing the financial statements, the Council 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 Council is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

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

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

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Bradley Medina  
Executive Director  
Delegate of the Auditor-General

Canberra  
30 August 2023



**Australian Institute of Marine Science**

**STATEMENT BY THE ACCOUNTABLE AUTHORITY, CHIEF EXECUTIVE AND CHIEF FINANCE 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), are based on properly maintained financial records as per subsection 41(2) of the PGPA Act and the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* .

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Institute of Marine Science 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 and signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulations 2022* .

Signed

Signed

Signed



**Dr Elizabeth Woods**  
Chair  
On behalf of the Accountable  
Authority  
30 August 2023



**Mr Basil Ahyick**  
Acting Chief Executive Officer

30 August 2023



**Ms Justine Bolton**  
Acting Chief Finance Officer

30 August 2023

**Statement of Comprehensive Income**  
for the period ended 30 June 2023

	Notes	2023 \$'000	2022 \$'000	Original Budget \$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee Benefits	1.1A	43,924	34,801	45,275
Suppliers	1.1B	42,839	34,854	47,696
Depreciation and amortisation	2.2	13,825	15,742	14,754
Finance costs		20	20	18
Foreign exchange loss		15	4	-
Losses from asset disposal		-	186	80
<b>Total Expenses</b>		<b>100,623</b>	<b>85,607</b>	<b>107,823</b>
<b>Own-source Income</b>				
<b>Own-source revenue</b>				
Revenue from contracts with customers	1.2A	36,767	30,612	34,073
National Sea Simulator construction and operations funding	1.2B	11,485	2,435	6,992
Interest	1.2C	3,347	277	322
Other revenue		944	809	500
<b>Total own-source revenue</b>		<b>52,543</b>	<b>34,133</b>	<b>41,887</b>
<b>Gains</b>				
Gains from sale of assets		73	315	80
<b>Total gains</b>		<b>73</b>	<b>315</b>	<b>80</b>
<b>Total own-source income</b>		<b>52,616</b>	<b>34,448</b>	<b>41,967</b>
<b>Net cost of services</b>		<b>(48,007)</b>	<b>(51,159)</b>	<b>(65,856)</b>
Revenue from Government		62,926	45,548	59,193
<b>Total Revenue from Government</b>		<b>62,926</b>	<b>45,548</b>	<b>59,193</b>
<b>Surplus/(deficit) attributable to the Australian Government</b>		<b>14,919</b>	<b>(5,611)</b>	<b>(6,663)</b>
<b>OTHER COMPREHENSIVE INCOME</b>				
<b>Items not subject to subsequent reclassification to net cost of services</b>				
Changes in asset revaluation surplus		6,192	4,387	-
<b>Total comprehensive income/(loss) attributable to the Australian Government</b>		<b>21,111</b>	<b>(1,224)</b>	<b>(6,663)</b>

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

**Statement of Financial Position**  
as at 30 June 2023

	Notes	2023 \$'000	2022 \$'000	Original Budget \$'000
<b>ASSETS</b>				
<b>Financial Assets</b>				
Cash and cash equivalents	2.1A	33,009	45,872	250
Trade and other receivables	2.1B	13,109	9,280	10,851
Investments	2.1C	60,000	20,000	39,182
<b>Total financial assets</b>		<b>106,118</b>	<b>75,152</b>	<b>50,283</b>
<b>Non-Financial Assets</b>				
Buildings <sup>1</sup>	2.2	111,912	100,471	131,124
Infrastructure, plant & equipment	2.2	46,286	46,832	52,718
Computer software	2.2	1,036	2,069	3,620
Prepayments		2,956	3,041	4,212
Inventory		254	271	373
<b>Total non-financial assets</b>		<b>162,444</b>	<b>152,684</b>	<b>192,047</b>
<b>Total assets</b>		<b>268,562</b>	<b>227,836</b>	<b>242,330</b>
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	2,889	1,870	8,330
Salaries and wages		1,223	859	7,076
Other payables	2.3B	33,078	33,798	-
<b>Total payables</b>		<b>37,190</b>	<b>36,527</b>	<b>15,406</b>
<b>Interest bearing liabilities</b>				
Leases	2.3C	857	809	685
<b>Total interest bearing liabilities</b>		<b>857</b>	<b>809</b>	<b>685</b>
<b>Provisions</b>				
Employee provisions	3.1	13,605	12,253	15,305
Other provisions		17	17	-
<b>Total provisions</b>		<b>13,622</b>	<b>12,270</b>	<b>15,305</b>
<b>Total liabilities</b>		<b>51,669</b>	<b>49,606</b>	<b>31,396</b>
<b>Net assets</b>		<b>216,893</b>	<b>178,230</b>	<b>210,934</b>
<b>EQUITY</b>				
Contributed equity		105,907	88,357	132,197
Reserves		118,767	112,575	109,018
Retained earnings		(7,781)	(22,702)	(30,281)
<b>Total equity</b>		<b>216,893</b>	<b>178,230</b>	<b>210,934</b>

The above statement should be read in conjunction with the accompanying notes.  
1. Right-of-use assets are included in the non-financial assets buildings line item.

**Statement of Changes in Equity**  
for the period ended 30 June 2023

	2023 \$'000	2022 \$'000	Original Budget \$'000
<b>CONTRIBUTED EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	88,357	88,357	113,142
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection	17,550	-	19,055
<b>Total transactions with owners</b>	<b>17,550</b>	<b>-</b>	<b>19,055</b>
<b>Closing balance as at 30 June</b>	<b>105,907</b>	<b>88,357</b>	<b>132,197</b>
<b>RETAINED EARNINGS</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	(22,702)	(17,921)	(23,618)
<b>Comprehensive income</b>			
Surplus/(Deficit) for the period	14,919	(5,611)	(6,663)
Other comprehensive income	2	-	-
<b>Total comprehensive income</b>	<b>14,921</b>	<b>(5,611)</b>	<b>(6,663)</b>
Transfers between equity components	-	830	-
<b>Closing balance as at 30 June</b>	<b>(7,781)</b>	<b>(22,702)</b>	<b>(30,281)</b>
<b>ASSET REVALUATION RESERVE</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	112,575	109,018	109,018
<b>Comprehensive income</b>			
Other comprehensive income	6,192	4,387	-
<b>Total comprehensive income</b>	<b>6,192</b>	<b>4,387</b>	<b>-</b>
Transfers between equity components	-	(830)	-
<b>Closing balance as at 30 June</b>	<b>118,767</b>	<b>112,575</b>	<b>109,018</b>
<b>TOTAL EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	178,230	179,454	198,542
<b>Comprehensive income</b>			
Surplus/(Deficit) for the period	14,919	(5,611)	(6,663)
Other comprehensive income	2	-	-
<b>Total comprehensive income</b>	<b>14,921</b>	<b>(5,611)</b>	<b>(6,663)</b>
<b>Asset revaluation reserve</b>			
Other comprehensive income	6,192	4,387	-
<b>Total asset revaluation reserve</b>	<b>6,192</b>	<b>4,387</b>	<b>-</b>
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection	17,550	-	19,055
<b>Total transactions with owners</b>	<b>17,550</b>	<b>-</b>	<b>19,055</b>
<b>Closing balance as at 30 June</b>	<b>216,893</b>	<b>178,230</b>	<b>210,934</b>

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

**Accounting Policy**

*Equity injections*

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) are recognised directly in contributed equity in that year.

