

ANNUAL REPORT 2022–23



Acknowledgement of Country

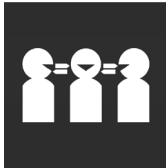
QIMR Berghofer Medical Research Institute acknowledges the Turrbal and Yuggerah People as the traditional owners of the land where its buildings are located. The Institute also acknowledges the important role of Aboriginal and Torres Strait Islander people and their communities in the locations research is conducted.

Communication objectives

The QIMR Berghofer Medical Research Institute 2022-2023 annual report provides a record of the Institute's performance in the 2022-2023 financial year and its audited financial statements. All achievements are documented against the success factors and corresponding key performance indicators of the QIMR Berghofer 2022-2025 Strategic Plan.

To provide your feedback or request paper copies of this annual report, contact the Corporate Affairs and Fundraising Department at QIMR Berghofer by telephoning +61 7 3362 0222 or by emailing enquiries@qimrberghofer.edu.au. The report is also available online at www.qimrberghofer.edu.au/about-us/annual-reports/.

QIMR Berghofer is committed to providing accessible services to people from all culturally and linguistically diverse backgrounds. If you have difficulty understanding the annual report, contact the Corporate Affairs and Fundraising Department at QIMR Berghofer by telephoning +61 7 3362 0222, and we will arrange an interpreter to effectively communicate the report to you.



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4 September 2023

The Honourable Shannon Fentiman MP
Minister for Health, Mental Health and Ambulance Services and Minister for Women
1 William Street
BRISBANE QLD 4000

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report 2022-2023 and financial statements for the Council of the Queensland Institute of Medical Research (trading as QIMR Berghofer Medical Research Institute).

I certify that this Annual Report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*; and
- the detailed requirements set out in the *Annual Report requirements for Queensland Government agencies*.

A checklist outlining the annual reporting requirements is provided at page 121 of this Annual Report.

Yours sincerely



PROFESSOR ARUN SHARMA AM
Chair
QIMR Berghofer Council

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VISION, PURPOSE AND VALUES

Vision

Lead the way to significant innovation in health – nationally and globally.

Purpose

Better health through impactful medical research.

Values

In pursuit of its vision, the Institute is committed to:

- **Excellence** — We aspire to excellence with integrity. Our rigorous governance, world-class scientific research, mentoring and training, and administration are responsive to the needs of our communities.
- **Integrity** — We are reliable and trustworthy. We observe the highest standards of ethics and integrity. Our research proposals, conduct and reporting are honest and accurate and open to the scrutiny of the scientific community. We respect the wellbeing and dignity of those contributing to and associated with our research.
- **Respect** – We are a diverse and welcoming community. We embrace difference. We respect the skill, opinion, culture and language, life experience and contribution of all our staff, stakeholders and health consumers. We work together to foster the wellbeing of every member of our communities with kindness, compassion and mutual respect.
- **Collaboration** — We reach out locally, nationally, globally and across our Institute to create and deliver effective, innovative research outcomes. Our research excellence builds trusted strategic partnerships and our strong teamwork promotes transparency and accountability.
- **Accountability** – We are open and transparent in our communication and inclusive in our decision making. We individually and collectively take responsibility for our actions and for achieving our objectives. We embrace learning for organisational and personal growth.

RESEARCH ACHIEVEMENTS

QIMR Berghofer has a global reputation for ground-breaking and transformative health discoveries, including in the fight against COVID-19. Our collaborative research programs - **Cancer, Infection and Inflammation, Mental Health and Neuroscience**, and **Population Health** – span the foremost health challenges of our time.

Cancer Research

- Expanded the chimeric antigen receptor T cells (CAR-T) program to treat approximately twenty patients with leukaemia and lymphoma at the Royal Brisbane and Women's Hospital (RBWH). This remains one of the only available academically produced CAR-T in Australia.
- Expanded the adoption of virus-specific T cells against common viruses such as Epstein-Barr virus (EBV) and Cytomegalovirus (CMV). A new program has been developed to manufacture CAR-T against COVID-19 for patients with no immune system. These can be used to treat certain types of cancer and chronic infections after cancer treatment.
- Led a national trial of more than 100 patients with blood cancer and used this to develop a suite of clinical trials, in collaboration with the RBWH and other hospitals.
- Identified genes in melanoma, pancreatic and women's cancers that will help in the development of new treatments.
- In an Australian first trial, offered DNA sequencing of people with blood cancer to use this information to match new and more effective treatments. This has now been expanded to include five sites around Australia.
- Researchers have identified immune therapy targets in a variety of cancers, including myeloma and skin cancers. This work helps to inform clinical trials and the use of immunotherapy for patients with advanced cancer.
- Continued important work in the prevention of common cancers such as skin cancer and gastrointestinal cancers.

Infection and Inflammation

- Invented a breakthrough vaccine to raise protective immunity against the common and potentially dangerous CMV. The CMV virus can cause severe disabilities and sometimes death in unborn babies and in transplant recipients.
- Discovered evidence that T cell immunotherapy could help fight multiple strains of COVID-19. This research led to the development of T cell-based immunotherapy capable of treating multiple COVID-19 variants in the sickest patients, providing new hope to immunocompromised people who are particularly vulnerable to the virus.
- On the basis of QIMR Berghofer research findings, a phase IIb clinical trial commenced in Canada and Brazil using an approved drug – Apabetalone – that could prevent COVID-19 related heart problems. In severe cases, the immune system overreacts to the infection and can cause damage to the heart.
- Completed a first-in-human study on the novel anti-malaria drug ZY-19489 in partnership with Cadila Healthcare Ltd and Medicines for Malaria Venture to help address the critical problem of emerging drug-resistant malaria parasites by advancing the pipeline for development of drugs to treat malaria.
- Started a first-in-human, host-directed clinical trial to boost immune responses in volunteers infected with malaria parasites to overcome malaria vaccine hypo-responsiveness and improve anti-parasitic drug-induced immunity in malaria exposed populations.
- Worked on the emerging Japanese encephalitis virus (JEV) in Australia, including identifying key mosquito vectors and vertebrate reservoirs, and the immunoefficacy of intradermal, reduced doses of JEV vaccines.

- Commenced a new initiative with a generous donation from the Brazil Family Foundation to work on JEV after the outbreaks of a new genotype 4 in Australia. This work involved developing a model and assessing a number of new vaccine candidates.
- Used sensitive molecular screens and metabarcoding techniques to exploit mosquito trap collections for the identification of circulating arboviruses of public health concern, and their transmission pathways.
- Introduced a heat (climate) resistant Wolbachia strain into an Australian *Aedes aegypti* strain and confirmed that it inhibits dengue and Zika virus transmission. This strain was also used to suppress *Aedes aegypti* populations in north Queensland. We developed similar strains for use in French Polynesia, Bangladesh and Tanzania.
- Commenced research on the use of benign, insect-specific viruses, to induce resistance to pathogenic human arboviruses in mosquitoes. These target mosquito species, including Australian native mosquitoes, and arboviral pathogens are not suitable for mitigation using Wolbachia. This work includes targeting Ross River Virus and JEV.
- As part of a global effort, mapped malaria parasites capable of escaping diagnostics in several countries in South America and Africa. This work reported a high prevalence of mutant parasites in Peru and Eritrea rendering the mainstay malaria test unsuitable for malaria diagnosis and revealed different driving forces behind the evolution of mutant parasites either by gene flow in Peru or by diagnostic tests usage in Eritrea.
- Was awarded \$5 million to bring RNA vaccine manufacturing capability to Queensland through the Medical Research Future Fund (MRFF).
- Identified a potentially critical new outcome of SARS-CoV-2 evolution with the development of ACE2-independent infection. The mutations that allow ACE2-independent infection have already emerged in the human population. Understanding the mechanisms and characterising the impact of ACE2-independent infection will provide insights into disease and inform our public health efforts.
- Developed the first Rapid Antigen Test (RAT) for scabies, a common and debilitating infectious skin disease prevalent in remote communities across northern Australia.
- Discovered a potential new iron supplement for pregnant women that may reduce some of the debilitating side effects of existing treatments. Side effects include abdominal pain, nausea, constipation and diarrhoea. Iron deficiency is a common condition in pregnancy with up to two thirds of women needing supplements. The new iron supplement was found to have fewer side effects, cause less stress on the body and less damage to the microbiome of the gut.
- Identified a key microbiome-host interaction through which breastfeeding promotes neonatal immune development and protection against acute and chronic disease.

Mental Health and Neuroscience

- The Australian Genetics of Depression Study analysis of data from 16,000 individuals with lived experience of depression found that heterogeneity between the six most common subtypes of depression could be attributed to added genetic influences of other psychiatric and cognitive traits, particularly bipolar disorder, schizophrenia and educational attainment. However, the core contribution of genetic variants influencing depression is the same across all subtypes.
- The Australian Genetics of Parkinson's Disease Study recruited more than 9,000 participants. It aims to crack the genetic code of Parkinson's by identifying genetic variants that influence a person's risk of developing the condition and its various symptoms.
- Developed a new method for tracking brain development from infancy to adolescence using electrical activity recorded from the scalp during sleep.
- Defined a new method to personalise non-invasive brain stimulation therapy for major depression. This new method is being introduced into clinical practice.
- Released the results of the Australian Child Maltreatment Study, the first national survey in the world to report the prevalence of all five forms of child maltreatment and the associated mental disorder and health risk behaviour outcomes.

- Single cell RNA-seq analysis has revealed that human blood monocyte-derived microglia grown in 3D culture show similar heterogeneous populations to human brain-derived microglia, providing a valuable model for understanding human brain disease and drug targeting.
- Modelled the combined effects of trauma and genetic factors on the risk of developing depression.
- Led an international study that identified 29 new genes that contribute to the risk of developing sleep apnoea.
- Published a roadmap on the clinical translation of genetic findings for psychiatric disorders in Nature Genetics.
- Found that youth self-harm in Australia revealed higher prevalence in regional and remote areas, disproportionately affecting Aboriginal and Torres Strait Islander communities, and the need for tailored interventions.
- Used artificial intelligence to identify developmental delays in preterm babies, allowed for early intervention which is crucial for improving long-term quality of life. Preterm birth and low birth weight is prevalent among Aboriginal and Torres Strait Islander populations and is associated with perinatal deaths.

Population Health

- Findings from the D-Health Trial provided evidence that vitamin D may have benefits for fracture, infectious disease and cardiovascular disease. The results do not indicate that population-wide supplementation should be adopted, but support a focus on policy and practice to avoid vitamin D deficiency.
- Conducted the world's largest gene mapping study on basal and squamous cell carcinomas and used this to build the most accurate genetic test to date for these cancers.
- Established Shariant, a national platform to allow genetic testing laboratories across Australia and New Zealand to share evidence and improve knowledge about the clinical importance of gene variants. The platform has also facilitated information sharing with a global database.
- Identified that taking low-dose aspirin after a diagnosis of ovarian cancer might improve survival rates.
- Using yarning methods, researchers found many Indigenous Australians with cirrhosis confront a range of barriers related to poor health literacy, stigma, and a lack of practical and emotional support. Understanding their experiences is key to achieving patient-centred and culturally appropriate care for patients with diverse backgrounds.
- Found that heart transplant recipients experience significant rises in weight and blood lipids in the 36 months after transplantation.
- Helped establish a Drosophila Research Education Laboratory at Brisbane South State Secondary College and worked with the teachers to co-deliver eight Drosophila workshops to 333 students and 16 primary teachers from six local primary schools. It provided an authentic biological experience that fostered engagement in STEM subjects and careers.
- Identified that a pharmacogenomics panel to guide treatment for drug-resistant epilepsy could potentially be cost-effective in Australia
- Showed that people who undergo skin examinations by a doctor subsequently have higher numbers of biopsies and higher rates of melanoma than people who do not, even after adjusting for all known risk factors. This suggests heightened surveillance leads to some melanomas being diagnosed that otherwise may not have come to clinical attention, a hallmark of overdiagnosis.

MESSAGE FROM THE GOVERNOR OF QUEENSLAND



GOVERNOR OF QUEENSLAND

Message from the Governor of Queensland

In terms of the great medical research challenges of our time, finding effective tools to combat infectious diseases such as COVID-19, developing treatments for certain prevalent cancers, making breakthroughs in our understanding of brain disorders, and stemming the effects of Alzheimer's disease would certainly rank among them.

After a long career as a medical professional, I appreciate that while making progress on any one of these immense challenges is commendable, making progress in all of these areas at once is simply astonishing.

And so, it is with great pride, as Governor and Patron of the QIMR Berghofer Medical Research Institute, that I commend the vital work carried out by this great Queensland institution over the past year.

In its 78-year history, QIMR Berghofer has regularly been at the forefront of medical research worldwide. Its endeavours over the past year alone, made possibly by the generosity of government and private donors, and of course Mr Clive Berghofer AM, are worthy of separate mention.

These include the discovery of promising evidence that T cell immunotherapy could help in the fight against multiple strains of COVID-19, which is of particular benefit to immunocompromised patients. QIMR Berghofer laboratories have also succeeded in sequencing cancer genes from patients around Australia, uncovering details about the origins of cancers and pointing to new treatments.

Its researchers have also confirmed the origins of obsessive-compulsive disorder, which at present has limited treatment options and no known cure. And their findings offer hope in addressing the scourge of youth self-harm across the country, by mapping the prevalence in certain areas and allowing for a targeted, localised approach to suicide prevention funding and support. A collaboration with Alzheimer's researchers, meanwhile, has seen drugs delivered through patent cell models of the human blood-brain barrier, which could transform the treatment of brain disorders.

These are monumental achievements in and of themselves, yet we find ourselves thanking QIMR Berghofer for making all of this possible in the space of a year.

Astonishing indeed, and I thank everyone associated with QIMR Berghofer for their efforts, which contribute immeasurably to better health outcomes for humanity.

A handwritten signature in black ink, appearing to read 'Jeannette Young'.

Her Excellency the Honourable Dr Jeannette Young AC PSM
Governor of Queensland

CHAIR'S REVIEW

In the past year, QIMR Berghofer has confirmed its position as one of the world's premier medical research institutes and arguably the home of the most diverse range of medical research in Australia. Queenslanders are justly proud of their Institute and its achievements. Our exceptional researchers, students and professional staff are navigating difficult economic and research funding environments to deliver a remarkable pipeline of ground-breaking research outcomes.

Our peer-reviewed research papers cover an extraordinary range of disciplines from cancer to immunotherapy, genetics, mental health, even the application of engineering in neonatal care. Our findings are being published in globally leading journals to the extent that we have received a significant recognition. QIMR Berghofer is one of only two Australian institutes included in the Nature index of the world's top 40 not-for-profit science institutions, ranking at 37. Our research excellence is evident with 621 publications across prestigious journals such as Nature Genetics, Nature Communications, Cell Reports, Brain, and British Medical Journal.

Most importantly, our research is also translating to the clinic and we are immensely proud that we have achieved the rare distinction of receiving not one, but two prestigious grants from the national biotech incubator program, CUREator, which we hope will see life-saving therapies in clinical trials as early as next year.

We are also saving lives as the primary provider of T cell immunotherapies, produced by our very own Q-Gen Cell Therapeutics, which are provided to critically ill patients under the Special Access Scheme. Our role in this program is unique and the therapies we deliver save the lives of those people with severe life-threatening infections who have run out of other treatment options. We are rightly proud of this vital work.

The Institute's world-class reputation for excellence continued unabated through a challenging period of review and reform stemming from a misconduct matter involving a former employee. Our proactive response, recognised by an independent review as exemplary, has strengthened the assurance of research integrity. The Honourable Bruce Lander KC found that QIMR Berghofer had acted expeditiously and laboriously to address the consequences of the matter and enhance governance structures and culture, to ensure the very highest standards of research quality and integrity.

Support from donors and philanthropists remains critical in advancing our research. We express our heartfelt gratitude to our community for their generosity and interest in our work, which allows our researchers to transform great ideas into important medical discoveries, in turn translating to improved health and wellbeing outcomes at the bedside.

We are honoured to have the support of Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland, as our Patron. Dr Young has been a strong champion of the Institute for many years, having served as a Council member for 14 years. The close relationship with Dr Young continues to be a privilege for the Institute.

I would also like to extend my thanks to my fellow Council members for their dedication and service, particularly acknowledging the contribution of retiring member Susan Rallings over the last four years. In February, we welcomed Professor Maria Kavallaris AM to the Council, a highly regarded scientific leader internationally recognised for her research in cancer biology and therapeutics. I look forward to working with Professor Kavallaris over the next three years.

My appreciation also goes to Director and CEO Professor Fabienne Mackay and her leadership team, who continue to work hard in the best interests of the Institute. With a focus on fostering our people, continuous learning, and embracing change, I am confident that our team will continue to serve our communities with better health and wellbeing through impactful medical research.

A handwritten signature in black ink, appearing to read 'A. Sharma', with a long horizontal stroke extending to the right.

Distinguished Emeritus Professor Arun Sharma AM
Chair, QIMR Berghofer Council

DIRECTOR AND CEO'S REVIEW

Rarely in the nearly 80 year history of QIMR Berghofer, has this iconic medical research institute contributed more to its fundamental purpose of advancing human health. The achievements of our researchers, professional staff and students buoy me with pride and optimism. QIMR Berghofer is now recognised as a beacon of achievement not only in Queensland but right around Australia and the World.

Over the past year, I am pleased to report we have embedded the QIMR Berghofer Strategic Plan 2022-2025, *Better Health and Wellbeing through Impactful Medical Research*. This plan is delivering tangible outcomes across our primary research areas of Cancer, Infection and Inflammation, Population Health, Mental Health and Neuroscience, and Aboriginal and Torres Strait Islander Health.

Our researchers are tirelessly working to improve patient outcomes through the development of new treatments and diagnostics. This year we conducted 21 clinical trials, testing various new treatments including T cell therapy for COVID-19, Psilocybin-Assisted psychotherapy in the treatment of prolonged grief, Transcranial Magnetic Stimulation for Obsessive-Compulsive Disorder, and a Long COVID Biomarker trial.

We are internationally recognised for our work with T cell therapies and our ability to tailor those therapies to the needs of immunocompromised patients. With the help of generous bone marrow donors, our very own Q-Gen Cell Therapeutics has developed a bank of therapies ready for delivery to critically ill patients nationwide under the Special Access Scheme.

We are accelerating the transition of medical research from the benchtop to the bedside by establishing two new biotech spinout companies that hold great promise against many forms of cancer.

Under the guidance of Professor Rajiv Khanna and funded by CUREator, Cyteph aims to accelerate the development of T cell therapies to treat the deadly brain cancer glioblastoma. Also funded by CUREator and under the guidance of Associate Professor Michelle Wykes, Fovero Therapeutics is developing a new immunotherapy for treating immuno-oncology resistant cancer patients.

In another major step towards clinical application, the Institute granted a licence to US-based Dynavax to advance development of our vaccine against the common and potentially dangerous cytomegalovirus, or CMV.

Among the many incredible research achievements, Professor Sudha Rao's team has developed a peptide drug that offers great hope in the treatment of damaging organ inflammation that is thought to be the leading cause of debilitating long COVID. Professor James Hudson's team succeeded in vascularising tiny, living heart organoids. This is a major step in being able to better test drugs to treat damage from heart attack and inflammatory diseases. In the Cellular and Molecular Neurodegeneration lab, Professor Anthony White's team has successfully developed human cell models of the blood brain barrier that retain the heterogeneity of the patient and provide a better method of testing drug delivery to the brain to treat Alzheimer's disease. These are just some of the achievements that are too numerous to detail here.

In the past year, we have welcomed a number of senior appointments that bolster the Institute's leadership team. Professor Elizabeth Powell, a highly regarded hepatologist, senior staff specialist and researcher, joins the Director's Executive Committee in the new position of Clinical Director. In a wonderful nod to the history of the Institute, Elizabeth is the daughter of former QIMR Berghofer Director, the late Professor Lawrie Powell AC.

In other executive appointments, Professor Darren Gray has returned to Queensland as Program Director of Population Health, bringing with him expertise in neglected tropical diseases, and QIMR Berghofer's Professor Christian Engwerda, has been appointed Program Director of Infection and Inflammation. We also welcome Professor Murat Yucel, the founding director of Monash University's

Brain Park, who has been appointed Program Director of Mental Health and Neuroscience. Professor Steven Lane continues to lead the Cancer Program in an interim capacity, and I thank him for his continued service in this important role. I would like to thank Professor Penny Webb and Professor Sarah Medland for their significant contributions and leadership as interim Program Directors.

QIMR Berghofer's world-class reputation for excellence will only be strengthened as we continue to implement measures to enhance research integrity arising from the recent review by the Honourable Bruce Lander KC. We continue to strengthen our quality assurance framework to support our researchers in the delivery of their exceptional work.

While we do not devote our lives to research for accolades, I wish to acknowledge our scientists who were honoured during the year. Among them, Neuroscientist Dr Miguel Renteria was awarded a 2023 AI and Val Rosenstrauss Fellowship by the Rebecca L Cooper Medical Research Foundation and Associate Professor Tracy O'Mara was the recipient of a Young Tall Poppy Scientist Award by the Australian Institute of Policy and Science.

Finally, I would like to thank the guidance, commitment and expertise of Council Chair Professor Arun Sharma and members of Council, and the Institute's Deputy Director Professor Grant Ramm and my executive team, who provide unwavering support and leadership. Along with the Institute's interim Program Directors, new Program Directors and the wider management team, I would like to express my gratitude for your help in guiding the Institute through this momentous year.

Our reputation as a health and medical research leader continues to grow and we are proud of the work that is delivering improved health and wellbeing outcomes, not only for Queenslanders, but for people everywhere.

A handwritten signature in black ink, appearing to read 'Mackay', with a large, stylized loop at the end.

Professor Fabienne Mackay
Director and CEO

ABOUT QIMR BERGHOFFER

QIMR Berghofer was established in 1945 as a statutory body under the *Queensland Institute of Medical Research Act 1945* (the Act). It had humble beginnings, starting operations in a disused World War II army hut in Brisbane's Victoria Park. Since then, it has established itself as a world leader in scientific research while retaining its proud role as Queensland's own medical research institute.

Located next to the Royal Brisbane and Women's Hospital at Herston, QIMR Berghofer (the Institute) is home to approximately 1000 scientists, support staff, students and visiting scientists. Also based at QIMR Berghofer is Q-Gen Cell Therapeutics, a facility approved by the Therapeutic Goods Administration (TGA), that produces cellular therapies used to treat virus-associated diseases and cancers. An early-phase clinical trial facility is also based on the premises.

QIMR Berghofer is focused on four research areas - Cancer Research, Infection and Inflammation, Mental Health and Neuroscience and Population Health. It continues to lead global advances in understanding, preventing, diagnosing and treating some of the world's most deadly and debilitating diseases. The Institute is recognised for its ground-breaking research in immunotherapy and genomics. It is also internationally renowned for its research into skin cancer, malaria and other mosquito-borne diseases, and the genetic risk factors associated with various cancers and mental health disorders.

The Institute's vision is to lead the way to significant innovation in health – nationally and globally, by developing new and better prevention strategies, diagnostic tools and treatments. In conducting its research, the Institute supports different Queensland scientific and medical sectors, and promotes and develops links with industry.

GOVERNANCE

Basis of authority

The Institute was established as a statutory body under the *Queensland Institute of Medical Research Act 1945*. Controlled entities have been established under the authority of the Queensland Treasurer and Minister for Health, Mental Health and Ambulance Services and Minister for Women in accordance with the *Statutory Bodies Financial Arrangements Act 1982*.

Governing body

The Council of the Queensland Institute of Medical Research

In accordance with Part 2, Section 3 of the *Queensland Institute of Medical Research Act 1945*, QIMR Berghofer is controlled and governed by The Council of the Queensland Institute of Medical Research (the Council). Section 12A of the *Queensland Institute of Medical Research Act 1945* provides that the Council is a statutory body, under the *Statutory Bodies Financial Arrangements Act 1982*.

Under the *Queensland Institute of Medical Research Act 1945*, the functions of the Council are:

- to control and manage the Institute;
- to raise and accept monies for the purposes of the Institute;
- to invest monies raised or accepted by the Council for the purposes of the Institute; and
- to invest monies derived from any property or other invested monies of the Council for the purposes of the Institute.

The Council steers the Institute to achieve its purpose of *Better health through impactful medical research*, with the vision of leading the way to significant innovation in health - nationally and globally. The Council members lead by example with regard to the Institute's values of excellence, integrity, respect, collaboration and accountability, as this is fundamental to the way the Council and Institute operate.

The Council must consist of at least seven, but not more than 11, members appointed by the Governor in Council. Under the *Queensland Institute of Medical Research Act 1945*, the Minister is to recommend people for appointment as members of the Council. The Minister may have regard to a person's skills, experience and expertise in any of the following areas:

- corporate governance
- public or academic administration
- health or clinical research
- health ethics
- financial management
- fundraising
- any other area the Minister considers to be relevant to the functions of the Council.

