



IGIS

OFFICE OF THE
INSPECTOR-GENERAL
OF INTELLIGENCE
AND SECURITY

CORPORATE PLAN 2025-26

IGIS.GOV.AU

Acknowledgement of Country

The Office of the Inspector-General of Intelligence and Security is located on Ngunnawal and Ngambri Country.

We acknowledge the Ngunnawal and Ngambri peoples as Traditional Custodians of these lands and waterways, and the continuation of the cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples across Australia.

We pay our respects to Elders past and present.

Acknowledgement

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Inspector-General's introduction



I, Christopher Jessup, as the accountable authority of the Office of the Inspector-General of Intelligence and Security (IGIS), present the IGIS Corporate Plan 2025–26 for the period 2025–26 to 2028–29, as required under paragraph 35(1)(b) of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).

In 2025–26, our primary focus remains on effective oversight of the intelligence agencies for which we have oversight responsibilities in an environment of an expanding intelligence community, a high tempo of intelligence effort and the complex implications of technological change.

The 2024 Independent Intelligence Review (IIR) noted that effective oversight sustains public and government confidence in Australia's intelligence community. Importantly, the IIR also concluded that it saw no evidence of any failure of oversight. The IIR reported that Australia's oversight architecture and institutions – including IGIS – are strong, and the Australian oversight model remains fit for purpose.

This focus on oversight, together with the proposed expansion of our jurisdiction should the government continue its plan to include additional agencies under our remit, will be a key driver of activity in the Office over 2025–26.

Over the course of this corporate plan, we will continue to manage the challenges and opportunities of recruiting and retaining a high-quality workforce. The Office is implementing new and innovative human resource strategies to address these challenges and to build and maintain our expertise and provide support for rigorous oversight of the intelligence agencies within IGIS's jurisdiction.

The increased complexity in the nature of complaints by current and former staff of the intelligence community is driving us to ensure that we manage the complex interactions between the *Inspector-General of Intelligence and Security Act 1986* (Cth) and the *Public Interest Disclosure Act 2013* (Cth) and that our investigative approach is fit for purpose.

Advances in technology, including the increasing use of artificial intelligence, are reflected in the work of the intelligence agencies we oversee. The Office will continue to develop the technical literacy of staff and ensure that appropriate expertise is available to support our oversight activities.

We recognise that our oversight processes must be as visible and transparent as possible to provide public and parliamentary assurance that agency activities are open to robust scrutiny. Providing this assurance relies on our being respected as a credible and independent oversight agency. Accordingly, the Office is continuing to explore ways to share publicly as much of our work as is possible within appropriate security constraints.

A stylized, handwritten signature in black ink, appearing to read 'Chris Jessup'.

The Hon Christopher Jessup KC

Inspector-General of Intelligence and Security

About the Inspector-General of Intelligence and Security (IGIS)

Established under the *Inspector-General of Intelligence and Security Act 1986* (Cth) (IGIS Act), the role of the Inspector-General is to assist ministers in overseeing and reviewing the activities of the 6 intelligence agencies under IGIS jurisdiction (the intelligence agencies) for legality, propriety, and consistency with human rights.

We provide independent assurance for the Prime Minister, senior ministers, parliament and the public as to whether the intelligence agencies are acting in accordance with these principles.

We do this by inspecting, inquiring into and reporting on agency activities. As set out in the IGIS Act, the intelligence agencies the IGIS oversees are:

- Australian Security Intelligence Organisation (ASIO)
- Australian Secret Intelligence Service (ASIS)
- Australian Signals Directorate (ASD)
- Australian Geospatial-Intelligence Organisation (AGO)
- Defence Intelligence Organisation (DIO)
- Office of National Intelligence (ONI).

In addition, the *Surveillance Legislation Amendment (Identify and Disrupt) Act 2021* (Cth) expanded IGIS's jurisdiction to include oversight of the use of network activity warrants by the Australian Criminal Intelligence Commission (ACIC) and the Australian Federal Police (AFP).

Our purpose

We provide independent assurance to ministers, the parliament, and the public on whether Australia's intelligence and security agencies under our jurisdiction are acting with legality, with propriety and consistently with human rights.