**Cash Flow Statement**  
for the period ended 30 June 2023

	Notes	2023 \$'000	2022 \$'000	Original Budget \$'000
<b>OPERATING ACTIVITIES</b>				
<b>Cash received</b>				
Receipts from Government		62,926	45,548	59,193
Sale of goods and rendering of services		31,063	26,270	34,023
National Sea Simulator construction and operational expenses funding		8,646	13,996	7,160
Interest		1,898	180	270
GST received		5,402	3,903	-
Receipts from other		984	805	400
<b>Total cash received</b>		<b>110,919</b>	<b>90,702</b>	<b>101,046</b>
<b>Cash used</b>				
Employees		41,599	38,317	44,750
Suppliers		38,639	29,893	46,440
Interest payments on lease liabilities		20	20	18
GST paid		3,442	2,944	-
Other		26	-	-
<b>Total cash used</b>		<b>83,726</b>	<b>71,174</b>	<b>91,208</b>
<b>Net cash from operating activities</b>		<b>27,193</b>	<b>19,528</b>	<b>9,838</b>
<b>INVESTING ACTIVITIES</b>				
<b>Cash received</b>				
Proceeds from sales of property, plant & equipment		232	315	80
Proceeds from other investments		-	8,272	16,944
<b>Total cash received</b>		<b>232</b>	<b>8,587</b>	<b>17,024</b>
<b>Cash used</b>				
Purchase of property, plant and equipment		17,707	7,325	45,838
Purchase of other investments		40,000	-	-
<b>Total cash used</b>		<b>57,707</b>	<b>7,325</b>	<b>45,838</b>
<b>Net cash from/(used by) investing activities</b>		<b>(57,475)</b>	<b>1,262</b>	<b>(28,814)</b>
<b>FINANCING ACTIVITIES</b>				
<b>Cash received</b>				
Contributed equity		17,550	-	19,055
<b>Total cash received</b>		<b>17,550</b>	<b>-</b>	<b>19,055</b>
<b>Cash used</b>				
Principal payments of lease liabilities		131	83	79
<b>Total cash used</b>		<b>131</b>	<b>83</b>	<b>79</b>
<b>Net Cash from/(used by) Financing activities</b>		<b>17,419</b>	<b>(83)</b>	<b>18,976</b>
<b>Net increase/(decrease) in cash held</b>		<b>(12,863)</b>	<b>20,707</b>	<b>-</b>
Cash and cash equivalents at the beginning of the reporting period		45,872	25,165	250
<b>Cash and cash equivalents at the end of the reporting period</b>	2.1A	<b>33,009</b>	<b>45,872</b>	<b>250</b>

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

**Budgetary Reporting of Major Variances (AASB1055)**

The Budget variances reporting commentary provides a comparison between the 2022-23 Portfolio Budget Statements (PBS) provided to Parliament in March 2022 and the final outcome in the 2022-23 financial statements. The PBS is not audited.

Major changes in the budget have been explained as part of the variance analysis where relevant.

Variances are considered to be 'major' where:

- (a) the variance between budget and actual is greater than +/-10% of the budget for the line items; and
- (b) the variance between budget and actual is greater than +/-2% of the relevant budget base.

Variance explanations will also be provided where there have been major changes to business activities that may not be numerically material but by nature may assist users in understanding underlying business changes that may have occurred since the original budget was released.

Where a revised budget has been presented to Parliament, AIMS may include variance explanations of major variances between the revised budget and actual amounts where they are considered relevant to an assessment of the discharge of accountability and to an analysis of the performance of AIMS.

Explanations of major variances	Affected line items/statements
<b>Statement of Comprehensive Income</b>	
<b>Expenses</b>	
Supplier expenses were \$4.857m lower than budget largely due to savings in consumables.	Suppliers - 10%
<b>Revenue</b>	
The higher than budgeted amount recognised in 2022-23 reflects actual construction and operational costs incurred in the year relating to the National Sea Simulator construction and operating funding which was classified as other revenue in the budget.	National Sea Simulator construction and operations funding - 64%
Interest income was \$3.025m favourable to budget due to higher than anticipated cash and investment balances (refer Statement of Financial Position commentary) as well as stronger interest rates.	Interest - 939%
<b>Statement of Financial Position</b>	
Cash and cash equivalents, investments, property, plant and equipment, and payables were all impacted by construction works that were not completed as projected in the budget. Funding received from the Department of Education for the Sea Simulator building expansion that has not yet been spent on construction has been classified as an other payable while equity contributions received for the remediation of the AIMS wharf and design of a new vessel have been recorded as equity and have not yet been fully spent. These unspent funds have contributed to the higher anticipated cash and investment balances.	Cash and cash equivalents - 13,104%
	Investments - 111%
	Property, plant and equipment - 14%
	Payables - 146%
Employee provisions increased \$1.098m in 2022-23 due to growth in staff. Budget assumptions about leave balances as at 30 June 2023 were too high as the provision was based on 408 FTE (48 FTE increase) not achieved due to labour market and time to recruit.	Employee provisions - 13%
<b>Statement of Changes in Equity</b>	
The actual opening balance for contributed equity was \$88.357m, \$24.785m lower than budgeted. This variance along with \$1.505 less equity contributions in the year resulted in a lower closing balance.	Contributed equity - 20%
Retained earning performed favourably. The budget projected a \$6.663m deficit however AIMS achieved a \$14.919m surplus largely due to higher than budget own source income and lower than budget supplier costs.	Surplus/(deficit) - 73%
<b>Cashflow Statement</b>	
The budget assumed cash and cash equivalents to be \$0.250m at the beginning of the year. The actual balance at the beginning of the year was \$45.872m. Higher than anticipated operating receipts and lower than budget operating payments and lower than budget purchase of property, plant and equipment were offset by the purchase of investments.	Operating receipts - 10%

## Overview

### Objectives of the Australian Institute of Marine Science

The Australian Institute of Marine Science (AIMS) is a Corporate Commonwealth entity established by the *Australian Institute of Marine Science Act 1972*. It is a not-for-profit entity. AIMS' registered office address is included at the front of the Annual Report.