Council Sub-Committees

Audit, Risk and Finance Committee

The role of the Audit, Risk and Finance Committee is to assist the Council to fulfil its oversight responsibilities in financial management, internal control systems, risk management, compliance, insurance and the internal and external audit functions.

The Committee met five times during the reporting period to review business and financial risk, financial operating performance and audit performance. The Committee also reviewed all issues and recommendations arising from internal audit and the Queensland Audit Office, as well as agreed management actions implemented to address any issues found.

The Audit, Risk and Finance Committee has due regard to Queensland Treasury's Audit Committee Guidelines. During the reporting period its members were:

- Mitchell Petrie (Chair)
- Michael Sargent
- Distinguished Emeritus Professor Arun Sharma
- Emeritus Professor Janet Verbyla

Investment Committee

The Investment Committee is responsible for overseeing the investment of Institute funds. Its role is to manage the Institute's investments to ensure the overall investment strategy and objectives are successfully achieved. The Investment Committee also monitors the performance of the products invested in and the fund managers that have been engaged, so that appropriate changes can be made when required.

The Committee met six times during the reporting period. The members of the Committee were:

- Celeste Neander (Chair)
- Michael Sargent
- Susan Rallings (resigned 23/12/2022)

External Members:

- John Allpass
- David Lane

Executive Employment and Remuneration Committee

The Executive Employment and Remuneration Committee assists the Council in the oversight of remuneration paid to the Director and CEO and the Deputy Director and Chief Scientist, and the payment of bonuses to successful discoverers or inventors in the context of the Institute's Commercialisation of Intellectual Property Remuneration Framework.

The Executive Employment and Remuneration Committee met once during the reporting period. The members of the Committee were:

- Distinguished Emeritus Professor Arun Sharma (Chair)
- Dr Donna Callaghan
- Michael Sargent

Commercialisation Committee

The Commercialisation Committee provides strategic advice, support and oversight of the Institute's commercialisation opportunities and activities. It also oversees commercial opportunities for the Institute's wholly or majority-owned subsidiary companies.

The Commercialisation Committee met three times during the reporting period. The members of the Committee were:

- Michael Sargent (Chair)
- Distinguished Emeritus Professor Arun Sharma
- Mitchell Petrie

External Member:

- Michael Finney (commenced 20/02/2023)

Philanthropy Committee

The Philanthropy Committee provides strategic advice and support and monitors the management of philanthropic activities at the Institute. This includes the strategic advancement of the philanthropy program and the administration of funds donated to the Institute.

The Committee met four times during the reporting period.

The members of the Committee were:

- Susan Rallings (Chair) (resigned 23/12/2022)
- Donna Callaghan (Chair) (commenced as Chair on 14/02/2023)
- Distinguished Emeritus Professor Arun Sharma

External Members:

- Damien Thompson (commenced 26/10/2022)
- Gary Pemberton (commenced 28/10/2022)
- Margo MacGillivray (commenced 7/03/2023)

Changes implemented in 2022-2023

As part of the *Working Better Together* organisational structure and operating model implemented by the Council, in March 2022 the Appointment and Promotions Committee was changed to a Management Committee with the Deputy Director and Chief Scientist as Chair.

In addition, the characterisation of the Institute's Human Research Ethics Committee (HREC) and the Animal Ethics Committee (AEC) as Council subcommittees was reviewed by the Council in March 2023. Both committees were determined to be independent decision-making bodies, and not subcommittees of Council established under section 8(9) of the Act. However, the Council continues to actively monitor the operations and effectiveness of those committees as part of its oversight of the frameworks, systems and processes that ensure that all human and animal research at the Institute is undertaken in accordance with relevant ethical standards.

Council membership

The Council had eight members as at 30 June 2023.

Distinguished Emeritus Professor Arun Sharma AM - Chair MSc (Pilani) PhD (NY) GAICD

Distinguished Emeritus Professor Arun Sharma was appointed as Chair of the QIMR Berghofer Council on 4 July 2019.

He was formerly the Deputy Vice-Chancellor and Vice President (Research and Innovation) at the Queensland University of Technology (QUT) (2004–2019) where he played an enabling role in the founding of the Translational Research Institute (TRI) and served on its board from 2009 to 2017.

Professor Sharma has helped build Australia's technology research capability. He was a co-founder of National ICT Australia Limited (NICTA) – now CSIRO's Data61. At QUT, he helped establish three Australian Research Council Centres of Excellence – Robotic Vision, Digital Child, and Creative Industries and Innovation. As Head of the School of Computer Science and Engineering at the University of New South Wales, he co-founded the Cooperative Research Centre for Smart Internet Technology and played a critical role in the establishment of its successor, the Smart Services Cooperative Research Centre.

Professor Sharma has served as a member of the World Economic Forum Global Future Council on Innovation Ecosystems (2018-2019), was appointed to the inaugural Advisory Council of the Australian Research Council (2008-2009) and was a member of the Advance Queensland Expert Panel.

He has fostered strong business links between Australia and India. As National Chair of the Australia India Business Council (AIBC), he led a governance reform of the organisation during 2010-2011 and served as the President of the AIBC Queensland Chapter from 2011 to 2015. He is an advisor to the Chairman of Adani Group and Head of the Group's Sustainability and Climate Change function.

Professor Sharma is a graduate of the Australian Institute of Company Directors (AICD). He completed an undergraduate degree in Computer Science at the Birla Institute of Technology and Science, Pilani and obtained a PhD in Computer Science from the State University of New York at Buffalo. He completed postdoctoral training at the Department of Brain and Cognitive Sciences at the Massachusetts Institute of Technology (MIT).

Professor Sharma is the Chair of the Institute's Executive Employment and Remuneration Committee and a member of its Audit, Risk and Finance Committee, Commercialisation Committee and Philanthropy Committee.

Michael Sargent Deputy Chair

Michael Sargent has been a member of the QIMR Berghofer Council since 27 November 2014.

He has more than 45 years of experience working with some of the world's leading financial groups. His experience includes stockbroking, merchant banking, financial planning and money market operations.

He was a Fellow of the Certified Practising Accountants and a Fellow of the Securities Institute of Australia, now known as FINSIA. He served as the Queensland President and Australian Vice-President of the Securities Institute.

Mr Sargent is an active supporter of the community. He was a charter member of the Rotary Club of Brisbane Mid-City. He has served as the club's President twice and has also been a Rotary District Treasurer. He is also a past President of the Royal Automobile Club of Queensland and a former Chairman of RACQ Insurance Ltd and its subsidiary companies.

Mr Sargent is the Chair of the Institute's Commercialisation Committee and a member of the Audit, Risk and Finance Committee, the Executive Employment and Remuneration Committee and the Investment Committee. He is also Chair of the Institute's subsidiary company genomiQa Pty Ltd.

Dr Sonya Bennett AM **MBBS (Qld) FRACGP MPHTM FAFPHM GAICD**

Dr Sonya Bennett is a practising public health physician and has Fellowships with the Royal Australian College of General Practitioners and the Australasian Faculty of Public Health Medicine. During her career, she has worked in Queensland Health, the Australian Defence Force, and in the academic research sector acquiring a broad range of management, leadership and governance experience to complement broad technical expertise in the fields of general medicine, communicable diseases and incident management.

Dr Bennett's previous roles include the Deputy Chief Medical Officer in the Commonwealth Department of Health and Aged Care, and the Executive Director of the Communicable Diseases Branch and Deputy Chief Health Officer at Queensland Health. Dr Bennett has been a member of numerous committees including the Australian Technical Advisory Group on Immunisation, the Australian Health Protection Principal Committee, and the Communicable Disease Network of Australia, of which she was also Chair from July 2019 until July 2021.

Dr Bennett is a Commodore in the Royal Australian Navy, the current Director-General Navy Health Reserves, and she will take up the position of Surgeon General/Commander of Joint Health of the Australian Defence Force on promotion in December 2023. In 2023, Dr Bennett was awarded the Member of the Order of Australia (AM) for significant service to public health in leadership roles.

Dr Donna Callaghan **MBBS (Qld) Dip Anaes (UK) Dip Obs (RANZCOG) FRCA (UK) LLB (QUT) Hons Grad Dip Law (QUT)**

Dr Donna Callaghan was called to the Bar in 2009. Her interest and expertise lies in personal injuries and health law – areas in which she has been engaged for more than 25 years. Dr Callaghan obtained her medical degree from University of Queensland (UQ) and practised clinical medicine for more than a decade, obtaining Diplomas in both Obstetrics and Anaesthetics and her Fellowship of the Royal College of Anaesthetists in London.

Dr Callaghan was employed as State Claims Manager for Australia's largest medical indemnity company while studying law at QUT. Having obtained her LLB Hons 2, she worked as a solicitor and then senior associate at a large national firm in the area of litigation and dispute resolution.

Dr Callaghan has broadened her experience and expertise in health law with memberships on Medical Research Ethics Committees for UQ and Blue Care. She has written articles for and has been on the editorial panel of the Australian Health Law Bulletin for more than 10 years. Dr Callaghan was the lawyer member of the Queensland Pharmacists Board from 2007 to 2010. She has been involved as a volunteer and board member of health related not-for-profit organisations for many years. Dr Callaghan was a long-term member and former committee member of the Medico-Legal Society of Queensland.

Dr Callaghan has been a member of the Council of QIMR Berghofer since July 2019 and is the Chair of the Institute's Philanthropy Committee and a member of the Executive Employment and Remuneration Committee.

Professor Maria Kavallaris AM

FAHMS FRSN

Professor Maria Kavallaris is an internationally recognised scientific leader in cancer biology and therapeutics. She is the Founding Director of the Australian Centre for NanoMedicine at the UNSW and Head of the Translational Cancer Nanomedicine Theme at the Children's Cancer Institute.

Professor Kavallaris is Chair of the Australian Institute for Policy and Science, and a Life Member and past-President of the Australian Society for Medical Research. She has contributed on numerous government funding panels including NHMRC Research committee and the MRFF Stem Cell Therapies Advisory Committee, and serves on the NHMRC Women in Health Sciences Committee.

She has received numerous awards, including the highly prestigious Lemberg Medal and two Australian Museum Eureka Prizes. In 2019, she was appointed a Member (AM) of the Order of Australia for her significant service to medicine and medical research in the field of childhood and adult cancers.

Celeste Neander

BCom (Griffith) Dip FP GAICD

Celeste Neander is a senior finance professional with 40 years' experience in the financial and investment markets.

Ms Neander has held senior management roles in major Australian financial institutions and stock broking firms. She brings extensive experience to the Council in the areas of finance, investment management, corporate governance and financial and regulatory compliance.

Ms Neander also has a strong sense of community. She was a charter member of the Zonta Club of Brisbane Metro Inc. for many years, serving as Club President and Chair of the Membership Committee. She is an active volunteer Patrol member with Surf Life Saving NSW and, being the holder of a Remote Pilots Licence, operates a drone as part of the shark surveillance and beach safety programme as well as for search and rescue operations in Northern NSW. Ms Neander also volunteers her time to Iluka Yamba Marine Rescue and currently holds the role of Treasurer with that organisation.

Ms Neander holds a Bachelor of Commerce from Griffith University, a Diploma of Financial Planning from Deakin University and is a graduate of the AICD.

Ms Neander is Chair of QIMR Berghofer's Investment Committee.

Mitchell Petrie

BCom (Qld) Member, Institute of Chartered Accountants in Australia

Mitchell Petrie is a former partner of KPMG Australia and an experienced director. He was a partner with KPMG Australia for 16 years and retired from the partnership in December 2015.

He has significant experience in corporate governance and enterprise risk management, board advisory, internal controls, statutory financial reporting and governance, risk and controls for major capital projects.

Mr Petrie is currently a member of the audit committees of Redland City Council, Sunshine Coast Council, Bundaberg Regional Council, SPSL Limited and Gladstone Area Water Board. He is also a director of Fairbairn Irrigation Network Limited and Impact250 Pty Ltd and an Independent Director of Hughenden Irrigation Project.

Mr Petrie is the Chair of the Institute's Audit, Risk and Finance Committee and a member of the Commercialisation Committee.

Susan Rallings **MBA (Griffith) FAICD**

Susan Rallings is a former Senior Vice President of global financial services firm, Morgan Stanley and is an accomplished director with experience in governance, ethics, financial management, risk, philanthropy and strategy.

Ms Rallings was the Chair of the Griffith University Business School Strategic Advisory Board from 2016-2020. She was also on the Strategic Advisory Board of the Yunus Social Business Centre at Griffith University. Ms Rallings is the Executive in Residence with the Dean Engagement at Griffith Business School.

Ms Rallings was previously the Regional Director for Tourism Queensland for Europe and the UK, based in London. Her management career has included senior roles as well as establishing a successful consulting bureau.

She has a passion for philanthropy and her work in this area has been recognised through several awards including Philanthropist of the Year 2015 for Queensland Community Foundation, and 2013 winner of Australia's CEO Challenge.

Ms Rallings is a founder and director of Making Good Alliance Pty Ltd, a co-founder of the Centre for Regenerative Arts and a director of Intrinsic Business Solutions Pty Ltd.

An alumnus of Griffith University and graduate of their inaugural MBA, Ms Rallings is also a Fellow of the AICD.

Ms Rallings was the Chair of the Institute's Philanthropy Committee and a member of the Investment Committee, prior to her resignation from the Council in December 2022.

Emeritus Professor Janet Verbyla **BSc (Hons) (Melbourne) GAICD IECL**

Emeritus Professor Janet Verbyla is an Honorary Professor at the University of Southern Queensland (USQ) where she also served as the Senior Deputy Vice-Chancellor for the academic division for six years, until 2018.

Professor Verbyla has led successful bids for external (non-research) funding totalling more than \$60 million. She has extensive experience chairing appointment, promotion, study leave and (internal) major equipment panels and being responsible for the associated policies and procedures. Professor Verbyla has a strong, sustained track record in internal coaching and development of academic and professional staff. Most recently, she became a certified executive and performance coach as well as a higher education consultant.

Starting her career as a software and information engineering academic, Professor Verbyla has progressed through a range of tertiary, executive and management roles that include Interim Vice-Chancellor at USQ and President of the Australian Deans of ICT.

Professor Verbyla is a member of the Institute's Audit, Risk and Finance Committee and also Chair of the Institute's subsidiary company Endpoint IQ Pty Ltd.

Council meetings

Council members and the Council meetings attended during the 2022–2023 reporting period are detailed in the table below.

The Council of the Queensland Institute of Medical Research					
Act or instrument		Queensland Institute of Medical Research Act 1945			
Functions		<div>a. to control and manage the Institute; and</div> <div>b. to raise and accept moneys for the purposes of the Institute; and</div> <div>c. to invest moneys raised or accepted by the Council for the purposes of the Institute; and</div> <div>d. to invest moneys derived from any property or other invested moneys of the Council for the purposes of the Institute.</div>			
Achievements		<div>• Support ground-breaking research discoveries</div> <div>• Promote a world-class, collaborative and sustainable research environment</div> <div>• Achieve impactful medical research</div>			
Financial reporting		Not exempted from audit by the Auditor-General Transactions of the entity are accounted for in the financial statements			
Remuneration					
Position	Name	Meetings/ session attendance	Approved annual, sessional or daily fee	Approved sub- committee fees, if applicable	Actual fees received
Chair	Distinguished Emeritus Professor Arun Sharma AM	12	\$5,000 pa	Chair - \$1,000 pa Member - \$500 pa	\$6,976
Deputy Chair	Michael Sargent	8	\$3,000 pa	Chair - \$1,000pa Member - \$500 pa	\$6,171
Member	Dr Sonya Bennett	11	\$3,000 pa	N/A	\$2,943

Member	Dr Donna Callaghan	10	\$3,000 pa	Chair - \$1,000 pa Member - \$500 pa	\$4,099
Member	Professor Maria Kavallaris AM (Commenced 9/02/2023)	4	\$3,000 pa	N/A	\$1,172
Member	Celeste Neander	12	\$3,000 pa	Chair - \$1,000 pa	\$3,909
Member	Mitchell Petrie	9	\$3,000 pa	Chair - \$1,000 pa Member - \$500 pa	\$18,198 (Incorporating remuneration for all positions held between 04/07/2019 and 30/06/2023)
Member	Susan Rallings (Resigned 23/12/2022)	2	\$3,000 pa	Chair - \$1,000 pa Member - \$500 pa	\$2,156
Member	Emeritus Professor Janet Verbyla	10	\$3,000 pa	Chair - \$1,000 pa Member - \$500 pa	\$4,561
Council Secretary (to 4/12/2022)	Lee Bruce	3	N/A		
Council Secretary (from 5/12/2022)	Bronwyn Rout	9	N/A		
Number of scheduled meetings/sessions	12				
Total out of pocket expenses	\$12,087				

ORGANISATION

Institute Leadership

Professor Fabienne Mackay - Director and CEO **PhD (Strasbourg) FAHMS FQAAS**

The Director and CEO develops the strategic direction for the Institute in collaboration with the Council, and provides leadership in developing and delivering the goals and objectives of the Institute. The Director and CEO elevates and strengthens the Institute's national and international research profile, ensuring that its researchers actively contribute to research of significant global impact. The role also involves aligning the Institute's research programs with the evolving needs of stakeholders to effectively address current and future challenges.

In 2020, Professor Fabienne Mackay became the eighth Director and CEO of QIMR Berghofer Medical Research Institute, and the first woman to be appointed. Under her leadership the Institute has undergone significant cultural change to ensure the Institute remains competitive on the global stage. Professor Mackay was also appointed to the Research Committee of the National Health and Medical Research Council (NHMRC) and the Board of the Association of Australian Medical Research Institutes (AAMRI), furthering the standing of QIMR Berghofer.

Prior to her tenure at QIMR Berghofer, Professor Mackay was the inaugural Head of the School of Biomedical Sciences and Head of the Department of Pathology in the Faculty of Medicine, Dentistry and Health Sciences at the University of Melbourne. Before that, she was the Head of the Department of Immunology at Monash University and the Director of the Autoimmunity Research Unit at the Garvan Institute in Sydney.

Professor Mackay's contributions to medical research have been groundbreaking. Her laboratory discovered the role of an important protein, known as BAFF, in health and autoimmune diseases. These findings provided the foundation for the development of a new therapy, belimumab (Benlysta®, a BAFF inhibitor) for the treatment of systemic lupus erythematosus (SLE); the first new treatment for SLE in more than 50 years.

She has published more than 180 articles, which have been cited 21,000 times. Among these publications, her work on BAFF is recognised as the world's most highly cited. Her landmark study on the role of BAFF in SLE has been cited more than 1000 times. Professor Mackay's h-index is 70.

Professor Mackay's exceptional contributions to medical research have been acknowledged through numerous prestigious national and international awards that include the Thomson Reuters Australia Citation and Innovation award, and a trophy from the French Ministry of Foreign Affairs for exceptional contribution in education and research as a French expatriate. She also received the Martin Lackmann award for translational research and the William A. Paul Distinguished Innovator award from the Lupus Research Alliance in the United States. She is an elected council member of the International Cytokine and Interferon Society, a Fellow of the Queensland Academy of Arts and Sciences (QAAS) and an elected fellow of the Australian Academy of Health and Medical Sciences (AAHMS).

Professor Mackay studied Medicine and Biomedical Engineering before obtaining her PhD in Molecular Biology and Immunology from Louis Pasteur University in Strasbourg, France. She started her research career in the biotechnology industry at Biogen Inc. in Boston. Her major research interest relates to autoimmune diseases such as lupus and leukaemia.

Deputy Director and Chief Scientist, Professor Grant Ramm
BSc (Hons) (Qld) PhD (Qld) FAASLD FGSA

The Deputy Director and Chief Scientist provides leadership across the Institute for research integrity, research ethics, management of research misconduct and required reporting. The role acts as the Designated Officer to receive complaints about the conduct of research at the Institute.

Professor Grant Ramm is a Senior Principal Research Fellow, Head of the Hepatic Fibrosis Group and Deputy Director and Chief Scientist at QIMR Berghofer. He is Chair of the Institute's Promotion and Reappointment Committee, Chair of the Organising Committee for World Congress on Iron Metabolism, Editor-in-Chief for Journal of Renal and Hepatic Disorders, and an Adjunct Professor at UQ's Faculty of Medicine.

Professor Ramm's research at QIMR Berghofer has included investigation into the molecular, cellular and histopathological events involved in initiating hepatic fibrosis (liver scarring) in chronic liver disease associated with both hereditary haemochromatosis, as well as cystic fibrosis in children. Mechanistic evaluation of these cellular events has led to identification of patients at risk of serious liver disease complications (including cirrhosis and liver cancer), the development of new biomarkers to better detect liver disease progression, and the ongoing development of novel therapeutic interventions to treat chronic liver disease.

Clinical Director, Professor Elizabeth Powell
MBBS Hons1 (UQ) PhD (UQ) FRACP FRCPLond FAASLD

The Clinical Director develops the Clinician Scientists strategy for the Institute to attract, support, train and mentor the next generation of clinician scientists. The Clinical Director engages with the Institute's Research Programs and external partners, philanthropists, donors and stakeholders to maximise achievement of the Institute's objectives and promote QIMR Berghofer as a trusted and preferred clinical research partner.

Professor Powell was appointed as inaugural Clinical Director in March 2023. She is a Hepatologist and Senior Staff Specialist at the Princess Alexandra Hospital and Professor at the School of Medicine at The University of Queensland.

Program Directors

The Program Directors provide leadership to researchers, postdoctoral fellows, higher degree research students, research officers and research assistants within the Programs to facilitate achievement of QIMR Berghofer's strategic objectives through development and implementation of strategy, and effective management, mentorship and development of staff and students.

The Program Directors also lead their own successful research group in a relevant discipline area within the Program, generating research and salary funding through grants, fellowships, industry-sponsored research, research commercialisation or philanthropic activities.

Program Director, Cancer Research, Professor Steven Lane
MBBS (Hons) (Qld) PhD (Qld) FRACP FRCPA

Professor Steven Lane is the interim Program Director for the Cancer Research Program.

Professor Lane is a clinical haematologist who devotes a third of his time to seeing patients with leukaemia and related blood disorders at the RBWH. Professor Lane is active in clinical trials including as principal investigator on prospective clinical trials in acute leukaemia and has accredited GCP training. He is Group Leader of the Gordon and Jessie Gilmour Leukaemia Research Laboratory at QIMR Berghofer, Director of Clinical Research, Cancer Care Services at RBWH, Professor at UQ and Adjunct Associate Professor at QUT.

**Program Director, Infection and Inflammation, Professor Christian Engwerda
BAGSci (LaTrobe) PhD (LaTrobe)**

Professor Christian Engwerda was appointed Program Director for the Infection and Inflammation Program in April 2023 after acting in an interim capacity from March 2022. He is Group Leader of the Immunology and Infection Laboratory at QIMR Berghofer, Honorary Professor at UQ and Adjunct Professor at Griffith University.

Professor Engwerda studies the behaviour of T cells during parasitic infections. His group investigates how T cell responses are regulated during infection and uses this knowledge to develop new approaches to treat disease.

**Program Director, Mental Health and Neuroscience, Professor Sarah Medland OAM
FAA FASSA, FAHMS, MAPS, PhD (Qld), BA Hons Psychology (Qld), BA Psychology (Qld)**

Professor Sarah Medland is the interim Program Director for the Mental Health and Neuroscience Program. She is Adjunct Professor at QUT, Honorary Professor at UQ, Associate Director of the International workshop on statistical genetic methods for human complex traits, Chair of the Genomics Working Group, ENIGMA MRI Imaging Genetic Consortium and Visiting Scientist at the Broad Institute of Harvard and MIT.

Professor Medland's research primarily focuses on two key themes. The first aims to enhance understanding of the mechanisms influencing mental health and translating these findings to gain insight. The second is to study the treatment responses and costs associated with mental health challenges. Additionally, the research looks at reducing stigma by improving understanding of mental health.

**Program Director, Population Health, Professor Darren Gray
BSc, MSc, GCPH(TH), PhD, FACTM, FRSPH**

Professor Darren Gray joined QIMR Berghofer in May 2023 as Program Director of Population Health. He is an infectious disease epidemiologist specialising in tropical diseases and heads up the Global Health & Tropical Medicine group within the Population Health Program.

Professor Gray leads a research program that investigates the transmission and control of tropical infectious diseases and diseases of poverty. He aims to develop new public health interventions against these diseases that will lead to their sustainable control and eventual elimination.

Professor Gray holds Honorary Professorial appointments at UQ and the Australian National University.

Professor Penny Webb, BA (Hons) (Natural Sciences) (Cambridge) MA (Natural Sciences) (Cambridge) DPhil (Oxford) FAHMS was interim Program Director from March 2022 to May 2023.

