Judicial College of Victoria



2025/2026 Annual Report.

Wisdom shared.

The Judicial College of Victoria acknowledges the Wurundjeri Woi Wurrung people as the Traditional Custodians of the land on which the College is located and where we work and learn.

We pay our respect to the Wurundjeri Woi Wurrung people, to their Elders, past and present, and to all Aboriginal and Torres Strait Islander peoples.

Contents.

Overview.

About the Judicial College of Victoria.
Message from the Chair.
Message from the Chief Executive Officer.

Highlights.

Our work across the year.
Education programs and publications 2025–26.

Contributors.

Judicial steering and editorial committee members.

Financial Statements.

Declaration.
Auditor-General's Report.
Financial statements.
Notes to the financial statements.

Disclosures and Report of Operations.

Governance and organisational structure.
Financial information.
Workforce data.
Other disclosures.
Disclosure index.

About the Judicial College of Victoria.

The Judicial College of Victoria is where the Victorian judiciary comes for ongoing education and professional development. The College also publishes a suite of legal resources that judicial officers and legal practitioners rely on in their day-to-day work.

The College exists to inform and enrich. Everything we do, whether in person, online or in digital formats, is designed to impart knowledge and insight. We support judges, magistrates, coroners and VCAT members to stay up to date and to develop the skills they need to perform at their best. As the law and the demands of the role change, the College aims to be a constant: a trusted source of knowledge and support that judicial officers can return to across their careers.

Consistent with our collegiate foundations, we also bring judicial officers together to share their experiences and collective wisdom. We connect them with leaders from other disciplines who can offer different perspectives.

Governance.

The College was established by the *Judicial College of Victoria Act 2001* (Vic). Its strategic direction is set by a board chaired by the Chief Justice of the Supreme Court of Victoria and comprising the heads of the six Victorian jurisdictions and up to four Governor-in-Council appointees.

The Honourable Chief Justice Richard Niall (Chair)
Chief Justice of the Supreme Court of Victoria

The Honourable Justice Amanda Chambers
Chief Judge of the County Court of Victoria

The Honourable Justice Lisa Hannan
Chief Magistrate of the Magistrates' Court of Victoria

The Honourable Justice Ted Woodward
President of the Victorian Civil and Administrative Tribunal

His Honour Judge John Cain
State Coroner, Coroners Court of Victoria (until 31 August 2025)

Her Honour Judge Liberty Sanger
State Coroner, Coroners Court of Victoria (from 1 September 2025)

His Honour Judge Jack Vandersteen
President of the Children's Court of Victoria

Emeritus Professor Arie Freiberg AM
being a person who 'has experience as a member of the academic staff of a tertiary or other educational institution'

Mr Gregory Lee
being a person who has 'broad experience in community issues affecting courts'

RESPONSIBLE BODY'S DECLARATION

In accordance with the *Financial Management Act 1994* (Vic), I am pleased to present the Judicial College of Victoria's Annual Report for the year ending 30 June 2026.



The Honourable Chief Justice Richard Niall
Chair of the Judicial College of Victoria
6 October 2026

Message from the Chair.

I am pleased to present the Judicial College of Victoria's Annual Report for the year ending 30 June 2026 – a year of significant change for the College, in both its leadership and the broader environment in which it operates. Through that change, the College has remained focused on its central purpose: providing judicial education and resources that support Victorian judicial officers to meet the demands of their role.

At the end of 2025, Samantha Burchell retired as Chief Executive Officer, concluding eighteen years of service to the College, including almost eleven years as CEO. In that role, Samantha built the College's reputation, reach and standing, and strengthened the relationships of trust with the judiciary on which peer-led judicial education depends. Her contribution to judicial education in Victoria has been profound and enduring, and on behalf of the Board I thank her for all she has given to the College.

I was pleased to welcome Kate Clark as Chief Executive Officer during the year. Kate joined the College following a senior leadership role at the Magistrates' Court of Victoria, and the knowledge and direct experience of the court environment she brings to the role will serve the College well. I look forward to the College continuing its important work under her leadership.

I warmly thank his Honour John Cain, who has stepped down as State Coroner, for his contribution to the Board over six years – for his steady counsel and his commitment to judicial education, including across programs for the Coroners Court – and I wish him well. Judge Liberty Sanger OAM succeeded him as State Coroner and joined the Board during the year. I welcome her Honour to the Board, and value the broad experience, perspective and insight she brings to the College's work.

The Board is also conscious of the Victorian Government's response to the Independent Review of the Victorian Public Service, and of any change it may bring for the College. In any process of change, the Board's focus will remain on carrying forward the strengths on which judicial education in Victoria depends: its independence, the trust and confidence of the judiciary, and an environment in which judicial officers can engage openly and candidly in their professional development – so that judicial education continues to be delivered to the highest standard.

The College's educational work this year reflected the continuing importance of judicial education that engages not only with legal knowledge and skill, but with the ethical, human, cultural and institutional dimensions of judicial office. I was privileged to take part in several of these programs, including *Judicial ethics: Modern challenges; Preventing judicial discrimination*, delivered in partnership with the Judicial Commission of Victoria; and *Back to Country*, the College's biennial on-Country immersion led by Elders and Respected Persons.

Together, these programs speak to both the fundamental tenets of the administration of justice – independence, impartiality and integrity – and the understanding of the histories, lived experiences and communities through which those tenets are upheld. These commitments are central to public trust and confidence in our courts and institutions, and to the integrity of the justice system that judicial education exists to support.

I acknowledge the dedication of College staff through a year of transition, and express the Board's gratitude to the many current and former judicial officers who contribute through committees, resources, presentations and programs. Their generosity ensures the College's work remains grounded in judicial experience and responsive to the realities of judicial office. Finally, I thank my fellow Board members for their continued support.



The Honourable Chief Justice Richard Niall
Chair of the Judicial College of Victoria

6 October 2026



Message from the Chief Executive Officer.

It is a privilege to have been entrusted with the leadership of the Judicial College of Victoria at such an important time in its history. As only the third CEO since the College's establishment in 2002, I am deeply appreciative of the strong foundations laid by those who have led before me. I acknowledge the work of my predecessor, Samantha Burchell, under whose leadership the College further strengthened its reputation and standing among the Victorian judiciary, the legal profession, our justice sector partners and the broader community. That reputation is one of the College's greatest assets, and I am grateful to inherit an organisation held in such high regard.

I have also been welcomed by a thoughtful and engaged Board. The Board's commitment to the College, its people and its purpose has been evident from my earliest conversations. Its stewardship provides both continuity and confidence as we look to the future.

I have spent the first six months of my tenure listening and learning – meeting with staff, judicial officers across all jurisdictions, and the many partners and supporters of the College. This has given me a deeper understanding of the importance of judicial education, the areas in which the College excels, and the pressures to which it must respond. I have been struck by the dedication and professionalism of the College's staff, who design and deliver educational programs and resources that support Victorian judicial officers to respond to changes in the law and to strengthen the capabilities necessary for judicial office. What has impressed me most is the depth of commitment to the College's purpose and the care with which its work is undertaken. I have also seen the importance of the College's strong relationships with judicial officers, who generously contribute their time and expertise as educators, editors, authors and learners. Together, these relationships enable the College to offer a model of judicial education that is collaborative, trusted and closely attuned to the realities of judicial work.

The year ahead will bring challenge and change, but I am confident that the College is well placed to build on its existing strengths. In an environment of renewal and reform, we will continue to refine our services. We must ensure they continue to meet the needs of the judiciary and the expectations of the community, supported by sound governance and responsible use of public resources.

Periods of uncertainty invite us to return to first principles, and for the College, those principles are clear. Our purpose is to educate, to support and to strengthen the capabilities of the judiciary in service of the administration of justice. My focus in the period ahead will be on sustaining the College's trusted relationships, supporting its people, and ensuring its services remain relevant, effective and fit for the future. These principles will continue to guide the College as it contributes to a strong, independent, capable and respected judiciary for Victoria.



Kate Clark

Chief Executive Officer

6 October 2026





Top: Kate Clark **Below:** Samantha Burchell

Our work across the year.

This overview highlights the College's education programs and information services over the past year. It sets out how the College supports judicial officers to deepen their knowledge, navigate the legal, social, cultural and technological complexities of contemporary judging, and sustain judicial life. While not every activity is included, the selection reflects the breadth and impact of the College's work.

A full list of education programs and key publications is available on pages 21–23.

July

The year opened with attention to the human dimension of judicial work, beginning with the inaugural International Day for Judicial Wellbeing and continuing with a candid discussion of life beyond the bench.

This was followed by the College's established judgment writing program, a session on suppression orders and open justice, and continuing work to keep the *Criminal Charge Book* current.

International Day for Judicial Wellbeing.

The College marked the inaugural International Day for Judicial Wellbeing with a breakfast event recognising the importance of supporting judicial wellbeing. Established by the Nauru Declaration in 2024, the day reflects a growing international focus on the conditions necessary to sustain judicial independence and effectiveness.

Justice Steven Moore, President of the Australian Judicial Officers Association, opened the event with a reminder drawn from the Declaration that 'the judiciary is made of human beings', setting the tone for a reflective discussion. Dr Carly Schrever, whose research has brought global attention to judicial wellbeing, observed that threats to judicial independence and wellbeing persist in many jurisdictions, and that Australia's leadership in this area is recognised internationally.

'It was a great idea to focus on reading and writing as an element of judicial wellbeing. It helps to put the lens on and reframe significant aspects of our work to see how small changes might lighten the burden.'

Judicial officer feedback



A panel discussion led by Dr Schrever, with Justice Moore, Magistrate Jill Prior and author Jock Serong, explored the role of reading, writing and storytelling in sustaining judicial practice. Speakers reflected on the demands of judicial work and the importance of care, reflection and connection in maintaining professional resilience.

The art of judgment writing.

The College's judgment writing program continued this year, supporting judicial officers to refine this essential skill through immersive, practice-based learning. Delivered over two days, the program addressed the demands of increasingly complex judgments, offering techniques for clear, structured and accessible decision-making. Participants received individualised feedback on their writing from a teaching team comprising an experienced judicial coach and one of four literary authors – Dr Don Watson, Alice Pung OAM, Kate Mildenhall and Jock Serong.

Life beyond the bench.

Continuing the judicial wellbeing focus, the College delivered a session led by Associate Professor Christina Bryant on the transition from full-time judicial work, supporting judicial officers to consider and plan for life beyond the bench. Drawing on her expertise in ageing and wellbeing, the session highlighted challenges including shifts in identity, loss of structure, and maintaining purpose beyond judicial office.



A panel discussion with judicial officers who have made the transition from full-time judicial work – Justice Cameron Macaulay, her Honour Susan Cohen and Magistrate Ann Collins – offered candid reflections on the experience of retirement, reinforcing the value of early planning and creating space for judicial officers to consider an important stage of judicial life.

Courts and the media: Suppression orders.

Experienced judicial officers examined when suppression and closed court orders are necessary, discussing the framework under the *Open Courts Act 2013* (Vic) and reflecting on examples drawn from high-profile proceedings. The session emphasised the primacy of open justice and the careful balancing required between transparency, fair trial rights and the protection of sensitive information.

Criminal Charge Book.

The *Criminal Charge Book* remains one of the College's most relied-upon publications, providing judicial officers with accurate and current model directions for use in criminal trials. It was updated throughout the year to reflect legislative change and emerging areas of practice, including new model directions for offences such as grooming, administering an intoxicating substance and possession of a border controlled drug, alongside updates supporting committal reform and amendments arising from the *Justice Legislation Amendment (Family Violence, Stalking and Other Matters) Act 2026* (Vic).

To support practical application, the College also developed an annotated version of the *Jury Directions Act 2015* (Vic), linking key provisions to relevant directions in the Charge Book and related case law. This ongoing work helps ensure the Charge Book remains a dependable reference point for judicial officers as the law evolves.

August

August turned to what a person's background, language and identity can mean for their path through the courts. It featured programs on culturally responsive practice and proof of Aboriginality, while a further session weighed the place of arbitration in civil dispute resolution.

Culturally responsive courts and tribunals.

Cultural background, language barriers and experiences of marginalisation can significantly shape how people engage with the justice system. This program focused on how courts and tribunals can respond in ways that promote procedural fairness, equitable access to justice, and culturally safe engagement for all court users.

Through panel discussions and scenario-based learning on working with interpreters, judicial officers considered the experiences of First Peoples, culturally and linguistically diverse communities, and people for whom English is not a first language. The program examined systemic barriers that may arise in legal settings and highlighted strategies to strengthen communication, improve understanding and foster inclusive courtroom practices.

Presenters from the judiciary, legal profession, multicultural organisations and community sectors shared perspectives on recognising the broader social and cultural contexts that shape a person's experience of courts and tribunals.

'I will think more about the untold stories that may form part of the background of any litigant.'

Judicial officer feedback



Proof of Aboriginality in the courts.

A person's Aboriginal identity may often be a relevant consideration in judicial decision-making. This session explored the complex issue of proof and confirmation of Aboriginality in court proceedings, including questions of community acceptance, what constitutes proof, and how these matters may arise in legal settings. Led by then Magistrate Rose Falla and Aunty Zeta Thomson, the discussion examined the significance of Certificates of Aboriginality and broader questions of identity, connection and lived experience, as well as how judicial officers may approach these matters in a culturally informed and respectful way.

Arbitration in civil dispute resolution.