The mission of AIMS is to provide research and knowledge of Australia's tropical marine estate required to support growth in its sustainable use, effective environmental management and protection of its unique ecosystems.

The continued existence of AIMS in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for AIMS administration and science research programs.

### Basis of Preparation of the Financial Statements

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

The financial statements and notes have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) 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.
- c) The financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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.

### New Australian Accounting Standards

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

### Taxation

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

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

### Events After the Reporting Period

There was no subsequent event that had the potential to significantly affect the ongoing structure and financial activities of AIMS.

**1.1: Expenses**

	2023 \$'000	2022 \$'000
<b>1.1A: Employee Benefits</b>		
Wages and salaries	33,115	27,286
Superannuation		
Defined contribution plans	4,089	3,289
Defined benefit plans	1,271	1,288
Leave and other entitlements	5,032	2,559
Separation and redundancies	-	50
Fringe Benefit Tax	417	329
<b>Total employee benefits</b>	<b>43,924</b>	<b>34,801</b>

**Accounting Policy**

Accounting policies for employee related expenses are contained in the People and relationships section.

**1.1B: Suppliers**

<b>Goods and services supplied or rendered</b>		
ANAO audit fees	52	52
Assistance to external providers	363	166
Communication expenses	737	667
Consultants	4,440	2,519
Consumables	1,894	1,765
Contractors	2,740	2,227
Corporate memberships and subscription	84	72
Electricity	1,490	1,271
Employee related expenses	1,173	942
Fuel, oil and gas	1,226	972
General expenses	1,397	1,272
Hire of equipment	2,660	1,899
IT expenses	1,861	1,518
Labour hire staff	3,084	2,885
Legal and instrument registration expenses	114	130
Library expenses	110	252
Meeting expenses	307	255
Property expenses	1,818	1,744
Repairs and maintenance	6,059	5,700
Science expenses	432	555
Support for post-doctorate positions	3,633	2,382
Travel	2,538	1,155
Vessel management	4,558	4,390
<b>Total goods and services supplied or rendered</b>	<b>42,770</b>	<b>34,790</b>
Goods supplied	7,963	6,298
Services rendered	34,807	28,492
<b>Total goods and services supplied or rendered</b>	<b>42,770</b>	<b>34,790</b>
<b>Other Suppliers</b>		
Workers compensation premiums	69	64
<b>Total other suppliers</b>	<b>69</b>	<b>64</b>
<b>Total suppliers</b>	<b>42,839</b>	<b>34,854</b>



## 1.2 Own-Source Revenue and Gains

	2023 \$'000	2022 \$'000
<b>Own-Source Revenue</b>		
<b>1.2A Revenue from contracts with customers</b>		
Rendering of services	36,767	30,612
<b>Total revenue from contracts with customers</b>	<b>36,767</b>	<b>30,612</b>
<b>Disaggregation of revenue from contracts with customers</b>		
Major product/service line:		
Research services	36,767	30,612
	<b>36,767</b>	<b>30,612</b>
Type of customer:		
Australian Government entities (related parties)	7,189	6,349
Industry	8,045	6,997
International Government	227	220
International Industry	30	300
International Philanthropic	920	465
Philanthropy	17,669	14,241
State and Territory Governments	2,687	2,040
	<b>36,767</b>	<b>30,612</b>
Timing of transfer of goods and services:		
Over time	22,845	16,111
Point in time	13,922	14,501
	<b>36,767</b>	<b>30,612</b>
<b>1.2B National Sea Simulator construction and operational expenses funding</b>		
National Sea Simulator construction and operational expenses funding	11,485	2,435
<b>Total revenue from National Sea Simulator construction and operational expenses funding</b>	<b>11,485</b>	<b>2,435</b>
<b>1.2C Interest</b>		
Deposits	3,347	277
<b>Total interest</b>	<b>3,347</b>	<b>277</b>

### Accounting Policy - AASB 15 & AASB 1058

AIMS contracts comprise of a number of performance obligations pertaining to research services. Under AASB, AIMS needs to first determine whether such a contract is in scope of AASB 15 or AASB 1058, that is whether the transaction is a contract with a customer (AASB 15) or a genuine donation or volunteer service (AASB 1058) or construction of an asset (AASB 1058).

The standard (AASB 15.9) specifies criteria which must be met for each contract to be in scope of AASB 15. These are:

- The parties have approved the contract;
- AIMS can identify each party's rights regarding the goods or services to be transferred;
- AIMS can identify the payment terms for the transferred goods;
- The contract has commercial substance; and
- It is probable that AIMS will collect the consideration to which it is entitled.

Notwithstanding paragraph 15.9, in respect of not-for-profits, if a contract that would otherwise be within the scope of AASB 15 does not meet the criteria in paragraph 9 noted above, as it is unenforceable or not sufficiently specific, it is not a contract with a customer within the scope of AASB 15. AIMS shall consider the requirements of AASB 1058 in accounting for such contracts.

Additional considerations from the standard also contemplate cancellability of arrangements, and states a contract does not exist if each party to the contract has the unilateral enforceable right to terminate a wholly unperformed contract without compensating the other party.

A contract is wholly unperformed if both of the following criteria are met (AASB 15.12):

- AIMS has not yet transferred any promised goods or services to the customer; and
- AIMS has not yet received, and is not yet entitled to receive, any consideration in exchange for the promised goods or services.

If a contract does not meet the criteria above, AIMS shall continue to reassess the contract until the criteria are met. Once the criteria have been met, no subsequent reassessment is needed unless there is a significant change in circumstances (AASB 15.13 and 15.14).

AIMS recognises contract liabilities for consideration received in respect of performance obligations paid for up-front and reports these amounts as contractual liabilities in the statement of financial position. Similarly, if AIMS satisfies a performance obligation before it receives the consideration, AIMS recognises either a contractual asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

The transaction price is the total amount of consideration to which AIMS 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.

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 end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

#### National Sea Simulator construction and operational expenses funding

AIMS recognises a construction liability for income received in respect of its obligations under construction grant agreement. AIMS will satisfy its obligations over-time during construction process (AASB 1058). The operations component of the grant agreement will recognise revenue, similar to contracts with customers, according to annual agreed activities (AASB 15) of the grant agreement otherwise refunds may be processed.

#### Interest

Interest revenue is recognised using the effective interest method.

#### Revenue from Government

Funding received or receivable from agencies (appropriated to AIMS as a corporate body payment item) is recognised as revenue from Government when the entity gains control of the funding unless the funding is in the nature of an equity injection or loan.

### Accounting Judgement and Estimates

Revenue recognition for contractual revenue with customers has significant judgements. The determination of the revenue recognition is on contractual term, distinction of research services over time or time and materials at a point in time, transaction price, satisfaction of control has passed to a client, identification of costs that can be capitalised and any material variations to contracts.