**Chief Operating Officer, Lee Bruce
CIMA Adv Dip MA**

The Chief Operating Officer provides leadership for the departments of Finance, Legal, Corporate Risk, Governance and Compliance, Corporate Affairs and Fundraising, Scientific Services, Information Technology, Building Infrastructure and Facilities, and Project Management. The Chief Operating Officer also filled the role of Council Secretary until December 4, 2022.

Lee Bruce joined the Institute in December 2021 and has 10 years' experience in senior executive and leadership roles, managing diverse professional portfolios. Mrs Bruce previously held the role of Chief Operating Officer for the European Capital Markets and Treasury Solutions Division at Deutsche

Bank, London and her most recent roles include General Manager Corporate Services for Seqwater, and Director of Corporate Services for the TRI.

Chief People Officer, Jane Farmer
BA (USQ) MProfStud

The Chief People Officer heads the People and Culture Department with responsibility for People and Culture Strategy and Development, Human Resources Operations, Payroll, and Safety and Wellbeing.

The role ensures compliance with relevant regulatory and industrial requirements and facilitates constructive, cooperative employee relations across the Institute.

Jane Farmer joined the Institute in September 2020. She was previously Executive Director, Human Resources at the USQ, and is a Fellow of the University. Ms Farmer has more than 25 years' experience in the higher education sector, 20 years spent in Human Resources. She brings expertise in organisational development, equity and diversity, workplace relations and change management.

Chief Commercial Officer, Dr Mathias Kroll
MSc (Biology) (Dusseldorf) MSc (Chem) (Dusseldorf) PhD (Dusseldorf) MBA (IMD)

The Chief Commercial Officer leads the commercialisation function at QIMR Berghofer with oversight for business development transactions, commercial development, intellectual property, and alliance and contract management.

Dr Mathias Kroll joined the Institute in December 2019 following a career of more than twenty years in the global pharmaceutical industry and roles as CEO of InProTher, Denmark; Board Director Abarceo Pharma; and Vice President and Head of Global Development at Bavarian Nordic, Denmark; and senior roles in Business and Corporate Development, Marketing and R&D in GSK, Sanofi, Bayer, and UCB.

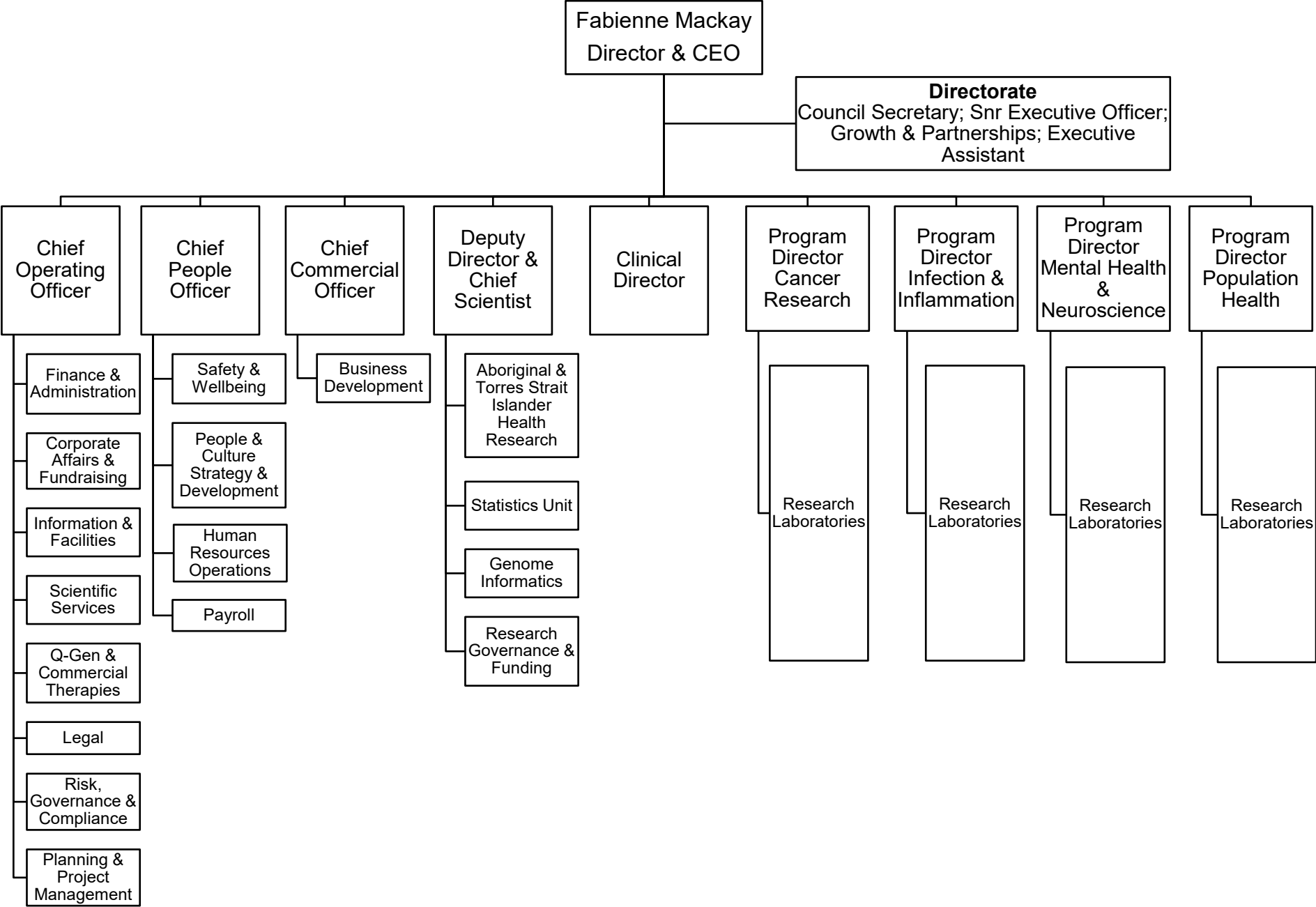
Organisational structure

QIMR Berghofer implemented its new *Working Better Together* organisational structure in March 2022 in support of the Strategic Plan 2022-2025. The structure established a Director's Executive Committee chaired by the Director and CEO, with the Deputy Director and Chief Scientist, Clinical Director, four Program Directors, Chief Operating Officer, Chief People Officer and Chief Commercial Officer as members.

Researchers are aligned with one of the four research programs: Cancer Research; Infection and Inflammation; Mental Health and Neuroscience; and Population Health. The research programs are led by Program Directors. Interim Program Directors were appointed in March 2022 to facilitate the implementation of the new structure.

The Institute's professional staff are organised across the Departments of the Office of the Deputy Director and Chief Scientist; Operations; People and Culture; and Business Development.

ORGANISATIONAL CHART



Operating environment

QIMR Berghofer aims to deliver better health through impactful medical research by developing prevention strategies, new diagnostics and health treatments. Its strategic objectives are to:

- support ground-breaking research discoveries
- promote a world-class, collaborative and sustainable research environment
- achieve impactful medical research

The realisation of QIMR Berghofer's strategic objectives depends on the Institute's success in securing funding from government and non-government sources. In 2022–2023, QIMR Berghofer received an operating grant of \$18.9 million from the Queensland Government representing approximately 14 per cent of total income from continuing operations. This, together with competitive, peer-reviewed medical research grants, is QIMR Berghofer's most significant source of funding.

QIMR Berghofer leverages the Queensland Government grant, and the support operations it finances, to secure competitive, peer-reviewed medical research grants.

QIMR Berghofer was awarded \$36.4 million in competitive, peer-reviewed medical research grants in 2022-2023. The Institute received \$2.378 million from the MRFF, \$21.9 million from the NHMRC, \$640,000 from the US Department of Defence Congressionally Directed Medical Research Program and more than \$850,000 from the Ovarian Cancer Research Foundation.

Competition for research grants has increased and national success rates have continued to fall in recent years, meaning QIMR Berghofer is now funding a greater proportion of its research. For that reason, a high priority for the Institute is securing new and ongoing sources of income. The Institute's 2022-2025 Strategic Plan is positioned to deliver an increase in research and grant success as well as growing its translation and commercialisation revenue through considered investment over the next two years.

The Institute also receives income from commercial collaborations and contract research. For the 2022-2023 year the Institute secured \$12.1 million in commercial contracts. Revenue from commercial manufacturing of cellular immunotherapies (Q-Gen) was \$10.5 million, an increase of \$4.5 million on the previous financial year.

Our research also relies on donations from philanthropists, corporate supporters and the community. QIMR Berghofer is a registered charity under the Australian Charities and Not-for-profits Commission and a member of the Fundraising Institute of Australia. We conduct our fundraising according to the highest ethical standards. In 2022-2023, QIMR Berghofer raised \$20 million from donations, bequests and philanthropic grants.

GOVERNMENT OBJECTIVES FOR THE COMMUNITY

Making it for Queensland

QIMR Berghofer is committed to growing sovereign capability in biomedical manufacturing and creating new jobs through the Institute's TGA-licensed, advanced cell therapy manufacturing facility, Q-Gen Cell Therapeutics.

Q-Gen is one of the largest facilities of its kind in Australia and is leading the way for the cell therapy manufacturing industry within Queensland and Australia. It has delivered \$14 million in manufacturing services in the last five years.

The facility employs 40 people and is fully integrated, which allows QIMR Berghofer to manufacture its cellular immunotherapies for clinical trials. Q-Gen also supports the development and manufacturing of cell therapies from other Australian and international research institutions and biotechnology companies.

Capitalising on the expertise of QIMR Berghofer researchers, Q-Gen has an impressive track record in manufacturing adoptive T cell therapies for phase 1 and 2 clinical trials. This expertise has expanded to other immune cells and stem cells. The Institute supplied life-saving therapies to 27 critically ill people in the last year through the TGA's Special Access Scheme, all manufactured at Q-Gen, marking an increase of 30 percent on the previous year.

Demand for Q-Gen's manufacturing continues to grow and the facility has forward contracts exceeding \$3 million. The Institute is actively looking at opportunities for the development of expanded cell therapy manufacturing capacity in Queensland.

In addition to Q-Gen, QIMR Berghofer also undertakes commercial collaborations and contract research which creates jobs and helps to fund further research. In the 2022-2023 financial year, the Institute established 277 contracts and commercial agreements which promoted jobs and growth in Queensland.

One of these is the Institute's eight-year collaboration with US biopharmaceutical company Atara Biotherapeutics to develop and commercialise therapies for certain cancers and autoimmune disorders using technology developed at QIMR Berghofer.

The Institute is also a key research provider to Queensland-based company QBiotics Ltd and this 20-year partnership has recently significantly expanded.

Investing in Skills

QIMR Berghofer demonstrates its commitment to fostering skills and nurturing the scientists of tomorrow through education and training. In 2022-2023, the Institute hosted 133 higher degree students who are pursuing a career in science and medical research. These students offer a significant contribution to the academic output of the Institute.

The Institute also provided a number of comprehensive school programs designed to promote careers in science. More than 750 students and 62 teachers from 27 schools around Queensland participated in the Institute's purpose-built Education Laboratory programs. This hands-on experience gives students an insight into scientific endeavours.

The High School Lecture Series provided further opportunities for students to learn about the latest medical research discoveries, tour the laboratories and explore careers in science. The lectures attracted 431 students and 23 teachers from eight schools.

QIMR Berghofer also facilitated work experience programs for students to work alongside researchers in the laboratories. This invaluable opportunity helps to develop their scientific understanding, gain hands-on experience and build a strong foundation for their future scientific pursuits. Approximately 100 students from 50 schools took part in this program.

Backing our frontline services

QIMR Berghofer supports the delivery of world-class frontline health services by sponsoring 21 clinical trials for 2022-2023. Clinical trials help to advance health care services in Queensland by improving standards of treatment. They also play a crucial role in translating the Institute's impactful medical research into clinical practice.

There were five new clinical trials in 2022-2023, these included an assessment of malaria transmission blocking interventions, SARS-CoV-2-specific T cell therapy for COVID-19, Psilocybin-Assisted psychotherapy in the treatment of prolonged Grief, FMT aimed at saving the lives of severely ill blood cancer patients, and Deep Brain Stimulation for OCD.

In addition, a collaboration between QIMR Berghofer and the RBWH is delivering cutting edge CAR-T cell therapy to people with blood cancer through a phase 1 clinical trial. This trial has so far provided CAR-T cells to 14 people who have no other treatment options, 12 of whom remain alive. These CAR-T cells are generated locally, making it quicker and cheaper than international alternatives. The trial is ongoing, with a target of 25 patients in the next financial year.

Other research which is making an impactful difference to frontline services is the pancreatic cancer Relatives Counselling and Education Support Service, also known as the ProCESS trial. It aims to explore whether talking to a trained nurse-counsellor is helpful for people supporting a loved one with pancreatic cancer. The trial is a collaboration between QIMR Berghofer, UQ, QUT, the RBWH and PanKind.

QIMR Berghofer has created a new Clinical Director role with the purpose to attract, support, train and mentor the next generation of clinician scientists. Clinician Scientists play an important role in translating medicine and bridging the gap between research and clinical practice. The Clinical Director will engage with the Institute's Research Programs and external partners and stakeholders to help promote the Institute as a preferred clinical research partner. This role will help improve patient outcomes.

Keeping Queenslanders safe

QIMR Berghofer has four established research programs - Cancer Research, Infection and Inflammation, Mental Health and Neuroscience, and Population Health, which support and respond to the needs of Queenslanders. The Institute is keeping Queenslanders safe through impactful medical research.

Some of the highlights include:

- *Blood cancer* – Researchers at QIMR Berghofer and Peter MacCallum Cancer Centre have discovered a new way of improving immunotherapy to fight blood cancers such as leukemia and myeloma. Dr Kyohei Nakamura found that iNKT cells enable the immunotherapy to guide the T cells to destroy the cancer cells, making existing immunotherapy significantly more effective.
- *Breast cancer* – Professor Georgia Chenevix-Trench and her team are undertaking internationally recognised research on mapping the genetics of breast cancer. The research is currently looking at how certain genes influence the way cancerous cells or tumours are destroyed by the immune system. This work will accelerate and expand insights into the behavior of cancerous cells.
- *COVID-19* – A new drug developed by Professor Sudha Rao could transform the treatment of COVID-19, by potentially protecting against infection by any SARS-CoV-2 variant and reversing the persistent inflammation that is a major driver of debilitating long COVID. The findings have been published in the prestigious Nature Communications.
- *Heart disease* – Professor James Hudson and his team have succeeded in introducing a vascular system into tiny living and beating model human heart muscles, an achievement which it's hoped will accelerate progress towards the ultimate goal of repairing damage from heart disease.
- *Japanese encephalitis virus (JEV)* – Associate Professor Greg Devine and his team have used modelling to show the heightened risk of the spread of Japanese encephalitis in Australia. The collaboration also included The University of Queensland and Dr Deb The Travel Doctor which looked at solutions to the JEV vaccine shortage.
- *Mosquito-borne viruses* - QIMR Berghofer's Mosquito Control Laboratory hosted the Pacific Mosquito Surveillance Strengthening for Impact (PacMOSSI) workshops. The regional partnership between Pacific Island countries and 12 international institutions work to combat mosquito-borne diseases such as dengue fever, malaria and Japanese encephalitis, fueled by climate change and population growth.
- *Youth suicide* – An Australian-first study by Dr Emily Hielscher has mapped the prevalence of youth self-harm across the country, identifying states and regions that need to be prioritised for self-harm and suicide prevention funding and support. The Australian Youth Self-Harm Atlas, funded by the National Suicide Prevention Research fund and led by QIMR Berghofer, highlights areas that are more vulnerable, highlighting the need for a localised approach.
- *Preterm babies* – Dr Nathan Stevensen and Dr Kartik Iyer, in collaboration with researchers from Austria and Finland, have found a noninvasive way of estimating a baby's developmental age at the bedside, using just their heart rate. This will help guide early intervention and measure treatment outcomes.
- *Alzheimer's Disease* – In a major advance for the treatment of Alzheimer's, Associate Professor Anthony White and collaborators have overcome a significant obstacle by successfully delivering drugs through patient cell models of the human blood-brain barrier.
- *Melanoma* – Professor David Whiteman and his team have found nearly a third of melanomas picked up during routine Queensland skin checks may not be harmful. The study highlights the need for even better diagnostic tools to more precisely distinguish aggressive melanomas.

Honouring and embracing our rich and ancient cultural history

QIMR Berghofer acknowledges the significant health disparity between Indigenous Australians and non-Indigenous Australians, by conducting research in priority areas to help reduce the burden of illness for Aboriginal and Torres Strait Islander peoples.

Thirty-seven per cent of QIMR Berghofer research is dedicated to diseases that have a higher incidence in Indigenous Australians.

The Institute's Aboriginal and Torres Strait Islander People's health research highlights for 2022-2023 include:

- Investigated communication training for mental health professionals, which included the development of cultural sensitivity and capability to improve mental health outcomes for Aboriginal and Torres Strait Islander people.
- QIMR Berghofer in partnership with universities, service providers and consumers developed and implemented the 'Clinical Yarning' training. The training aims to improve communication between clinicians and Aboriginal and Torres Strait Islander people.
- Associate Professor Katja Fischer and her team are developing the first Rapid Antigen Test (RAT) for scabies. Scabies is a common and debilitating infectious skin disease prevalent in remote communities across northern Australia. The scabies RAT aims to provide immediate results and improve the health outcomes of affected populations.
- Dr Emily Hielscher's ground-breaking study on youth self-harm in Australia, revealed higher prevalence in regional and remote areas, disproportionately affecting Aboriginal and Torres Strait Islander communities, and the need for tailored interventions.
- Dr Nathan Stevenson and Dr Kartik Iyer used artificial intelligence to identify developmental delays in preterm babies, allowing for early intervention which is crucial for improving long-term quality of life. Preterm birth and low birth weight is prevalent among Aboriginal and Torres Strait Islander populations and is associated with perinatal deaths.

REVIEW OF PERFORMANCE

DISCOVERY: Support ground-breaking research discoveries

QIMR Berghofer supports bold, innovative, impactful research focused on health challenges important for Queensland. These include cancer research, infectious diseases, inflammation, genetics of diseases and mental health and neuroscience.

Quality and quantity of research publications

Two of the best indicators of scientific excellence are the number of papers an institute publishes and the number of times those papers are cited by other researchers worldwide. In 2022-2023, QIMR Berghofer researchers published 621 unique publications that have been cited 709 times.

Of particular note were studies published by QIMR Berghofer researchers in the prestigious journals Nature Genetics, Nature Communications, Cell Reports, Brain, BMJ, Journal of the National Cancer Institute and British Journal of Pharmacology in the fields of glaucoma genetics, long COVID drug therapy, vascularisation of heart organoids, discovery of brain signal pathways in OCD, the benefits of Vitamin D for heart health, benefits of aspirin use in women with ovarian cancer and over-diagnosis of non-aggressive melanoma lesions, and the use of an octopus compound in melanoma treatments, respectively.

Discovery of new research paradigms with impact

- *Vascular System in Human Heart Muscles* - Professor James Hudson's breakthrough introduced a vascular system into living model human heart muscle, offering significant potential in advancing the treatment of heart disease. This development allowed researchers to better understand the role of the vascular system and inflammation-driven heart muscle injuries, including those caused by diseases like COVID-19. The ultimate goal was to leverage this knowledge to repair heart damage effectively.
- *Rapid Antigen Test for Scabies* - Associate Professor Katja Fischer and her team continued work to develop the first RAT for scabies which will provide immediate results and improve health outcomes. Scabies is a common and debilitating infectious skin disease prevalent in remote communities across northern Australia. The lack of practical diagnostic tools is a challenge in controlling scabies. Dr Fischer's team have developed antibodies to detect native scabies proteins in skin scrapings.
- *Advancements in Brain Cancer Research Infrastructure* – Associate Professor Lindy Jeffree, a neurosurgeon and research fellow at QIMR Berghofer, secured a \$6 million MRFF Brain Cancer Infrastructure Grant to establish three platforms to advance brain cancer research, improve clinical practice and patient care. The platforms include the Australian Brain Cancer Registry (ABCR) to collect comprehensive data on brain cancer patients, a clinical trials and patient enrolment platform, and a biobank and organoid platform to facilitate translational research. The project was a collaboration with Professor Bryan Day and Dr Craig Gedye.
- *Genetic Biomarker for Liver Cancer Risk* – QIMR Berghofer's Professor Grant Ramm was part of a team led by Curtin University which identified a genetic signature indicative of pre-malignant liver cells, serving as a biomarker for future liver cancer risk. The presence of these damaged liver cells can predict who is at higher risk of developing liver cancer. Early detection and prevention is vital in combating liver the deadly disease.
- *Skin Cancer Prevention in Queensland* - The Skin Cancer Prevention Queensland report, authored by leading scientists from QIMR Berghofer, sets ambitious goals to reduce the incidence of skin cancer in the region. Queensland faces the highest rates of skin cancer globally. The report emphasises the need to shift focus from treatment to prevention, as the costs associated with skin cancer treatment exceed \$1.7 billion each year. The proposed initiatives encompass government-coordinated strategies, media campaigns, addressing

barriers to sun protection, and exploring accreditation programs and incentives to promote sun-safe practices in workplaces and sports organisations.

- *Studying Pancreatic Cancer Invasion Mechanism* - Dr Katia Nones is using spatial transcriptomic technology to investigate how pancreatic cancer cells invaded nerves. Understanding this mechanism can lead to improved treatment and management strategies for the excruciating pain caused by pancreatic cancer, ultimately improving patient outcomes.
- *Exploring Genetic Variants in Breast Cancer* - Associate Professor Juliet French researched the uncharted regions of the genome and their contribution to breast cancer development. The study primarily involved examining genetic variants, understanding their functions, and assessing their role in increasing cancer risk. One of the ongoing projects involves the development of RNA-based therapeutics for breast cancer treatment, offering promising avenues for improved targeted therapies.

Transformative research in health areas of great need in Queensland

- Professor Sudha Rao and her team successfully developed a drug called NACE2i, which demonstrated potential in protecting against all SARS-CoV-2 variants and alleviating the persistent inflammation associated with long COVID.
- Associate Professor Michelle Wykes's 'Masterswitch' technology offered a new treatment for aggressive breast and bowel cancer, and is progressing towards commercialisation for upcoming clinical trials. The biotech spin-out, Fovero Therapeutics, has secured prestigious CUREator funding to further develop an antibody that activates dendritic cells, crucial immune cells that activate the body's T cells to recognise and attack cancer.
- QIMR Berghofer's ground-breaking immunotherapy for brain cancer will advance to a phase 1 clinical trial, supported by funding from the CUREator incubator. The Institute's biotech spin-out, Cyteph, aims to assess a next-generation, off-the-shelf immunotherapy derived from healthy donor cells, enabling faster delivery to patients. The goal is to conduct a subsequent clinical trial within two years, focusing on engineered T cell therapy that could revolutionise the treatment of glioblastoma and other solid tumours, including lung and prostate cancers.
- Associate Professor Luca Cocchi and his team made significant progress in uncovering the complex imbalances within the brain's signalling pathways that contribute to OCD. This finding opens doors for more targeted and effective treatments for this debilitating condition.

Impactful research improving health outcomes and health equity for First Nations people

- Investigated communication training for mental health professionals, developing cultural sensitivity and capability to improve mental health outcomes for Aboriginal and Torres Strait Islander people.
- QIMR Berghofer in partnership with universities, service providers and consumers developed and implemented the 'Clinical Yarning' training. The training aims to improve communication between clinicians and Aboriginal and Torres Strait Islander people.
- Associate Professor Katja Fischer and her team worked on developing the first RAT for scabies. Scabies is a common and debilitating infectious skin disease prevalent in remote communities across northern Australia.
- Dr Emily Hielscher's ground-breaking study on youth self-harm in Australia, revealed higher prevalence in regional and remote areas, disproportionately affecting Aboriginal and Torres Strait Islander communities, and the need for tailored interventions.
- Dr Nathan Stevenson and Dr Kartik Iyer have used artificial intelligence to identify developmental delays in preterm babies, allowing for early intervention which is crucial for improving long-term quality of life. Preterm birth and low birth weight is prevalent among Aboriginal and Torres Strait Islander populations and is associated with perinatal deaths.

SUSTAINABILITY: Promote a world-class, collaborative and sustainable research environment

At QIMR Berghofer our *Working Better Together* operating model promotes collaboration, inclusion, delegation and teamwork. Our values provide the foundation for transparent decision making, accountability and optimal workforce management.

Effective governance and management

QIMR Berghofer is committed to the highest standards of research ethics, integrity and governance. To deliver this commitment it has implemented a robust Research Integrity Framework, a new organisational structure to strengthen supervisory oversight and developed a People and Culture Plan with a focus on values and culture.

QIMR Berghofer has a long history of exceptional financial management evidenced by an accumulated surplus of \$372 million as at 30 June 2023.