Justice Clyde Croft AM, Judge Sharon Burchell and Judge Elizabeth Brimer discussed the role of arbitration within the civil dispute resolution landscape and its interaction with contemporary case management practices. They considered how arbitration can support the timely and efficient resolution of civil matters, including through fixed fee and fixed time to award models. Representatives from the Victorian Commercial Arbitration Service, the Resolution Institute and Arbitration Victoria also contributed practical perspectives.

September

September addressed the psychological toll judicial work can take, alongside the College's cornerstone family violence program, developments in contract law, and the launch of the College's new *Bail Bench Book*.

Vicarious trauma: Strategies and support.

Recognising that courts are trauma-exposed environments, the College delivered multiple sessions of its vicarious trauma education program across the year. Led by judicial wellbeing experts Dr Carly Schrever and Sally Ryan, the sessions examined the nature and impact of trauma exposure in judicial settings, evidence-informed strategies to mitigate risk, pathways to professional support, and approaches to supporting colleagues and court staff. Sessions also incorporated judicial perspectives on the personal impact of judicial work, including reflections from former District Court of Queensland judge, his Honour Alexander 'Sandy' Horneman-Wren SC. Victorian Legal Services Board and Commissioner funding supported delivery of the program across the reporting period.



'This is a great program… Sandy's willingness to share his personal experiences brought depth and allowed participants to relax into the safety of the space and therefore engage more deeply. The mix of theory and practical tips makes this program not only interesting but also practically valuable.'

Judicial officer feedback

Emotion, compassion and judging.

Drawing on socio-legal research and judicial experience, Emeritus Professor Kathy Mack and Judge Anthony Hopkins of the Local Court of the Northern Territory explored the role of emotion in judging, including how judicial officers consciously manage emotion and courtroom dynamics in ways that support fairness, wellbeing and public confidence in the administration of justice. The session also considered courtroom demeanour, compassion, impartiality and reflective judicial practice.

Understanding family violence.

This foundational program supports participants to recognise and respond appropriately to family violence across a range of proceedings. With contributions from Chief Judge Amanda Chambers, experienced judicial officers and subject-matter experts, the program addressed risk identification, systems abuse, trauma-informed communication, cultural perspectives, men's behaviour change, and the application of the Multi-Agency Risk Assessment and Management (MARAM) framework in court settings.

To complement this education, the College's *Family Violence Bench Book* was updated at several points throughout the year to reflect emerging case law and legislative developments. In early 2026, the Bench Book was further updated to reflect the second tranche of amendments to the *Family Violence Protection Act 2008* (Vic), which commenced on 26 April 2026. Most significantly, the definition of family violence was revised to expressly incorporate stalking and systems abuse, alongside further reforms relating to order conditions, service of orders, legal representation requirements and geographic barriers to protection.

Current issues in contract law.

High Court Justice Michelle Gordon AC joined senior judicial officers, academics and commercial law practitioners to examine recent developments in contract law and emerging issues in jurisprudence. Sessions covered contractual interpretation and evolving obligations in commercial contracts, including inferred and implied terms, directors' guarantees and good faith.

Bail Bench Book.

The College launched its new *Bail Bench Book*, providing guidance on bail decision-making under the *Bail Act 1977* (Vic). Incorporating current case law and legislative amendments, the resource addresses the exceptional circumstances, compelling reason and unacceptable risk tests, considerations relating to Aboriginal persons, children and vulnerable adults, review processes, and bail conditions and obligations across courts and decision-makers. Developed with the guidance of an experienced editorial committee of judicial officers, the Bench Book was subsequently updated to reflect further legislative amendments commencing in late September 2025 and March 2026.

October

The College's biennial *Back to Country* program returned – for many, among the most affecting experiences of the year – while other programs included visits to youth justice precincts and a session on the principles of statutory interpretation.

Back to Country.

The College's biennial *Back to Country* program brought judicial officers from Victoria and interstate together on Barkindji, Latji Latji, Mutthi Mutthi, Ngintait and Ngiyampaa Country for a multi-day cultural immersion led by Elders and Respected Persons. Judicial officers visited culturally significant sites including Lake Mungo and Lake Victoria, and engaged with Aboriginal community-controlled organisations, schools, cultural leaders and young people across the Mallee. These experiences deepened their understanding of Aboriginal history, enduring connection to Country, the lived experiences of First Peoples communities, and the importance of self-determination and community leadership.

The program explored themes of cultural identity, justice, healing and intergenerational connection through storytelling, on-Country learning and community dialogue. Feedback reflected its impact, with many judicial officers describing how the experience would influence their understanding of systemic disadvantage and the experiences of Aboriginal people engaging with the justice system.

Text, context and purpose.

Statutory interpretation is a fundamental aspect of judicial decision-making. In this seminar, the Honourable Ray Finkelstein AO KC explored contemporary approaches to statutory construction, examining the relationship between text, context and legislative purpose through significant Australian and international authorities. Participants considered the evolution of interpretive principles and the practical challenges involved in applying legislation to complex factual circumstances.

Inside youth justice.

Judicial officers visited Victoria's youth justice custodial precincts at Cherry Creek and Parkville, including Parkville College, and engaged directly with Youth Justice leadership and custodial staff. Through guided tours and discussion, participants gained insight into youth justice detention, custodial services, rehabilitation programs and the experiences of young people within these settings.

'In many ways the experience has fundamentally altered the way I think about my work, and methods of dealing with or solving issues.'

Judicial officer feedback





November

Launched in November, the *Commonwealth Sentencing Calculator* addressed a persistent complexity in sentencing, while the month also featured First Peoples storytelling through Warwick Thornton's *The New Boy* and de-escalation in high-conflict hearings.

Commonwealth Sentencing Calculator.

The College launched the *Commonwealth Sentencing Calculator*, a new digital resource designed to reduce the complexity of Commonwealth sentencing. Developed with funding from the Victorian Legal Services Board and Commissioner, the Calculator enables judicial officers to enter individual sentences and any intended cumulation for a range of Commonwealth and State charges, and generates a statement showing when each sentence should commence to give effect to the intended cumulation.

To support implementation and familiarise judicial officers with the resource, the College delivered pre-launch training and released a short video demonstrating the Calculator's practical application. Further enhancements during the year included improved sentence visualisation, strengthened support for purely Commonwealth sentencing matters, and additional error-checking functionality to improve accuracy and ease of use.

Film screening: The New Boy.

The College presented a screening of *The New Boy*, written and directed by celebrated Australian filmmaker and Kaytetye man Warwick Thornton. Set in a remote mission in the 1940s, the film explores themes of spirituality, culture and survival through the story of an Aboriginal boy navigating the relationship between Aboriginal cultural practices and Christianity. The screening was followed by a discussion chaired by Magistrate Abigail Burchill with Warwick Thornton and lawyer Bevan Mailman, exploring the role of storytelling and cultural perspectives in deepening understanding of First Peoples' experiences and histories.

High conflict in the courtroom.

Court and tribunal proceedings can involve heightened emotions, tension and challenging interpersonal dynamics. This program supported judicial officers to strengthen courtroom management, communication and de-escalation skills in demanding environments. Drawing on the expertise of Distinguished Professor James Ogloff AM and guided by experienced facilitators and judicial officers, participants explored practical strategies for maintaining calm, authority and procedural fairness through scenario-based coaching.

This education complemented the College's broader courtcraft and communication offerings during the year, including *Courtroom communication* and *Tribunal craft for VCAT*.

'Commonwealth sentencing is notoriously complex. Almost a decade ago, the Court of Appeal (in the case of Swingler) described the task of sentencing a combination of State and Commonwealth offences as an area that "is fraught with unnecessary complexity… full of hidden traps for the unwary" and called for urgent legislative reform.

In the absence of any such reform, the Commonwealth Sentencing Calculator developed by the College is a welcome tool to assist in this difficult task. The Calculator quickly and reliably gives effect to the judicial officer's intentions, promptly calculating the dates upon which individual sentences commence.

I congratulate the College for its innovative use of technology to formulate this useful sentencing tool.'

Chief Judge Amanda Chambers

December

As the calendar year closed, December drew together two of the College's steady, ongoing threads: the *Enhancing wellbeing* series, which asked what judicial officers might learn from other professions about approaches to supporting wellbeing, and the shared responsibility for respectful and safe workplaces across courts and tribunals.

Enhancing wellbeing: Lessons from doctors and authors.

Continuing the College's *Enhancing wellbeing* series, these sessions considered how professionals in other fields sustain wellbeing in high-pressure and emotionally demanding work.

In the first session, Professor Craig Hassed OAM shared insights from his work with doctors and medical students, focusing on mindfulness, sleep, exercise, nutrition and peer support as protective factors for wellbeing.

The second session featured authors and lawyers Amani Haydar and Sarah Krasnostein in conversation with Justice Claire Harris. Reflecting on the challenges of writing about traumatic events, the discussion explored perfectionism, writer's block, isolation and public scrutiny, alongside the importance of creative practice, self-awareness and collegial support. The speakers also reflected on the sense of purpose and fulfilment that can accompany meaningful work and storytelling.

Participants responded positively to the practical focus of the series. Reflecting on Professor Hassed's session, one participant identified steps they intended to take:

'[As a result of this learning I will be] more conscious of potential impacts on others of everything I say and do in court and at court.'

Judicial officer feedback

Courts and tribunals as workplaces.

The College continued its work supporting respectful, safe and productive workplaces through its *Courts and tribunals as workplaces* and *Working with judicial staff* programs. These programs addressed the evolving professional and leadership responsibilities of judicial office, including preventing inappropriate workplace behaviour, fostering respectful professional relationships, and supporting judicial officers in leading safe and effective workplaces.

Facilitator Kristen Hilton, former Victorian Equal Opportunity and Human Rights Commissioner, and experienced judicial colleagues led discussions on power and hierarchy, workplace conduct, bystander interventions, mentoring, feedback, chambers management and the day-to-day realities of supervising staff within courts and tribunals. Participants explored approaches to navigating challenging workplace situations, promoting appropriate conduct, and strengthening workplace culture.

The College's *Working with judicial staff* programs were delivered with funding support from the Victorian Legal Services Board and Commissioner.

'The topics were practical and insightful and provided useful tools and remedies for various situations.'

Judicial officer feedback

February

The new legal year began with something judicial officers rarely receive: candid, structured insight into how they perform their roles, through the College's long-running 360-degree feedback program. Behind the scenes, the *Criminal Proceedings Manual* and *Disability Access Bench Book* were kept current throughout the year.

360-degree feedback.

Since 2006, the College's 360-degree feedback program has offered judicial officers a confidential view of how others experience their work – addressing the limited avenues they otherwise have for direct, candid and constructive feedback. The program gathers structured input from advocates, peers and non-judicial colleagues through a tailored survey.

Participants receive an individual report and one-on-one guidance from organisational psychologist Maryanne Mooney, who has facilitated the program since its inception, supporting reflection, self-awareness and professional growth.

This year, the program drew on 242 individual feedback contributions, providing participants with a detailed and multifaceted picture of how their work is experienced.

'The process exceeded my expectations. The structured, actionable data rather than vague guesswork has highlighted unintended negative habits and communication gaps clearly.'

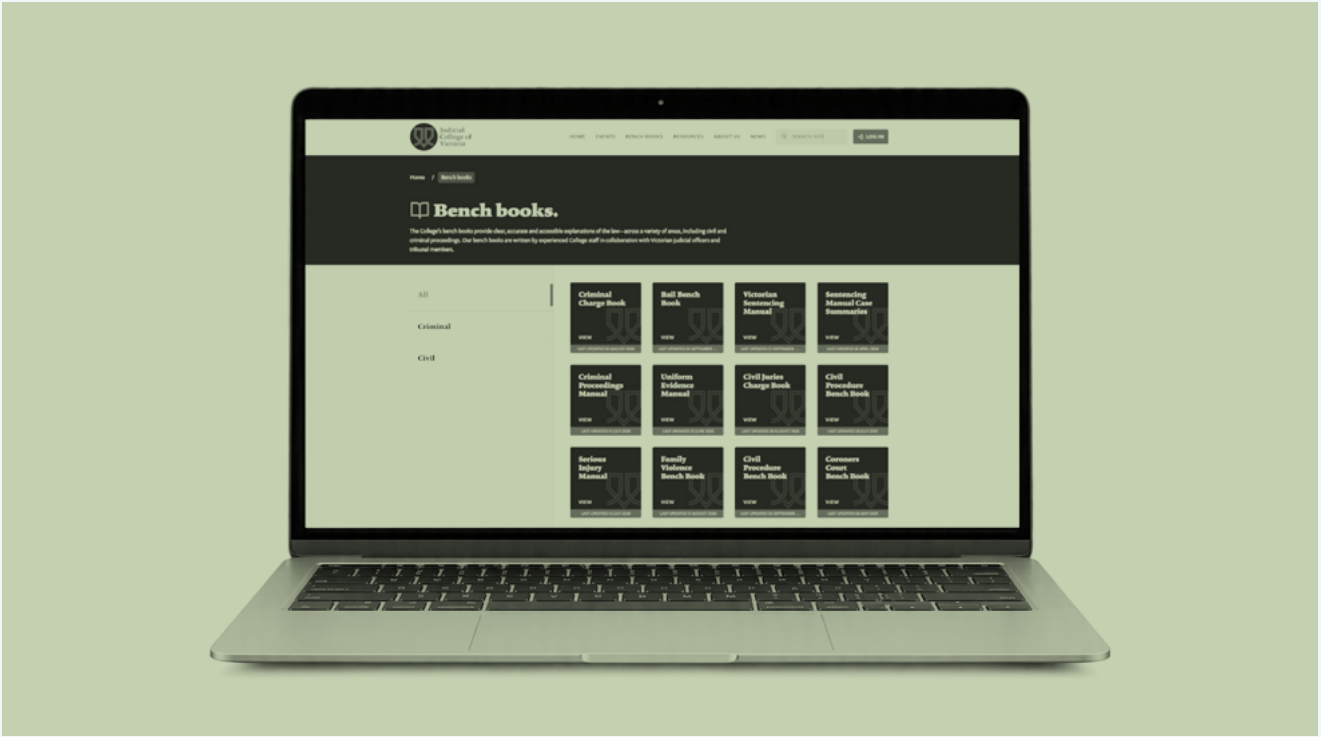
Judicial officer feedback

Criminal Proceedings Manual.