## Financial Position

This section analyses the Australian Institute of Marine Science assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

### 2.1 Financial Assets

	2023 \$'000	2022 \$'000
<b>2.1A: Cash and Cash Equivalents</b>		
Cash on hand	4	4
Cash on deposit	33,005	45,868
<b>Total cash and cash equivalents</b>	<b>33,009</b>	<b>45,872</b>

#### Accounting Policy

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- a) Cash on hand; and
- b) Demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

### 2.1B: Trade and other receivables

#### Goods and services receivables

Contract assets from contracts with customers	7,382	4,412
Goods and services	3,732	4,554
<b>Total services receivables</b>	<b>11,114</b>	<b>8,966</b>

#### Other receivables

GST receivable from the Australian Taxation Office (net)	444	212
Interest	1,551	102
<b>Total other receivables</b>	<b>1,995</b>	<b>314</b>
<b>Total trade and other receivables (gross)</b>	<b>13,109</b>	<b>9,280</b>

The contract assets from contracts with customers are associated with research services.

Refer Note 2.3A for information relating to contract liabilities.

Credit terms for goods and services were within 30 days (2022: 30 days).

#### Accounting Policy

##### Financial Assets

Trade 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 rate method adjusted for an loss allowance.

### 2.1C: Investments

Deposits	60,000	20,000
<b>Total investments</b>	<b>60,000</b>	<b>20,000</b>

## 2.2 Non-Financial Assets

### 2.2: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment and Computer Software

	Buildings \$'000	Infrastructure Plant & Equipment \$'000	Computer Equipment \$'000	Computer Software \$'000	Vehicles \$'000	Office Equipment \$'000	Ships, Launches & Vessels \$'000	Library Books \$'000	Total \$'000
<b>As at 1 July 2022</b>									
Gross book value	106,707	27,923	3,727	8,892	2,330	76	22,217	1	171,873
Accumulated depreciation and impairment	(6,236)	(5,685)	(753)	(6,823)	(929)	(16)	(2,059)	-	(22,501)
<b>Net book value 1 July 2022</b>	<b>100,471</b>	<b>22,238</b>	<b>2,974</b>	<b>2,069</b>	<b>1,401</b>	<b>60</b>	<b>20,158</b>	<b>1</b>	<b>149,372</b>
<b>Additions</b>									
Purchase or internally developed	1,402	452	-	-	-	-	-	-	1,854
Right-of-use assets	163	-	-	-	-	-	-	-	163
Work in progress transferred to capital	1,664	3,357	848	1,048	669	-	166	-	7,752
Work in progress additions	7,283	1,180	(538)	(1,338)	(35)	-	1,388	-	7,940
Revaluations and impairments recognised in other comprehensive income	6,192	-	-	-	-	-	-	-	6,192
Depreciation and amortisation	(5,054)	(4,486)	(851)	(739)	(529)	(17)	(1,687)	-	(13,363)
Disposals	(131)	-	-	-	-	-	-	-	(131)
Other	(78)	(89)	(6)	(4)	(361)	-	(6)	(1)	(545)
<b>Net book value 30 June 2023</b>	<b>111,912</b>	<b>22,652</b>	<b>2,427</b>	<b>1,036</b>	<b>1,145</b>	<b>43</b>	<b>20,019</b>	<b>(1)</b>	<b>159,234</b>
<b>Net book value as of 30 June 2023 represented by</b>									
Gross book value	112,249	32,823	4,031	8,598	2,603	76	23,765	-	184,145
Accumulated depreciation and impairment	(337)	(10,171)	(1,604)	(7,562)	(1,458)	(33)	(3,746)	-	(24,911)
<b>Net book value 30 June 2023</b>	<b>111,912</b>	<b>22,652</b>	<b>2,427</b>	<b>1,036</b>	<b>1,145</b>	<b>43</b>	<b>20,019</b>	<b>-</b>	<b>159,234</b>
<b>Depreciation rates are based on the following useful lives:</b>	<b>7-80 years</b>	<b>1-47 years</b>	<b>1-20 years</b>	<b>3-15 years</b>	<b>3-18 years</b>	<b>3-6 years</b>	<b>3-30 years</b>	<b>-</b>	<b>-</b>

1. Right-of-use assets associated with the lease of buildings have been classified as buildings.
2. No property, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months.
3. In 2023 the carrying amount of property, plant and equipment included \$17,067m relating to expenditure incurred in the course of construction.

#### Contractual commitments for the acquisition of property, plant, equipment and intangible assets

As at 30 June 2023, AIMS had contractual commitments for the construction of assets of \$21,944m.

#### Revaluations of non-financial assets

A desktop valuation was completed by Pickles Valuation Services (PVS) in June 2023. For assets classified as having Level 2 inputs, PVS compared the Written Down Value (WDV) of the assets against similar assets in the most appropriate active market. This enabled PVS to ascertain that the WDV was materially in line with observable market data. For assets that PVS were unable to be valued by identifiable observable market data an alternative approach was utilised. These assets were valued by the cost approach method, a depreciated replacement cost (DRC) approach, utilising Level 3 inputs. In doing so, the PVS review ensured the estimated replacement cost, total useful lives (TUL) and remaining useful lives (RUL) were in line with industry standards to ensure the DRC calculation was reliable. PVS have relied upon previous valuation and asset lives data to conduct this review.

The next scheduled comprehensive revaluation of Property, Plant and Equipment is in 2023-24 by an independent valuer.

All increments and decrements are transferred to the asset revaluation surplus by asset class and included in the equity section of the statement of financial position. Any disposals of revalued assets, the revaluation amount is transferred to the retained surplus/deficit account. \$6.192m was recognised as an increment (2022: \$0.830m).

## 2.2 Non-Financial Assets (cont)

### **Accounting Policy**

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, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

### 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 \$2,000, 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 such as IT equipment).

### Lease Right of Use (ROU) Assets

Leased ROU 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 by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

### Revaluations

Following initial recognition at cost, property plant and equipment (excluding ROU assets) are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations were conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments were made on a class basis. Any revaluation increment was credited to equity under the heading of asset revaluation surplus except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluations decrements for a class of assets were recognised directly in the surplus/deficit except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

### Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the AIMS using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

### 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 to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if AIMS were deprived of the asset, its value in use is taken to be its depreciated 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.

## 2.2 Non-Financial Assets (cont)

### Computer software

These assets are carried at cost less accumulated amortisation and accumulated impairment losses. Computer software costing less than \$2,000 is expensed in the year of acquisition. Computer software is amortised on a straight-line basis over its anticipated useful life and SaaS assets over the contractual term of the agreement. All software assets were assessed for indications of impairment as at 30 June 2023.