The Institute has returned a \$2.8 million surplus for the financial year against a forecast funded deficit. Income from donations and bequests and investment returns were above budget expectations, however commercial income was lower as a result of the difficult funding environment. The Institute has been impacted by the rise in the cost of living and mandatory wage increases impacting on the cost of doing research.

The budgeted funded deficit was a considered investment to support the delivery of the Institute's Strategic Plan 2022-2025 and Operational Structure which will continue in 2023-2024. The Institute is strongly focused on attracting and retaining world-class researchers, delivering quality research outcomes, boosting grant success and increasing funding market share. Already, the Institute is seeing the returns on investment with an estimated \$36.4 million in competitive, peer reviewed medical research grants in 2022-2023.

QIMR Berghofer is also committed to the highest standards of research ethics, integrity and governance. To deliver this commitment it has implemented a robust Research Integrity Framework, a new organisational structure to strengthen supervisory oversight and developed a People and Culture Strategic Plan with a focus on values and culture.

The Institute will methodically manage and carefully examine expected returns on investment, monitoring recruitment and retention strategies and preserving its financial assets. It is expected to return to a budget surplus (before depreciation) from 2024-2025 onwards.

An engaged workforce demonstrating diversity, equity and inclusion

QIMR Berghofer recognises that talent does not sit within a single identifiable group. The Institute's ability to shape contemporary scientific thinking relies on a diversity of thought within the organisation, providing an environment that encourages individual differences and fosters collaboration.

In 2022-2023, the Institute established a Diversity, Equity and Inclusion (DEI) Plan 2023-2026. A committee comprising Faculty, research staff and professional services, monitor, review and support the plan and programs by setting priorities, strategies, targets and evidencing best practice. The Committee members are dedicated to being a voice and representing a number of groups across the institute, including but not limited to:

- First Nations People
- Women
- LGBTQIA+ People/Gender and Sexual Minorities

- Culturally and Linguistically Diverse (CALD) communities,
- Migrants and refugees
- Rural and remote communities
- Age
- Lived experience (personally experienced or who have cared for someone) with mental health challenges, domestic and family violence, migration, settlement and multiculturalism, low-income or socioeconomically disadvantaged backgrounds, criminal justice system, education system, healthcare system, other types of bias/discrimination/prejudice.

The objectives of the DEI Plan are to recruit and retain a more diverse workforce, improve understanding of people's identities and experiences through data-driven decision making and a commitment to reduce cultural barriers across the Institute, so that everyone has access to an inclusive work culture, awareness and education and wellbeing to support staff and students.

QIMR Berghofer also supports women to pursue careers in medical research. As of 30 June 2023, 60.9 percent of all staff were female, which included 62.7 percent of research staff and 59.4 percent of students. Women hold 45 percent of lead research positions and 45 percent of new faculty appointments in the last five years have been women. Of the Director's Executive Committee, 54 percent were female.

Some of the senior positions held by women at the Institute include the Director and CEO, Chief Operating Officer, Clinical Director, Interim Program Director for Mental Health and Neuroscience, Chief People Officer, Head of Growth and Partnerships, General Manager Corporate Affairs and Fundraising, General Counsel and Council Secretary.

While these figures are positive, QIMR Berghofer continued to explore different ways to attract, retain and progress females into scientific leadership roles. One policy provides females at a senior research officer level with up to \$10,000 in financial assistance for children below high-school age. Female research officers can also apply for financial assistance for particular expenses which includes the cost of childcare.

This forward-thinking policy was a first in the Australian research sector when it was introduced nearly seven years ago, and is making it easier for women with young children to keep publishing research and advancing their careers.

The Institute has several other measures in place to assist mothers to return to work, including a designated nursing room, flexible work hours, and job-sharing and part-time work arrangements. Pregnant women are also offered onsite parking in their final month before maternity leave.

Successful engagement with research collaborators, commercial partners and philanthropic supporters

QIMR Berghofer has established a reputation of successful and enduring research collaborations with our partner institutions locally, nationally and internationally.

- Together with UQ, QIMR Berghofer co-founded and co-manages the Queensland Immunology Research Centre, the Australian Skin and Skin Cancer Research Centre, the Australian Infectious Disease Research Centre, the Queensland Mental Health Alliance and the Queensland Emory Development Alliance.
- Together with the University of Queensland, QIMR Berghofer has re-signed its tripartite research partnerships agreement with the Emory University.
- Together, with the Princess Alexandra Hospital and the TRI, QIMR Berghofer established the Queensland Head and Neck Cancer Centre of Excellence.
- The Institute is a partner in the Herston Imaging Research Facility.

- The Institute is also an active member and founder of the Brisbane Diamantina Health Partners, now Health Translation Queensland (an Advanced Health Research and Translation Centre).

The Institute also undertakes industry-sponsored, research partnerships with international companies which allows scientific discoveries to be developed into new drugs, treatments and diagnostic tests for the community.

- In 2022-2023, QIMR Berghofer's income from commercial collaborations and contract research was \$12.1 million.
- The Institute established 277 contracts and commercial agreements.
- Revenue from commercial manufacturing of cellular therapies (Q-Gen) was \$10.5 million, which is an increase of \$4.7 million on the previous year.
- For the first time, QIMR Berghofer is attracting key cell therapy innovators to partner with the Institute and hospitals in South East Queensland to manufacture and test their novel cell therapies.
- In collaboration with U.S. based Dynavax Technologies Corporation, QIMR Berghofer has signed a license and option agreement to lead clinical development and ultimately commercialise a vaccine for the common and potentially dangerous CMV.
- QIMR Berghofer continues its 8-year collaboration with US biopharmaceutical company Atara Biotherapeutics to develop and commercialise therapies for certain cancers and autoimmune disorders using technology developed at the Institute. Clinical proof of concept is expected late in 2023.
- The Institute has been a key research provider to Queensland based company QBiotics Ltd since 2004 and this partnership has recently expanded.

Philanthropy is crucial to the progress of scientific research. QIMR Berghofer has an outstanding supporter engagement program which provides valuable funding for research projects to start and progress. The Institute has been the beneficiary of generous donations from leading Queensland philanthropic individuals and foundations.

- In 2022-2023, the Institute raised \$20.04 million from donations, bequests and philanthropic events.
- The Institute remains grateful to the Queensland philanthropist, Clive Berghofer, who has contributed another \$2 million in 2022 – 2023 as part of his ongoing pledge.
- A number of donor engagement activities are carried out, these include Institute tours and briefings, Bancroft Society (donors who are leaving a bequest) gatherings and community forums.

The media is another platform used by the Institute to raise awareness, educate and engage with our community and supporters through online, television, newspapers, radio and podcasts. QIMR Berghofer produced more than 35 media releases and eight podcasts, which reached a national and global audience in the millions.

Some of the highlights included:

- Professor Andrea Henden's FMT clinical trial featured in the global publication, Newsweek, ABC TV/radio, Channel Nine, Seven and Ten, The Australian and the Sydney Morning Herald.
- Professor Penny Webb and Dr Azam Majidi's ovarian cancer research, reached an estimated audience of 11 million people.
- Media stories on Professor Rachel Neale's Skin Cancer Prevention Queensland work reached about 7 million people.
- Professor Rajiv Khanna's announcement of a potential CMV vaccine captured an audience of about 7.8 million.

- Associate Professor Anthony White's Alzheimer's research on delivering drugs through patient cell models of the human blood-brain barrier reached a potential audience of 7.4 million people.
- Professor Sudha Rao's research into a potential treatment for long COVID reached a potential audience of 8.1 million people.
- The Institute's own podcast channel (<https://www.qimrberghofer.edu.au/news/bodylab-podcast/>), which promotes the ground-breaking research, received 5,301 downloads in the past year.

IMPACT: Achieve impactful medical research

Research funding success

QIMR Berghofer

- Awarded an estimated \$36.4 million in competitive, peer-reviewed medical research grants in 2022-2023.
- Awarded almost \$21.9 million in new funding from the NHMRC.
- Awarded \$2.378 million in new funding from the Medical Research Futures Fund.
- Received \$5 million in funding from the Queensland Government at the start of the pandemic to progress COVID-19 related research. The Institute has nine COVID-19 related research projects underway, several have already generated promising findings.

Other funding success includes:

- US Department of Defence Congressionally Directed Medical Research Program grant, \$640,000.
- Ovarian Cancer Research Foundation, \$850,000.
- Dr Miguel Renteria received \$850,000 from the Rebecca L Cooper Medical Research Foundation.
- Associate Professor Juliet French and Professor Kum Kum Khanna received \$972,000 from the National Breast Cancer Foundation (NBCF).
- Associate Professor Jason Lee received \$400,000 from Pankind: The Australian Pancreatic Cancer Foundation.
- Dr Katja Fischer received \$1.39 million from the Dioraphte Foundation.
- Professor Rachel Neale and Associate Professor Severine Navarro received \$445,000 from HLF Australia.
- Dr Paulo Martins and Basit Salik received \$105,000 from the Tour de Cure.
- Dr James Krycer received \$69,800 from Diabetes Australia.

Improved patient outcomes

QIMR Berghofer currently sponsors (maintains the legal liability for) 21 clinical trials. The Institute has sponsored five new clinical trials in 2022-2023, which included:

- An assessment of malaria transmission blocking interventions.
- SARS-CoV-2-specific T cell therapy for COVID-19.
- Psilocybin-Assisted psychotherapy in the treatment of prolonged Grief.
- Deep Brain Stimulation for OCD.
- Long COVID Biomarker Trial aims to detect the presence of the biomarker signalling that cells have a protective “lock” on the ACE2 receptor preventing reinfection from COVID. The researchers are also testing the drug, NACE2i, on the blood samples to see if it restores the “lock” on patients with long COVID.

QIMR Berghofer researchers also led the first robust clinical study proving that medicinal cannabis effectively treats the effects of Tourette syndrome. The study involved testing 22 adult patients with severe Tourette symptoms.

All clinical trials have been approved by a Human Research Ethics Committee (HREC) registered with the NHMRC.

As a sponsor of clinical trials, QIMR Berghofer complies with all relevant Commonwealth and State and Territory regulations, as well as contemporary guidelines. Phase 1 open-label clinical trial of allogeneic SARS-CoV-2-specific T cells for patients at risk of severe COVID-19.

Peer recognition, membership of academies, advisory and committee representation

- Professor Fabienne Mackay is a member of the Research Committee of the NHMRC.
- Professor Mackay is a member of the Board of the AAMRI as its Queensland representative, furthering the standing of QIMR Berghofer.
- Professor Sarah Medland was admitted as a Fellow of the Australian Academy of Science for her outstanding contribution to science.
- Dr Miguel Rentería was awarded a 2023 AI & Val Rosenstrauss Fellowship by the Rebecca L Cooper Medical Research Foundation.
- Dr Sam Harley was awarded a Research Exchange and Development within Industry (REDI) Fellowship to work with global biotechnology company CSL.
- Associate Professor Tracy O'Mara was recognised for her contribution to science with a Young Tall Poppy Scientist Award.
- Professor Nick Martin was named number one in Australia as part of Research.com 2023 Ranking of Best Scientists in the field of Genetics. He was also ranked tenth in the world and given the academic research platform's Genetics Leader Award for 2023.
- PhD student Nirupama Nammunige was given the Young Investigator Award and Travel Award from the American Society of Tropical Medicine and Hygiene.
- Dr Catherine Gordon received the TropicalMed 2022 John M Goldsmid Award for a paper documenting the burden of schistosomiasis in Asia and highlighting prospects for controlling and eliminating the disease.
- Professor Don McManus was named a 2022 Fellow of the Australian Society for Parasitology.
- Sriganesh Srihari, an Advance Queensland Fellow, was awarded a QUT Bridge and BridgeTech Industry Fellowship.

Highly-cited publications published in world leading scientific journals

In 2022-2023, QIMR Berghofer was one of only two Australian institutions included in the Nature index of the world's top 40 not-for-profit science institutions, coming in at 37. This ranking is based on the Institute's share of articles published in 82 prestigious scientific journals selected by an independent panel of experts. The Institute was also ranked in the Nature Index All Sciences top 50 for high-quality research output and collaboration at the institutional, national, regional and global level.

Immunity:

- Maternal diet modulates the infant microbiome and intestinal Flt3L necessary for dendritic cell development and immunity to respiratory infection 2023-03-31.

Journal of the National Cancer Institute:

- Genome-Wide Analyses Characterize Shared Heritability Among Cancers and Identify Novel Cancer Susceptibility Regions 2023-03-18.
- Common analgesics and ovarian cancer survival: the Ovarian cancer Prognosis And Lifestyle (OPAL) Study. 2023-02-07.
- Risk prediction models for endometrial cancer: development and validation in an international consortium. 2023-01-22.
- Copy Number Variants Are Ovarian Cancer Risk Alleles at Known and Novel Risk Loci 2022-10-11.
- Incidence of in Situ vs Invasive Melanoma: Testing the "Obligate Precursor" Hypothesis 2022-09-01.

Medical Journal of Australia:

- The association between child maltreatment and mental disorders in the Australian Child Maltreatment Study 2023-04-22.

Nature Communications:

- Integrative omics identifies conserved and pathogen-specific responses of sepsis-causing bacteria 2023-03-18.
- Detection of *Streptococcus pyogenes* M1UK in Australia and characterization of the mutation driving enhanced expression of superantigen SpeA 2023-02-24.
- Phosphoproteomics reveals rewiring of the insulin signaling network and multi-nodal defects in insulin resistance 2023-02-18.
- A multi-phenotype analysis reveals 19 susceptibility loci for basal cell carcinoma and 15 for squamous cell carcinoma 2022-12-10
- Ablation of CD8 T cell recognition of an immunodominant epitope in SARS-CoV-2 Omicron variants BA.1, BA.2 and BA.3 2022-10-27.
- Genetic map of regional sulcal morphology in the human brain from UK biobank data 2022-10-14.
- Transcriptomic and proteomic retinal pigment epithelium signatures of age-related macular degeneration 2022-07-26.
- Age-dependent changes in circulating Tfh cells influence development of functional malaria antibodies in children 2022-07-18.
- Megahertz pulse trains enable multi-hit serial femtosecond crystallography experiments at X-ray free electron lasers 2022-08-11.

Nature Genetics:

- Schizophrenia risk conferred by rare protein-truncating variants is conserved across diverse human populations 2023-03-13.
- The genetic basis of endometriosis and comorbidity with other pain and inflammatory conditions 2023-03-13.
- Genome-wide analyses of ADHD identify 27 risk loci, refine the genetic architecture and implicate several cognitive domains 2023-01-26.
- Statistical and functional convergence of common and rare genetic influences on autism at chromosome 16p 2022-10-24.
- Discovery of 42 genome-wide significant loci associated with dyslexia 2022-10-20.
- Genome-wide association analyses of physical activity and sedentary behavior provide insights into underlying mechanisms and roles in disease prevention 2022-09-07 .
- Within-sibship genome-wide association analyses decrease bias in estimates of direct genetic effects 2022-05-09.
- New insights into the genetic etiology of Alzheimer's disease and related dementias 2022-04-04.

Nature Medicine:

- Deep brain stimulation for obsessive-compulsive disorder: a crisis of access 2022-7-22.

Nature Neuroscience:

- Genetic variants associated with longitudinal changes in brain structure across the lifespan 2022-04-05.

Nature:

- Genomic investigations of unexplained acute hepatitis in children 2023-03-30.
- Genetic diversity fuels gene discovery for tobacco and alcohol use 2022-12-07.
- A saturated map of common genetic variants associated with human height 2022-10-1.

The New England Journal of Medicine:

- *Helicobacter pylori*, Homologous-Recombination Genes, and Gastric Cancer 2023-03-30.
- Haemochromatosis 2022-12-08.

Commercialisation of novel therapies and health care innovations

In 2022-2023, the Institute's income from commercial collaborations and contract research was \$12.1 million. Revenue from commercial manufacturing of cellular immunotherapies (Q-Gen) was \$10.5 million an additional \$4.7 million on the previous financial year.

QIMR Berghofer established 277 contracts and commercial agreements in the 2022-2023 financial year.

Highlights included:

- Seven-year collaboration with US biopharmaceutical company Atara Biotherapeutics to develop and commercialise therapies for certain cancers and autoimmune disorders using technology developed at QIMR Berghofer.
- Continued a collaborative research and development agreement with start-up company MedAir Australia to test a new air-sterilisation device designed to eliminate infectious SARS-CoV-2 virus aerosols from the air.
- Seonix Bio, co-founded by Professor Stuart MacGregor, is awaiting approval by the National Association of Testing Authorities (NATA) for a genetic test, expected to be available to eye care professionals by the end of 2023, which could be used to determine whether glaucoma in already diagnosed patients is likely to progress more aggressively than normal.
- Q-Gen is the manufacturing arm of QIMR Berghofer and is one of the largest Good Manufacturing Practice (GMP) cell therapy facilities in Australia. It is licensed by the TGA for the manufacture of immune cell products; GMP Quality Control testing; and, on-site storage, release and distribution of cellular therapies for clinical trials. For the first time, the Institute is attracting key overseas cell therapy innovators to partner with the Institute and hospitals in South-East Queensland to manufacture and test their novel cell therapies.
- A breakthrough vaccine candidate against the common and potentially dangerous CMV will be further developed in collaboration with US based Dynavax Technologies Corporation. Under the agreement with QIMR Berghofer, Dynavax will have an exclusive option to obtain a license to novel protein antigens from QIMR Berghofer. QIMR Berghofer will receive an option fee, with potential for an option exercise fee, plus potential milestone and royalty payments contingent on regulatory, development and commercial success.
- The Institute's biotech spin-off, Fovero Therapeutics, led by Associate Professor Michelle Wykes, has secured CUREator funding for its 'Masterswitch' technology offering a new treatment for aggressive breast and bowel cancer.
- The Institute's biotech spin-off, Cyteph, led by Professor Rajiv Khanna AO, will help progress the next generation immunotherapy for brain cancer, advancing it to a phase 1 clinical trial.
- The Institute has been a key research provider to Queensland based company QBiotics Ltd since 2004 and this partnership has recently significantly expanded.

COMMUNITY ENGAGEMENT

As Queensland's own medical research institute, QIMR Berghofer is passionate about sharing its research with the community. The Institute's community engagement activities have been building momentum since the disruption of the COVID-19 pandemic and we're pleased to be sharing our work with the people of Queensland once again.

Sharing our research

In 2022–2023, QIMR Berghofer:

- Hosted 19 public tours of the Institute and attended 48 public speaking engagements, involving more than 2,900 members of the public from across the state.
- Hosted 11 events, reaching more than 1,000 attendees. Event highlights included 'Aha Health Discoveries' - showcasing the breakthroughs of our female scientists in celebration of International Women's Day, and 'The Gut's Role in Childhood Illness' - a family-friendly event discussing the link between the gut microbiome and childhood health, held to acknowledge the Day of Immunology.
- Participated in World Science Festival activations in Brisbane, Ipswich and Toowoomba, connecting us with over 10,000 community members.

High school education program

In 2022–2023, QIMR Berghofer:

- Hosted 754 students and 62 teachers from 27 schools for the Day in the Life of a Scientist program, involving hands-on experiments in the Institute's purpose-built education laboratory.
- Hosted 431 students and 23 teachers from eight schools for the High School Lecture Series, where students attended the Institute to be inspired by our world-leading scientists.
- Had 24 students from 15 different schools from across Queensland attend our intensive three-day work experience program where students worked alongside our researchers in working laboratories.
- Had a further 75 students from 32 schools participate in the one-day Holiday Science Experience program, designed to develop scientific understanding and build lab skills.

Community feedback and involvement

In 2022–2023, QIMR Berghofer:

- Members of the community who have experienced leukaemia, asthma, breast, ovarian, pancreatic and oesophageal cancer were invited to provide input into the Institute's research priorities.
- Developed the foundations of an institute-wide Consumer & Community Involvement Program to help the Institute advance medical research through the insights and lived-experiences of health consumers.

Support from the community

QIMR Berghofer gratefully acknowledges the generosity of everyone who supports our purpose – *Better health through impactful medical research*. All gifts are valued and make a difference to the health and medical research priorities for Queensland. They have the ability to transform great ideas into bold discoveries. QIMR Berghofer researchers use this generous funding to expand basic research, translating research into the clinic and clinical trials.

The Institute expresses our continuing gratitude to Clive Berghofer AM for his commitment and generous ongoing support and leadership in philanthropy in Queensland.

QIMR Berghofer wishes to thank key supporters for 2022-2023:

Andrew and Loretta Whyte	In Vitro Technologies
Barbara Mary Ryan and Eva May Ryan Trust	JJ Richards & Sons Pty Ltd
Fund	Jacqueline Pascual
Barbara McKay	Jeteld Pty Ltd
Biniris Pty Ltd	John and Joy Mayer
BioTools	John Story AO and Georgina Story
Bob & Ev Marshall	Keith Maher
Bob and Jenny Wells	Kevin E Bedford
Bramble Bay Bowls Club and the Powell	Laurie's Love
Family	Lorraine Duckwitz
Brazil Family Foundation	Margaret Pemberton Foundation
Breast Friends Ltd	Maureen Stevenson
Brian Needham	PanKind, the Australian Pancreatic Cancer
BT Managed Accounts	Foundation
Buck Off Melanoma Community	Perpetual Foundation - O'Connell Family
Clive Berghofer AM	Endowment
Dr David Martin	Perpetual Foundation - The Ira, Peace &
Donald and Joan Wilson Foundation	Ashley Keidge Trust
Donald McDonald	Play for a Cure
Dr Fiona Roberts and Family	Queensland Community Foundation
E M Squires Charitable Trust	Ray and Tina Barton
Elisabeth Weise	Robert George Relf Trust Fund
Estate of Claire Bruggy	Ross and Lyn Klinge
Estate of Johanna Dykman	Roycorp Pty Ltd
Estate of Mavis Lorraine MacKenzie	Selwyn Thomas Fassifern Ozanne & Doreen
Estate of Pauline Licciardi	Elaine Ozanne Trust
Estate of Betty Jean Hill	Snow Medical Research Foundation
Estate of Dawne Mahoney	The Fleming Family
Estate of Joyce Murray	The Garry Whyte Sea Angel Private Ancillary
Estate of Kenneth Gordon Franklin	Fund
Estate of Maria Bergen	The John Thomas Wilson Endowment
Estate of Noriko Oliver	The Nancy May McKenzie Bequest
Estate of Ronald David Alfred Newman	Tour de Cure
Estate of Valda Narty Ahern	Tristan Fung - International Wing Chun
Faithfull Investment Group Trust	Academy
Glenda Herron and in Memory of the Late Neil	William and Hilde Chenhall Research Trust
Herron	
Henry Cyril & Stella May Robjohns Memorial	
Trust	

STATUTORY OBLIGATIONS AND COMPLIANCE

Risk management

The Institute is committed to managing its risks. The primary objective of the Institute's risk management function is to support the achievement of the Institute's strategic and operational objectives including to create, enhance and protect value, facilitate compliance, and enhance and protect the Institute's resilience.

The Institute's risk management strategy is represented by the adoption of an enterprise-wide, systematic, integrated, collaborative and transparent approach to identifying, assessing and managing risks.

Risk management roles, responsibilities and accountabilities are well defined. The QIMR Berghofer Council through its Audit, Risk and Finance Committee is responsible for overseeing the risk management function including the assessment and management of risks. Management is responsible for ensuring that risks, including opportunities, are assessed and managed within the parameters established by the Council-approved risk appetite.

Ethics, code of conduct and public service values

Based on the principles set out in the *Public Sector Ethics Act 1994*, QIMR Berghofer has a Code of Conduct for expected workplace conduct, relationships and behaviour of staff, in order to foster a safe and productive work environment for all employees. The Code of Conduct is anticipated to be reviewed by 31 December 2023.

The ethics principles enshrined in the Code of Conduct are:

- integrity and impartiality
- promoting the public good
- commitment to the system of government
- accountability and transparency

Ethical procedures and practices are embedded into QIMR Berghofer's finance, procurement, fundraising, and human resources operations.

As part of the staff induction program, employees complete mandatory education and training in public sector ethics and the code of conduct, including their rights and obligations in relation to contraventions. This education and training must be undertaken at regular intervals throughout a staff member's employment. In addition to making available online training modules, the Institute's People and Culture department also schedules workshops and team training sessions on request.

The Values included in our Strategic Plan are aligned with the Public Sector Ethics Act and also support our commitment to human rights. Our Strategic Plan emphasises our commitment to supporting bold, innovative, impactful research, through trusted partnerships and collaboration for health challenges important to Queenslanders.

Internal audit

Internal audit is a fundamental part of QIMR Berghofer's corporate governance, ensuring the Institute operates effectively, efficiently and economically. The role of internal audit is to provide independent, objective assurance and advice and to bring a systematic, disciplined approach to evaluating and improving the appropriateness and effectiveness of risk management and internal control.