The *Criminal Proceedings Manual* continued to support judicial officers with guidance on criminal procedure and case law. Updates during the year included revisions relating to committal reform, the uplift of cases from the Children's Court to the County Court following the *Justice Legislation Amendment (Community Safety) Act 2025* (Vic), and broader amendments across existing chapters in response to recent decisions.

Disability Access Bench Book.

The College updated the *Disability Access Bench Book* to strengthen guidance on supporting people with disability in court. Key updates included new material on fitness to stand trial, expanded coverage of reasonable adjustments and support services, and revised content on ground rules hearings and intermediaries to improve clarity and consistency.



March

International Women's Day was marked by an extraordinary conversation between Afghan judges and the Australian judicial mentors who support them – a reminder of what the rule of law can ask of those who uphold it. Other March programs focused on cultural connection and healing for First Peoples through weaving and art, and on how a person's circumstances can bear on proceedings, in sessions on Fetal Alcohol Spectrum Disorder and racial profiling respectively.

Women in the judiciary across borders.

Hosted to mark International Women's Day and the International Day of Women Judges, this event brought together Afghan judges Pakiza Nawim, Sayeda Wasiq and Najiba Taj in conversation with their Australian judicial mentors, the Honourable Julie Dodds-Streeton KC, Judge Caitlin English and her Honour Susan Cohen. Facilitated by Kristen Hilton, the discussion explored the judges' pathways to judicial office, their work addressing violence against women, and the risks they faced in upholding the rule of law in Afghanistan.

The panel offered a powerful insight into the professional and personal relationships that developed following the judges' resettlement in Australia, highlighting the mutual learning, mentorship and solidarity fostered across jurisdictions and cultures. Attended by judicial officers, associates and other guests, the session was both moving and instructive, reflecting the judges' courage, dignity and enduring commitment to justice.

Weaving, art and cultural connection.

Traditional art practices play an important role in sustaining cultural knowledge, strengthening identity and community, and supporting healing and cultural safety for First Peoples. Facilitated by Justice Claire Harris, the session featured Barkindji/Paakantyi Elder and artist Aunty Patsy Doolan alongside proud Awabakal woman Tina King, Manager, Koori Services and Programs at the Children's Court of Victoria, herself an accomplished weaver and textile artist. Participants engaged in conversations about the significance of cultural practice before taking part in hands-on weaving and emu egg decorating, creating space for shared learning, reflection and direct engagement with cultural knowledge and practice.

Recognising complex issues in court.

Other twilight offerings in March addressed two issues judicial officers are called on increasingly to recognise in their work.

Led by Fetal Alcohol Spectrum Disorder (FASD) consultant Prue Walker, one session examined the cognitive, behavioural and communication impacts of FASD, and approaches to recognising indicators, supporting communication and improving engagement with people affected by FASD and their families.

Following the expansion of Victoria Legal Aid's summary crime guidelines, a second session, with Dr Tamar Hopkins, explored racial profiling, unconscious bias and their relevance to criminal proceedings, including the evidence and legal arguments that may arise.

'A very moving event. My associates, colleagues and I have been talking about it since. It gave us perspective, and was inspiring. It energises us to continue to promote the rule of law.'

Judicial officer feedback





Bench book enhancements.

The College introduced new bench book features to improve usability and access to information. Enhancements included more powerful search functionality across bench books, visibility of when content was last updated, and access to earlier versions through a new version history feature.

Civil Juries Charge Book.

The *Civil Juries Charge Book* provides judicial officers with model directions for civil jury trials, covering major civil causes of action alongside evidentiary and final directions. The Charge Book was updated throughout the year, including the introduction of new general final directions and later revisions to simplify language across key jury directions and commentary. Updates also introduced new guidance on vicarious liability and revised evidentiary directions to support clearer communication with civil juries.

April

Artificial intelligence (AI) and evidence law – one reshaping legal practice and judicial work, the other among the law's most enduring complexities – framed education in April. Across the year, the *Sentencing Manual Case Summaries* resource expanded by more than a thousand summaries, supported by AI-assisted preparation.

AI in judicial work and legal practice.

Emerging AI technologies continue to raise significant practical, ethical and institutional questions for courts and the legal profession. This year, the College delivered two programs examining the implications of AI for judicial work, legal practice and the administration of justice.

The first, held in August 2025, explored how AI may affect judicial work and the future of judging, including the potential role of AI in court processes and the broader questions it raises for decision-making and the administration of justice. Chaired by the Honourable Tony North KC, speakers Judge Simon Moglia, Deputy Chief Magistrate Tim Bourke and VCAT Member Claire Bennett considered both the opportunities and risks associated with the use of AI.

In April 2026, a further program, presented by practitioners working across criminal, commercial and common law, focused on the growing use of generative AI within legal practice. The session addressed its application in legal research, drafting, case management and preparation, alongside the safeguards being adopted to manage issues such as confidentiality, accuracy and AI hallucinations.

'I plan to become more familiar with practice notes and guidelines across Australia and beyond to understand more.'

Judicial officer feedback

Beale and Palmer on evidence.

The College's evidence law programs continued to draw strong interest from judicial officers. Across two programs, the Honourable Christopher Beale KC and Judge Andrew Palmer examined recent developments and thorny evidentiary issues, including tendency evidence, expert evidence and improperly obtained evidence.

Victorian Sentencing Manual and Case Summaries.

The *Victorian Sentencing Manual* remains a core resource for judicial officers, offering clear guidance on sentencing law and practice. It was updated regularly throughout the year to reflect developments in the law, incorporating recent appellate authority and legislative amendments to maintain its currency and authority as a sentencing reference.

Complementing the Manual, the *Sentencing Manual Case Summaries* resource continued to expand, with several substantive updates incorporating recent County Court and Court of Appeal sentencing decisions. More than 1,100 new County Court summaries were added across offence categories including property and dishonesty offences, sexual offences, offences against the person, drug offences and driving offences. The summaries support judicial officers by distilling complex sentencing decisions into accessible accounts of key facts and sentencing outcomes.

The College also continued to refine and implement a tailored AI-assisted process to improve the efficiency of preparing summaries. A series of carefully designed prompts was used to extract key facts and sentencing outcomes from decisions and organise them into structured first drafts. College staff then verified each draft against the original sentencing decision and applied editorial judgement to ensure accuracy and quality. This innovation enabled staff to review and finalise around 20 summaries a day, compared with approximately five to eight under the previous manual approach.

Personal Safety Intervention Orders Bench Book.

The College updated the *Personal Safety Intervention Orders Bench Book* with new guidance to support judicial officers when sentencing contraventions of PSIOs. The update brings together practical and contextual information on the gravity and breadth of offending, offender culpability, and prevalence and recidivism data relevant to sentencing.

May

Equality before the law anchored May, through a cross-jurisdictional program on preventing judicial discrimination delivered in partnership with the Judicial Commission of Victoria. Other sessions addressed sovereign citizens and pseudolaw, and deepened judicial officers' awareness of First Peoples history, culture and lived experience.

Preventing judicial discrimination.

Featuring Chief Justice Richard Niall, Chief Judge Amanda Chambers and other eminent speakers, the program examined the *Judicial Discrimination Guideline* published by the Judicial Commission in 2025 following extensive consultation with the Victorian judiciary and legal profession. Through panel and scenario-based discussions, participants explored conduct that may constitute judicial discrimination, the distinction between discrimination and the proper exercise of judicial functions, the importance of judicial independence, and approaches to maintaining fairness, respect and public confidence in court and tribunal proceedings.

Sovereign citizens, pseudolaw and security.

This cross-jurisdictional program addressed how courts and tribunals can respond to sovereign citizens, pseudolaw and high-conflict behaviours. Participants explored contemporary pseudolaw arguments, the presentation and management of litigants, the requirements of procedural fairness, judicial security considerations and courtroom management strategies, alongside approaches to de-escalation and maintaining safe and orderly court environments.

First Peoples cultural awareness.

Delivered twice during the year with funding from the Victorian Legal Services Board and Commissioner, this program invited judicial officers to engage more deeply with First Peoples history, identity, culture and lived experience, and to consider the relevance of cultural awareness in court and tribunal settings. Facilitated by Leon Egan, a proud Yorta Yorta/Bangerang, Wiradjuri and Gunditjmara man, the program explored First Peoples history and knowledge, cultural differences and kinship, self-determination, the Stolen Generations and the ongoing impacts of intergenerational trauma. Participants also took part in a yarning circle and reflected on respectful engagement, inclusion and the practical application of cultural awareness in judicial practice.

'An excellent panel. Very grateful to each of them for sharing their insights with us all.'

Judicial officer feedback









June

The reporting year closed where judicial work begins: the ethical demands of judicial life, and how independence, impartiality and integrity are sustained under contemporary pressures – alongside the core judicial functions of assessing damages and deciding bail.

Judicial ethics: Modern challenges.

Opened by Chief Justice Richard Niall, this program examined contemporary challenges affecting judicial independence, impartiality and integrity through the lens of the fourth edition of the *Guide to Judicial Conduct*.[1] Justice Murray Aldridge OAM, Justice Karin Emerton and Justice Ted Woodward, together with other senior and experienced judicial officers from across jurisdictions, joined participants in exploring ethical decision-making in modern judicial life, including pressures on judicial independence, challenging stereotypical thinking, and navigating media and technology in the misinformation age. Through panel discussions and scenario-based problem solving, participants considered how to maintain fairness, public confidence and the integrity of judicial office in a rapidly evolving social and professional environment.

Assessing damages.

Chaired by Judge David Purcell and featuring Justice Jack Forrest, Judge Barbara Myers and experts in damages law Professor Katy Barnett and Associate Professor Matthew Bell, this program provided judicial officers with insight into damages assessments in recent tort cases and developments relating to contractual damages. Participants discussed complex principles and emerging issues in practice across both tort and contract law.

Bail: A balancing act.

Experienced judicial officers led this session on the law and procedure governing bail applications. Participants considered threshold tests, risk assessment, vulnerable cohorts and maintaining fairness, efficiency and transparency in bail hearings, including in high-pressure and time-constrained environments.

1 Council of Chief Justices of Australia and New Zealand, *Guide to Judicial Conduct* (Australasian Institute of Judicial Administration Limited, 4th ed, 2026).

Education programs and publications 2025–26.

In 2025–26, the College delivered education programs in a range of formats, including in-person sessions, webinars, interactive forums, facilitated discussions and immersive experiences, while continuing to research, write and maintain legal publications critical to the delivery of justice in Victoria.

2025-2026 Education	
Courts and the media: Suppression orders	1/07/2025
Courtroom communication	4/07/2025
The art of judgment writing	24/07/2025 - 25/07/2025
International Day for Judicial Wellbeing	25/07/2025
Life beyond the bench	29/07/2025
Challenges in civil dispute resolution: Part B	5/08/2025
Culturally responsive courts and tribunals	8/08/2025
AI and the future of judging	14/08/2025
Enhancing wellbeing: Lessons from doctors	20/08/2025
Evidence essentials	22/08/2025
Proof of Aboriginality in the courts	26/08/2025
Supervising serious offenders	2/09/2025
Vicarious trauma: Strategies and support	5/09/2025
Understanding family violence	12/09/2025
Emotion, compassion and judging	16/09/2025
Current issues in contract law	19/09/2025
First Peoples cultural awareness	19/09/2025
Order in your court	10/10/2025
Inside youth justice	15/10/2025
Cultural safety for First Peoples in courts	17/10/2025
Text, context and purpose	21/10/2025
Back to Country	23/10/2025 - 25/10/2025
Tribunal craft for VCAT	14/11/2025
Film screening: The New Boy	18/11/2025
High conflict in the courtroom	21/11/2025
Balancing the demands of judicial life	28/11/2025
Enhancing wellbeing: Lessons from authors	2/12/2025
Courts and tribunals as workplaces	5/12/2025

2025-2026 Education	
360-degree feedback	Feb-June 2026
Preventing inappropriate behaviours	13/02/2026
Vicarious trauma: Strategies and support	25/02/2026
Understanding Fetal Alcohol Spectrum Disorder	3/03/2026
Working with judicial staff	20/03/2026
Weaving, art and cultural connection	24/03/2026
Women in the judiciary across borders	26/03/2026
Racial profiling and unconscious bias	31/03/2026
Beale and Palmer on evidence	24/04/2026
AI and the legal profession	28/04/2026
Vicarious trauma: Strategies and support	1/05/2026
Sovereign citizens, pseudolaw, and security	8/05/2026
Preventing judicial discrimination	13/05/2026
First Peoples cultural awareness	29/05/2026
Tribunal craft for high conflict situations	12/06/2026
Vicarious trauma: Strategies and support	12/06/2026
Assessing damages	16/06/2026
Judicial ethics: Modern challenges	19/06/2026
Bail: A balancing act	24/06/2026

2025-2026 Court Collaborations	
Commonwealth Sentencing Calculator and recent Court of Appeal decisions (County Court of Victoria's Court of Appeal Workshop)	1/08/2025
Bail Reforms and recent Court of Appeal decisions (County Court of Victoria's Court of Appeal Workshop)	3/10/2025
Commonwealth Sentencing Calculator (Magistrates' Court of Victoria)	23/10/2025
Recent Court of Appeal decisions (County Court of Victoria's Court of Appeal Workshop)	27/03/2026

2025-2026 International and Other Education	
Visiting Korean and Japanese judicial delegation	20/11/2025
Bail and plea preparation and presentation (Women in Crime)	31/03/2026
Overview of College resources (Victorian Bar)	29/04/2026
Overview of College resources (Victoria Legal Aid)	7/05/2026
Judicial Council on Diversity and Inclusion	15/05/2026

Our bench books and resources are used widely by the judiciary, legal profession and academics. The following list highlights the breadth of the College's publications and resources.