### **Accounting Judgements and Estimates**

The fair value of property, plant and equipment is assessed at market value or current replacement costs as determined by an independent valuer. Every 3 years a full revaluation is completed and in between those years a desktop valuation is completed.

## 2.3 Payables

	2023 \$'000	2022 \$'000
<b>2.3A: Suppliers</b>		
Trade creditors and accruals	2,889	1,870
<b>Total suppliers</b>	<b>2,889</b>	<b>1,870</b>
<b>2.3B: Other payables</b>		
Contract liabilities from contracts with customers	10,901	8,782
National Sea Simulator construction and operational expenses funding	22,177	25,016
<b>Total other payables</b>	<b>33,078</b>	<b>33,798</b>

The contract liabilities are associated with research services contracts. Refer Note 2.1B for information relating to contract assets.

### **Accounting Policy**

#### Unearned income

Unearned income classified as other payables is recognised for payments received for services that are not yet fully performed. This is measured in accordance with the accounting policy in note 1.2a for own-source revenue.

### **2.3C: Leases**

Lease liabilities	857	809
<b>Total leases</b>	<b>857</b>	<b>809</b>

Total cash outflow for leases for the year ended 30 June 2023 was \$131,468 (2022: \$89,723).

AIMS in its capacity as lessee has significant leasing arrangements at Port of Townsville for vessel berthing facilities. The lease has a monthly amount payable with annual CPI inflator clauses over 25 years. In December 2022 AIMS entered into a two year lease for a storage facility to store items associated with the Sea Simulator facility.

#### **Maturity analysis - contractual undiscounted cash flows**

Within one year	141	83
Between one to five years	277	237
More than five years	562	623
<b>Total leases</b>	<b>980</b>	<b>943</b>

The above lease disclosure should be read in conjunction with the accompanying notes 2.2.

### **Accounting Policy**

For all new contracts entered into, AIMS 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 that rate is readily determinable, or the Government's 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.

## 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.

### 3.1 Employee Provisions

	2023	2022
	\$'000	\$'000
Leave	13,605	12,253
<b>Total employee provisions</b>	<b>13,605</b>	<b>12,253</b>

#### Accounting Policy

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

Other long term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligation are to be settled directly.

#### Leave

The liability for employee benefits includes provision for annual leave and long service leave. No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees of AIMS is estimated to be less than the annual entitlement for sick 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 AIMS'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 estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

#### Superannuation

AIMS staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. All other schemes are defined (accumulated funds) 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 by the Department of Finance administered schedules and notes.

AIMS makes employer contributions to the employees' superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. AIMS accounts for contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions for the final fortnight of the year.

#### Accounting Judgements and Estimates

Leave provisions involve assumptions based on the expected tenure of existing staff, patterns of leave claims and payouts, future salary movements and future discount rates.

### 3.2. Key Management Personnel Remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of the entity. AIMS has determined the Key Management Personnel during the reporting period to be Council members, CEO and Senior Management. Key management personnel remuneration is reported below.

	2023	2022
Short-term employee benefits	\$'000	\$'000
Post-employment benefits	2,560	2,345
Other long-term employee benefits	333	302
Termination benefits	90	63
<b>Total</b>	<b>2,983</b>	<b>2,710</b>

Name & Position title	Short-term benefits		Post employment Superannuation contributions	Other long term benefits		Termination benefits	Total remuneration
	Base Salary	Bonuses		Long service leave	Other long term benefits		
Dr Elizabeth Woods OAM - Chairperson*	54,191	-	8,304	-	-	-	62,495
Ms Jeanette Roberts - Council and Audit Committee member*	37,633	-	-	-	-	-	37,633
Dr Thomas Barlow - Council member*	27,101	-	6,533	-	-	-	33,634
Dr Erika Techera - Council member*	27,101	-	3,775	-	-	-	30,876
Professor Simon Biggs - Council member*	31,537	-	-	-	-	-	31,537
Dr Paul Hardisty - CEO and Council member <sup>A</sup>	405,781	3,345	37,096	15,905	-	-	462,127
Mr David Mead - Executive Director-Strategic Development+	334,597	-	56,765	8,144	-	-	399,506
Mr Basil Ahyck - Chief Finance Officer and Corporate Services Manager+	366,493	-	24,746	16,164	-	-	407,403
Dr Richard Brinkman - Chief Operating Officer	266,677	-	39,063	63,923	-	-	386,324
Dr Britta Schaffke - Research Program Director (ceased 31/03/2023) #	143,888	20,227	38,537	6,730	-	-	209,382
Dr Claire Stretten - Research Program Director	185,321	-	28,518	5,555	-	-	250,476
Dr Line Bay - Research Program Director (commenced 05/12/2022) #	115,700	-	24,731	7,597	-	-	159,697
Dr David Souter - Chief Research Officer (ceased 21/09/2022)	41,420	-	7,462	(43,827)	-	-	15,841
Dr Karen Miller - Research Program Director	185,773	-	28,229	6,771	-	-	250,634
Dr David Wachenfeld - Research Program Director (commenced 16/01/2023)	96,264	-	14,577	2,117	-	-	121,113
Dr Kameron Christopher-Research Program Director (commenced 13/02/2023)	109,035	-	14,268	1,294	-	-	124,597
<b>Total</b>	<b>2,428,512</b>	-	<b>332,604</b>	<b>90,373</b>	-	-	<b>2,983,275</b>

\* denotes staff paid under Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2022.

<sup>A</sup> denotes staff paid under Remuneration Tribunal (Principal Executive Offices) Determination No. 2 2022.

+ denotes staff paid through Individual Workplace Agreements.

# Dr Britta Schaffke and Dr Line Bay also meet the criteria for highly paid staff for the portion of the year not working as Key Management Personnel

All other KMP are paid with accordance to AIMS Enterprise Agreement.

The total number of key management personnel that are included in the above table are 16 individuals (2022: 17 individuals). All members in the table were a Key Management Personnel for the financial year except where noted.

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by AIMS.

#### Remuneration of Senior Executives

All AIMS Senior Executives are captured within the Key Management Personnel (above).

#### Other highly paid staff - non-Key Management Personnel

	# highly paid staff	Short-term benefits		Post employment benefits Average superannuation contributions	Other long term benefits		Termination benefits Average terminations benefits	Total remuneration Average total remuneration
		Average base salary	Average bonuses		Average other benefits and allowances	Average long service leave		
Total remuneration Band \$245,001 - \$270,000	3	217,969	-	22,282	5,204	-	-	249,605
\$595,001 - \$620,000	1	351,520	6,527	28,177	-	-	223,490	609,714
<b>Total</b>		<b>569,489</b>	-	<b>50,459</b>	<b>5,204</b>	-	<b>223,490</b>	<b>859,319</b>

### 3.3 Related Party Disclosures

#### Related party relationships

AIMS is an Australian Government controlled entity. Related parties to AIMS are Board members, Executive and Senior Management, the Portfolio Minister, and other Australian Government entities.