The Audit, Risk and Finance Committee oversees the planning, performance and reporting of the internal auditor under the guidance of an annual internal audit plan. The internal audit contractor (Crowe) met with the Audit, Risk and Finance Committee. The internal audit function has observed the terms of its charter and has due regard to Queensland Treasury's Audit Committee Guidelines.

Identifying areas of significant risk combines a focus on both cyclical reviews of core business processes, as well as reviews of key risk areas. Crowe's integrated governance, risk and controls framework, builds on a traditional internal audit model to take a holistic view of QIMR Berghofer's key objectives, risks, controls and supporting structure across the organisation.

The internal audit plan is presented to the Audit, Risk and Finance Committee for approval prior to the commencement of the financial year, with consideration given to past internal audit findings, recent and forthcoming changes in systems and processes, key business risks and the period since the last internal audit of each core business process. Internal audits completed in the financial year included fundraising practices.

Workplace health and safety

QIMR Berghofer is committed to providing a workplace that sustains the health and safety of its staff, students, contractors and visitors. The Institute operates in compliance with the *Work Health and Safety Act 2011*.

Following a review of the roles and responsibilities of QIMR Berghofer's Safety Committee, which served as the Workplace Health and Safety (WHS) Committee, as well as the Institutional Biosafety Committee (IBC), in 2022-2023 the Institute split the Safety Committee into two separate committees.

- WHS Committee – looking after the general health and safety across the Institute
- IBC Committee - overseeing project details and incorporating the Gene Technology Sub-Committee

The Council also approved a new Executive Safety Committee, to which both the newly established WHS Committee and the IBC report. The main purpose of the new Executive Safety Committee is to ensure appropriate oversight of safety standards, biosafety regulatory compliance, and procedures for both committees.

This new structure was implemented during the first quarter of 2023:

- WHS Committee – chaired by Lyle McMillen
- IBC Committee – chaired by Associate Professor Katja Fisher
- Gene Technology Sub-Committee – chaired by Associate Professor Stacey Edwards
- Executive Safety Committee – chaired by Professor Fabienne Mackay

Pandemic leave provisions for Institute staff continued throughout 2022-2023. COVID-19 safety measures were maintained to reduce the spread of SARS-CoV-2, and staff and students were encouraged to get vaccinated, and were able to do this during work hours.

Staffing

At 30 June 2023, QIMR Berghofer had:

- 608 employees fixed term, permanent, part-time and fixed term
- 86 casual staff
- 134 visiting scientists, clinical fellows, honorary/emirates, work experience, support visitors and volunteers
- 133 higher-degree students, who are placed at the Institute by collaborating universities

These figures reflect the current head count at the Institute as of 30 June 2023. The FTE numbers in the financial statements reflects paid staff as at 30 June 2023.

Workforce planning and performance

The majority of QIMR Berghofer staff are employed under the QIMR Berghofer Medical Research Institute Enterprise Agreement. Seventy-five per cent of the Institute's employees are employed on fixed-term contracts, as research funding relies on short-term grants.

QIMR Berghofer's workforce planning and performance is supported by a range of policies, procedures and initiatives designed to foster a high-performance culture. This includes a set of induction programs for new staff, annual online refresher training, an extensive annual program of scientific seminars for staff (including dedicated seminar series for PhD students, early-career researchers and support staff), conference attendance/participation, and opportunities for staff development and career progression.

To strengthen alignment of workforce capabilities and the Institute's vision a number of policies were reviewed in 2022-2023, including the scientific promotion policy which ensures greater alignment with strategic objectives and clear criteria and expectations, and a flexible work policy which includes greater provisions to support employees who are pregnant, or who are experiencing family and domestic violence.

Equal opportunities

QIMR Berghofer places a strong emphasis on diversity, equity, and inclusion (DEI) within its workforce, with a purpose to reflect the broader community. This commitment will continue to be reflected in the development and implementation of a DEI Strategy, which will be supported by a newly appointed Manager of Strategy and Development, and overseen by a dedicated DEI Committee.

Aligned with the guidelines endorsed by the Council of the Australian Academy of Science, the Institute supports equal opportunities for people of all genders, including women, men, and non-binary individuals, to thrive in a science career pathway. This commitment is evidenced by the establishment of a Gender Diversity, Equity, and Inclusion Committee, the introduction of flexible work hours, as well as job-share and part-time employment options, which enable staff to balance their personal and professional commitments.

Women occupy prominent and influential roles across the Institute which include the Director and CEO, Chief Operating Officer, Chief People Officer, Head of Growth and Partnerships, General Counsel, Group Financial Controller, and General Manager of Corporate Affairs and Fundraising. The Institute's commitment to gender diversity is further evident in statistics: over the past five years, 41 percent of new faculty appointments have been women, 50 percent of Interim Program Directors were women, and half of the Director and CEO's Executive Committee are women.

In alignment with its core principles of respect and inclusivity, QIMR Berghofer is committed to the needs of employees and visitors who may have disabilities, illnesses, or injuries. Guided by Queensland Health's policy of Health Reasonable Adjustment, the Institute takes proactive measures to provide reasonable accommodations within the workplace, ensuring an environment where people with disabilities can thrive. Additionally, the Institute is committed to facilitating and supporting the return to work for those affected by incidents and injuries.

Human rights

QIMR Berghofer has complied with its obligations under the *Human Rights Act 2019*. Compatibility with legislative requirements is considered as part of the development of new policies.

QIMR Berghofer has robust processes in place to ensure that all research involving human participants is undertaken in accordance with the *National Statement on Ethical Conduct in Human Research (2007)*. These processes ensure that appropriate research participant consents are obtained in accordance with section 17(c) of the *Human Rights Act 2019* which prohibits scientific experimentation without a person's full, free and informed consent.

During the reporting period QIMR Berghofer has had a particular focus on implementing its complaints policies and processes to ensure that concerns about the Institute may be expressed by individuals without the risk of any adverse action or unjust treatment. This process is intended to reflect section 21 of the *Human Rights Act 2019* which protects Queenslanders' right to hold and express opinions without interference. Furthermore, QIMR Berghofer has embedded consideration of human rights, in particular the right to freedom of expression, into its processes for deciding applications made under the *Right to Information Act 2009*.

QIMR Berghofer did not receive any complaints under the *Human Rights Act 2019* in the reporting period.

Information systems and recordkeeping

QIMR Berghofer's recordkeeping complies with the *Public Records Act 2002* and *Financial and Performance Management Standard 2019*.

Current Information Technology (IT) systems at QIMR Berghofer have been deployed over the past two decades. These were point-in-time solutions which aligned with QIMR Berghofer Information Technology requirements in order to support researchers, the scientific community and corporate staff.

A significant aspect of our core IT infrastructure, network infrastructure and storage has reached its end of life or is nearing end of life. This has the potential to increase risk to data and information safety. Over the past year we have addressed this by applying Essential 8 (Australian Cyber Security Centre recommends eight essential strategies) to strengthen our cybersecurity.

We have applied tactical solutions that are compatible with our current ecosystem, however it is time for us to review, remove, reuse and replace some of the technology.

Over the course of the 2023-2024 financial year, the Institute will develop a road map after assessing the current ecosystems, identifying areas of issue and risk in order to make recommendations and suggestions allowing scope for modernising our technology ecosystem within available funding.

With regard to corporate and business applications, over the years we have designed, developed and implemented applications that have served the QIMR Berghofer community well. We have also leveraged off-the-shelf products and solutions from external service providers and incorporated a wider array of digital tool sets across the organisation.

All of these solutions serve the current needs of the organisation but there is an opportunity as part of the IT roadmap to review and modernise these tool sets to better integrate them with business processes.

Information and Records Management

To ensure QIMR Berghofer continues to support the effective, efficient and consistent management of information and comply with the Queensland Government's Records Governance Policy, a review of QIMR Berghofer's Information Management and Data Governance Frameworks was undertaken during the year.

Our policy framework is consistent with the:

- *Information Privacy Act 2009*
- *Public Records Act 2002*
- Queensland Records Governance Policy 2019, or any subsequent published revisions thereof.
- Information Standard No 40 - Recordkeeping (IS40)
- Information Standard No 31 - Retention and Disposal of Public Records (IS31).

The review aimed at strengthening compliance with the Records Governance Policy requirements.

The review has identified opportunities for continued improvement in practices, with the following aims:

- optimise the value and quality of information to support QIMR Berghofer's purpose to achieve better health through impactful medical research
- maximise access to and use of data and tissue samples collected as part of research
- enhance accountability and public confidence in a research entity that handles personal, health and business information and tissue samples
- minimise misuse and inappropriate disclosure of information in order to avoid data breaches
- provide employees with the ability and knowledge to safely access, use, store, share and destroy sensitive, confidential and personal information
- promote appropriate fit-for-purpose information management governance models and mechanisms
- support the effective, efficient and consistent management of information through each stage of the information lifecycle
- foster the adoption of contemporary best practice for data integrity and information management-related processes, procedures and policies throughout QIMR Berghofer

This is a work in progress and a detailed road map will be developed during the course of 2023-2024 to implement progressive policy, process and system upgrades.

Open data

For information on expenditure related to consultancies and overseas travel for QIMR Berghofer, visit the Queensland Government Open Data website: <https://data.qld.gov.au>.

QIMR Berghofer incurred no expenditure related to the Queensland Language Services Policy in 2022-2023.

FINANCIAL REVIEW

Total comprehensive income 2022-2023 is a surplus of \$24.6 million. This includes an increase in building revaluations of \$21.7 million. The operating result from continuing operations was a surplus of \$2.8 million. Income from grants remained steady, while commercialisation income has declined. Income from donations and bequests as well as returns from financial assets increased in 2022-2023 and are an important source of income.

The Council's financial structure is mainly based on the management of operating, commercial and grant funds. Funding from competitive grants and commercial contracts spent on research in the 2022-2023 financial year was \$41.3 million (2021-2022: \$41.7 million), representing 31 percent (2021-2022: 35 percent) of total income from continuing operations. A portion of the Council's operating funding is provided by a grant from Queensland Health of \$18.9 million.

The Council's total funding resources, including amounts under management at 30 June 2023, totalled \$241.8 million (2021-2022: \$248.8 million)

The Council of The Queensland Institute of Medical Research

Financial Statements for the Year Ended 30 June 2023

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Statement of comprehensive income
For the year ended 30 June 2023

		2023	2022
	Notes	\$'000	\$'000
OPERATING RESULT			
Income from continuing operations			
Grants and other contributions	3	78,421	73,602
User charges and fees	4	28,682	55,140
Interest		1,280	506
Other revenue	5	10,841	15,757
Total revenue		<u>119,224</u>	<u>145,005</u>
Gains (losses) on disposal / revaluation of assets	6	12,813	(25,415)
Total income from continuing operations		<u>132,037</u>	<u>119,590</u>
Expenses from continuing operations			
Employee expenses	7	72,622	68,730
Supplies and services	8	33,266	32,643
Depreciation and amortisation	17, 18	15,104	10,460
Impairment losses	9	2,680	974
Finance costs		1,158	986
Other expenses	10	4,363	7,138
Total expenses from continuing operations		<u>129,193</u>	<u>120,931</u>
Operating result from continuing operations		<u>2,844</u>	<u>(1,341)</u>
OTHER COMPREHENSIVE INCOME			
<i>Items that will not be reclassified subsequently to operating result</i>			
Increase in asset revaluation surplus	23	21,718	41,245
Total other comprehensive income		<u>21,718</u>	<u>41,245</u>
Total comprehensive income		<u><u>24,562</u></u>	<u><u>39,904</u></u>

The accompanying notes form part of these financial statements.

Statement of financial position
As at 30 June 2023

		2023	2022
	Notes	\$'000	\$'000
Current assets			
Cash and cash equivalents	11	23,601	41,581
Receivables	12	9,240	8,833
Other financial assets	13	42,598	29,602
Inventories	14	1,324	925
Other current assets	15	1,251	1,070
Total current assets		78,014	82,011
Non-current assets			
Other financial assets	13	175,640	177,657
Intangible assets	17	548	296
Property, plant and equipment	18	305,964	294,137
Controlled and jointly controlled entities	33(b)	-	-
Other non-current assets	15	2,420	2,298
Total non-current assets		484,572	474,388
Total assets		562,586	556,399
Current liabilities			
Payables	19	4,054	17,384
Accrued employee benefits	20	8,177	7,896
Contract liabilities	21	42,755	46,146
Provisions	22	-	1,935
Total current liabilities		54,986	73,361
Total liabilities		54,986	73,361
Net assets		507,600	483,038
Equity			
Accumulated surplus		372,138	369,294
Asset revaluation surplus	23	135,462	113,744
Total equity		507,600	483,038

The accompanying notes form part of these financial statements.

Statement of changes in equity
For the year ended 30 June 2023

	Notes	Accumulated surplus	Asset revaluation surplus	Total
		\$'000	\$'000	\$'000
Balance as at 1 July 2022		369,294	113,744	483,038
Operating result from continuing operations		2,844	-	2,844
Increase in revaluation surplus	23	-	21,718	21,718
Balance as at 30 June 2023		372,138	135,462	507,600

		Accumulated surplus	Asset revaluation surplus	Total
		\$'000	\$'000	\$'000
Balance as at 1 July 2021		370,635	72,499	443,134
Operating result from continuing operations		(1,341)	-	(1,341)
Increase in revaluation surplus	23	-	41,245	41,245
Balance as at 30 June 2022		369,294	113,744	483,038

The accompanying notes form part of these financial statements.

Statement of cash flows

For the year ended 30 June 2023

	Notes	2023 \$'000	2022 \$'000
Cash flows from operating activities			
Inflows:			
Grants and other contributions		66,777	68,382
User charges and fees		28,171	60,499
Interest income		968	258
GST input tax credits from ATO		3,710	2,858
GST collected from customers		2,902	2,445
Other income		231	1,681
Outflows:			
Employee expenses		(71,769)	(67,892)
Supplies and services		(42,110)	(33,511)
Finance costs		(294)	(986)
GST paid to suppliers		(3,625)	(2,816)
GST remitted to ATO		(2,734)	(2,468)
Other expenses		(11,975)	(3,871)
Net cash generated by (used in) operating activities	CF1	(29,748)	24,579
Cash flows from investing activities			
Inflows:			
Redemptions of other financial assets	30 o.	19,100	-
Transfer from existing other financial assets	30 p.	35,000	-
Sale of property, plant and equipment		5	-
Outflows:			
Investments in other financial assets	30 p.	(1,750)	(15,898)
Transfer to new other financial assets	30 p.	(35,000)	-
Acquisition of property, plant and equipment		(5,567)	(2,834)
Investments in related entities	34	(20)	-
Net cash generated by (used in) investing activities		11,768	(18,732)
Cash flows from financing activities			
Inflows:			
Repayments from related entity		-	41
Outflows:			
Loans and advances made to related entity		-	(205)
Net cash generated by (used in) financing activities		-	(164)
Net increase (decrease) in cash and cash equivalents		(17,980)	5,683
Cash and cash equivalents at beginning of financial year		41,581	35,898
Cash and cash equivalents at end of financial year	11	23,601	41,581

The accompanying notes form part of these financial statements.

Notes to the statement of cash flows
For the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
CF1. Reconciliation of operating surplus (deficit) to net cash from operating activities		
Operating surplus (deficit)	2,844	(1,341)
Depreciation and amortisation expense	15,104	10,460
Managed fund fees	853	669
Loss (gain) on disposal of property, plant and equipment	119	5
Impairment losses	59	158
Investment distributions in other financial assets	(8,327)	(11,350)
Net loss (gain) on market value of other financial assets	(12,932)	25,410
Interest income on related party loan	(153)	(201)
Market value of bequeathed financial assets	(7,944)	-
Change in assets and liabilities:		
(Increase) / decrease in receivables	(407)	804
(Increase) / decrease in inventories	(399)	117
(Increase) / decrease in other current assets	(189)	307
Increase / (decrease) in payables and provisions	(15,266)	7,827
Increase / (decrease) in accrued employee benefits	282	536
Increase / (decrease) in contract liabilities	(3,392)	(8,822)
Net cash generated by (used in) operating activities	(29,748)	24,579

The accompanying notes form part of these financial statements.

Notes to the financial statements

For the year ended 30 June 2023

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Notes to the financial statements For the year ended 30 June 2023

ABOUT COUNCIL AND THIS FINANCIAL REPORT

1. Basis of financial statement preparation

General information

The Council of the Queensland Institute of Medical Research is a Queensland statutory body established under the *Queensland Institute of Medical Research Act 1945* and is controlled by the State of Queensland which is the ultimate parent. The Council trades as QIMR Berghofer Medical Research Institute.

The head office and principal place of business of the statutory body is:
300 Herston Road
Herston QLD 4006

For information in relation to the Council's financial statements please call +61 7 3362 0222, email enquiries@qimrberghofer.edu.au or visit the internet site www.qimrberghofer.edu.au.

Compliance with prescribed requirements

The Council has prepared these financial statements in compliance with the requirements of section 39 of the *Financial and Performance Management Standard 2019*, section 62(1) of the *Financial Accountability Act 2009*, and the *Australian Charities and Not-for-profits Commission Act 2012*.

These financial statements are general purpose financial statements and have been prepared on an accrual basis, except for the statement of cash flows which is prepared on a cash basis in accordance with Australian Accounting Standards and Interpretations. In addition, the financial statements comply with Queensland Treasury's Minimum Reporting Requirements for periods beginning on or after 1 July 2022 and other authoritative pronouncements including the Australian Charities and Not-for-profits Commission (ACNC).

With respect to compliance with Australian Accounting Standards and Interpretations, the Council has applied those requirements applicable to not-for-profit entities as the Council is a not-for-profit statutory body.

No new accounting standards or interpretations apply to the Council for the first time nor have any been early adopted for the year ended 30 June 2023.

At the date of authorisation of the financial report, all Australian accounting standards and interpretations with future effective dates are either not applicable to the Council's activities or have no material impact on its activities.

Notes to the financial statements

For the year ended 30 June 2023

1. Basis of financial statement preparation (cont'd)

The reporting entity

The financial statements include the value of all revenues, expenses, assets, liabilities and equity of the Council and the entities it controls where these entities are material. Any controlled entities that are not considered as material are not consolidated with the Council's financial statements and the amount of the investment is recorded at cost less any impairments.

Presentation details

Currency and rounding

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero, unless disclosure of the full amount is specifically required.

Comparatives

Comparative information reflects the audited financial statements for the year ended 30 June 2022.

Current / non-current classification

Assets and liabilities are classified as either 'current' or 'non-current' in the statement of financial position and associated notes.

Assets are classified as 'current' where their carrying amount is expected to be realised within 12 months after the reporting date. Liabilities are classified as 'current' when they are due to be settled within 12 months after the reporting date, or the Council does not have an unconditional right to defer settlement to beyond 12 months after the reporting date.

All other assets and liabilities are classified as non-current.

Basis of measurement

Historical cost is used as the measurement basis in this financial report except where otherwise stated in the report.

Notes to the financial statements

For the year ended 30 June 2023

1. Basis of financial statement preparation (cont'd)

Historical cost

Under historical cost, assets are recorded at the amount of cash or cash equivalents paid or the fair value of the consideration given to acquire assets at the time of their acquisition. Liabilities are recorded at the amount of proceeds received in exchange for the obligation or at the amounts of cash or cash equivalents expected to be paid to satisfy the liability in the normal course of business.

Fair value

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 under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique. Fair value is determined using the following approaches:

- The market approach uses prices and other relevant information generated by market transactions involving identical or comparable (i.e. similar) assets, liabilities or a group of assets and liabilities, such as a business.
- The cost approach reflects the amount that would be required currently to replace the service capacity of an asset. This method includes the current replacement cost methodology.

Where the fair value is used, the fair value approach is disclosed.

Net realisable value

Net realisable value represents the amount of cash or cash equivalents that could currently be obtained by selling an asset in an orderly disposal.

Accounting estimates and judgements

Refer to Note 18 for key estimates and judgements around the valuation of buildings, including the use of an independent valuation.

Authorisation of financial statements for issue

The financial statements are authorised for issue by the Chair of Council, Director & Chief Executive Officer and Secretary at the date of signing the Management Certificate.

Notes to the financial statements
For the year ended 30 June 2023

2. Objective and principal activities of the Council

The objective of the Council is to control and manage the operations of the Queensland Institute of Medical Research in accordance with the *Queensland Institute of Medical Research Act 1945*. The Council has been established to conduct research into all branches of medical science. It operates predominantly in one geographical area, being Queensland, Australia, although it has research collaborations across Australia and overseas.

The majority of the Council's funding is generated from competitive, peer-reviewed research grants, commercial and other earned revenue. The Council also receives an annual operational grant from the Department of Health, Queensland (Queensland Health). Further funding is generated from donations, fundraising and investment activities performed under the guidance of the Council. Refer to Note 29.

Notes to the financial statements
For the year ended 30 June 2023

NOTES ABOUT COUNCIL'S FINANCIAL PERFORMANCE

	2023	2022
	\$'000	\$'000
3. Grants and other contributions		
Revenue from contracts with customers		
Grants - National Health & Medical Research Council	21,954	21,821
Grants - Medical Research Future Fund	2,378	2,299
Grants - Queensland Health	1,173	2,733
Grants - Snow Medical Research Fund	1,055	692
Grants - National Breast Cancer Foundation	972	832
Grants - Children's Hospital Foundation	812	881
Grants - Cancer Council Queensland	796	374
Grants - National Institute of Health	770	557
Grants - US Department of Defence	640	199
Grants - Medicines for Malaria Venture	561	647
Grants - Cancer Australia	501	248
Grants - Michael J Fox Foundation	370	32
Grants - Shake It Up Foundation Australia	348	22
Grants - Army Malaria Institute	302	304
Grants - Melanoma Research Alliance	282	140
Grants - Bill and Melinda Gates Foundation	55	1,322
Grants - Australian Research Council	45	6
Grants - Brisbane Diamantina Health Partners	-	85
Grants - Queensland Genomics Health Alliance	-	20
Grants - Other	2,206	2,853
Other grants and contributions		
Grants - Queensland Health (operating)	18,925	18,864
Grants - NHMRC infrastructure support funding (IRIIS)	3,452	3,866
Grants - Therapeutic Innovation Australia Limited	662	446
Grants - Queensland Government ^	121	304
Donations and bequests	20,041	14,055
Total	78,421	73,602

^ funded by the State of Queensland acting through Queensland Health

Accounting policy - Grants and other contributions

Grants, contributions and donations are non-exchange transactions where Council does not directly give approximately equal value to the grantor.

Notes to the financial statements

For the year ended 30 June 2023

3. Grants and other contributions (cont'd)

Where the grant agreement is enforceable and contains sufficiently specific performance obligations for the Council to transfer goods or services to a third party on the grantor's behalf, the transaction is accounted for under *AASB 15 Revenue from Contracts with Customers*. In this case, revenue is initially deferred (as a contract liability) and recognised as or when the performance obligations are satisfied. Otherwise, the grant is accounted for under *AASB 1058 Income of Not-for-Profit Entities*, whereby revenue is recognised upon receipt of the grant funding.

Accounting policy - Services received free of charge or for nominal value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and an expense.

Disclosure – Revenue from contracts with customers

Grants - research grants, including NHMRC

The Council's obligation under competitive research grant funding agreements is to perform research activities in accordance with the grant proposal. Funding is received over the life of the grant, and revenue is recognised over time as the research activities are performed as measured by expenditure of the grant funds. The contract liability recognised at reporting date equates to the unspent balance.

Disclosure – Other grants and contributions

Grants - Queensland Health operating grant

The Council receives funding from the State Government via Queensland Health to contribute to overhead costs for the Institute and to support the Institute in achieving its strategic objectives. Funding is received in two instalments each year, the first in July and the second on passing of the Budget Appropriation Bill. Revenue is recognised as and when Council has a contractual right to receive the funds as there are no sufficiently specific performance obligations.

Grants - IRIISS infrastructure support grant

NHMRC provides annual funding to contribute to the infrastructure and overhead costs of funded research. Funding is received as a one-off payment annually. The revenue is recognised on receipt as there are no specific performance obligations.

Capital grants

The funding for capital grants was received as a reimbursement of costs previously expended. As such, the revenue is recognised on receipt.

Notes to the financial statements

For the year ended 30 June 2023

3. Grants and other contributions (cont'd)

Donations and bequests

Council receives donations and bequests that are either given for a specific purpose (where the researcher and disease is specified) or un-tied. In both cases, the revenue is recognised immediately on receipt as there is no enforceable contract.

	2023 \$'000	2022 \$'000
4. User charges and fees		
Revenue from contracts with customers		
Commercial and contract research	22,677	49,054
Rent and licence fees	5,563	5,660
User charges and fees		
Sundry tenants recoveries	442	426
Total	28,682	55,140

Accounting policy - Revenue from contracts with customers

Revenue from contracts with customers is recognised when the Council transfers control over a good or service provided to the customer.