Publications
Bail Bench Book
Charter of Human Rights Bench Book
Civil Juries Charge Book
Civil Procedure Bench Book
Coroners Court Bench Book
Criminal Charge Book
Criminal Proceedings Manual
Disability Access Bench Book
Family Violence Bench Book
Guardianship, Administration and Enduring Powers of Attorney
Judgment Writing Guide
Modern Slavery: Guidance for Australian Courts
Open Courts Bench Book
Personal Safety Intervention Orders Bench Book
Scholarship for the Legal Community
Serious Injury Manual
Uniform Evidence Manual
Victims of Crime in the Courtroom: A Guide for Judicial Officers
Victorian Sentencing Manual and Case Summary Database

Judicial steering and editorial committee members.

Judicial steering committees.

Committee	Judicial Members
Artificial Intelligence Judicial Consultation Group	Justice Kathryn Stynes
	Judge Samantha Marks
	Judge Simon Moglia
	Deputy Chief Magistrate Timothy Bourke
	Magistrate Michelle Hodgson
	Senior Member Domenico Calabro
	Member Claire Bennett
	Member Gregory Brock
Assessing damages	Justice Jack Forrest (Reserve Judge)
	Judge David Purcell
	Judge Sharon Burchell
	Magistrate Timothy Greenway
	Senior Member Holly Nash
Bail: A balancing act	Justice Andrew Tinney
	Judge Sarah Leighfield
	Magistrate Donna Bakos
Challenges in civil dispute resolution: Part B	Justice Jim Delany
	Judge Sharon Burchell
	Judge David Purcell
	Judicial Registrar Andrew Baker
Culturally responsive courts and tribunals	Justice Lisa Nichols
	Judge Scott Johns
	Magistrate Abigail Burchill
	Magistrate Melissa Stead
	Coroner Ingrid Giles
	Deputy President Reynah Tang AM
Current issues in contract law	Associate Justice Matthew Barrett
	Judge Sharon Burchell
High conflict in the courtroom	Judge My Anh Tran
	Justice Melinda Richards
	Magistrate Julie Grainger

Committee	Judicial Members
Judicial ethics: Modern challenges	Justice Stephen McLeish
	Judge Frank Gucciardo
	Senior Member Picha Djohan
Judicial Officers' Aboriginal Cultural Awareness Committee	Justice Jane Dixon (Co-chair)
	Judge Rose Falla (Co-chair)
	Judge Scott Johns
	Magistrate Jennifer Bowles
	Magistrate Abigail Burchill
	Magistrate Ann Collins
	Magistrate Jelena Popovic (until March 2026)
	Magistrate Roslyn Porter
	Coroner Ingrid Giles
	Deputy President Ian Lulham (until March 2026)
	Senior Member Silvana Wilson (from March 2026)
	Member Sydney Fry
	Sessional Member Michelle Gardner
Judicial Wellbeing Steering Committee	Justice Peter Gray
	Judge Patricia Riddell
	Magistrate Lesley Fleming
	Magistrate Julie Grainger
	Coroner Leveasque Peterson
	Senior Member Kim Knights
Order in your court	Judge Susan Wakeling
	Deputy Chief Magistrate Timothy Bourke
	Magistrate Donna Bakos
Sovereign citizens, pseudolaw, and security	Justice David Beach
	Associate Justice Julian Hetyey
	Judge Julie Clayton
	Magistrate Julie Grainger
	Senior Member Jessica Klingender

Committee	Judicial Members
The art of judgment writing	Justice Kristen Walker
	Justice Cameron Macaulay (Reserve Judge)
	The Honourable Paul Cosgrave SC
	Judge Fiona Todd
	Judge Andrew Palmer
	Deputy President Teresa Bisucci
Understanding family violence	Judge Sarah Leighfield
	Judge Susan Wakeling
	Judicial Registrar Belinda Bales
	Magistrate Michelle Hodgson
	Magistrate Robyn Hamilton
	Deputy President Kylea Campana

Judicial editorial committees.

Committee	Judicial Members
Bail Bench Book	Justice Rita Incerti
	Judge Sarah Leighfield
	Magistrate Abigail Burchill
Charter of Human Rights Bench Book	Justice Stephen McLeish
	Coroner Simon McGregor
	Deputy President Genevieve Nihill AM
Civil Juries Charge Book	Justice Jacinta Forbes
	Justice James Gorton
	Justice Andrea Tsalamandris
	Judge Julie Clayton
	Judge Jeanette Morrish
	Judge David Purcell
Civil Procedure Bench Book	Justice Maree Kennedy
	Judge Julie Clayton
Coroners Court Bench Book	Coroner Sarah Gebert
	Coroner Ingrid Giles
Criminal Charge Book	Justice Terry Forrest (Reserve Judge)
	Justice Amanda Fox
	Justice Lesley Taylor
	Judge George Georgiou
	Judge Anne Hassan
	Judge Fiona Todd

Committee	Judicial Members
Criminal Proceedings Manual	Justice Michael Croucher
	Judge Martine Marich
	Magistrate Donna Bakos
Disability Access Bench Book	Judge Kate Hawkins AM
	Magistrate Roslyn Porter
	Deputy President Genevieve Nihill AM
Family Violence Bench Book; Personal Safety Intervention Orders Bench Book	Judge David Purcell
	Judicial Registrar Belinda Bales
	Magistrate Michelle Hodgson
Guardianship, Administration and Enduring Powers of Attorney	Deputy President Genevieve Nihill AM
	Senior Member Bernadette Steele
Open Courts Bench Book	Justice John Champion (Reserve Judge)
	Judge Peter Rozen
	Magistrate Donna Bakos
Scholarship for the Legal Community	The Honourable Chris Maxwell AC
	Justice Melanie Sloss
	Judge Douglas Trapnell
Serious Injury Manual	Judge Áine Magee
	Judge David Purcell
Victorian Sentencing Manual	Justice Jane Dixon
	Judge George Georgiou
	Magistrate Brett Sonnet
Victorian Sentencing Manual (Summary Offences section working group)	Magistrate Tim Gattuso
	Magistrate Donna Bakos

Financial Statements.

For the financial year ended 30 June 2026

How this report is structured

The Judicial College of Victoria (the College) has presented its audited general purpose financial statements for the financial year ended 30 June 2026 in the following structure to provide users with information about the College's stewardship of resources entrusted to it.

Financial Statements

Comprehensive operating statement 32

Balance sheet 33

Statement of changes in equity 34

Cash flow statement 35

Notes to the financial statements

1. About this report 36
The basis on which the financial statements have been prepared and compliance with reporting regulations

2. Funding delivery of our services 37
Revenue recognised from grants, sales of goods and services and other sources

2.1 Summary of income that funds the delivery of our services

2.2 Income from transactions

3. The cost of delivering services 38
Operating expenses

3.1 Expenses incurred in delivery of services

3.2 Other operating expenses

4. Key assets to support output delivery 41
Plant, equipment and vehicles

4.1 Vehicles

5. Other assets and liabilities 43
Working capital balances, and other key assets and liabilities

5.1 Other assets

5.2 Other liabilities

6. How we financed our operations 45
Borrowings, cash flow information, Trust account and leases

6.1 Borrowings

6.2 Leases

6.3 Cash flow information and balances

6.4 Trust account balances

6.5 Commitments for expenditure

7. Financial instruments, contingencies and valuation judgements 47
Financial instruments, contingent assets and liabilities as well as fair value determination

7.1 Financial instruments specific disclosures

7.2 Contingent assets and contingent liabilities

7.3 Fair value determination

8. Other disclosures 50

8.1 Other economic flows included in net result

8.2 Responsible persons

8.3 Remuneration of executives

8.4 Related parties

8.5 Remuneration of auditors

8.6 Subsequent events

Declaration in the financial statements

The attached financial statements for the Judicial College of Victoria (the College) have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2026 and financial position of the College as at 30 June 2026.

At the time of signing, we are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial statements for issue on 6 October 2026.



The Honourable Chief Justice Richard Niall
Chairperson

6 October 2026



Mr Gregory Lee
Board Member

6 October 2026



Ms Kate Clark
Chief Executive Officer

6 October 2026



Mr Antony Christianen
Chief Finance Officer

6 October 2026

Independent Auditor's Report

Victorian Auditor-General's Office

To the Board of the Judicial College of Victoria

Opinion	I have audited the financial report of the Judicial College of Victoria (the College) which comprises the: • balance sheet as at 30 June 2026 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • declaration in the financial statements. In my opinion the financial report presents fairly, in all material respects, the financial position of the College as at 30 June 2026 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the *Financial Management Act 1994* and applicable Australian Accounting Standards- Simplified Disclosures.
Basis for opinion	I have conducted my audit in accordance with the *Audit Act 1994* which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report. My independence is established by the *Constitution Act 1975.* My staff and I are independent of the College in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
The Board's responsibilities for the financial report	The Board of the College is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards- Simplified Disclosures and the *Financial Management Act 1994*, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Board is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.

Level 31 / 35 Collins Street, Melbourne Vic 3000
T 03 8601 7000 enquiries@audit.vic.gov.au www.audit.vic.gov.au

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994,* my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is 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 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian 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 report, 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 College's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board'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 College'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 report 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 College to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Board 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.



MELBOURNE
9 October 2026

Charlotte Jeffries
as delegate for the Auditor-General of Victoria

Comprehensive operating statement

For the financial year ended 30 June 2026

		($)	($)
	Notes	2026	2025
Continuing operations			
Income from transactions			
Grants	2.1	4,709,804	5,014,565
Other income	2.1	123,540	486,652
Total income from transactions		**4,833,344**	**5,501,217**
Expenses from transactions			
Employee expenses	3.1.1	(3,696,480)	(4,013,046)
Other operating expenses	3.2	(1,072,767)	(986,720)
Depreciation	4.1.2	(2,677)	(5,534)
Interest expense	6.1	(144)	(349)
Total expenses from transactions		**(4,772,068)**	**(5,005,649)**
Net result from transactions (net operating balance)		**61,276**	**495,568**
Other economic flows included in net result			
Net gain/(loss) on non-financial assets	8.1	**5,471**	-
Other gains/(losses) from other economic flows	8.1	**25,682**	2,014
Total other economic flows included in net result		**31,153**	**2,014**
Net result		**92,429**	**497,582**
Comprehensive result		**92,429**	**497,582**

The accompanying notes form part of these financial statements

Balance sheet

As at 30 June 2026

		($)	($)
	Notes	2026	2025
Assets			
Financial assets			
Cash and deposits	6.3	2,398,815	2,534,241
Receivables	5.1.1	4,250,892	3,927,767
Total financial assets		**6,649,707**	**6,462,008**
Non-financial assets			
Plant and equipment	4.1	-	24,830
Total non-financial assets		**-**	**24,830**
Total assets		**6,649,707**	**6,486,838**
Liabilities			
Payables	5.2.1	142,007	69,753
Employee related provisions	3.1.2	947,081	923,994
Leases	6.1	-	24,903
Total liabilities		**1,089,088**	**1,018,650**
Net assets		**5,560,619**	**5,468,188**
Equity			
Accumulated surplus		5,223,242	5,130,811
Contributed capital		337,377	337,377
Net worth		**5,560,619**	**5,468,188**

The accompanying notes form part of these financial statements

Statement of changes in equity

For the financial year ended 30 June 2026

($)

	Accumulated surplus	Contributions by owner	Total
Balance at 1 July 2024	**4,633,231**	**337,377**	**4,970,608**
Comprehensive result for the year	497,582	-	497,582
Balance at 30 June 2025	**5,130,813**	**337,377**	**5,468,190**
Balance at 1 July 2025	**5,130,813**	**337,377**	**5,468,190**
Comprehensive result for the year	92,429	-	92,429
Balance at 30 June 2026	**5,223,242**	**337,377**	**5,560,619**

The accompanying notes form part of these financial statements

Cash flow statement

For the financial year ended 30 June 2026

	Notes	($) 2026	($) 2025
Cash flows from operating activities			
Receipts			
Receipts from government		4,386,679	4,799,148
Receipts from other entities		123,540	486,652
Total receipts		**4,510,219**	**5,285,800**
Payments			
Payments to suppliers and employees		(4,646,738)	(4,931,216)
Goods and Services Tax (paid)/received from the ATO [(a)]		(1,535)	6,881
Interest paid		(144)	(349)
Total payments		**(4,648,417)**	**(4,924,684)**
Net cash flows from/(used in) operating activities		**(138,198)**	**361,116**
Cash flows from investing activities			
Proceeds from sales of non-financial assets		5,471	-
Net cash flows from/(used in) investing activities		**5,471**	**-**
Cash flows from financing activities			
Repayment of borrowings and principal portion of lease liabilities [(b)]		(2,699)	(5,527)
Net cash flows from/(used in) financing activities		**(2,699)**	**(5,527)**
Net increase/(decrease) in cash and cash equivalents		(135,426)	355,589
Cash and cash equivalents at beginning of financial year		2,534,241	2,178,652
Cash and cash equivalents at end of financial year	**6.3**	**2,398,815**	**2,534,241**

The accompanying notes form part of these financial statements

(a) Goods and Services Tax received from the Australian Taxation Office (ATO) is presented on a net basis.