#### Transactions with related parties

Given the breadth of Government activities, related parties may transact with the Government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of Medicare rebate or Higher Education loans. These transactions have not been separately included in this note.

The following material transactions with related parties occurred during the financial year:

	2023	2022
	\$	\$
James Cook University	1,801	976
University of Western Australia	909	282
<b>Total</b>	<b>2,710</b>	<b>1,258</b>

Details of transactions between key management personnel and related parties during the year for the rendering of science services were:

	2023	2022
	\$	\$
Great Barrier Reef Foundation	4,699	2,452
University of Tasmania	1,832	5,258
<b>Total</b>	<b>6,531</b>	<b>7,710</b>

There were no other material transactions with related entities during the year.



## Managing Uncertainties

This section analyses how the Australian Institute of Marine Science manages financial risks within its operating environment.

### 4.1 Contingent Assets and Liabilities

#### Contingent assets

	2023	2022
	\$	\$
<b>Guarantees</b>		
Balance from previous period	-	44
New contingent assets	1,081	-
Rights expired	-	(44)
<b>Total contingent assets</b>	<b>1,081</b>	<b>-</b>

#### Quantifiable Contingencies

AIMS holds performance guarantees of \$1,081,000 (2022: \$0). Performance guarantees include Bank guarantees in relation to the construction of new and refurbishment of AIMS's buildings and facilities.

#### Unquantifiable Contingencies

AIMS has a 25 year lease on a berthing facility with Port of Townsville. At the expiry of the lease AIMS is required to carry out its own cost remediation work necessary to return the level of contamination in the leased land to a level as prescribed by Assessment and Management of Containment Land in Queensland (May 1998). AIMS is unable to reliably estimate the cost of any future remediation.

#### Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant schedules and 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 Judgements and Estimates

AIMS does not hold any or transport dangerous goods and/or chemicals at the Port of Townsville property and we are required to formally assess the property every 5 years for contamination by an independent environmental assessor therefore our estimate is that there will be no contamination of the Townsville Port land over the lease period and we will not be required to complete any remediation work at the end of the lease.

### 4.2 Financial Instruments

	2023	2022
	\$'000	\$'000
<b>4.2: Categories of Financial Instruments</b>		
<b>Financial Assets under amortised costs</b>		
Cash and cash equivalents	33,009	45,872
Other investments	60,000	20,000
Trade and other receivables	13,109	9,280
<b>Total financial assets - amortised cost</b>	<b>106,118</b>	<b>75,152</b>
<b>Financial Liabilities</b>		
<b>Financial liabilities measured at amortised cost</b>		
Suppliers	2,889	1,870
<b>Total financial liabilities measured at amortised cost</b>	<b>2,889</b>	<b>1,870</b>

#### Accounting Policy

##### Financial Assets

AIMS classifies its financial assets measured at amortised cost as per AASB 9 Financial Instruments.

The classification depends on both the AIMS's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the AIMS 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 from the financial asset expire or are transferred upon trade date.

##### 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 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 rate method.

##### Effective interest rate

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

##### Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

##### Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Suppliers and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (irrespective of having been invoiced).

### 4.3 Fair Value Measurements

#### Accounting Policy

AIMS deems transfers between levels of the fair value hierarchy to have occurred at 30 June 2023.

#### 4.3: Fair Value Measurements

	Fair value measurements	
	at the end of the reporting period	
	2023	2022
	\$'000	\$'000
<b>Non-financial assets</b>		
Buildings	111,912	100,471
Infrastructure, plant and equipment	22,652	22,238
Ships, launches & vessels	20,019	20,158
Computer equipment	2,427	2,974
Vehicles	1,145	1,401
Office equipment	43	60
Library books	-	1
<b>Total non-financial assets</b>	<b>158,198</b>	<b>147,303</b>

1. The following valuation techniques were used:

Cost approach: based on the amount required to replace the service potential of an asset

Market approach: based on market transactions involving identical or similar assets or liabilities

AIMS procured valuation services from Pickles Valuation Services (PVS) and relied on valuation models provided by PVS. PVS re-tests the valuation model every 12 months and has provided written assurance to AIMS that the model developed is compliant with AASB 13.

## Other Information

### 5.1 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	33,009	45,872
Trade and other receivables	13,109	9,280
Other investments	60,000	20,000
Inventory	254	271
Prepayments	815	780
<b>Total no more than 12 months</b>	<b>107,187</b>	<b>76,203</b>
<b>More than 12 months</b>		
Buildings	111,912	100,471
Infrastructure, plant & equipment	22,652	22,238
Computer equipment	2,427	2,974
Computer software	1,036	2,069
Vehicles	1,145	1,401
Office Equipment	43	60
Ships, Launches and vessel	20,019	20,158
Library books	-	1
Prepayments	2,141	2,261
<b>Total more than 12 months</b>	<b>161,375</b>	<b>151,633</b>
<b>Total assets</b>	<b>268,562</b>	<b>227,836</b>
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	2,889	1,870
Salaries and wages	1,223	859
Other payables	30,938	33,798
Leases	124	66
Employee provisions	12,286	11,074
<b>Total no more than 12 months</b>	<b>47,460</b>	<b>47,667</b>
<b>More than 12 months</b>		
Other payables	2,140	-
Leases	733	743
Make good provision	17	17
Employee provisions	1,319	1,179
<b>Total more than 12 months</b>	<b>4,209</b>	<b>1,939</b>
<b>Total Liabilities</b>	<b>51,669</b>	<b>49,606</b>

### 5.2 Management of Great Barrier Reef Foundation Reef Restoration and Adaptation Program funds

From 1 July 2020, AIMS has managed the Great Barrier Reef Foundation (GBRF) Reef Restoration and Adaptation Program (RRAP) funds on behalf of the RRAP collaboration partnership. AIMS operates separate bank accounts to manage these funds and the balance of these accounts as at 30 June 2023 is \$10,522,586 (2022: \$5,155,249). These funds do not form part of these accounts.