Our approach

We are united to achieve our mission by being:



Independent and impartial

Independence is fundamental to the successful delivery of our mission. This includes independence in selecting matters for inspection or inquiry and in reporting on those activities. We have direct access to intelligence agency systems and are able to retrieve and check information independently. Our approach is impartial and our assessments are unbiased.

Astute and informed

Each of the intelligence agencies we oversee has an individual mandate. We have a strong understanding of the intelligence agencies beyond their purpose and functions. This includes their operational planning, capabilities, risk management processes and approach to compliance. We also ensure we have a sound understanding of the techniques and technologies used by the agencies to obtain, analyse and disseminate intelligence. Being well informed allows us to target our oversight resources to areas of significant risk or concern.



Measured

We appreciate the complex environment in which intelligence agencies operate and we accept that at times errors may occur. We identify errors and possible problems, and encourage agencies to self-report breaches and potential breaches of legislation and propriety. Our risk-based approach targets activities of high legal or propriety risk and activities with the potential to adversely affect the lives or rights of Australians. Our focus is on identifying serious, systemic or cultural problems in the activities of agencies within our jurisdiction, so that agencies can address these issues.

Open

We share as much information as possible regarding our oversight/assurance activities with complainants, the public, the parliament and ministers. The classified nature of the information we review may restrict what we can release publicly. Nevertheless, we include as much information as possible about our oversight of intelligence agency activities in our annual report, in unclassified inquiry and preliminary inquiry reports, and in responses to complaints. Classified information is provided regularly to ministers and the parliament.



Influential

IGIS oversight is a key component of the oversight framework within which intelligence agencies operate. Inspections, inquiries and investigating complaints make a positive contribution to compliance; they lead to effective changes in agency processes and foster a culture of compliance. We work cooperatively with other oversight bodies to avoid duplication. Our submissions to parliamentary committees contribute to informed debate about the activities of the agencies, as well as the policies which guide those activities.

Our key activities

We deliver on our purpose through our key activities. The key activities reflect our role as set out in the IGIS Act. The Inspector-General is supported in undertaking these activities by our corporate, legal and governance teams.



Inquiries and preliminary inquiries

Conducting inquiries is a core function and the most formal activity we undertake to review the operations of intelligence agencies. An inquiry can look proactively at an issue or an area of an agency activity that may pose a significant risk; or reactively in response to a complaint; or at the request of the Prime Minister, the Attorney-General or the relevant responsible minister. When undertaking inquiries, we have investigative powers similar to those of a royal commission, including the power to compel persons to answer questions and produce documents and to take sworn evidence.

A preliminary inquiry into the actions of an intelligence agency may be initiated either proactively at the Inspector-General's own motion or in response to a complaint. This process provides the means for the Inspector-General to undertake preliminary investigations to determine whether further inquiry into the action is necessary.

Risk-based proactive inspections

Conducting regular proactive and independent inspections provides assurance that intelligence agencies are operating with legality, with propriety and in accordance with human rights.



Our inspections are carried out by inspection teams, each specialising in the oversight of one or more of the intelligence agencies. We undertake cross-agency inspections to review related activities where agencies in jurisdiction either work collaboratively or have similar legislative obligations.

We ensure our inspections are prioritised according to risk, informed by our oversight inspection teams' knowledge of the individual intelligence agencies and the environment in which they operate. Impacts on Australian persons and on Australia's domestic and foreign relationships are key considerations in assessing risk. In practice, this means our focus is often on:

- agency activities requiring the most intrusive powers
- new or novel capabilities and activities
- areas where issues have previously been identified.

To support these inspections, the intelligence agencies self-report instances of potential non-compliance and provide us with advice as to the context in which the activities were conducted. A classified summary report of key inspections and other activities is provided periodically to each relevant responsible minister.



Managing complaints

As part of our scrutiny of the activities of intelligence agencies and our public assurance role, we can inquire into complaints made about the agencies we oversee, including the use of network activity warrants by the AFP and ACIC. We receive and where appropriate investigate complaints about the conduct of intelligence agencies from a range of people – including their current or former staff and other people who have had dealings with the agencies.