(b) The College has recognised cash payments for the principal portion of lease payments as financing activities; cash payments for the interest portion as operating activities consistent with the presentation of interest payments and short-term lease payments for leases and low-value assets as operating activities.

1. About this report

The Judicial College of Victoria (the College) was created by the *Judicial College of Victoria Act 2001* (Act No.20/2001), which was assented on 29 May 2001 and came into operation on 1 February 2002.

A description of the nature of its operations and its principal activities is included in the "Report of Operations" which does not form part of these financial statements.

Its principal address is:
Judicial College of Victoria,
16/181 William Street,
Melbourne VIC 3000.

Basis of preparation

These financial statements are Tier 2 general purpose financial statements prepared in accordance with AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and Financial Reporting Direction 101 *Application of Tiers of Australian Accounting Standards* (FRD 101).

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured on a different basis.

The accrual basis of accounting has been applied in preparing these financial statements, whereby assets, liabilities, equity, income and expenses are recognised in the reporting period to which they relate, regardless of when cash is received or paid.

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in applying Australian Accounting Standards (AAS) that have significant effects on the financial statements and estimates are disclosed in the notes under the heading 'Significant judgement or estimates'.

These financial statements cover the College as an individual reporting entity and include all the controlled activities of the College. There is no entity consolidated into the College.

All amounts in the financial statements have been rounded to the nearest $1 unless otherwise stated.

Going concern basis

When preparing financial statements, the management of an entity using Australian Accounting Standards – Simplified Disclosures shall make an assessment of the entity's ability to continue as a going concern. An entity is a going concern unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. In assessing whether the going concern assumption is appropriate, management takes into account all available information about the future, which is at least, but is not limited to, twelve months from the reporting date.

When management is aware, in making its assessment, of material uncertainties related to events or conditions that cast significant doubt upon the entity's ability to continue as a going concern, the entity shall disclose those uncertainties. When an entity does not prepare financial statements on a going concern basis, it shall disclose that fact, together with the basis on which it prepared the financial statements and the reason why the entity is not regarded as a going concern.

The Government commissioned an independent review of the Victorian Public Service (VPS) in 2025 to identify waste, inefficiency, and duplication across government departments and public entities and to recommend ways to improve value for money while protecting frontline services.

The findings of the review were released in December 2025. The Government's response to the review recommended merging the Judicial College of Victoria and the Judicial Commission of Victoria, bringing together judicial education and professional development functions with the management of complaints regarding judicial officers.

There have been no events, information or announcements that would cast doubt on the College's ability to continue as a going concern due to the outcome of the independent review.

Compliance information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable Australian Accounting Standards (AASs) which include Interpretations issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the requirements of AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Where appropriate, those AAS paragraphs applicable to not-for-profit entities have been applied. Accounting policies selected and applied in these financial statements ensure that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

2. Funding delivery of our services

Introduction

The College's statutory functions are:

- to assist in the professional development and continuing education of judicial officers;
- to provide continuing education and training for judicial officers;
- to produce relevant publications;
- to provide (on a fee for service basis) professional development services, or continuing judicial education and training services, to persons who are not judicial officers within the meaning of the Act; and
- to liaise with persons and organisations in connection with the performance of any of its functions.

The College is funded for the provision of outputs consistent with its statutory functions. Funds are accrual-based income derived from monies appropriated annually by Parliament through Court Services Victoria (CSV).

Structure

2.1 Summary of income that funds the delivery of our services

2.2 Income from transactions

2.1 Summary of income that funds the delivery of our services

	($)	($)
	2026	**2025**
Grants	4,709,804	5,014,565
Other revenue - fee for service	123,540	486,652
Total	**4,833,344**	**5,501,217**

Revenue and income that funds delivery of the College's services is accounted for consistently with the requirements of the relevant accounting standards disclosed in the following notes.

2.2 Income from transactions

2.2.1 Grants

Grants recognised under AASB 1058

The College has determined that the grant income included in the table above is recognised under AASB 1058 on the basis that it has been earned under arrangements that are either not enforceable or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations or that are not enforceable, is recognised when the College has an unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the asset, the College recognises any related contributions by owners, increases in liabilities, decreases in assets, or revenue ('related amounts') in accordance with other Australian Accounting Standards. Related amounts may take the form of:

- contributions by owners, in accordance with AASB 1004 *Contributions*
- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15
- a lease liability in accordance with AASB 16 *Leases*
- a financial instrument, in accordance with AASB 9 *Financial Instruments*
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*.

2.2.2 Other revenue - fee for service

The other revenue included in the table above are transactions that the College has determined to be classified as revenue from contracts with customers in accordance with AASB 15 *Revenue from Contracts with Customers*.

Revenue is measured based on the consideration specified in the contract with the customer. The College recognises revenue when it transfers control of a good or service to the customer, i.e. when, or as, the performance obligations for the sale of goods and services to the customer are satisfied.

Customers are invoiced and revenue is recognised when the education services are delivered.

Revenue from the rendering of services is recognised at a point in time when the performance obligation is satisfied when the service is completed; and over time when the customer simultaneously receives and consumes the services as it is provided.

Fair Value of Services Provided by Court Services Victoria

Court Services Victoria (CSV) has been centrally funded for services it provides to the College. These services are not recognised in the financial statements of the College, as their fair values cannot be reliably determined. The services that are utilised include accommodation and the use of the CSV's financial systems, payroll systems, accounts payable, asset register and IT network.

3. The cost of delivering services

Introduction

This section provides an account of the expenses incurred by the College in delivering services and outputs. In Section 2, the funds that enable the provision of services were disclosed and in this note the cost associated with provision of services are recorded.

Structure

3.1 Expenses incurred in delivery of services

3.2 Other operating expenses

3.1 Expenses incurred in delivery of services

		($)	($)
	Notes	2026	2025
Employee benefit expenses	3.1.1	3,696,480	4,013,046
Other operating expenses	3.2	1,072,767	986,720
Total		**4,769,247**	**4,999,766**

3.1.1 Employee expenses in the comprehensive operating statement

	($)	($)
	2026	**2025**
Salaries and wages, annual leave and long service leave	3,336,931	3,641,642
Defined contribution superannuation expense	359,549	371,404
Total employee expenses	**3,696,480**	**4,013,046**

Employee expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, termination payments and WorkCover premiums.

The amount recognised in the Comprehensive Operating Statement in relation to superannuation is employer contributions for members for defined contribution superannuation plans that are paid or payable during the reporting period.

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the College is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy.

3.1.2 Employee-related provisions

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date and recorded as an expense during the period the services are delivered.

	($)	($)
	2026	**2025**
Current provisions		
Annual leave	266,441	225,246
Long service leave	397,489	474,410
Provisions for on-costs	136,493	142,433
Total current provisions for employee benefits	**800,423**	**842,089**
Non-current provisions		
Employee benefits	121,649	67,960
On-costs	25,009	13,945
Total non-current provisions for employee benefits	**146,658**	**81,905**
Total provisions for employee benefits	**947,081**	**923,994**

Wages and salaries, annual leave and sick leave: Liabilities for wages and salaries (including non-monetary benefits, annual leave and on-costs) are recognised as part of the employee benefit provision as current liabilities, because the College does not have an unconditional right to defer settlements of these liabilities.

The liability for salaries and wages are recognised in the balance sheet at remuneration rates which are current at the reporting date. As the College expects the liabilities to be wholly settled within 12 months of reporting date, they are measured at undiscounted amounts.

The annual leave liability is classified as a current liability and measured at the undiscounted amount expected to be paid, as the College does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period.

No provision has been made for sick leave as all sick leave is non-vesting and it is not considered probable that the average sick leave taken in the future will be greater than the benefits accrued in the future. As sick leave is non-vesting, an expense is recognised in the Comprehensive Operating Statement as it is taken.

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred. The on-costs provision is immaterial in 2026.

Unconditional LSL is disclosed as a current liability; even where the College does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at either:

- undiscounted value – if the College expects to wholly settle within 12 months; or
- present value – if the College does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non-current liability. There is a conditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non-current LSL is measured at present value.

Any gain or loss following revaluation of the present value of non-current LSL liability is recognised as a transaction, except to the extent that a gain or loss arises due to changes in bond interest rates for which it is then recognised as an 'other economic flow' in the net result.

3.2 Other operating expenses

	($)	($)
	2026	**2025**
Judicial training	332,748	296,683
Purchase of supplies and consumables	356,496	373,077
Purchase of services (including remuneration of auditors)	383,523	315,770
Maintenance	-	1,190
Total other operating expenses	**1,072,767**	**986,720**

Operating expenses generally represent the day-to-day running costs incurred in normal operations.

Supplies and services are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any inventories held for distribution are expensed when the inventories are distributed.

4. Key assets to support output delivery

Introduction

The College controls plant and equipment that are utilised in fulfilling its objectives and conducting its activities. They represent the key resources that have been entrusted to the College to be utilised for delivery of those services.

Structure

4.1 Vehicles

4.1 Vehicles

4.1.1 Total right-of-use assets: vehicles

	($)	($)	($)	($)	($)	($)
	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2026	2025	2026	2025	2026	2025
Vehicles	0	35,436	0	(10,606)	0	24,830
Net carrying amount	**0**	**35,436**	**0**	**(10,606)**	**0**	**24,830**

	($)
	2026
	Vehicles
Opening balance - 1 July 2025	**24,830**
Disposals	(22,153)
Depreciation	(2,677)
Closing balance - 30 June 2026	-

Right-of-use asset acquired by lessees – Initial measurement

The College recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any lease incentive received; plus
- any initial direct costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

Right-of-use asset acquired by lessees – Subsequent measurement

The College depreciates the right-of-use assets on a straight line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful life of the right-of-use assets are determined on the same basis as plant and equipment. The right-of-use assets are also subject to revaluation.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any and adjusted for certain remeasurements of the lease liability.

4.1.2 Depreciation

All plant, equipment and motor vehicles that have finite useful lives are depreciated.

Depreciation is generally calculated on a straight-line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life: years
Plant, equipment and vehicles (including leased assets)	3 to 10

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate. Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term.

4.1.3 Reconciliation in carrying values of plant and equipment and vehicle

($)

2026	Plant, equipment and vehicles at fair value
Opening balance	**24,830**
Disposals	(22,153)
Depreciation	(2,677)
Closing balance	**-**

5. Other assets and liabilities

Introduction

This section sets out those assets and liabilities that arose from the College's operations.

Structure

5.1 Other assets

5.2 Other liabilities

5.1 Other assets

5.1.1 Receivables

	($)	($)
	2026	**2025**
Contractual		
Debtors	-	14,586
Salary Overpayments	29	-
Statutory		
Amount owing from Victorian Government	4,250,863	3,913,181
Total receivables	**4,250,892**	**3,927,767**
Represented by:		
Current receivables	4,104,234	3,845,862
Non-current receivables	146,658	81,905

Contractual receivables are classified as financial instruments and categorised as 'financial assets and amortised costs'. They are initially recognised at fair value plus any directly attributable transaction costs. The College holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less any impairment.

Statutory receivables do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments for disclosure purposes. The College applies AASB 9 for initial measurement of the statutory receivables and, as a result, statutory receivables are initially recognised at fair value plus any directly attributable transaction cost.

5.2 Other liabilities

5.2.1 Payables

	($)	($)
	2026	2025
Contractual payables		
Supplies and services	39,308	47,928
Other payables	101,607	19,197
Statutory payables		
GST payable	1,092	2,628
Total payables	**142,007**	**69,753**
Represented by:		
Current payables	142,007	69,753

Payables consist of:

- **Contractual payables:** Classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for supplies and services provided to the College prior to the end of the financial year that are unpaid.
- **Statutory payables:** Recognised and measured similarly to contractual payables, but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days.

The terms and conditions of amounts payable to the government and agencies vary according to the particular agreements and as they are not legislative payables, they are not classified as financial instruments.

6. How we financed our operations

Introduction

This section provides information on the sources of finance utilised by the College during its operations, along with interest expenses (the cost of borrowings) and other information related to financing activities of the College.

This section includes disclosures of balances that are financial instruments (such as borrowings and cash balances). Notes 7.1 provide additional, specific financial instrument disclosures.