## Supplementary Financial Information (Unaudited)

### SUPPLEMENTARY FINANCIAL INFORMATION (UNAUDITED)

#### NOTE 1:

##### Revenue comparison

	2019	2020	2021	2022	2023
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Appropriation revenue</b>					
Operating	39,356	36,752	37,197	37,527	54,905
Asset replacement	8,021	8,021	8,021	8,021	8,021
<b>Total appropriation revenue</b>	<b>44,847</b>	<b>44,773</b>	<b>45,218</b>	<b>45,548</b>	<b>62,926</b>
<b>Non-appropriation revenue</b>					
Revenue from contracts with customers <sup>1</sup>	20,798	15,291	20,669	30,612	36,767
NSS construction and operating funding	-	-	233	2,435	11,485
Interest	1,111	675	358	277	3,347
Other revenue	468	924	452	1,124	1,231
<b>Total non-appropriation revenue</b>	<b>23,032</b>	<b>16,890</b>	<b>21,712</b>	<b>34,448</b>	<b>52,830</b>
<b>Total revenue</b>	<b>67,879</b>	<b>61,663</b>	<b>66,930</b>	<b>79,996</b>	<b>115,756</b>
Non-appropriation ratio <sup>2</sup>	34%	27%	32%	43%	46%

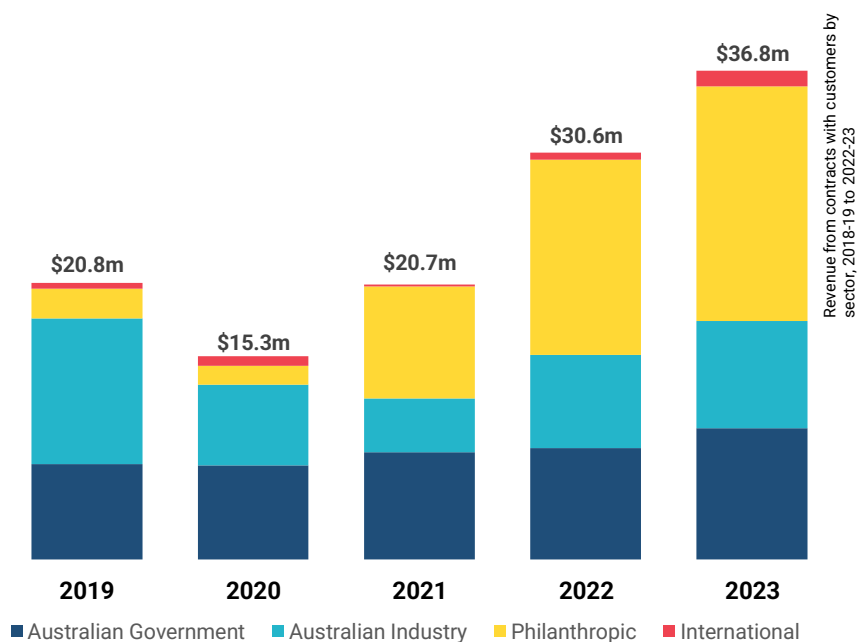
<sup>1</sup>Revenue from contracts with customers is for AIMS research services (see note 1.2A).

<sup>2</sup>Non-appropriation ratio is percentage non-appropriation revenue of total revenue.

#### NOTE 2:

##### Revenue from contracts with customers by sector

	2019	2020	2021	2022	2023
	\$'000	\$'000	\$'000	\$'000	\$'000
Australian Government	7,174	7,077	8,074	8,389	9,876
Australian Industry	10,956	6,065	4,037	6,997	8,045
Philanthropic	2,236	1,422	8,409	14,706	17,669
International	432	727	149	520	1,177
	20,798	15,291	20,669	30,612	36,767
Revenue from Government	44.8	44.8	45.2	45.5	62.9
Own-source income	23.0	16.9	21.7	34.4	52.8
Australian sources	20,366	14,564	20,520	30,092	35,590



# Part 6: Appendices and Indexes

## Appendix A: Science Publications

AIMS' complete bibliography for 2022-23 is available at <https://www.aims.gov.au/information-centre/corporate-publications/annual-reports>

## Appendix B: External Committees and Non-Government Organisations and Positions

A list of external committees and non-government organisations and positions in which AIMS participates is available at <https://www.aims.gov.au/information-centre/corporate-publications/annual-reports>

# Indexes

## Acronyms

<b>Acronym</b>	<b>Term in full</b>
ACEMS	ARC Centre of Excellence for Mathematical and Statistical Frontiers of Big Data, Big Models, New Insights
ACSRF	Australia-China Strategic Research Fund
AI	Artificial Intelligence
AIMS	Australian Institute of Marine Science
AIMS Act	Australian Institute of Marine Science Act 1972
ANAO	Australian National Audit Office
ARC	Australian Research Council
ASSETS	Aboriginal Summer School for Excellence in Technology and Science
ATSIMS	Aboriginals and Torres Strait Islanders in Marine Science
AUV	Autonomous Underwater Vehicle
BCT	Business Continuity Team
BRII	Business Research Innovation Initiative
BRUVS	Baited Remote Underwater Video Stations
CDU	Charles Darwin University
CEO	Chief Executive Officer
CFO	Chief Finance Officer
pCO <sub>2</sub>	partial pressure of carbon dioxide
CNRS	Centre National de la Recherche Scientifique
CoE	Centre of Excellence
COO	Chief Operating Officer
COS	Centre for Ocean Solutions
CoTS	Crown of Thorns Starfish
COVID-19	Coronavirus
CPSU	Community and Public Sector Union
CSC	Commonwealth Science Council

Acronym	Term in full
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DFAT	Department of Foreign Affairs and Trade
DISER	Department of Industry, Science, Energy and Resources
DSN	Dredging Science Node
EMT	Emergency Management Team
EMBA	Environment that May Be Affected
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999
ESD	Ecologically Sustainable Development
FOI	Freedom of Information
FOI Act	Freedom of Information Act 1982
FRR	Financial Reporting Rule
FTE	Full-Time Equivalent
FY	Financial Year
GBR	Great Barrier Reef
GBRF	Great Barrier Reef Foundation
GBRMPA	Great Barrier Reef Marine Park Authority
GCRMN	Global Coral Reef Monitoring Network
GHHP	Gladstone Healthy Harbour Partnership
GST	Goods and Services Tax
ICRI	International Coral Reef Initiative
IMOS	Integrated Marine Observing System
IOMRC	Indian Ocean Marine Research Centre
IPS	Information Publication Scheme
IT	Information Technology
IUCN	International Union for Conservation of Nature
JCU	James Cook University
KPI	Key Performance Indicator