Complaints are received through a range of channels and, depending on the complaint's seriousness, can be resolved without further action, be subject to a preliminary inquiry or proceed to an inquiry. Complaints may, for example, result in further engagement between an intelligence agency and the complainant, recommendations being made to the intelligence agency with respect to its conduct, and intelligence agencies updating policies and procedures where necessary. When the Inspector-General decides not to inquire into a complaint, the complainant is informed in writing. Details about individual complaints and their resolution are, in the main, not made public by the Office, due to our secrecy obligations and considerations of personal privacy.

Handling public interest disclosures

The Inspector-General can receive public interest disclosures (PIDs) about intelligence agencies from current or former public officials including members of intelligence agencies. For the purposes of the Inspector-General's PID jurisdiction, certain IGIS staff are authorised officers for the purposes of the *Public Interest Disclosure Act 2013* (Cth) (PID Act).

These officers, and the Inspector-General, are able to receive disclosures of information and then determine if it is appropriate to allocate the handling of the disclosure to one or more of the intelligence agencies or to allocate the disclosure to the Inspector-General to investigate. The purpose of a PID investigation is to establish whether any instances of disclosable conduct have occurred.



Providing assurance to ministers, parliament and the public

The IGIS provides assurance to ministers, the parliament and, to the extent possible, the public that there is effective oversight and scrutiny of intelligence agencies. Our program of inspections and conduct of inquiries into the activities and procedures of intelligence agencies, as well as the management of complaints and PIDs, contribute to this assurance.

A crucial element of assurance is communicating information about our role and our work. We accomplish this through a series of complementary activities including making submissions to parliamentary inquiries and other reviews of national security matters, and providing comments on matters relating to oversight and accountability in draft legislation. We deliver presentations and participate in engagements with the public and experts across the national security community, the legal profession, oversight bodies and academia, in Australia and internationally.

We make public as much information as possible, including through the production of an annual report that includes – taking national security considerations into account – details of inspection, inquiry, complaint and PID activities and findings for each agency. A classified summary report of key inspections and other activities is also provided periodically to each relevant responsible minister.

The IGIS's executive also regularly meets with each agency's senior officers and provides regular classified updates to the agencies' ministers on the key issues for each agency and the Inspector-General.

Our operating context

Environment

Our effectiveness in achieving our purpose is dependent on our ability to manage and adapt to the constantly evolving environment in which we operate.

We operate in a unique environment. We are an independent statutory agency with oversight of the activities of 6 intelligence agencies, as well as oversight of the use of network activity warrants by the ACIC and the AFP. Each of the intelligence agencies we oversee operates within different security settings that are often technically complex and occur within an intricate legislative and regulatory regime.

In addition, the Inspector-General has a specific role under the *Freedom of Information Act 1982* (Cth) and the *Archives Act 1983* (Cth) to provide evidence on national security related damage that may be caused by the disclosure of certain material in disputed matters.

The scope of our work is influenced by the activities of the intelligence agencies and legislative changes that may alter, or increase the range of, agency powers of which we have oversight. Our work is also affected by changes that may increase the size of agencies or the scope of their work. The intelligence agencies have been provided new powers and grown significantly in recent years, necessitating changes to our approach, priorities and activities.

We assist ministers in assuring parliament and the public that the intelligence agencies are subject to scrutiny, and we continually consider how we can meaningfully contribute to the work of parliament and its committees and to the work of ministers. In many instances, security constraints prevent us from releasing comprehensive details of our investigative processes and oversight findings. We establish our credibility as an independent oversight and integrity agency whose work is as transparent as possible within these security constraints through publications such as the annual report and corporate plan, appearances before parliamentary committees, our website and our public engagement.

In delivering our purpose, we are conscious of the following elements of the environment in which we operate.

Evolving jurisdiction and functions

Prior to the 2025 federal election being called, the Intelligence Services Legislation Amendment Bill 2023 (ISLAB) was being considered by the Parliamentary Joint Committee on Intelligence and Security. The ISLAB contained provisions which would, if passed, significantly expand the IGIS's jurisdiction to cover oversight of the entirety of the ACIC and the intelligence functions of the Australian Transaction Reports and Analysis Centre, the AFP and the Department of Home Affairs. The ISLAB lapsed with the proroguing of the 47th Parliament. It is a matter for the new government to consider reintroducing the bill or progressing with a new iteration in the future.