Structure

6.1 Borrowings

6.2 Leases

6.3 Cash flow information and balances

6.4 Trust account balances

6.5 Commitments for expenditure

6.1 Borrowings

	($)	($)
	2026	**2025**
Current borrowings		
Lease liabilities	-	5,597
Total current borrowings	**-**	**5,597**
Non-current borrowings		
Lease liabilities	-	19,306
Total non-current borrowings	**-**	**19,306**
Total borrowings	**-**	**24,903**

'Borrowings' refer to motor vehicle lease liabilities.

Borrowings are classified as financial instruments. Interest bearing liabilities are classified at amortised cost and recognised at fair value of the consideration received less directly attributed transaction costs and subsequently measured at amortised cost using the effective interest method.

Terms and conditions of borrowings

								($)
				Maturity dates				
2026	**Weighted average interest rate (%)**	**Carrying amount**	**Nominal amount**	**Less than 1 month**	**1 to 3 months**	**3 months to 1 year**	**1 to 5 years**	**5+ years**
Lease liabilities		-	-	-	-	-	-	-
Total		**-**	**-**	**-**	**-**	**-**	**-**	**-**
2025								
Lease liabilities	1.30	24,903	24,903	461	922	4,146	19,374	-
Total		**24,903**	**24,903**	**461**	**922**	**4,146**	**19,374**	**-**

Interest expense

	($)	($)
	2026	**2025**
Interest on lease liabilities	144	349
Total interest expense	**144**	**349**

Interest expense relates to the cost of the motor vehicle lease and is recognised in the period in which it is incurred.

6.2 Leases

6.2.1 Right-of-use assets

The College leases motor vehicles. The lease contracts are typically made for fixed periods of 3 years. Right-of-use assets are presented in note 4.1.1.

6.2.2 Recognition and measurement of leases as a lessee

Lease Liability – initial measurement

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 College's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable;
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- payments arising from purchase and termination options reasonably certain to be exercised.

Lease Liability – subsequent measurement

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, or if there are changes in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right of use asset is already reduced to zero.

6.3 Cash flow information and balances

Cash and deposits, including cash equivalents, comprise funding held in the Special Trust fund.

For cash flow statement presentation purposes, cash and cash equivalents are indicated below.

	($)	($)
	2026	**2025**
Special (Trust) fund holdings	2,398,815	2,534,241
Total balance as per cash flow statement	**2,398,815**	**2,534,241**

6.4 Trust account balances

Trust account balances relating to trust accounts controlled and/or administered by the College.

($)

Cash and cash equivalents and investments	2026				2025			
	Opening balance as at 1 July 2025	Total receipts	Total payments	Closing balance as at 30 June 2026	Opening balance as at 1 July 2024	Total receipts	Total payments	Closing balance as at 30 June 2025
Controlled trusts								
The College Trust account balance [(a)]	2,534,241	130,932	(266,358)	2,398,815	2,178,652	486,652	(131,063)	2,534,241
Total	**2,534,241**	**130,932**	**(266,358)**	**2,398,815**	**2,178,652**	**486,652**	**(131,063)**	**2,534,241**

Notes: (a) The College holds trust account balance that are included in the Treasury Trust Fund. Funds are drawn from the trust account in relation to specific College programs and projects that are approved by the College Board.

6.5 Commitments for expenditure

The College commitments payable for 2026: Nil (2025: $Nil)

7. Financial instruments, contingencies and valuation judgements

Introduction

It is often necessary for the College to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information, as well as those items that are contingent in nature or require a high level of judgement to be applied, which for the College related mainly to fair value determination.

Structure

7.1 Financial instruments specific disclosures

7.2 Contingent assets and contingent liabilities

7.3 Fair value determination

7.1 Financial instruments specific disclosures

Introduction

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the College's activities, certain financial assets and financial liabilities arise under statute rather than a contract (for example taxes, fines and penalties). Such assets and liabilities do not meet the definition of financial instruments in AASB 132 *Financial Instruments: Presentation*.

Categories of financial assets

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the College to collect the contractual cash flows, and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

The College recognises the following assets in this category:

- cash and deposits
- receivables (excluding statutory receivables)

Categories of financial liabilities

Financial liabilities at amortised cost

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value minus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method. The College recognises the following liabilities in this category:

- payables (excluding statutory payables)
- borrowings (including lease liabilities)

7.1.1 Financial instruments: Net gain/(loss) on financial instruments by category

($)

2026	Carrying amount	Net gain/ (Loss)	Total interest income/ (expense)	Fee Income/ (expense)
Financial assets at amortised cost				
Trust fund balances	2,398,815	-	-	123,540
Total financial assets at amortised cost	**2,398,815**	**-**	**-**	**123,540**
Financial liabilities at amortised cost				
Trade payables [(a)]	39,308	-	-	-
Borrowings				
Lease liabilities	-	-	(144)	-
Total contractual financial liabilities	**39,308**	**-**	**(144)**	**-**

Notes: (a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian government and GST input tax credit recoverable and taxes payable).

($)

2025	Carrying amount	Net gain/ (Loss)	Total interest income/ (expense)	Fee Income/ (expense)
Financial assets at amortised cost				
Trust fund balances	2,534,241	-	-	486,652
Total financial assets at amortised cost	**2,534,241**	**-**	**-**	**486,652**
Financial liabilities at amortised cost				
Trade payables [(a)]	2,310	-	-	-
Borrowings				
Lease liabilities	24,903	-	(349)	-
Total contractual financial liabilities	**27,213**	**-**	**(349)**	**-**

Notes: (a) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian government and GST input tax credit recoverable and taxes payable).

7.2 Contingent assets and contingent liabilities

7.2.1 Contingent assets

The College has no contingent assets (2025: $Nil)

7.2.2 Contingent liabilities

The College has no contingent liabilities (2025: $Nil)

7.3 Fair value determination

Significant judgement: Fair value measurements of assets and liabilities

Fair value determination requires judgement and the use of assumptions. This section discloses the most significant assumptions used in determining fair values. Changes to assumptions could have a material impact on the results and financial position of the College.

This section sets out information on how the College determines fair value for financial reporting purposes. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Plant and equipment is carried at fair value.

Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 – Quoted (unadjusted) market prices in active markets for identical assets or liabilities
- Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The College determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

7.3.1 Fair value determination: Non-financial physical assets

Vehicles (including right-of-use assets) are valued using the current replacement cost method. The College acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in VicFleet who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

8. Other disclosures

Introduction

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

Structure

8.1 Other economic flows included in net result

8.2 Responsible persons

8.3 Remuneration of executives

8.4 Related parties

8.5 Remuneration of auditors

8.6 Subsequent events

8.1 Other economic flows included in net result

Other economic flows are changes in the volume or value of an asset or liability that do not result from transactions.

	($)	($)
	2026	2025
Net gain/(loss) on non-financial assets		
Net gain/(loss) on disposal of property plant and equipment	5,471	-
Total net gain/(loss) on non-financial assets	**5,471**	**-**
Other gains/(losses) from other economic flows		
Net gain/(loss) arising from revaluation of annual leave [(a)]	(285)	60
Net loss arising from revaluation of long service leave liability [(a)]	25,967	1,954
Total other gains/(losses) from other economic flows	**25,682**	**2,014**
Total other economic flows included in net result	**31,153**	**2,014**

Notes: (a) Revaluation gain/(loss) due to changes in rates

8.2 Responsible persons

In accordance with the Ministerial Directions issued by the Minister for Finance under the *Financial Management Act 1994* (FMA), the following disclosures are made regarding responsible persons for the reporting period.

Names

The persons who held the positions of Ministers and Accountable Officers in the College are as follows:

Responsible Minister	Name	Period
Attorney-General	The Hon Sonya Kilkenny MP	1 July 2025 to 30 June 2026
Accountable Officer	**Name**	**Period**
Chief Executive Officer	Ms Samantha Burchell	1 July 2025 to 31 December 2025
Chief Executive Officer	Ms Kate Clark	1 January 2026 to 30 June 2026
Acting Chief Executive Officer	Dr Liz Richardson	12 September 2025 to 3 October 2025

Governing Body

The persons who held membership of the College Board of Directors are as follows:

Position	Name	Period
Chair	The Honourable Chief Justice Richard Niall	1 July 2025 to 30 June 2026
Board member	The Honourable Justice Amanda Chambers	1 July 2025 to 30 June 2026
Board member	The Honourable Justice Ted Woodward	1 July 2025 to 30 June 2026
Board member	The Honourable Justice Lisa Hannan	1 July 2025 to 30 June 2026
Board member	His Honour Judge John Cain	1 July 2025 to 31 August 2025
Board member	Her Honour Judge Liberty Sanger	1 September 2025 to 30 June 2026
Board member	His Honour Judge Jack Vandersteen	1 July 2025 to 30 June 2026
Board member	Emeritus Professor Arie Freiberg AM	1 July 2025 to 30 June 2026
Board member	Mr Gregory Lee	1 July 2025 to 30 June 2026

Remuneration

Remuneration received or receivable by the Accountable Officer in connection with the management of the College during the reporting period was in the range: $390,000–$399,000 (2025: $250,000–$259,000), increase due to payments related to retirement.

Judicial members of the responsible body are remunerated under the *Judicial Entitlements Act 2015* as holders of judicial positions defined by the respective acts of law that create the Victorian judiciary. Judicial members receive no additional remuneration in their capacity as members of the College's Board of Directors.

8.3 Remuneration of executives

The Chief Executive Officer is the Accountable Officer and is reported under remuneration of responsible persons in note 8.2. There were no other senior executive service officers whose remuneration is required to be disclosed under FRD 21 *Disclosures of responsible persons and executive officers in the financial report*.

8.4 Related parties

The College is an independent entity established under the *Judicial College of Victoria Act 2001*. It is a wholly owned and controlled entity of the State of Victoria. Related parties of the College include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over)
- all Cabinet Ministers and their close family members
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

Significant transactions with government-related entities

The College received funding from:

	($)	($)
	2026	**2025**
Court Services Victoria	4,709,804	5,014,565
Legal Services Board	74,000	272,000
County Court of Victoria	38,620	141,712
Total	**4,822,424**	**5,428,277**

The College made payments to:

	($)	($)
	2026	**2025**
Cenitex	105,801	131,699
Department of Justice and Community Safety	-	1,095
Sunraysia Institute of TAFE	6,231	-
Supreme Court of Victoria - Library Services	58,905	57,357
Victorian Auditor-General's Office	23,500	22,000
Victorian Managed Insurance Authority	17,319	15,342
Total	**211,756**	**227,493**

Key management personnel (KMP) of the College include the Attorney-General, the Chair, Board members and the Chief Executive Officer.

Remuneration of key management personnel

The compensation detailed below excludes the salaries and benefits the Attorney-General receives. The Attorney-General's remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report. It also excludes the salaries and benefits the judicial members of the responsible body, as judicial members are remunerated through Court Services Victoria under the *Judicial Entitlements Act 2015* and receive no additional remuneration in their capacity as members of the College's Board of Directors.

During 2025-26, two Governor-in-Council appointees received sitting fees for their role on the College Board of Directors. The table below includes these sitting fees and the remuneration paid to the Chief Executive Officer.

	($)	($)
Compensation of KMPs	**2026**	**2025**
Total [(a)]	**397,654**	**279,926**

Notes: (a) Note that KMPs are also reported in the disclosure of remuneration of executive officers (Note 8.3)

Transactions and balances with key management personnel and other related parties

Given the breadth and depth of State government activities, related parties transact with the Victorian public sector in a manner consistent with other members of the public, e.g. stamp duty and other government fees and charges.

Further employment of processes within the Victorian public sector occur on terms and conditions consistent with the *Public Administration Act 2004* and Codes of Conduct and Standards issued by the Victorian Public Sector Commission. Procurement processes occur on terms and conditions consistent with Victorian Government Procurement Board requirements.

Outside of normal citizen type transactions with the College and related party transactions previously disclosed, there were no related party transactions that were attributed to key management personnel, their close family members and their personal business interests. No provision has been required, nor any expense recognised, for impairment of receivables from related parties.

8.5 Remuneration of auditors

	($)	($)
	2026	**2025**
Victorian Auditor-General's Office		
Audit of the financial statements	30,000	23,500
Total remuneration of auditors	**30,000**	**23,500**

8.6 Subsequent events

The Board of the College considers that no matters or circumstances have arisen subsequent to 30 June 2026, that would require adjustment of, or disclosure in, the financial statements.

Report of Operations and Disclosures.