Acronym	Term in full
LTMP	Long-Term Monitoring Program
MMP	Marine Monitoring Program
MP	Member of Parliament
NCRIS	Research Infrastructure Strategy
NESP	National Environmental Science Programme
NGO	Non-Governmental Organisation
NMSC	National Marine Science Committee
NOAA	US National Oceanic and Atmospheric Administration
NOPSEMA	National Offshore Petroleum Safety and Environmental Management Authority
NPS	Net Promoter Score
NSTC	National Science and Technology Council
NWS	North West Shelf
NWSSRP	North West Shoals to Shore Research Program
OAIC	Office of the Australian Information Commissioner
PBS	Portfolio Budget Statement
PGPA Act	Public Governance, Performance and Accountability Act 2013
PID Act	Public Interest Disclosure Act 2013
PMC	Department of the Prime Minister and Cabinet
PMO	Project Management Office
PMS	Project Management System
POGO	Partnership for Observation of the Global Oceans
PwC	PricewaterhouseCoopers
QUT	Queensland University of Technology
RAC	Reef Advisory Committee
RDP	Research Data Platform
RRAP	Reef Restoration and Adaptation Program
RIMReP	Reef 2050 Integrated Monitoring and Reporting Program

Acronym	Term in full
RV	Research Vessel
SeaSim	National Sea Simulator
SME	Small to Medium Enterprise
STEM	Science, Engineering, Technology and Mathematics
TGM	Tactical Global Management
UCPH	University of Copenhagen
UN	United Nations
UQ	University of Queensland
UTAS	University of Tasmania
UWA	The University of Western Australia
WA	Western Australia
WAMSI	Western Australian Marine Science Institution
WAM-V	Wave Adaptive Modular Vessel
WHS Act	Work Health and Safety Act

## List of Requirements

AIMS' requirement for annual reporting is outlined under s. 7 (2) of the AIMS Act, which states that the Public Governance, Performance and Accountability Act 2013 applies to the Institute. That Act deals with matters relating to corporate Commonwealth entities, including reporting and the use and management of public resources.

The list below shows AIMS' compliance with annual report information requirements for corporate Commonwealth entities as stipulated under s. 46 of Public Governance, Performance and Accountability Act 2013 (PGPA Act).

The annual financial statements (Part 5 of this report) were prepared in accordance with ss. 42 and 43 of the PGPA Act and the Public Governance, Performance and Accountability (Financial Reporting) Rule 2015.

This annual report complies with parliamentary standards of presentation and printing and uses plain English and clear design.

PGPA Rule Reference	Part of Report	Description	Requirement
<b>17BE</b>	<b>Contents of annual report</b>		
17BE(a)	Part 1 Overview - About AIMS Part 3 Management and Accountability - Role and Legislation	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	Part 3 Management and Accountability - Role and Legislation	A summary of the objects and functions of the entity as set out in legislation	Mandatory
17BE(b)(ii)	Part 3 Management and Accountability - Role and Legislation	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	Part 3 Management and Accountability - Responsible Minister	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
17BE(d)	Part 3 Management and Accountability - Government Engagement	Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	Part 3 Management and Accountability - Government Engagement	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(f)	Part 3 Management and Accountability - Government Engagement	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
17BE(g)	Part 2 Performance Statements	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	Part 3 Management and Accountability Duty to inform & Ministerial issues Fraud control	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

PGPA Rule Reference	Part of Report	Description	Requirement
<b>17BE</b>	<b>Contents of annual report</b>		
17BE(j)	Part 3 Management and Accountability Governance, AIMS Council	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	Part 4 Our People Organisational Structure	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Part 4 Our People Staff	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
17BE(l)	Part 1 Overview About AIMS	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory
17BE(m)	Part 3 Management and Accountability Corporate Governance	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory
17BE(n), 17BE(o)	Part 3 Management and Accountability Related Parties Part 5 Financial Statements section 3.3	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)	Part 2 Performance Statements Results and Commentary on Performance	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory
17BE(q)	n/a	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)	Part 3 Management and Accountability Public Accountability	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(s)	n/a	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory
17BE(t)	Part 3 Management and Accountability Indemnities and Insurance Premiums for Officers	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	If applicable, mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17BE	<b>Contents of annual report</b>		
		against the authority, member or officer's liability for legal costs)	
17BE(taa)	Part 3 Management and Accountability Governance, Audit Committee, AIMS Council	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)	Part 5 Financial Statements section 3.2	Information about executive remuneration	Mandatory

<b>Performance Statement</b>		
The accountable authority must include a copy of the annual performance statements in the entity's annual report that is tabled in the Parliament. The annual performance statements must: (a) provide information about the entity's performance in achieving its purposes; and (b) comply with any requirements prescribed by the rules.	s. 39(1) and (2)	Part 2 Performance Statements
The performance statement must include a statement: <ul style="list-style-type: none"> <li>declaring that the performance statements are prepared for section 39(1)(a) of the PGPA Act and any other applicable legislation</li> <li>specifying the reporting period for which the performance statements are prepared</li> <li>declaring that, in the opinion of the accountable authority, the performance statements accurately present the entity's performance and comply with s. 39(2) of the PGPA Act.</li> </ul>	s. 16F(2)	Part 2 Performance Statements
The performance statement must include the results of the measurement and assessment of performance.	s. 16F(2)	Part 2 Performance Statements
The performance statement must include an analysis of the factors that contributed to the entity's performance, including any changes to: <ul style="list-style-type: none"> <li>the entity's purpose, activities or organisational capacity; or</li> <li>the environment in which the entity operated that may have had a significant impact on performance.</li> </ul>	s. 16F(2)	Part 2 Performance Statements Results and Commentary on Performance

<b>Financial statement</b>		
The accountable authority must prepare annual financial statements and given to the Auditor-General.	s. 42(1)	Part 5 Financial Statements

<b>Financial statement</b>		
The accountable authority must ensure that all the subsidiaries' financial statements are audited by the Auditor-General.	s. 44(2)	n/a
A copy of the financial statement and the Auditor-General's report must be included in the annual report.	s. 43(4)	Part 5 Financial Statements
The financial statement must comply with the Public Governance, Performance and Accountability (Financial Reporting) Rule 2015.	s. 42(2)(a)	Part 5 Financial Statements

<b>Other requirements</b>		
Statement of Expectations	Suggested practice	Part 2 Performance Statements Statement of Ministerial Expectations
Environment Protection and Biodiversity Conservation Act 1999	EPBC Act Section 516A(6)	Part 4 Our People Environmental Performance
Equal Employment Opportunity (Commonwealth Authorities) Act 1997	EEO Act Section 9	Part 4 Our People Equal Opportunity and Workforce Diversity
Work Health and Safety Act 2011	WHS Act Section 4(1)	Part 4 Our People Health and Safety
Privacy Act 1988		Part 3 Management and Accountability Privacy Act 1988
Freedom of Information Act 1982	Department of the Prime Minister and Cabinet (PMC)	Part 3 Management and Accountability Freedom of Information Act 1982
National Disability Strategy 2010–2020	PMC	Part 4 Our People Equal Opportunity and Workforce Diversity
Public Interest Disclosure Act 2013	PID Act	Part 3 Management and Accountability Public Interest Disclosure Act 2013
Fraud control		Part 3 Management and Accountability Fraud Control





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