Commercial and contract research

This collectively consists of three revenue streams:

Contract research

Research services are provided for specific time periods under each contract, and revenue is matched to those periods. Progress payments are generally invoiced in advance.

Commercialisation

Where a contract provides for a commercialisation payment on achievement of certain milestones, such as first dose in a clinical trial resulting from Council Intellectual Property (IP), revenue is recognised when Council has a contractual right to receive funds. Similarly, commercial arrangements whereby future royalty streams derived from license agreements are sold resulting in upfront payments, revenue is recognised when Council has a contractual right to receive such funds.

Contract manufacturing

Council undertakes commercial manufacturing services at the Q-Gen Cell Therapeutics facility. Contracts are structured with a fixed charge, invoiced in advance, and a variable component invoiced according to contract terms. Revenue for the fixed charge is recognised in the period to which it relates.

Notes to the financial statements
For the year ended 30 June 2023

4. User charges and fees (cont'd)

Rent and licence of premises fees

Council licences part of their buildings to tenants. Licence of premises fees are recognised periodically as per the contract terms.

Where licence fees are received upfront, this is recognised over the life of the agreement.

Refer to Note 15 and Note 21 for disclosures about contract assets and liabilities outstanding at year end.

	2023	2022
	\$'000	\$'000
5. Other revenue		
Investment distributions	9,849	11,350
Employee Research Services funds surrendered	-	2,393
Reimbursements	339	622
Other	653	1,392
Total	10,841	15,757

Accounting policy - Interest, dividends and distributions

Revenue for interest on cash and cash equivalents is recognised on an accrual basis. Revenue for dividends and distributions from managed funds classified as financial instruments held at fair value through profit or loss are recognised when the Council's right to receive payment is established.

Accounting policy - Employee Research Services funds surrendered

Funds held in Employee Research Services accounts (refer to Note 31) are held on behalf of researchers. Upon resignation or cessation of the account holder's appointment at the Institute, funds can be surrendered back to the Institute.

Accounting policy - Reimbursements

Reimbursement from third parties for commercial and/or collaboration arrangements are recognised as revenue when the revenue has been earned and can be measured reliably with a sufficient degree of certainty. This involves either invoicing for related goods/services and/or the recognition of accrued revenue.

Accounting policy - Imputation credits

As an endorsed income tax exempt charity, imputation credits attached to franked dividends received by the Council are refundable and may be claimed retrospectively after the end of the financial year (refer to Note 35). Imputation credits are brought to account when the right to receive the credits is established.

Notes to the financial statements
For the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
6. Gains (losses) on disposal / revaluation of assets		
Net gain (loss) on market value of other financial assets	12,932	(25,410)
Net gain (loss) on disposal of property, plant and equipment	(119)	(5)
Total	12,813	(25,415)

The Council holds financial assets in managed funds. Refer to Note 13 and 25.

Accounting policy - Gains (losses) on revaluation of other financial assets

Gains (losses) arising from changes in the fair value of managed funds are included in the operating result for the period in which they arise.

	2023	2022
	\$'000	\$'000
7. Employee expenses		
<i>Employee benefits</i>		
Wages and salaries	56,173	53,339
Employer superannuation contributions	8,770	8,100
Annual leave expense	5,513	5,389
Long service leave levy	1,629	1,452
Other employee benefits	261	347
	72,346	68,627
<i>Employee related expenses</i>		
Workers' compensation premium	73	69
Fringe benefits tax expense	(13)	12
Other employee related expenses	216	22
	276	103
Total	72,622	68,730

The number of employees including full-time, part time and casual employees measured on a full-time equivalent basis is:

608	556
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Employee benefits

Wages and salaries, employer superannuation contributions, annual leave expense and long service leave levies are regarded as employee benefits.

Notes to the financial statements

For the year ended 30 June 2023

7. Employee expenses (cont'd)

Accounting policy - Wages & salaries

Accruals for wages, salaries and annual leave expense due but unpaid at reporting dates are recognised at current salary rates. Annual leave entitlements are recognised at their undiscounted values and are classified as current liabilities as Council does not have the unconditional right to defer settlement for the next 12 months.

Accounting policy - Sick leave

As sick leave is non-vesting, an expense is recognised for this leave as it is taken. Prior history indicates that on average, sick leave taken each reporting period is less than the existing accumulated entitlements and thus no liability for unused sick leave entitlements is recognised. This is expected to continue in future periods.

Accounting policy - Long service leave

Under the Queensland Government's long service leave scheme, a levy is made on the statutory body to cover the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

Accounting policy - Superannuation

Employer superannuation contributions are paid to eligible complying superannuation funds based on the rates specified under the Enterprise Agreement and Council's Superannuation Policy. Contributions are expensed in the period in which they are payable. The Council's obligation are limited to those contributions paid. The liability for defined benefits is held on a whole-of-government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Accounting policy - Workers' compensation premiums

The Council pays premiums to WorkCover Queensland and inter-state QBE in respect of its obligations for employee compensation. Workers' compensation insurance is a consequence of employing employees, but is not counted in an employee's total remuneration package. It is not an employee benefit and is recognised separately as employee-related expenses.

Notes to the financial statements
For the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
8. Supplies and services		
Supplies and consumables	15,378	14,634
Scientific collaborations	4,592	5,207
Consultants and contractors	6,471	5,614
Service contracts	3,967	3,483
Utilities	483	2,108
Minor equipment and software purchases	1,132	1,130
Travel	1,193	403
Operating lease rentals	50	64
Total	33,266	32,643

Accounting policy - Scientific collaboration distributions

Council has a number of research collaboration agreements in place with various granting bodies and universities. Distributions are made in terms of these collaboration agreements and are recognised as an expense in the period in which they are incurred.

Accounting policy - Lease expense

Lease expenses include lease rentals for short-term leases, leases of low value assets and variable lease payments. Refer to Note 16 for a breakdown of lease expenses and other lease disclosures.

	2023	2022
	\$'000	\$'000
9. Impairment Losses		
Trade receivables	2,621	816
Loans to subsidiaries	39	58
Equity investment - at cost	20	100
Total	2,680	974

Impairment losses may arise on assets held by the Council from time to time. Accounting for impairment losses is dependent upon the individual asset (or group of assets) subject to impairment. Accounting policies and events giving rise to impairment losses are disclosed in Note 12 (Trade and receivables), Note 15 (Loans to subsidiaries) and Note 33(b) (Controlled entities).

Notes to the financial statements
For the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
10. Other expenses		
Commercial and contract research distributions	2,178	2,575
Insurance	882	739
Legal expenses	738	1,104
Audit & other fees - internal	58	69
Audit fees - external *	77	74
Net loss (gain) on foreign exchange transactions	(94)	(18)
Grant and donations refunds	570	2,634
Other	(46)	(39)
Total	4,363	7,138

* Total external audit fees to be paid to the Queensland Audit Office relating to the year ended 30 June 2023 are \$76,500 (2022: \$73,500). There are no non-audit services included in this amount.

Accounting policy - Commercial and contract research distributions

The Council has a number of commercial and licence arrangements in place. Under the Council's contract research policy, distributions to researchers may be made to Employee Research Services accounts (refer to Note 31) from the proceeds of industry-sponsored contracts. These distributions are recognised as an expense at the time of invoicing under the contract.

Additionally, under the Council's intellectual property policy, distributions to inventors or contributors are recognised as an expense at the time of milestone invoicing under these contractual arrangements. Payments to inventors or contributors may be made in the subsequent financial year following their recognition.

Accounting policy - insurance

The Council's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund (QGIF), premiums being paid on a risk assessment basis. In addition, the Council has policies with private insurance companies to cover risks not included by QGIF.

Accounting policy - Grant and donation refunds

The Council's obligation under competitive research grant funding agreements is to perform research activities in accordance with the grant proposal. Council also receives donations and bequests that are either given for a specific purpose (where the researcher and disease is specified) or un-tied. Where Council cannot meet the obligations under any funding agreement or the specific purpose for which a donation is made in such circumstances a refund will be made back to the grantor / donor.

Notes to the financial statements
For the year ended 30 June 2023

NOTES ABOUT COUNCIL'S FINANCIAL POSITION

	2023	2022
	\$'000	\$'000
11. Cash and cash equivalents		
Term deposits	19,428	22,883
Cash at bank and on call	10,880	25,669
Employee Research Services (ERS)	(6,707)	(6,971)
Total	23,601	41,581

The Council's term deposits consist entirely of unspent research grant funds (contract liabilities), refer to Note 21. For Employee Research Services (ERS) funds held in cash and cash equivalents, refer to Note 31.

Accounting policy - Cash and cash equivalents

For the purposes of the statement of financial position and the statement of cash flows, cash assets include all cash and cheques receipted but not banked at 30 June as well as deposits at call with financial institutions.

	2023	2022
	\$'000	\$'000
12. Receivables		
Trade receivables	8,661	7,202
Less: Loss allowance	(3,509)	(884)
	5,152	6,318
Long service leave reimbursements	419	246
Accrued interest	228	71
GST receivable	-	32
Other receivables	3,441	2,166
Total	9,240	8,833

Accounting policy - Receivables

Receivables are measured at amortised cost, which approximates their fair value at the reporting date. Trade debtors are recognised at the amounts due at the time of sale or service delivery, i.e. the agreed purchase/contract price. Settlement of these amounts is required within 30 days of the invoice date.

Other debtors generally arise from transactions outside the usual operating activities of the Council and are recognised at their assessed values. Terms are a maximum of 30 days, no interest is charged and no security is obtained.

Notes to the financial statements

For the year ended 30 June 2023

12. Receivables (cont'd)

Disclosure - Receivables

The closing balance of receivables arising from contracts with customers as at 30 June 2023 is \$5.7m (30 June 2022: \$5.3m).

Disclosure - Credit risk exposure of receivables

The maximum exposure to credit risk at balance date for receivables is the gross carrying amount of those assets. No collateral is held as security and no credit enhancements relate to receivables held by the Council.

Impairment of receivables

An allowance for loss is made for specific debtors for which we have judged to be in doubt. Following a review by Council of trade and other debtors over the past 10 years, no general loss allowance has been made during the year ended 30 June 2023, given the historical immaterial quantum of bad debts involved over this review period.

Accounting policy - Impairment of receivables

Where Council has no reasonable expectation of recovering an amount owed by a debtor, the debt would be written off by directly reducing the receivable against the loss allowance. This occurs when the debt is over 120 days past due and Council has ceased enforcement activity. If the amount of debt written off exceeds the loss allowance, the excess would be recognised as an impairment loss.

	2023 \$'000	2022 \$'000
13. Other financial assets		
Current		
Managed funds investments		
Budgeted drawdowns	32,500	21,000
Grant funds	10,098	8,602
Total	42,598	29,602
Non-current		
Managed funds investments	175,640	177,657
Total	175,640	177,657

Notes to the financial statements

For the year ended 30 June 2023

13. Other financial assets (cont'd)

Accounting policy - Other financial assets

Other financial assets held at fair value through profit or loss represent investments in managed funds. The investments are stated at current market value at the reporting date. Changes in the market value of these instruments, whether realised or unrealised, are recognised in the statement of comprehensive income. These investments were originally classified at fair value through profit or loss upon initial recognition and the Council manages these investments and makes purchases and sales decisions based on their fair value in accordance with the Council's documented investment strategy. All managed fund investments are categorised as Level 1 investments in accordance with the fair value hierarchy, which reflects the unadjusted quoted market price. Refer to Note 25 for liquidity risk management. The current portion of managed funds is made up of unspent grant funds invested (refer to Note 21) plus drawdowns of \$32.5m (2022: \$21.0m) approved by Council in the budget for the year ending 30 June 2024 which can be used for operational cash requirements.

	2023 \$'000	2022 \$'000
14. Inventories		
Supplies and consumables - at cost	1,324	925
Total	1,324	925

Accounting policy - Inventories

Inventories are represented by consumable laboratory supplies valued at the lower of cost and net realisable value.

Cost is assigned on a weighted average basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition.

Net realisable value is determined by estimating the selling price in the ordinary course of business, less the estimated costs of completion and selling expenses. No inventory assets have been classified as inventories held for distribution.

All inventories on hand as at 30 June are expected to be utilised within 12 months.

	2023 \$'000	2022 \$'000
15. Other Assets		
Current		
Lease receivable	150	150
Prepayments	1,101	920
Total	1,251	1,070

Notes to the financial statements
For the year ended 30 June 2023

	2023	2022
	\$'000	\$'000
15. Other Assets (cont'd)		
Non-current		
Loans to subsidiaries (refer to Note 34)	2,811	2,657
Less: Impairment loss (refer to Note 33(b))	(1,311)	(1,272)
	<u>1,500</u>	<u>1,385</u>
Lease receivable	689	838
Prepayments	231	75
Total	<u>2,420</u>	<u>2,298</u>

Accounting policy - other assets

Other assets generally arise from transactions outside the usual operating activities of the Council and are recognised at their contract values.

Disclosures - lease receivable

A one-year rental holiday granted at the start of a 10-year licence agreement is being amortised over the period of this agreement.

Disclosures - loans to subsidiaries

Council has entered a loan agreement on 9 March 2020 with subsidiary Endpoint IQ Pty Ltd to advance funds of up to \$1.0m (excluding interest), at an interest rate of 8% p.a. Council has agreed to capitalise the interest. The initial loan term was 3 years. During the year ended 30 June 2023, Council had exercised its discretion to extend the loan term for a further 3 years. Council has entered a second loan agreement on 17 August 2021 to advance funds of up to \$0.5m (excluding interest), at an interest rate of 8% p.a. Council has agreed to capitalise the interest. The loan term is 3 years, unless extended at sole discretion of Council. Refer to Note 33(d). The combined balances of the loans as at 30 June 2023 is \$1.500m (2022: \$1.384m) (including capitalised interest).

Council has entered a loan agreement on 7 December 2020 with subsidiary genomiQa Pty Ltd to advance funds of up to \$1.22m (excluding interest), at an interest rate of 8% p.a. The loan has a 6 year term. As a result of genomiQa Pty Ltd becoming a wholly owned subsidiary on 15 November 2022, the Council had elected to cease interest charges on the loan. The balance of the loan as at 30 June 2023 is \$1.311m (2022: \$1.272m). Council has assessed the loan balance as fully impaired as at 30 June 2023. Refer to Note 9 and Note 33(b).

Notes to the financial statements

For the year ended 30 June 2023

16. Leases

Leases as Lessee

Accounting policy - leases as lessee

The Council measures right-of-use assets from concessionary leases at cost on initial recognition, and measures all right-of-use assets at cost subsequent to initial recognition.

The Council has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases and leases of low value assets. The lease payments are recognised as expenses on a straight-line basis over the lease term. An asset is considered low value where it is expected to cost less than \$10,000 when new.

Disclosures - leases as lessee

(i) Details of leasing arrangements as lessee

Concessionary land lease

The Council's buildings are situated on land owned by Metro North Hospital and Health Service (MNHHS). The Council has registered peppercorn leases over the footprints of both the Clive Berghofer Cancer Research Centre Building and the Bancroft Building. However, there is no lease over the land on which the Central Building is located. MNHHS and the Council are in the process of negotiating a new peppercorn lease over the whole of the land occupied by all three buildings.

As the lease with MNHHS is a peppercorn lease, there will be no recognition of the lease liability on the statement of financial position as Council has applied the temporary option for not-for-profit entities to elect to measure right-of-use assets arising under concessionary leases.

	2023 \$'000	2022 \$'000
<i>(ii) Amounts recognised in profit or loss</i>		
Operating lease rentals included in Note 8:		
- expenses relating to short-term leases and low-value assets	9	9
- expenses relating to low value assets	41	55
<i>(iii) Total cash outflow for leases</i>	50	64

Lease expenses have renewal options; however, no leases have escalation clauses other than in the event of payment default. No lease arrangements create restrictions on other financing transactions.

Notes to the financial statements

For the year ended 30 June 2023

16. Leases (cont'd)

Leases as lessor

Accounting policy - leases as lessor

Council recognises lease payments from operating leases as income on a straight-line basis over the lease term.

Disclosure - leases as lessor

(i) Details of leasing arrangements as lessor

Sublease of research facility

Lease receivables comprises various licences premises. The amount does not include lease fees which may become receivable under the lease on the basis of registered associates on the premises in excess of stipulated minimums and do not include any recovery of expenses such as scientific services, electricity and water costs.

The sublease agreement includes make-good clauses that requires the lessees to restore the facilities to a satisfactory condition at the end of the lease term. No amounts were recognised in respect of variable lease payments other than CPI-based or market rent reviews. Council does not have any finance leases.

(ii) Maturity analysis

The following table sets out a maturity analysis of future undiscounted lease receivable for licences of the premises under the Council's operating leases:

	2023	2022
	\$'000	\$'000
Receivable:		
Less than 1 year	4,015	4,505
1 to 2 years	3,638	3,572
2 to 3 years	2,586	3,572
3 to 4 years	1,575	2,573
4 to 5 years	1,576	1,574
More than 5 years	1,211	2,816
Total	14,601	18,612

Notes to the financial statements
For the year ended 30 June 2023

	2023 \$'000	2022 \$'000
17. Intangible assets		
Software internally generated:		
At cost	-	474
Less: Accumulated amortisation	-	(325)
	<u>-</u>	<u>149</u>
Software purchased:		
At cost	826	825
Less: Accumulated amortisation	(693)	(678)
	<u>133</u>	<u>147</u>
Software work in progress:		
At cost	415	-
Total	<u><u>548</u></u>	<u><u>296</u></u>

Accounting policy - Recognition and measurement of intangibles

Intangible assets with a cost or other acquisition value equal to or greater than \$100,000 are recognised in the statement of financial position; items with a lesser value are expensed.

It has been determined that there is not an active market for any of the Council's intangible assets. As such, the assets are recognised and carried at cost less accumulated amortisation and accumulated impairment losses.

No intangible assets have been classified as held for sale or form part of a disposal group held for sale.

Key Judgement : Council also controls a number of software assets that are not recognised as assets because they fail to meet the AASB 138 recognition criteria.

Accounting policy - Amortisation expense

All intangibles assets of the Council have finite useful lives and are amortised on a straight line basis over their estimated useful life to the Council. Straight line amortisation is used reflecting the expected consumption of economic benefits on a progressive basis over the intangible's useful life. The residual value of all Council's intangible assets is zero.

Useful life

Key estimate : For each class of intangibles asset, the following years to calculate amortisation rates are used:

- Internally generated software - 10 years
- Purchased software - 10 years

Notes to the financial statements

For the year ended 30 June 2023

17. Intangible assets (cont'd)

Accounting policy - Impairment

All intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the Council determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

Intangible assets are principally assessed for impairment by reference to the actual and expected continuing use of the asset by the Council, including discontinuing the use of software. The recoverable amount is determined as the higher of the asset's fair value less costs to sell and its value-in-use.

Intangibles reconciliation of carrying amount	Software internally generated	Software purchased	Software work in progress	Total
	\$'000	\$'000	\$'000	\$'000
Carrying amount as at 1 July 2022	149	147	-	296
Acquisitions	-	-	415	415
Disposals	(121)	-	-	(121)
Amortisation	(28)	(14)	-	(42)
Carrying amount as at 30 June 2023	-	133	415	548

Intangibles reconciliation of carrying amount	Software internally generated	Software purchased	Software work in progress	Total
	\$'000	\$'000	\$'000	\$'000
Carrying amount as at 1 July 2021	179	-	-	179
Acquisitions	-	147	-	147
Disposals	-	-	-	-
Amortisation	(30)	-	-	(30)
Carrying amount as at 30 June 2022	149	147	-	296

Notes to the financial statements

For the year ended 30 June 2023

	2023 \$'000	2022 \$'000
18. Property, plant and equipment		
Buildings: At fair value		
Gross	456,656	433,688
Less: Accumulated depreciation	(163,458)	(150,887)
	293,198	282,801
Plant & equipment: At cost		
Gross	67,989	65,468
Less: Accumulated depreciation	(55,879)	(54,274)
	12,110	11,194
Work in progress: At cost*		
Gross	656	142
	656	142
Total	305,964	294,137

* Work in progress includes various building improvement and renewal projects, which were ongoing as at 30 June.

Property, plant and equipment - balances and reconciliations of carrying amount (including fair value)

	Buildings (Research Facilities) Level 3 \$'000	Plant & Equipment \$'000	Work in progress \$'000	Total \$'000
Carrying amount as at 1 July 2022	282,801	11,194	142	294,137
Acquisitions	-	4,341	865	5,206
Disposals	-	(3)	-	(3)
Transfers between classes	318	-	(351)	(33)
Revaluation increments	21,718	-	-	21,718
Depreciation	(11,639)	(3,422)	-	(15,061)
Carrying amount as at 30 June 2023	293,198	12,110	656	305,964

Notes to the financial statements
For the year ended 30 June 2023

18. Property, plant and equipment (cont'd)

	Buildings (Research Facilities) Level 3 \$'000	Plant & Equipment \$'000	Work in progress \$'000	Total \$'000
Carrying amount as at 1 July 2021	247,224	13,152	460	260,836
Acquisitions	-	2,050	441	2,491
Disposals	-	(5)	-	(5)
Transfers between classes	738	21	(759)	-
Revaluation increments	41,245	-	-	41,245
Depreciation	(6,406)	(4,024)	-	(10,430)
Carrying amount as at 30 June 2022	282,801	11,194	142	294,137

Accounting policy - Recognition

Items of property, plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Class	Threshold
Buildings	\$10,000
Plant and equipment	\$5,000

Items with a lesser value are expensed in the year of acquisition.

Expenditure on property, plant and equipment is only capitalised if it increases the service potential or useful life of the existing asset. Maintenance expenditure that merely restores original service potential (arising from ordinary wear and tear) is expensed.

The Council occupies three buildings situated on Crown land reserved and set apart for hospital purposes. The land is under the control of Metro North Hospital & Health Service (MNHHS) on behalf of The State of Queensland.

As the buildings are controlled by the Council, these assets are recognised in its financial statements, not in the financial statements of Queensland Health. Any revaluation surpluses or decrements associated with these assets are recognised by the Council.

Notes to the financial statements

For the year ended 30 June 2023

18. Property, plant and equipment (cont'd)

Leases for the land on which the buildings known as the Bancroft Centre and the Clive Berghofer Cancer Research Centre exist between the Council and The State of Queensland (represented by Queensland Health) at a nominal rental, terminating on 27 June 2066. A new lease for the land occupied by all three buildings is currently being negotiated between Council and MNHHS at nominal rental. Refer to Note 34.

Componentisation of complex assets

Complex assets comprise separately identifiable components (or groups of components) of significant value, that require replacement at regular intervals and at different times to other components comprising the complex asset.

On initial recognition, the asset recognition thresholds outlined above apply to the complex asset as a single item. Where the complex asset qualifies for recognition, components are then separately recorded when their value is significant relative to the total cost of the complex asset. Components whose value exceeds 10% of the complex asset's total cost are separately identified as significant value components. Components valued at less than 10% of the complex asset's total cost are separately recorded only where a material difference in depreciation expense would occur.

When a separately identifiable component (or group of components) of significant value is replaced, the existing component(s) is derecognised. The replacement component(s) is capitalised when it is probable that future economic benefits from the significant component will flow to Council in conjunction with the other components comprising the complex asset and the cost exceeds the asset recognition thresholds specified above. Replacement components that do not meet the asset recognition thresholds for capitalisation are expensed.

Components are valued on the same basis as the asset class to which they relate.

The Council's complex asset is its special purpose research facility buildings.

Accounting policy – Cost of acquisition

Historical cost is used for the initial recording of all non-current physical asset acquisitions. Cost is determined as the value given as consideration plus costs incidental to the acquisition and those incurred in getting the assets ready for use.

Where assets are received free of charge from another Queensland Government entity, the acquisition cost is recognised as the gross carrying amount in the books of the transferor immediately prior to the transfer together with any accumulated depreciation.

Notes to the financial statements

For the year ended 30 June 2023

18. Property, plant and equipment (cont'd)

Assets acquired at no cost or for nominal consideration, other than from another Queensland Government entity, are recognised at their fair value at the date of acquisition.

Accounting policy – Measurement using historical cost

Plant and equipment is measured at cost in accordance with Queensland Treasury *Non-Current Asset Policies*. The carrying amounts for plant and equipment at cost does not materially differ from their fair value.

Accounting policy – Measurement using fair value

Buildings are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment*, AASB 13 *Fair Value Measurement* and Queensland Treasury *Non-Current Asset Policies for the Queensland Public Sector*. These assets are reported at their revalued amounts, being the fair value at the date of valuation, less accumulated depreciation and impairment losses where applicable. In respect of these asset classes, the cost of items acquired during the financial year has been judged by Council to materially represent their fair value at the end of the reporting period.