Contents

1. Governance and organisational structure 55

1.1 Manner of establishment and responsible Minister

1.2 Purpose and functions

1.3 Structure

1.4 Board of Directors

1.5 Audit and Finance Committee

1.6 Occupational health and safety (OH&S)

1.7 Employment and conduct principles

2. Financial information 57

2.1 Five-year financial summary

2.2 Significant changes in financial position during the year

2.3 Disclosure of grants and transfer payments (other than contributions by owners)

3. Workforce data 58

3.1 Public sector values and employment principles

3.2 Comparative workforce data

3.3 Executive data

3.4 Workforce inclusion policy

4. Other disclosures 60

4.1 Local Jobs First

4.2 Government advertising expenditure

4.3 Consultancy expenditure

4.4 Reviews and studies expenditure

4.5 Information and communication technology (ICT) expenditure

4.6 Disclosure of major contracts

4.7 Freedom of information (FOI)

4.8 Compliance with the *Building Act 1993*

4.9 Competitive neutrality policy

4.11 Compliance with the *Carers Recognition Act 2012*

4.12 Compliance with the *Disability Act 2006*

4.13 Disclosure of emergency procurement

4.14 Disclosure of social procurement activities under the Social Procurement Framework

4.15 Disclosure of procurement complaints

4.16 Reporting of environmental data

4.17 Additional information available on request

4.18 Compliance with DataVic Access Policy

4.19 Asset Management Accountability Framework maturity assessment

4.20 Financial management compliance attestation

5. Disclosure Index 66

1. Governance and organisational structure

1.1 Manner of establishment and responsible Minister

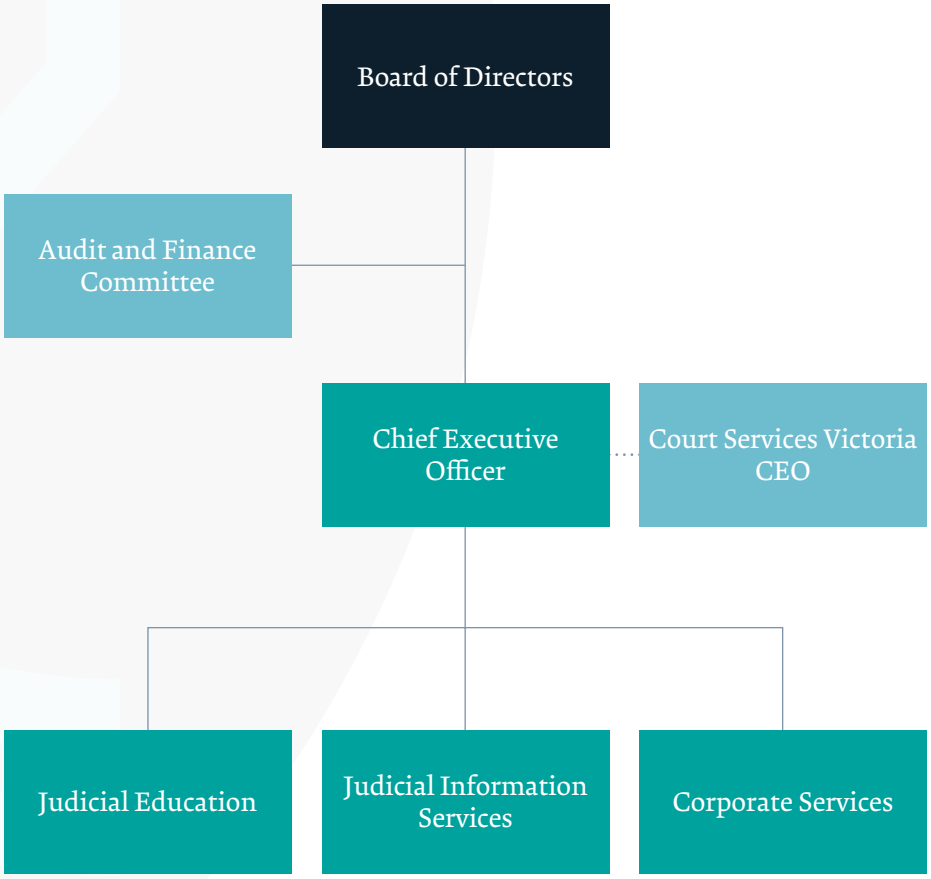
The Judicial College of Victoria (the College) was established with bipartisan support in 2002 by the *Judicial College of Victoria Act 2001*. The responsible Minister is the Attorney-General of Victoria.

1.2 Purpose and functions

The purpose of the College is to provide the functions of assisting the professional development of judicial officers and providing continuing education and training for judicial officers.

The nature and range of service provision and communities served is detailed throughout the text of the Annual Report.

1.3 Structure



1.4 Board of Directors

The College's Board of Directors (the Board) is responsible for the management of the affairs of the College and comprises the heads of the six Victorian jurisdictions and, currently, two Attorney-General appointees. The Board meets quarterly to set the College's strategic direction, oversee operations and ensure that the College's work meets the education needs and priorities of the Victorian judiciary.

1.5 Audit and Finance Committee

The Audit and Finance Committee (the Committee) consists of the following members:

- Ms Robyn Dyt (Independent Chair until 30 May 2026)
- Ms Suzie Thoraval (Independent Member until 30 May 2026; Independent Chair from 1 June 2026)
- Mr Gregory Lee (Independent Member; Board representative)
- Mr Sam Jones (Independent Member)
- Ms Menaka Kiriella Bandara (Independent Member from 16 February 2026).

The Committee is established by and reports to the Board. Its role is to provide advice and oversight as delegated by the Board on a range of financial, audit and risk matters, and to assist the Board in the effective discharge of the responsibilities prescribed in the *Financial Management Act 1994*, the *Audit Act 1994* and other relevant legislation as well as the Standing Directions 2018, Australian Accounting Standards and prescribed requirements. The Committee oversees:

- Financial performance and reporting processes, including the annual financial statements
- Scope of the work, performance and independence of external audit
- Operation and implementation of the risk management framework
- Effectiveness of the internal control system
- Processes for monitoring compliance with laws and regulations.

The Chief Finance Officer (CFO) attends Committee meetings by standing invitation, providing financial advice and support as required. The role of the College's CFO is filled by Mr Antony Christianen. The Chief Executive Officer of the College and a representative of the Victorian Auditor-General's Office also attend meetings by standing invitation.

Management of the College extends sincere thanks to the Committee for sharing its collective wisdom, expertise and guidance on matters within its purview. In particular, the College acknowledges the extensive and valuable contributions of Ms Dyt, who retired from the Committee during the reporting period after many years of service.

1.6 Occupational health and safety (OH&S)

The College is committed to providing a safe working environment which promotes the health, safety and wellbeing of staff. Key initiatives include:

- Access to a range of free and confidential supports including the Employee Wellbeing Service, Contact Officers and Peer Supporters
- Access to flexible working arrangements
- Guidance to support appropriate ergonomics at work and when working from home
- Provision of speciality office equipment where applicable
- Manual handling training
- Advanced sexual harassment and bystander training
- Proactive risk management.

The College accesses specialist OH&S expertise from Court Services Victoria and participates fully in the implementation of any OH&S initiatives led by Court Services Victoria.

For further information regarding performance against OH&S measures, please refer to the Court Services Victoria Annual Report.

1.7 Employment and conduct principles

The College is committed to applying merit and equity principles when appointing staff. The selection processes ensure applicants are assessed and evaluated fairly and equitably on the basis of the key selection criteria and other accountabilities without discrimination.

The College promotes the personal and professional development of its staff to achieve sustained improvements and create satisfying career paths. The College actively promotes safe work practices, career development, balanced lifestyles and a friendly, non-discriminatory working environment.

Employees have been correctly classified in workforce data collections.

2. Financial information

2.1 Five-year financial summary

		($)	($)	($)	($)	($)
Five-year financial summary	**Notes**	**2025-26**	**2024-25**	**2023-24**	**2022-23**	**2021-22**
Income						
Income from government	1	4,709,804	5,014,565	4,778,834	4,682,053	4,840,088
Other grants or Income	2	123,540	486,652	219,328	178,200	154,734
Total income from transactions		**4,833,344**	**5,501,217**	**4,998,162**	**4,860,253**	**4,994,822**
Total expenses from transactions		**(4,772,068)**	**(5,005,649)**	**(4,652,372)**	**(4,430,724)**	**(4,107,649)**
Other economic flows	3	31,153	2,014	19,182	(4,186)	53,587
Net result for the period		**92,429**	**497,582**	**364,972**	**425,343**	**940,760**
Net cash flow from operating activities		**(138,198)**	**361,116**	**124,990**	**183,510**	**146,709**
Total assets		**6,649,707**	**6,486,838**	**5,921,366**	**5,462,251**	**5,225,826**
Total liabilities		**1,089,088**	**1,018,650**	**950,762**	**856,620**	**1,045,538**

Notes

1. The decrease in Income from Government is due to lapsing project funding.
2. The decrease in Other Income relates to a reduction in fee for service income and grant funding from the Victorian Legal Services Board.
3. Other Economic Flows relate to valuation adjustments to long service leave liability and net proceeds on an asset sale.

2.2 Significant changes in financial position during the year

Nil disclosable.

2.3 Disclosure of grants and transfer payments (other than contributions by owners)

Nil disclosable.

3. Workforce data

3.1 Public sector values and employment principles

The *Public Administration Act 2004* established the Victorian Public Sector Commission (VPSC). The VPSC's role is to strengthen public sector efficiency, effectiveness and capability, and advocate for public sector professionalism and integrity.

Staff of the College are employed by Court Services Victoria. Court Services Victoria's policies and practices are consistent with the VPSC's employment standards and provide for fair treatment, career opportunities and the early resolution of workplace issues. Court Services Victoria advises its employees on how to avoid conflicts of interest, how to respond to offers of gifts and how it deals with misconduct.

3.2 Comparative workforce data

The following table discloses the head count and full-time equivalent (FTE) of all active public service employees of the College within Court Services Victoria, employed in the last full pay period in June of the current reporting period, and in the last full pay period in June of the previous reporting period (2025).

Details of employment levels in June 2025 and 2026

June 2026								
		All employees		Ongoing			Fixed term and casual	
		Headcount	FTE	Full-time (Headcount)	Part-time (Headcount)	FTE	Headcount	FTE
	Gender							
Demographic data	Women	18	16.50	12	4	14.50	2	2.00
	Men	6	5.60	4	1	4.60	1	1.00
	Self-described	0	0.00	0	0	0.00	0	0.00
	Age							
	15-24	1	1.00	0	0	0.00	1	1.00
	25-34	5	5.00	4	0	4.00	1	1.00
	35-44	8	7.65	7	1	7.65	0	0.00
	45-54	7	6.25	3	3	5.25	1	1.00
	55-64	3	2.20	2	1	2.20	0	0.00
	65+	0	0.00	0	0	0.00	0	0.00
Classification data	**VPS grades**							
	VPS 1	0	0.00	0	0	0.00	0	0.00
	VPS 2	0	0.00	0	0	0.00	0	0.00
	VPS 3	2	2.00	1	0	1.00	1	1.00
	VPS 4	7	7.00	6	0	6.00	1	1.00
	VPS 5	8	6.90	4	4	6.90	0	0.00
	VPS 6	5	4.20	4	1	4.20	0	0.00
	STS[a]	1	1.00	1	0	1.00	0	0.00
	Executives	1	1.00	0	0	0.00	1	1.00
	Total employees	**24**	**22.10**	**16**	**5**	**19.10**	**3**	**3.00**

June 2025								
		All employees		Ongoing			Fixed term and casual	
		Headcount	FTE	Full-time (Headcount)	Part-time (Headcount)	FTE	Headcount	FTE
	Gender							
Demographic data	Women	18	16.04	12	4	14.24	2	1.80
	Men	7	6.20	5	1	5.60	1	0.60
	Self-described	0	0.00	0	0	0.00	0	0.00
	Age							
	15-24	1	0.60	0	0	0.00	1	0.60
	25-34	5	5.00	5	0	5.00	0	0.00
	35-44	8	7.64	7	1	7.64	0	0.00
	45-54	7	5.80	3	3	5.00	1	0.80
	55-64	4	3.20	2	1	2.20	1	1.00
	65+	0	0.00	0	0	0.00	0	0.00
Classification data	**VPS grades**							
	VPS 1	0	0.00	0	0	0.00	0	0.00
	VPS 2	1	0.60	0	0	0.00	1	0.60
	VPS 3	3	2.80	2	0	2.00	1	0.80
	VPS 4	6	6.00	6	0	6.00	0	0.00
	VPS 5	8	6.64	4	4	6.64	0	0.00
	VPS 6	5	4.20	4	1	4.20	0	0.00
	STS[(a)]	1	1.00	1	0	1.00	0	0.00
	Executives	1	1.00	0	0	0.00	1	1.00
	Total employees	**25**	**22.24**	**17**	**5**	**19.84**	**3**	**2.40**

Note: [(a)] Senior Technical Specialist

3.3 Executive data

An executive is defined as a person employed as an executive under Part 3 of the *Public Administration Act 2004* or a person to whom the Victorian Government's *Public Entity Executive Remuneration Policy* applies.

As of 30 June 2026, there is one executive officer at the College. Refer to the Annual Financial Statements for further detail on the remuneration for the executive officer.

3.4 Workforce inclusion policy

Staff of the College are employed by Court Services Victoria. Both the College and Court Services Victoria aim to create an inclusive working environment where equal opportunity and diversity are valued, and that reflects the communities we serve. For more information on workforce inclusion, including actions taken under Court Services Victoria's Gender Equality Action Plan, refer to the Court Services Victoria Annual Report.

4. Other disclosures

4.1 Local Jobs First

The *Local Jobs First Act 2003* (the Act) establishes the Local Jobs First scheme which is set out in the Act, the regulations and the Local Jobs First Policy. The Local Jobs First Policy comprises the Victorian Industry Participation Policy (VIPP) and Major Project Skills Guarantee (MPSG).

Departments and public bodies within the meaning of the *Financial Management Act 1994* must apply Local Jobs First as required to regional projects worth more than $1 million, statewide or metro Melbourne projects worth at least $3 million, or other projects with a lower budget declared by the Minister as a standard or strategic project.

The College did not have any projects over the threshold values during the reporting period.