Buildings measured at fair value are revalued on an annual basis either by appraisals undertaken by an independent professional valuer, or by the use of appropriate and relevant indices, where the movement in fair value is material.

Use of independent valuation

Revaluations using an independent professional valuer are undertaken at least once every five years, the most recent being as at 30 June 2022 by the firm Jacobs.

Key judgement - The valuation approach used is Current Replacement Cost, as there is no active market for specialised research facilities.

Key estimates - The fair values reported by the Council are based on appropriate valuation techniques that maximise the use of available and relevant observable inputs and minimise the use of unobservable inputs.

The basis of the valuation is on a cost approach, which involves estimating the amount that would currently be required to replace the service capacity of an asset. This is a Level 3 categorisation, as referenced in Note 24. The replacement cost is the total construction cost (including design fees and typical levels of contingency) if the asset was replaced on the valuation date with a modern day equivalent applying the 'highest and best use' principles.

For the valuation as at 30 June 2022, the Council elected to recognise the three buildings as a complex asset and has resolved to adopt the fair values determined by the valuers for the significant identifiable components identified below in this note.

Notes to the financial statements

For the year ended 30 June 2023

18. Property, plant and equipment (cont'd)

Use of Indices

Where buildings have not been independently valued in the reporting period, their previous valuations are materially kept up to date via the application of relevant indices, ensuring the resulting value is a valid estimation of the buildings' fair values at reporting the date. The Council used an appropriate index provided by Jacobs, an independent valuer, as at 31 March 2023.

As at 30 June 2023, the change in the value since the last valuation is considered material (a change of 8%) in which the carrying values of the three buildings have been adjusted in the reporting period. The revaluation resulted in an increment of \$21.7m (net of depreciation).

Accounting for changes in Fair Value

Any increment arising on the revaluation of buildings is credited to the asset revaluation surplus, except to the extent it reverses a revaluation decrement previously recognised as an expense. A decrease in the carrying amount on revaluation is charged as an expense to the extent it exceeds the balance, if any, in the revaluation surplus.

Accounting policy – Depreciation of property, plant and equipment

Property, plant and equipment is depreciated on a straight-line basis so as to allocate the net cost or revalued amount of each asset, less its estimated residual value, progressively over its estimated useful life to the Council, consistent with the even consumption of service potential.

Assets under construction (work-in-progress) are not depreciated until they reach service delivery capacity. Service delivery capacity relates to when construction is complete and the asset is first put to use or is installed ready for use in accordance with its intended application. These assets are then reclassified to the relevant classes within property, plant and equipment.

Separately identifiable components of complex assets are depreciated according to the useful lives of each component, as doing so results in a material impact on the depreciation expense reported. Any expenditure that increases the originally assessed capacity or service potential of an asset is capitalised and the new depreciable amount is depreciated over the remaining useful life of the asset to the Council.

For the Council's depreciable assets, the estimated amount to be received on disposal at the end of their useful life (residual value) is determined to be zero.

Useful life

Key estimate : For each class of depreciable assets the following useful lives are used (including significant identifiable components):

Notes to the financial statements
For the year ended 30 June 2023

18. Property, plant and equipment (cont'd)

Property, Plant and Equipment asset	Useful life
Buildings - Special purpose research facilities:	
- Structure	45 - 80 years
- Façade	20 - 66 years
- Fitout	25 - 45 years
- Hydraulics	40 - 57 years
- Air conditioning	30 - 36 years
- Fire protection	26 - 36 years
- Electrical and communications	30 - 36 years
- Lifts	20 - 36 years
Plant and equipment	3 - 20 years

Accounting policy – Impairment of non-current assets

All non-current physical assets are assessed for indicators of impairment on an annual basis, or, where the asset is measured at fair value, for indicators of a change in fair value/service potential since the last valuation was completed.

Where indicators of a material change in fair value or service potential since the last valuation arise, the asset is revalued at the reporting date under AASB 13 *Fair Value Measurement*. If an indicator of possible impairment exists, the Council determines the asset's recoverable amount under AASB 136 *Impairment of Assets*. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

	2023	2022
	\$'000	\$'000
19. Payables		
Accrued Inventor payments	353	10,717
Trade creditors	1,433	2,800
Accrued expenses	1,532	2,933
GST payable	132	-
Other	604	934
Total	4,054	17,384

Accounting policy – Accrued inventor payments

Where Council receives income from the commercialisation of research outcomes, a portion of 'net commercialisation income' is payable under policy to the inventor scientists. Amounts are payable in the year following receipt of income and subject to Remuneration Committee review and Council approval. Where distributions of commercialisation proceeds to inventors exceeds \$10m for the year, approval from the Governor in Council is also required.

Notes to the financial statements

For the year ended 30 June 2023

19. Payables (cont'd)

Accounting policy - Payables

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the nominal amount i.e. agreed purchase/contract price, gross of applicable trade and other discounts. Standard payment terms are 30 days from date of invoice. Amounts owing are unsecured.

	2023 \$'000	2022 \$'000
20. Accrued employee benefits		
Current		
Annual leave entitlements payable	6,446	6,430
Long service leave levy payable	433	411
Other	1,298	1,055
Total	8,177	7,896

Accounting policy - Accrued employee benefits

For relevant accounting policies pertaining to accrued employee benefits, refer to Note 7.

21. Contract liabilities

	Balance b/f 1 July 2022 \$'000	Funds received \$'000	Funds recognised as revenue \$'000	Adjustment \$'000	Balance c/f 30 June 2023 \$'000
Granting bodies	31,485	35,033	(36,992)	-	29,526
Commercial partners	12,597	3,338	(4,294)	-	11,641
Other licence / rental fees	314	5,587	(5,563)	-	338
Queensland University of Technology	1,750	-	(500)	-	1,250
Total	46,146	43,958	(47,349)	-	42,755

	Balance b/f 1 July 2021 \$'000	Funds received \$'000	Funds recognised as revenue \$'000	Adjustment \$'000	Balance c/f 30 June 2022 \$'000
Granting bodies	35,397	33,660	(37,572)	-	31,485
Commercial partners	16,956	5,669	(4,154)	(5,874)	12,597
Other licence / rental fees	365	5,609	(5,660)	-	314
Queensland University of Technology	2,250	-	(500)	-	1,750
Total	54,968	44,938	(47,886)	(5,874)	46,146

Notes to the financial statements
For the year ended 30 June 2023

21. Contract liabilities (cont'd)

Unspent grant funds of \$19.43m (2022: \$22.88m) are held in term deposits (refer to Note 11) and \$10.10m (2022: \$8.60m) in other financial assets (refer to Note 13). Where the grantors funding rules require unspent funds to be held in a bank account, those funds are in term deposits.

Accounting policy - contract liabilities

Where grants and commercial contract proceeds are received with sufficiently specific performance obligations, a contract liability is recognised and revenue is recognised as those performance obligations are met. Where a balance remains on a contract liability with a commercial partner on completion of contracted work, that balance may be transferred to the lead researcher's Employee Research Services account (refer to Note 31). Where the lead researcher is no longer employed by Council, unspent funds are released from contract liabilities via an adjustment, which for the the year ended 30 June 2023 was nil (2022: \$5.9m).

Disclosure - Contract liabilities

All contract liabilities arise from contracts with customers.

	2023 \$'000	2022 \$'000
22. Provisions		
Current		
Grant refunds	-	1,935
Total	-	1,935

Accounting policy – Provisions

Provisions are recorded when Council has a present obligation, either legal or constructive as a result of a past event. They are recognised at the amount expected at reporting date for which the obligation will be settled in the next 12 months. The amounts recognised as provisions are in relation to a number of finalised grants, which were refunded to the appropriate funding body during the year ended 30 June 2023.

23. Asset revaluation surplus by class

	Buildings \$'000	Total \$'000
Balance as at 1 July 2022	113,744	113,744
Revaluation increments (decrements)	21,718	21,718
Balance as at 30 June 2023	135,462	135,462

Notes to the financial statements
For the year ended 30 June 2023

23. Asset revaluation surplus by class (cont'd)

	Buildings	Total
	\$'000	\$'000
Balance as at 1 July 2021	72,499	72,499
Revaluation increments (decrements)	41,245	41,245
Balance as at 30 June 2022	113,744	113,744

Accounting policy - Asset revaluation surplus

The asset revaluation surplus represents the net effect of upwards and downwards revaluations of assets to fair value.

Notes to the financial statements For the year ended 30 June 2023

NOTES ABOUT RISK AND OTHER ACCOUNTING UNCERTAINTIES

24. Fair value measurement

Accounting policy - inputs for fair values

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 under current market conditions (i.e. an exit price) regardless of whether that price is directly derived from observable inputs or estimated using another valuation technique.

Observable inputs are publicly available data that are relevant to the characteristics of the assets / liabilities being valued.

Unobservable inputs are data, assumptions and judgements that are not available publicly, but are relevant to the characteristics of the assets / liabilities being valued. Significant unobservable inputs used by the Council include, but are not limited to, subjective adjustments made to observable data to take account of the characteristics of the Council's assets/liabilities, internal records of recent construction costs (and / or estimates of such costs) for assets' characteristics/functionality, and assessments of physical condition and remaining useful life. Unobservable inputs are used to the extent that sufficient relevant and reliable observable inputs are not available for similar assets / liabilities.

A fair value measurement of a non-financial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

Fair value measurement hierarchy

All assets of the Council for which fair value is measured or disclosed in the financial statements are categorised within the following fair value hierarchy, based on the data and assumptions used in the most recent specific appraisals:

Level 1 represents fair value measurements that reflect unadjusted quoted market prices in active markets for identical assets;

Level 2 represents fair value measurements that are substantially derived from inputs (other than quoted prices included within Level 1) that are observable, either directly or indirectly; and

Level 3 represents fair value measurements that are substantially derived from unobservable inputs.

There were no transfers of assets between fair value hierarchy levels during the current or prior years.

Notes to the financial statements

For the year ended 30 June 2023

24. Fair value measurement (cont'd)

Basis for fair values of assets

For details of the basis for fair value measurement of buildings (refer to Note 18) and financial assets (refer to Note 13) held by QIMR Berghofer.

25. Financial risk disclosures

(a) Financial instrument categories

Accounting policy - Financial instruments

Recognition

Financial assets and financial liabilities are recognised in the statement of financial position when Council becomes party to the contractual provisions of the financial instrument.

The Council has the following categories of financial assets and financial liabilities:

	Notes	2023 \$'000	2022 \$'000
Financial assets			
Financial assets held at fair value through profit or loss:			
Cash and cash equivalents	11	23,601	41,581
Other financial assets	13	218,238	207,259
Financial assets held at amortised cost:			
Receivables	12	9,240	8,801
Other assets - current	15	150	150
Other assets - non-current (discounted)	15	2,189	2,223
Total		253,418	260,014
Financial liabilities (payable within one year)			
Financial liabilities measured at amortised cost:			
Payables	19	3,923	17,384
Total		3,923	17,384

No financial assets and financial liabilities have been offset and presented net in the statement of financial position.

The Council does not enter into transactions for speculative purposes, or for hedging.

Notes to the financial statements

For the year ended 30 June 2023

25. Financial risk disclosures (cont'd)

(b) Financial risk management

Risk exposure

Financial risk management is implemented pursuant to Queensland Government and Council policy. These policies focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the financial performance of the Council.

All financial risk is managed by the Institute under policies approved by the Council. The Council provides written principles for overall risk management, as well as policies covering specific areas.

Council's activities expose it to a variety of financial risks as set out in the following table:

Risk Exposure	Definition	Exposure
Credit risk	The risk that the Council may incur financial loss as a result of another party to a financial instrument failing to discharge their obligation.	The Council is exposed to credit risk in respect of its receivables (Note 12) and other non-current assets (Note 15).
Liquidity risk	The risk that the Council may encounter difficulty in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset.	The Council is exposed to liquidity risk in respect of its payables (Note 19).
Market risk	<p>The risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk.</p> <p>Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.</p>	<p>The Council is exposed to market risk on its managed funds (Note 13).</p> <p>The Council is exposed to currency risk in respect of its commercial contracts, typically entered into in US dollars.</p> <p>The Council is exposed to interest-rate risk through its cash deposited in interest bearing accounts (Note 11).</p>

Notes to the financial statements
For the year ended 30 June 2023

25. Financial risk disclosures (cont'd)

Risk measurement and management strategies

Council measures risk exposure using a variety of methods as follows:

Risk Exposure	Measurement Method	Risk Management Strategies
Credit risk	Ageing analysis Earnings at risk	The Council manages credit risk through the use of a credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the Council invests in secure assets and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on an ongoing basis.
Market risk	Interest rate sensitivity analysis Foreign currency sensitivity analysis	<p>The Council does not undertake any hedging in relation to:</p> <ul style="list-style-type: none"> - interest rate risk is managed as per the Council's liquidity risk management strategy articulated in the Council's policies; and - foreign currency risk - managed through conservative exchange rate estimates when pricing commercial contracts. <p>The Council places managed funds with five separate fund managers. The Investment Committee (a committee of Council) oversees the performance of these funds.</p>
Liquidity risk	Sensitivity analysis	<p>The Council manages liquidity risk through the use of a liquidity management strategy. This strategy aims to reduce the exposure to liquidity risk by ensuring the Council has sufficient funds available to meet employee and supplier obligations as they fall due. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the various employee and supplier liabilities.</p> <p>Managed funds held under 'Other Financial Assets' represent investments that are the Council's long term endowment type funds, as well as funds invested in excess of short-term operational requirements.</p>

Notes to the financial statements

For the year ended 30 June 2023

25. Financial risk disclosures (cont'd)

Risk Exposure	Measurement Method	Risk Management Strategies
Liquidity risk (cont'd)	Sensitivity analysis (cont'd)	These funds can, if required, be redeemed by Council within a relatively short period of time to meet operational cash requirements (Note 13).

Credit risk disclosures

Credit risk management practice

The Council considers financial assets that are over 30 days past due to have significantly increased credit risk, and measures the loss allowance of such assets at lifetime expected credit losses instead of 12-month expected credit losses. The exception is trade receivables (refer to Note 12), for which the loss allowance is always measured at lifetime expected credit losses.

The Council typically considers a financial asset to be in default when it becomes 90 days past due. However, a financial asset can be in default before this point if information indicates that the Council is unlikely to receive the outstanding amounts in full. The Council assessment of default does not take into account any collateral or other credit enhancements.

The Council write-off policy is disclosed in Note 12.

26. Contingencies

Contingent liabilities

Letters of Comfort have been issued to each of genomiQa Pty Ltd (refer to Note 33(b)) and Endpoint IQ Pty Ltd (refer to Note 33(d)). Council has entered loan agreements with both entities and has advanced funds under those agreements (refer to Note 15 and Note 34).

This includes funds advanced to Endpoint IQ Pty Ltd under a second loan agreement after the Letter of Comfort was called upon. The combined equity position of both entities as at 30 June 2023, excluding the loan balances, is \$0.6m (2022: negative equity position of \$0.235m).

Council has subsequently made a further advance of funds to genomiQa Pty Ltd to meet short term cash requirements (up to \$0.3m as an interest free trade account). This represents a call on the letter of comfort. Funds are expected to be recovered when genomiQa receive funds from debtors and under existing revenue contracts.

Notes to the financial statements

For the year ended 30 June 2023

26. Contingencies (cont'd)

Following finalisation of the investigation of a research misconduct matter, Council may receive claims for compensation. No claims have been received to date.

	2023 \$'000	2022 \$'000
27. Commitments		
Capital expenditure commitments		
Building works	412	268
Other capital commitments	1,004	478
Total	1,416	746
 Payable:		
Not later than one year	1,416	746
Total	1,416	746

28. Events occurring after balance date

There are no other events occurring after balance date that will have a material impact on the figures reported in these financial statements.

29. Economic dependency

The Council's activities are predominantly funded by grants received from a range of funding agencies, the majority of which are Commonwealth and State Government bodies. The ability of the Council to source sufficient grant funding is dependent upon those entities continuing to have the ability to fund research activities and for the Institute to be successful in its funding applications. At balance date, Council had no indication that operational and research funding would not be provided as per the funding agreements. Should unforeseen fluctuations in the amount of available grant funding occur, the Council would use its cash assets (refer to Note 11) and managed fund investments (refer to Note 13) to cover short-term operational cash requirements.

Notes to the financial statements

For the year ended 30 June 2023

NOTES ON COUNCIL'S PERFORMANCE COMPARED TO BUDGET

30. Budgetary reporting disclosures

Budget to actual comparison - Statement of comprehensive income

		Actual	Original Budget	Budget Variance
		2023	2023	2023
	Notes	\$'000	\$'000	\$'000
Income from continuing operations				
Grants and other contributions		78,421	74,092	4,329
User charges and fees	a	28,682	40,808	(12,127)
Interest		1,280	386	895
Other revenue		10,841	10,839	2
Total revenue		119,224	126,125	(6,901)
Gains (losses) on disposal / revaluation of assets	b	12,813	9,602	3,211
Total income from continuing operations		132,037	135,727	(3,690)
Expenses from continuing operations				
Employee expenses	c	72,622	77,485	4,863
Supplies and services	d	33,266	44,200	10,934
Depreciation and amortisation	e	15,104	10,381	(4,723)
Impairment losses		2,680	-	(2,680)
Finance costs		1,158	950	(208)
Other expenses	f	4,363	9,637	5,274
Total expenses from continuing operations		129,193	142,653	13,460
Operating result from continuing operations		2,844	(6,926)	9,770
Other comprehensive income				
<i>Items that will not be reclassified subsequently to operating result</i>				
Increase in asset revaluation surplus	g	21,718	-	21,718
Total other comprehensive income		21,718	-	21,718
Total comprehensive income		24,562	(6,926)	31,488

Notes to the financial statements

For the year ended 30 June 2023

30. Budgetary reporting disclosures (cont'd)

Budget to actual comparison - Statement of financial position

		Actual	Original Budget	Budget Variance
		2023	2023	2023
	Notes	\$'000	\$'000	\$'000
Current assets				
Cash and cash equivalents	h	23,601	13,513	10,088
Receivables	i	9,240	5,475	3,765
Inventories		1,324	1,063	261
Other financial assets	j	42,598	34,000	8,598
Other current assets		1,251	408	843
Total current assets		78,014	54,459	23,555
Non-current assets				
Other financial assets	j	175,640	212,152	(36,512)
Intangible assets		548	118	430
Property, plant and equipment	k	305,964	249,003	56,961
Controlled and jointly controlled entities		-	100	(100)
Other non-current assets		2,420	1,985	435
Total non-current assets		484,572	463,358	21,214
Total assets		562,586	517,817	44,769
Current liabilities				
Payables	l	4,054	13,871	9,817
Accrued employee benefits		8,177	6,359	(1,818)
Contract liabilities		42,755	45,944	3,189
Provisions		-	-	-
Total current liabilities		54,986	66,174	11,188
Total liabilities		54,986	66,174	11,188
Net assets		507,600	451,643	55,957
Equity				
Accumulated surplus		372,138	379,144	(7,006)
Asset revaluation surplus		135,462	72,499	62,963
Total equity		507,600	451,643	55,957

Notes to the financial statements

For the year ended 30 June 2023

30. Budgetary reporting disclosures (cont'd)

Budget to actual comparison - Statement of cash flows

		Actual	Original Budget	Budget Variance
		2023	2023	2023
	Notes	\$'000	\$'000	\$'000
Cash flows from operating activities				
Inflows:				
Grants and other contributions	m	66,777	75,840	(9,063)
User charges and fees	a	28,171	43,620	(15,449)
Interest income		968	150	818
GST input tax credits from ATO		3,710	-	3,710
GST collected from customers		2,902	-	2,902
Other income		231	200	31
Outflows:				
Employee expenses	c	(71,769)	(76,548)	4,779
Supplies and services	n	(42,110)	(46,850)	4,740
Finance costs		(294)	(50)	(244)
GST paid to suppliers		(3,625)	-	(3,625)
GST remitted to ATO		(2,734)	-	(2,734)
Other expenses		(11,975)	(15,894)	3,919
Net cash used in operating activities		(29,748)	(19,532)	(10,216)
Cash flows from investing activities				
Inflows:				
Redemptions of other financial assets	o	19,100	21,000	(1,900)
Transfer from existing other financial assets	p	35,000	-	35,000
Sale of property, plant and equipment		5	-	5
Outflows:				
Investments in other financial assets	p	(1,750)	(10,880)	9,130
Transfer to new other financial assets	p	(35,000)	-	(35,000)
Acquisition of property, plant and equipment		(5,567)	(5,110)	(457)
Loans and advances made to related entity		-	-	-
Investments in related entities		(20)	-	(20)
Net cash used in investing activities		11,768	5,010	6,758

Notes to the financial statements

For the year ended 30 June 2023

30. Budgetary reporting disclosures (cont'd)

Budget to actual comparison - Statement of cash flow (cont'd)

	Actual	Original Budget	Budget Variance
	2023	2023	2023
Notes	\$'000	\$'000	\$'000
Cash flows from financing activities			
Inflows:			
Repayments from related entity	-	-	-
Outflows:			
Loans and advances made to related entity	-	(198)	198
Net cash used in financing activities	-	(198)	198
Net decrease in cash and cash equivalents	(17,980)	(14,720)	(3,260)
Cash and cash equivalents at beginning of financial year	41,581	28,233	13,348
Cash and cash equivalents at end of financial year	23,601	13,513	10,088

Explanation of major variances

Statement of comprehensive income

- Income for two significant commercialisation deals assessed as likely during budget preparation did not eventuate due to partners not pursuing products, resulting in milestones not being met (total \$8.2m). New commercialisation deals with milestones realised were below budget (\$3.1m).
- Market value of financial assets were above budget due to the rise of markets throughout the financial year.
- Employee expenses are below budget due to lower than budgeted employee numbers across the year. The number of FTE increased from 556 as at 30 June 2022 to 608 as at 30 June 2023 as recruitment for researcher and support staff took place.
- Supplies and services were lower than budget across the administration and research support areas, impacted by deferment of non-research projects following prioritisation. Water costs were below budget after resolution of long-running billing issue (reversal of \$1.6m accrual).
- The upwards revaluation of buildings and adoption of componentisation resulted in an increase in written down value of \$42m as at 30 June 2022, which consequently impacted on annual depreciation of \$5.2m above budget for the year ended 30 June 2023.
- Other expenses are below budget due to reduced distributions, including to inventors, associated with the lower commercialisation income (\$5.3m).
- The revaluation of buildings was not budgeted.

Notes to the financial statements
For the year ended 30 June 2023

30. Budgetary reporting disclosures (cont'd)

Statement of financial position

- h. A higher balance of operating funds are held in Queensland Treasury Corporation accounts at end of year compared to budget.
- i. The actual receivables balance includes \$1.6m in grant funding invoiced, a \$932K cash distribution receivable from an estate and a large amount of franking credits yet to be claimed.
- j. Total Other financial assets are lower than budget by \$27.9m due to a lower opening balance at the start of the financial year due to negative market movements in the prior year (\$30.7m), offset by above budget investment returns due to market performance.
- k. Property, plant and equipment has increased due to the revaluation of the buildings following an independent valuation in 2021/22 and further revaluation based on indexes in 2022/23. Refer to Note 18.
- l. The payables balance is below budget due to the low commercialisation income resulting in low liability to inventors, which are always payable in the following financial year.

Statement of cash flows

- m. Cash inflows from donations were below budget as the Council received a material amount of bequeathed shares in lieu of cash, which were invested directly to financial assets (\$7.8m).
- n. Cash outflows from supplies and services were below budget mainly due to deferment of non-research projects following prioritisation. This is partly offset by a lower payables balance following a shortening of the standard payment terms for trade creditors.
- o. The Council had budgeted \$21m to be redeemed from other financial assets for working capital requirements during the year ended 30 June 2023. No redemptions were made in the previous year.
- p. Total investments in other financial assets were above budget due to the reinvestment of funds in new products (\$35m), which was sourced from funds within existing other financial assets.

Notes to the financial statements
For the year ended 30 June 2023

WHAT COUNCIL LOOK AFTER ON BEHALF OF WHOLE-OF-GOVERNMENT AND THIRD PARTIES

31. Trust transactions and balances

Employee Research Services

The Council undertakes a custodial role in respect of transactions and balances relating to Employee Research Services (ERS). Transactions for ERS are not recognised in the financial statements but are disclosed in this note for the information of users. The balance of cash and cash equivalents excludes the balance of the ERS funds held in trust (refer to Note 11).

This is a summary of the financial transactions and balances for Employee Research Services:

	2023	2022
	\$'000	\$'000
Income	2,796	2,395
Expenses	(3,053)	(4,879)
Asset purchases	(8)	-
Decrease in net balance	(265)	(2,484)
Cash held in short term deposits	6,707	6,971
Total trust assets	6,707	6,971

The Council undertakes certain trustee transactions on behalf of employees' research activities, for which no fees are received by Council. Some funds are paid to staff members where they are entitled to them under Council policy as consultancy payments, otherwise funds are used for research activities. Where a staff member with an ERS account leaves the Institute, any consultancy funds in their balance will be paid to the staff member and any other funds are returned to the Institute. There were no such funds paid or refunded during the year ended 30 June 2023 (2022: \$2.4m).

Notes to the financial statements
For the year ended 30 June 2023

OTHER INFORMATION

32. Key management personnel (KMP) disclosures

(a) Key management personnel

The following details for key management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the Institute during the years ended 30 June 2022 and 30 June 2023.

Appointments of Council members and the Director/CEO is made by the Governor in Council under s5 & s10 of the *Queensland Institute of Medical Research Act 1945*. The functions of the Council are to:

- (i) control and manage the Institute;
- (ii) raise and accept monies for the purposes of the Institute;
- (iii) invest monies raised and accepted by the Council for the purposes of the Institute; and
- (iv) invest monies derived from any property or other invested moneys of the Council for the purposes of the Institute.

As a result of a new organisational structure, which was implemented effective from 1 March 2022, the Key management personnel (KMP) disclosures reflect additional executive positions from this date:

Position	Incumbents term		Year ended 30 June 2023	Year ended 30 June 2022
	Date of initial appointment	Date of cessation		
Council members				
Distinguished Emeritus Prof Arun Sharma – Chair	4 Jul 2019		✓	✓
Dr Sonya Bennett	4 Jul 2019		✓	✓
Dr Madonna Callaghan	4 Jul 2019		✓	✓
Prof Maria Kavallaris	9 Feb 2023		✓	N/A
Ms Celeste Neander	4 Jul 2019		✓	✓
Mr Mitchell Petrie	4 Jul 2019		✓	✓
Ms Susan Rallings	4 Jul 2019	23 Dec 2022	✓	✓
Mr Michael Sargent *	27 Nov 2014		✓	✓
Emeritus Prof Janet Verbyla **	4 Jul 2019		✓	✓

Notes to the financial statements
For the year ended 30 June 2023

32. Key management personnel (KMP) disclosures (cont'd)

(a) Key management personnel cont'd

Position	Incumbents term		Year ended 30 June 2023	Year ended 30 June 2022
	Date of initial appointment	Date of cessation		
Executive				
Prof Fabienne Mackay (Director / CEO)	18 May 2020		✓	✓
Prof Grant Ramm (Deputy Director and Chief Scientist) *	1 Mar 2022		✓	✓
Ms Lee Bruce (Chief Operating Officer)	1 Mar 2022	5 Jul 2023	✓	✓
Ms Jane Farmer (Chief People Officer)	1 Mar 2022	1 Sep 2023	✓	✓
Dr Mathias Kroll (Chief Commercial Officer)	1 Mar 2022		✓	✓

* Also a Director of genomiQa Pty Ltd which is a controlled entity of Council (Refer to Note 33)

** Also a Director of Endpoint IQ Pty Ltd which is a controlled entity of Council (Refer to Note 33)

Position	Position responsibility
Council member	Overall authority and responsibility for overseeing, directing and controlling the activities of the Institute
Director / CEO	Overall efficient and effective administration of the Council operations
Deputy Director & Chief Scientist	Assists the Director / CEO in ensuring the efficient running of Council operations. Position is also responsible for research governance and funding across the Institute
Chief Operating Officer	Position has delegated responsibility for running of Institute operations, including building, IT, scientific services, finance, procurement, enterprise governance and risk, legal, corporate affairs and fundraising, including playing a key role in the planning and directing the activities of the Institute which influence the whole of operations
Chief People Officer	Position has responsibility for people and culture matters across the whole Institute
Chief Commercial Officer	Position has responsibility for Commercial arrangements and contracts including planning and direction across the Institute

Notes to the financial statements For the year ended 30 June 2023

32. Key management personnel (KMP) disclosures (cont'd)

(b) Remuneration policies

The Chairperson and members of Council receive sitting fees in line with the 'Remuneration of part-time Chairs and Members of Government Boards, Committees and Statutory Authorities' guideline issued by the Queensland Government. Any member of the Council who is an officer of the public service does not receive fees or allowances for attendance at a meeting of the Council without the appropriate approvals.

The remuneration for the Director/CEO and the Deputy Director & Chief Scientist is set by Council and approved by the Governor in Council as provided for under the *Queensland Institute of Medical Research Act 1945*.

The remuneration package for the KMP comprises the following components:

- (i) Short-term employee expenses that include base salary, allowances and leave entitlements paid and provided for the entire year or for that part of the year, during which the KMP occupied the specified position. Amounts disclosed equal the amount expensed in the statement of comprehensive income.
- (ii) Long-term employee expenses include amounts expensed in respect of long service leave entitlements earned.
- (iii) Post-employment expenses include amounts expensed in respect of employer superannuation obligations.
- (iv) Termination benefits are not provided for within the KMP's contract of employment. The contract of employment provides only for notice periods or payment in lieu of notice on termination, regardless of the reason for termination.
- (v) There are no performance payments paid or payable to any position except for the Chief Commercial Officer, whose remuneration package provides for such payments based on key performance indicators (KPI)s in relation to net commercial contract research and commercialisation income.

Achievement of each KPIs is measured on an annual basis. Eligibility for performance payments only occurs where an individual KPI is above the agreed threshold. Partial achievement of a KPI does not qualify for any proportional payment.

Achievement of KPIs is subject to calculation on finalisation of the Financial Statements and is considered by the Executive Employment & Remuneration Committee and authorised by the Chief Executive Officer. The payment is calculated and paid after the finalisation of the Financial Statements and is recognised as employee expenses once paid. The amount of payment is not capped.

Notes to the financial statements

For the year ended 30 June 2023

32. Key management personnel (KMP) disclosures (cont'd)

The Chief Commercial Officer was entitled to a performance payment during the year ended 30 June 2022 and was accordingly paid \$165,857 in wages and superannuation on 20 September 2022. No performance payment was payable in respect of the year ended 30 June 2023.

Key management personnel remuneration expense

The following disclosures focus on the expenses incurred by Council that are attributable to key management positions during the respective reporting periods. Therefore, the amounts disclosed reflect expenses recognised in the statement of comprehensive income. Total remuneration is calculated on a 'total cost' basis and includes the base and non-monetary benefits, long term employee benefits and post-employment benefits.

1 July 2022 - 30 June 2023

Position	Short term employee expenses		Long term employee expenses	Post-employment expenses	Total expenses
	Monetary expenses	Non-monetary expenses			
	\$'000	\$'000	\$'000	\$'000	\$'000
Chair of Council (1)	7	-	-	-	7
Council Members (9)	43	-	-	-	43
Director / CEO	587	-	15	74	676
Deputy Director & Chief Scientist #	160	-	-	3	163
Chief Operating Officer	308	-	8	36	353
Chief People Officer	272	-	7	43	322
Chief Commercial Officer	420	-	7	57	483
Total	1,798	-	36	213	2,047

1 July 2021 - 30 June 2022

Position	Short term employee expenses		Long term employee expenses	Post-employment expenses	Total expenses
	Monetary expenses	Non-monetary expenses			
	\$'000	\$'000	\$'000	\$'000	\$'000
Chair of Council (1)	7	-	-	-	7
Council Members (8)	23	-	-	-	23
Director / CEO	578	-	14	73	665
Deputy Director & Chief Scientist # ^	56	-	-	1	57

Notes to the financial statements
For the year ended 30 June 2023

32. Key management personnel (KMP) disclosures (cont'd)

1 July 2021 - 30 June 2022 cont'd

Position	Short term employee expenses		Long term employee expenses	Post-employment expenses	Total expenses
	Monetary expenses	Non-monetary expenses			
	\$'000	\$'000			
Chief Operating Officer ^	100	-	3	12	115
Chief People Officer ^	87	-	2	14	103
Chief Commercial Officer ^	89	-	2	14	105
Total	940	-	21	114	1,075

The table includes \$0 in fringe benefits tax paid by Council during the year ended 30 June 2023 in relation to key management remuneration (2022: \$0).

Deputy Director & Chief Scientist allowance only, excludes any Group Leader amount received as head of a lab.

^ Remuneration disclosures are from the implementation of the new organisational structure effected on 1 March 2022

Notes to the financial statements

For the year ended 30 June 2023

33. Controlled entities

(a) Vaccine Solutions Pty Ltd

Vaccine Solutions Pty Ltd was established in 1998, for-profit in nature, to provide clinical trial sponsorship, intellectual property management and commercialisation services to the Cooperative Research Centre for Vaccine Technology (CRCVT).

Following the winding up of the CRCVT, Vaccine Solutions Pty Ltd managed a number of licensing arrangements for the benefit of the members of CRCVT Trust II until its termination during the year ended 30 June 2019. Vaccine Solutions Pty Ltd currently does not own any physical or intellectual property assets on its own.

In July 2015, Council acquired full ownership of Vaccine Solutions Pty Ltd. As at 30 June 2023, the Council holds 100% of the shares of Vaccine Solutions Pty Ltd (2022: 100%). Vaccine Solutions Pty Ltd's registered office is in Brisbane, Queensland, with its activities also being conducted there.

Vaccine Solutions Pty Ltd did not pay a dividend during the year ended 30 June 2023 (2022: \$0).

Vaccine Solutions Pty Ltd was not required to prepare financial statements for the years ended 30 June 2022 and 30 June 2023. The net results and position of Vaccine Solutions Pty Ltd were not considered material and are therefore not consolidated in the Council's financial statements.

The company did not have any material contingent liabilities or commitments as at 30 June 2023 (similar as at 30 June 2022).

(b) genomiQa Pty Ltd

The Minister for Health approved the formation of genomiQa Pty Ltd in May 2017.

genomiQa Pty Ltd is for-profit in nature, offering high-quality precision analysis of data from whole genome sequencing. As at 30 June 2023, the Council now holds 100% of the shares in genomiQa Pty Ltd effective from 15 November 2022 (2022: 66%). genomiQa Pty Ltd's registered office is in Brisbane, Queensland, with its activities also being conducted there.

	2023 \$'000	2022 \$'000
genomiQa Pty Ltd		
Investment - at cost	520	500
Less: impairment loss	(520)	(500)
Total	<u>-</u>	<u>-</u>

Notes to the financial statements

For the year ended 30 June 2023

33. Controlled entities (cont'd)

Council provides support to genomiQa Pty Ltd through a Letter of Comfort, duly authorised by a resolution of the Council, which represents a contingent liability for the Council. This Letter of Comfort is in accordance with sections 60A and 61A (1) of the *Statutory Bodies Financial Arrangements Act 1982*. Council will provide financial support to ensure business continuity of genomiQa Pty Ltd until 31 December 2023, unless the Council ceases to be a majority shareholder.

genomiQa Pty Ltd's shareholder agreement that required the preparation of audited financial statements was terminated during the year ended 30 June 2023. Accordingly, audited financial statements were not prepared for the year ended 30 June 2023, and will not be required for future years. The net results and position of genomiQa Pty Ltd were not considered material and are therefore not consolidated in the Council's financial statements.

The company did not have any material contingent liabilities or commitments as at 30 June 2023 (similar as at 30 June 2022).

As at 30 June 2023, Council reassessed that technical and commercial risks still existed as barriers to commercialising genomiQa's technologies, and consequently has impaired in full the balance of the loan of \$1.311m (2022: impairment of \$1.272m). The equity investment made in a previous year remains fully impaired, while the equity investment made during the year ended 30 June 2023 for \$20,000 was fully impaired. Refer to Note 9 and Note 15.

(c) Q-Gen Pty Ltd

During the year ended 30 June 2005, the Council incorporated a wholly owned subsidiary, Q-Gen Pty Ltd. The operations of Q-Gen Pty Ltd were wound up as at 30 June 2009 with activities of the entity being taken over by the Council. The entity still exists as a shelf company but is dormant. A letter confirming current dormancy has been issued by the sole director of Q-Gen Pty Ltd.

(d) Endpoint IQ Pty Ltd

The Minister for Health approved the formation of Endpoint IQ Pty Ltd in September 2018.

Endpoint IQ Pty Ltd is for-profit in nature offering bespoke research management systems to the health and research community. As at 30 June 2023, the Council holds 80% of the shares in Endpoint IQ Pty Ltd (2022: 80%). Endpoint IQ Pty Ltd registered office is in Brisbane, Queensland, with its activities also being conducted there.

Notes to the financial statements

For the year ended 30 June 2023

33. Controlled entities (cont'd)

Council provides support to Endpoint IQ Pty Ltd through a Letter of Comfort, duly authorised by a resolution of the Council, which represents a contingent liability for the Council. This Letter of Comfort is in accordance with sections 60A and 61A (1) of the *Statutory Bodies Financial Arrangements Act 1982*. Council will provide financial support to ensure business continuity of Endpoint IQ Pty Ltd until 31 December 2023 unless the Council ceases to be a majority shareholder.

Endpoint IQ Pty Ltd was required to prepare audited financial statements for the years ended 30 June 2022 and 30 June 2023. The audit for the year ended 30 June 2023 has not yet been finalised. The net results and position of Endpoint IQ Pty Ltd were not considered material and are therefore not consolidated in the Council's financial statements.

(e) Fovero Therapeutics Pty Ltd (formerly A.C.N. 653 473 397 Pty Ltd)

The Minister for Health approved the formation of A.C.N. 653 473 397 Pty Ltd in September 2021 for the purpose of applying for a grant which was ultimately unsuccessful. In March 2023, the entity's name was changed to Fovero Therapeutics Pty Ltd, and the purpose was changed to support the development of Australian biomedical innovations by applying for a specific grants sponsored by the Medical Research Futures Fund. As at 30 June 2023, the Council holds 100% of the shares in Fovero Therapeutics Pty Ltd. The company is registered office is in Brisbane, Queensland, with its activities also being conducted there.

There were no Financial Statements prepared for the year ended 30 June 2023 as only a few transactions had taken place during the year. The financial results were not considered material to be consolidated.

(f) Cyteph Pty Ltd

Cyteph Pty Ltd was registered on 23 March 2023. The for-profit entity in nature offers research support to the development of Australian biomedical innovations by applying for a specific grants sponsored by the Medical Research Futures Fund. As at 30 June 2023, the Council holds 100% of the shares in Cyteph Pty Ltd. The company is registered office is in Brisbane, Queensland, with its activities also being conducted there.

Similarly to Fovero Therapeutics Pty Ltd, there were no Financial Statements prepared for the year ended 30 June 2023 as only a few transactions had taken place during the year. The financial results were not considered material to be consolidated.

Notes to the financial statements
For the year ended 30 June 2023

33. Controlled entities (cont'd)

Accounting policy – Controlled entities

Controlled entities are entities over which the Council has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one half of the voting rights. Any controlled entities that are not considered as material are not consolidated with the Council's financial statements and the amount of the investment is recorded at cost. The auditor for all controlled entities is the Auditor-General of Queensland.

34. Related party transactions

genomiQa Pty Ltd

	2023	2022
	\$'000	\$'000
The following transactions occurred with related party genomiQa Pty Ltd:		
Sales and purchases of goods and services		
Provision of staff and related on-costs to genomiQa Pty Ltd	168	377
Service provision to genomiQa Pty Ltd	-	57
Other transactions		
Equity investments	20	-
Loan – principal plus capitalised interest	39	91
Outstanding balances arising from sales / purchases of services and reimbursements		
Current receivables	259	42
Loan – principal plus capitalised interest	1,311	1,272

The Institute also provided administrative support services for genomiQa Pty Ltd. These services were not charged and were not considered material.

Endpoint IQ Pty Ltd

	2023	2022
	\$'000	\$'000
The following transactions occurred with related party Endpoint IQ Pty Ltd:		
Sales and purchases of goods and services		
Purchase of software support and maintenance services	149	139
Other transactions		
Loan – principal plus capitalised interest	115	306
Royalty revenue received from Endpoint IQ Pty Ltd	(60)	(17)

Notes to the financial statements
For the year ended 30 June 2023

34. Related party transactions (cont'd)

Licences for software assets previously owned by the Council were transferred to Endpoint IQ Pty Ltd during the year ended 30 June 2023. The software assets had a written down value of \$121k upon transfer. QIMR Berghofer will continue to receive royalty revenue from Endpoint IQ Pty Ltd in consideration for the transfer of these assets.

Outstanding balances arising from sales / purchases of services and reimbursements

Loan – principal plus capitalised interest	1,500	1,385
Total loans with above related parties - principal plus capitalised interest	2,811	2,657

Transactions with people / entities related to Key Management Personnel (KMP)

During the year ended 30 June 2023, Council's KMP did not enter into any transaction / arrangements with any related parties including close family members and entities controlled or jointly controlled by the KMP or a close family member. The 'Declarations of Related Party Information by non-Ministerial KMP' at 30 June 2023 support this disclosure.

Transactions with other Queensland Government-controlled entities

The Council receives an annual operational grant and a number of research grants from the Department of Health, Queensland (Queensland Health). Refer to Note 3 and Note 29.

The Council leases land from the State of Queensland (represented by Queensland Health) at nominal rental on which two of the buildings sit. In addition, the Central Building, completed on 1 June 2012, occupies MNHHS land without a current lease in place. Refer to Note 18.

The Council undertakes a number of transactions, such as employer superannuation contributions, WorkCover premiums and insurance payments to a range of Queensland Government controlled entities on normal terms and conditions.

The Council has short-term cash on call funds invested in Queensland Treasury Corporation (Queensland Treasury Corporation). Included in cash on call is \$10.3m (2022: \$25.4m) as at 30 June 2023. Refer to Note 11. The Council has long-term research funds invested in managed funds with QIC Limited (Queensland Investment Corporation), which was \$58.4m as at 30 June 2023 (2022: \$65.8m). Refer to Note 13.

Notes to the financial statements

For the year ended 30 June 2023

35. Taxation

The Council is a State body as defined under the Income Tax Assessment Act 1936 and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only taxes accounted for by the Council. GST credits receivable from, and GST payable to the ATO, are recognised. Refer to Note 12 and Note 19. The operation of the Institute's commercial activities and commercial business entities does not impact on the Institute's charitable status with the Australian Charities and Not-for-profits Commission (ACNC).

36. Climate risk disclosure

Climate Risk Assessment

The Council considers specific financial impacts relating to climate-related risks by identifying and monitoring material accounting judgements and estimates used in preparing the financial report. This includes the potential for changes in asset useful lives, changes in the fair value of assets, provisions or contingent liabilities and changes in expenses and revenue.

The Council has not identified any material climate-related risks relevant to the financial report at the reporting date; however Council, constantly monitors the emergence of such risks under the Queensland Government's Climate Transition Strategy and Climate Action Plan 2030.

Management Certificate
For the year ended 30 June 2023

Certificate of The Council of the Queensland Institute of Medical Research

These general purpose financial statements have been prepared pursuant to:

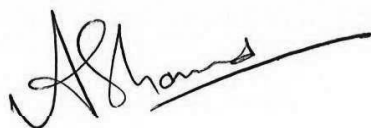
- section 39 of the *Financial and Performance Management Standard 2019*;
- section 62(1) of the *Financial Accountability Act 2009* (the Act);
- *Australian Charities and Not-for-profits Commission Act 2012*; and
- other prescribed requirements.

In accordance with section 62(1)(b) of the Act we certify that in our opinion:

- (a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects;
- (b) the financial statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of The Council of the Queensland Institute of Medical Research for the financial year ended 30 June 2023 and of the financial position of the Council at the end of that year; and
- (c) there are reasonable grounds to believe that the Council of the Queensland Institute of Medical Research will be able to pay its debts as and when they become due and payable.

The Council acknowledges responsibility under s7 and s11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.

Dated at Brisbane this 30th day of August 2023



Distinguished Emeritus
Professor Arun Sharma

Chair of Council



Professor Fabienne Mackay

Director and Chief Executive Officer

INDEPENDENT AUDITOR'S REPORT

To The Council of the Queensland Institute of Medical Research

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of The Council of the Queensland Institute of Medical Research.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 30 June 2023, and its financial performance and cash flows for the year then ended
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019, the *Australian Charities and Not-for-profits Commission Act 2012*, the Australian Charities and Not-for-profits Commission Regulations 2022 and Australian Accounting Standards.

The financial report comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information and other explanatory information, and the management certificate.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the entity for the financial report

The Council is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019, the *Australian Charities and Not-for-profits Commission Act 2012*, the Australian Charities and Not-for-profits Commission Regulations 2022 and Australian Accounting Standards, and for such internal control as the Council determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Council is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives 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. This is not done for the purpose of forming an opinion on the effectiveness of the entity's internal controls, but allows me to form an opinion on compliance with prescribed requirements.
- Evaluate the appropriateness of material accounting policy information used and the reasonableness of accounting estimates and related disclosures made by the entity.
- Conclude on the appropriateness of the entity's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. I base my conclusions on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- 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 Council 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.

Report on other legal and regulatory requirements

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2023:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.



Michael Claydon
as delegate of the Auditor-General

31 August 2023

Queensland Audit Office
Brisbane

GLOSSARY

Term	Definition
AEC	Animal Ethics Committee
AICD	Australian Institute of Company Directors
CAR-T	Chimeric antigen receptor T cells
CEO	Chief Executive Officer
CMV	Cytomegalovirus
DEI	Diversity, Equity and Inclusion
DNA	Deoxyribonucleic acid
EBV	Epstein-Barr virus
FMT	Faecal Microbiota Transplant
FTE	Full time equivalent
GVHD	Graft-versus-Host-Disease
HREC	Human Research Ethics Committee
JEV	Japanese encephalitis virus
MRFF	Medical Research Future Fund
Q-Gen	Q-Gen Cell Therapeutics
NHMRC	National Health and Medical Research Council
OCD	Obsessive compulsive disorder
PARTING	Psilocybin-Assisted psychotherapy in the treatment of prolonged grief
PC3	Physical Containment Level 3 Laboratory
REDI	Researcher Exchange and Development Within Industry
RNA	Ribonucleic acid
QIMR Berghofer	Queensland Institute of Medical Research Berghofer Medical Research Institute
QSA	Queensland State Archives
QUT	Queensland University of Technology
RAT	Rapid Antigen Test
RBWH	Royal Brisbane and Women's Hospital
TGA	Therapeutic Goods Administration
The Institute	QIMR Berghofer Medical Research Institute

The Act	The <i>Queensland Institute of Medical Research Act 1945</i>
The Council	The Council of the Queensland Institute of Medical Research
USQ	University of Southern Queensland
UQ	University of Queensland

COMPLIANCE CHECKLIST

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	p3
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	p4 pp119-120
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	p2
	<ul style="list-style-type: none"> Interpreter service statement 	<i>Queensland Government Language Services Policy</i> ARRs – section 9.3	p2
	<ul style="list-style-type: none"> Copyright notice 	<i>Copyright Act 1968</i> ARRs – section 9.4	p2
	<ul style="list-style-type: none"> Information Licensing 	<i>QGEA – Information Licensing</i> ARRs – section 9.5	N/A
General information	<ul style="list-style-type: none"> Introductory Information 	ARRs – section 10	p14
Non-financial performance	<ul style="list-style-type: none"> Government’s objectives for the community and whole-of-government plans/specific initiatives 	ARRs – section 11.1	pp32-35
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.2	pp36-45
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.3	N/A
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	p53
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	pp29-30
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	pp25-28
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	pp15-24
	<ul style="list-style-type: none"> Public Sector Ethics 	<i>Public Sector Ethics Act 1994</i> ARRs – section 13.4	p48

Summary of requirement		Basis for requirement	Annual report reference
	• Human Rights	<i>Human Rights Act 2019</i> ARRs – section 13.5	p50
	• Queensland public service values	ARRs – section 13.6	p48
Governance – risk management and accountability	• Risk management	ARRs – section 14.1	p48
	• Audit committee	ARRs – section 14.2	p16
	• Internal audit	ARRs – section 14.3	pp48-49
	• External scrutiny	ARRs – section 14.4	N/A
	• Information systems and recordkeeping	ARRs – section 14.5	p51
	• Information Security attestation	ARRs – section 14.6	N/A
Governance – human resources	• Strategic workforce planning and performance	ARRs – section 15.1	p50
	• Early retirement, redundancy and retrenchment	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	N/A
Open Data	• Statement advising publication of information	ARRs – section 16	p52
	• Consultancies	ARRs – section 31.1	https://data.qld.gov.au
	• Overseas travel	ARRs – section 31.2	https://data.qld.gov.au
	• Queensland Language Services Policy	ARRs – section 31.3	https://data.qld.gov.au
Financial statements	• Certification of financial statements	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	p115
	• Independent Auditor's Report	FAA – section 62 FPMS – section 46 ARRs – section 17.2	p116

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*