4.2 Government advertising expenditure

The College did not engage in any disclosable government advertising campaigns during the reporting period.

4.3 Consultancy expenditure

Details of consultancies valued at $10,000 or greater

In the reporting period, there were no consultancies where the total fees payable to the consultants was $10,000 or greater.

Details of consultancies under $10,000

In 2025-26, there were two consultancies engaged during the year where the total fees payable to the individual consultancies was less than $10,000. The total expenditure incurred during 2025-26 in relation to these consultancies was $7,520 (excluding GST).

4.4 Reviews and studies expenditure

The College did not undertake any disclosable reviews or studies during the reporting period.

4.5 Information and communication technology (ICT) expenditure

For the 2025-26 reporting period, the College had a total ICT expenditure of $497,405 (excluding GST) with the details shown below.

($)

All operational ICT expenditure	ICT expenditure related to projects to create or enhance ICT capabilities		
Business as Usual (BAU) ICT expenditure	Non-Business as Usual (non-BAU) ICT expenditure	Operational expenditure (OPEX)	Capital expenditure (CAPEX)
(Total)	(Total = OPEX + CAPEX)		
431,422	65,983	65,983	–

ICT expenditure refers to the College's costs in providing business enabling ICT services within the current reporting period. It comprises Business as Usual (BAU) ICT expenditure and Non-Business as Usual (Non-BAU) ICT expenditure.

Non-BAU ICT expenditure relates to extending or enhancing the College's current ICT capabilities.

BAU ICT expenditure is all remaining ICT expenditure that primarily relates to ongoing activities to operate and maintain the current ICT capability.

4.6 Disclosure of major contracts

The College did not enter any disclosable major contracts during the reporting period.

4.7 Freedom of information (FOI)

The *Freedom of Information Act 1982* (Vic) (the Act) allows the public a right of access to documents held by the College. The purpose of the Act is to extend as far as possible the right of the community to access information held by government departments, local councils, Ministers and other bodies subject to the Act.

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

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

Under the Act, the FOI processing time for requests received is 30 calendar days. However, when external consultation is required under ss29, 29A, 31, 31A, 33, 34 or 35, a 15 day automatic extension applies. Processing time may also be extended by periods of up to 30 days, in consultation with the applicant. With the applicant's agreement this may occur any number of times. However, obtaining an applicant's agreement for an extension cannot occur after the expiry of the timeframe for deciding a request.

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

Making a request

FOI requests can be lodged online at online.foi.vic.gov.au. An application fee of $33.60 applies. Access charges may also be payable for the search or creation of documents.

When making an FOI request, applicants should ensure requests are in writing, clearly identify what types of material/documents are being sought and be accompanied by the application fee to be a valid request.

If an applicant is unable to make a request online, the applicant can request documents in the possession of the College by writing to: Freedom of Information, Judicial College of Victoria, 16/181 William Street, Melbourne VIC 3000.

Enquiries can be made to the College's FOI officer via email at info@judicialcollege.vic.edu.au.

FOI statistics/timeliness

During 2025-26, the College received one application from the general public. A decision on this application was made within the statutory time period.

Further information

Further information regarding the operation and scope of FOI can be obtained from the Act, regulations made under the Act and ovic.vic.gov.au.

4.8 Compliance with the *Building Act 1993*

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

4.9 Competitive neutrality policy

Competitive neutrality requires government businesses to ensure that where services compete, or potentially compete, with the private sector, any net advantage arising from government ownership is accounted for if it is not in the public interest. Government businesses that undertake significant business activities are required to implement competitive neutrality measures (such as setting competitive neutral prices), which accounts for any net advantage that comes from public ownership. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focuses on removing resource allocation distortions.

Where applicable, the College fulfils its requirements on competitive neutrality reporting as required under the *Intergovernmental Agreement on National Competition Policy and Competition and Infrastructure Reform Agreement*.

4.10 Compliance with the *Public Interest Disclosures Act 2012*

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

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

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

Reporting procedures

Disclosures of improper conduct or detrimental action by the College or any of its employees may be made to any of the following personnel:

- Public Interest Disclosure Coordinator or Public Interest Disclosure Officer
- Manager or supervisor of the discloser
- Manager or supervisor of the person who is the subject of the disclosure
- A person acting in any of the above roles.

Alternatively, disclosures may also be made directly to the Independent Broad-based Anti-corruption Commission:

Address: Level 1, North Tower,
459 Collins Street,
Melbourne VIC 3000.

Phone: 1300 735 135

Internet: www.ibac.vic.gov.au

Disclosures under the *Public Interest Disclosures Act 2012*

	2025-26	2024-25
The number of disclosures made by an individual to the College and notified to the Independent Broad-Based Anti-Corruption Commission	0	0
Assessable disclosures	0	0

4.11 Compliance with the *Carers Recognition Act 2012*

Staff of the College are employed by Court Services Victoria. Court Services Victoria has taken all practical measures to comply with its obligations under the *Carers Recognition Act 2012* (the Act). These include:

- Ensuring staff have an awareness and understanding of the care relationship principles set out in the Act by providing all new employees with information about their rights under the legislation
- Ensuring that employees who have carer responsibilities are supported to balance work responsibilities and caring commitments
- Considering the care relationship principles when setting policies and developing programs. Court Services Victoria's people management policies, resources and programs reflect the guiding principles of the Act.

4.12 Compliance with the *Disability Act 2006*

The *Disability Act 2006* reaffirms and strengthens the rights of people with a disability and recognises that this requires support across the government sector and within the community.

The College participates in the implementation of Court Services Victoria initiatives under the *Disability Act 2006* to promote inclusion and reduce barriers to people with a disability. The College makes all necessary accommodations as required and strives to ensure that recruitment processes are accessible to people of all abilities.

4.13 Disclosure of emergency procurement

The College did not engage in any applicable procurement in connection with an emergency during the reporting period.

4.14 Disclosure of social procurement activities under the Social Procurement Framework

The Social Procurement Framework governs how the Victorian Government undertakes social procurement. The framework applies to the procurement of all goods, services and construction undertaken by, or on behalf of, entities subject to the Standing Directions 2018 under the *Financial Management Act 1994*.

Together with Court Services Victoria, the College leverages its buying power to deliver social, economic and environmental outcomes benefiting the Victorian community, the economy and the environment – above and beyond the goods, services and construction works procured.

Social procurement achievements

During 2025-26, the College engaged 11 social benefit suppliers with a total spend of $37,798 (excluding GST) with certified social enterprises and Aboriginal businesses.

		($)
Social Procurement Framework Objective	**Suppliers**	**Spend**
Opportunities for Victorian Aboriginal people	8	32,517
Sustainable Victorian social enterprises	3	5,281
Total	**11**	**37,798**

The College participates in the implementation of Court Services Victoria social procurement initiatives aimed at advancing social and sustainable outcomes for Victoria.

4.15 Disclosure of procurement complaints

The College did not receive any formal complaints through its procurement complaints management system during the reporting period.

4.16 Reporting of environmental data

The College is committed to environmental sustainability in its operations.

The Victorian Government's aim of improving environmental management is supported by requiring specific entities to disclose their ongoing performance in managing and reducing the environmental impacts of their operations. The College is classified as a Tier 4 Entity for the purposes of these reporting obligations.

The College has a Memorandum of Understanding in place with Court Services Victoria for the provision of office accommodation. Court Services Victoria aligns with the Victorian Government's environmental policies, strategies and pledge commitments and is focused on reducing its environmental footprint to support the goal of achieving net zero emissions by 2045.

The College participates in any environmental programs undertaken by Court Services Victoria. For further information regarding environmental reporting data, please refer to the Court Services Victoria Annual Report.

4.17 Additional information available on request

In compliance with the requirements of the Standing Directions 2018 under the *Financial Management Act 1994*, details in respect of the items listed below have been retained by the College and are available on request, subject to the provisions of the *Freedom of Information Act 1982*.

- A statement that declarations of pecuniary interests have been duly completed by all relevant officers
- Details of shares held by a senior officer as nominee or held beneficially in a statutory authority or subsidiary
- Details of publications produced by the College about itself, and how these can be obtained
- Details of changes in prices, fees, charges, rates and levies charged by the College
- Details of any major external reviews carried out on the College
- Details of major research and development activities undertaken by the College
- Details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- Details of the major promotional, public relations and marketing activities undertaken by the College to develop community awareness of the entity and its services
- Details of assessments and measures undertaken to improve the occupational health and safety of employees
- A general statement on industrial relations within the College and details of time lost through industrial accidents and disputes
- A list of major committees sponsored by the College, the purposes of each committee and the extent to which the purposes have been achieved
- Details of all consultancies and contractors including:
  - Consultants/contractors engaged
  - Services provided
  - Expenditure committed to for each engagement.

The information is available on request from:

Office of the Chief Executive Officer, Judicial College of Victoria
Phone: (03) 9032 0555
Email: officeoftheceo@judicialcollege.vic.edu.au

4.18 Compliance with DataVic Access Policy

Consistent with the DataVic Access Policy issued by the Victorian Government in 2012, information included in this Annual Report will be available on our website in electronic readable format.

4.19 Asset Management Accountability Framework maturity assessment

The College holds an exemption from the requirements of the Asset Management Accountability Framework from the Minister for Finance.

4.20 Financial management compliance attestation

Judicial College of Victoria Financial Management Compliance Attestation Statement

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



Kate Clark
Chief Executive Officer
Judicial College of Victoria

6 October 2026

5. Disclosure Index

The annual report of the College is prepared in accordance with all relevant Victorian legislations and pronouncements. This index has been prepared to facilitate identification of the College's compliance with statutory disclosure requirements.

The Report of Operations and Disclosures is prepared in accordance with the requirements of the *Financial Management Act 1994*, Standing Directions (SDs) and associated instructions, applicable Australian Accounting Standards and Financial Reporting Directions (FRDs). It is presented in accordance with the guidelines contained in the *2025-26 Model Report for Victorian Government Departments*.

Legislation	Requirement	Page
Standing Directions and Financial Reporting Directions		
Report of operations		
Charter and purpose		
FRD 22	Manner of establishment and the relevant Ministers	55
FRD 22	Purpose, functions, powers and duties	55
FRD 22	Key initiatives and projects	8-20
FRD 22	Nature and range of services provided	21-23
Management and structure		
FRD 22	Organisational structure	55
Financial and other information		
FRD 10	Disclosure index	66
FRD 12	Disclosure of major contracts	61
FRD 15	Executive disclosures	59
FRD 22	Employment and conduct principles	56
FRD 22	Occupational health and safety policy	56
FRD 22	Summary of the financial results for the year	57
FRD 22	Significant changes in financial position during the year	57
FRD 22	Major changes or factors affecting performance	57
FRD 22	Subsequent events	53
FRD 22	Application and operation of the *Freedom of Information Act 1982*	61
FRD 22	Compliance with building and maintenance provisions of the *Building Act 1993*	62
FRD 22	Statement on National Competition Policy	62
FRD 22	Application and operation of the *Public Interest Disclosures Act 2012*	62
FRD 22	Application and operation of the *Carers Recognition Act 2012*	63
FRD 22	Details of consultancies over $10,000	60
FRD 22	Details of consultancies under $10,000	60
FRD 22	Disclosure of government advertising expenditure	60
FRD 22	Disclosure of ICT expenditure	60
FRD 22	Reviews and studies expenditure	60
FRD 22	Statement of availability of other information	64
FRD 22	Asset Management Accountability Framework (AMAF) maturity assessment	65

Legislation	Requirement	Page
Standing Directions and Financial Reporting Directions		
Report of operations (continued)		
FRD 22	Disclosure of emergency procurement	63
FRD 22	Disclosure of social procurement activities under the Social Procurement Framework	63
FRD 22	Disclosure of procurement complaints	64
FRD 24	Reporting of environmental data	64
FRD 25	Local Jobs First	60
FRD 29	Workforce Data disclosures	58
SD 5.2	Specific requirements under Standing Direction 5.2	66
Compliance attestation and declaration		
SD 5.1.4	Attestation for compliance with Ministerial Standing Direction	65
SD 5.2.3	Declaration in report of operations	3
Financial statements		
Declaration		
SD 5.2.2	Declaration in financial statements	29
Other requirements under Standing Direction 5.2		
SD 5.2.1(a)	Compliance with Australian accounting standards and other authoritative pronouncements	29
SD 5.2.1(a)	Compliance with Standing Directions	29
SD 5.2.1(b)	Compliance with Model Financial Report	36
Other disclosures as required by FRDs in notes to the financial statements [a]		
FRD 13	Disclosure of Parliamentary Appropriations	37
FRD 21	Disclosures of Responsible Persons, Executive Officers and other Personnel (Contractors with Significant Management Responsibilities) in the Financial Report	51
FRD 103	Non-Financial Physical Assets	41
FRD 110	Cash Flow Statements	35
FRD 112	Defined Benefit Superannuation Obligations	39
FRD 114	Financial Instruments – general government entities and public non-financial corporations	47

Note: [a] References to FRDs have been removed from the Disclosure Index if the specific FRDs do not contain requirements that are in the nature of disclosure.

Legislation	
Freedom of Information Act 1982 (FOI Act)	61
Building Act 1993	62
Public Interest Disclosures Act 2012	62
Carers Recognition Act 2012	63
Disability Act 2006	63
Local Jobs First Act 2003	60
Financial Management Act 1994	29



Judicial
College of
Victoria

judicialcollege.vic.gov.au