A key recommendation of the Independent Review of the Australian Criminal Intelligence Commission and associated Commonwealth law enforcement arrangements was that the ACIC shift from its current dual investigative and intelligence purpose to be clearly defined as Australia's national criminal intelligence agency, focused on the production of unique and incisive intelligence on serious and organised crime. Consistent with that broader reform, the review recommended that the ACIC be overseen entirely by the IGIS in lieu of the Commonwealth Ombudsman, and by the Parliamentary Joint Committee on Intelligence and Security in place of the Parliamentary Joint Committee on Law Enforcement. The government agreed to that recommendation in its November 2024 response to the review.

The IGIS continues to be actively engaged in proposed reforms to the PID Act and is keen to ensure the whistleblowing framework remains fit for purpose and accessible for public officials to report wrongdoing.

Growth of intelligence agencies in capacity and capability

Against the backdrop of the significant investment the Australian intelligence agencies have received to grow their capacity and capabilities to respond to a complex and challenging global threat environment, we are continuing to refine our approach to ensure delivery of strong oversight and assurance activities. This approach centres on the importance of retaining and growing our highly skilled workforce, along with optimising our oversight activities and processes to ensure they are focused, efficient and proportionate to the work of the agencies. That means the IGIS must also maintain an effective corporate capability to ensure that all our staff can be effectively supported.

Increased complexity of complaints

The overall number of complaints to the IGIS is relatively stable. However, more recently received complaints are typically requiring significantly more resources and expertise to investigate compared to previous complaints, potentially aligning with the growth and complexity of the agencies we oversee. This applies to complaints received from current and former staff of the intelligence agencies and members of the public.

The nature of the complaints received from current or former staff of the intelligence agencies may require the IGIS to consider complex operational or human resource issues, or a combination of both. Complaints from current or former staff members also require the Office to examine the complex interactions between the IGIS Act and the PID Act to ensure that our investigative approach is fit for purpose and that agencies and persons making a complaint/disclosure are adequately supported and understand our approach to the matter.

The IGIS is committed to handling complaints effectively, whether the complaint originates from current or former intelligence agency staff or members of the public.

Recruitment and retention of staff

Australia's national security sector is operating in a tight employment environment marked by acute skills shortages and strong competition for talent. As a result, the IGIS faces persistent challenges in recruiting and retaining required capability.

The IGIS must also address the unique recruitment and retention challenges posed by the specialised nature of our work, lengthy security clearance processes and growing Australian Public Service (APS) demand for expertise in intelligence, cyber security and strategic policy.

We continue to implement new and innovative human resource strategies as we strive to address these challenges and build and maintain the deep expertise needed for rigorous oversight of the national intelligence agencies.

Advances in technology

Technology, including the increasing use of artificial intelligence, is continuing to evolve and change, and this is reflected in the work of the intelligence agencies we oversee. The success of our oversight relies on our ability to understand the activities and capabilities of the intelligence agencies and to ask the right questions to assess issues which might impact the legality and propriety of those activities and capabilities.

The IGIS is continuing to develop the technical literacy of staff and to ensure technical expertise is available to inform our oversight activities. We are committed to understanding and addressing the impact and opportunities of technology on our mission to ensure our oversight activities remain effective and efficient.

Capabilities and enablers

To deliver on our purpose, we are focused on enhancing our organisational capabilities.

People

We are a small agency and our people are central to achieving our strategic priorities.

We appreciate the value of a diverse and inclusive workplace culture and the need to foster excellence and expertise in all staff. We also recognise that in recent years the recruitment and retention landscape in Australia has changed.

Given our small size, the loss of key and experienced staff can pose particular challenges. The necessarily high security clearance required for our work – which we rely on external agencies to progress – can, at times, lead to delays between the selection of new staff and their commencement. This results in particular importance being placed on the retention of staff and long-term recruitment planning. We continue to enable flexible working arrangements and workplace training which promote leadership skills and succession, as well as exploring and developing opportunities to build capability through career development. The challenges we face are shared across the APS and we are continually adapting our approaches to innovate and stay abreast of APS current practices and ideas.

Our development and retention workforce strategies include:

- conducting regular specialised recruitment activities, including the use of secondments for specialist roles
- integrating branch plans with learning and development, diversity and inclusion and recruitment strategies
- encouraging employee mobility across the agency
- undertaking strategic talent acquisition of staff to fill existing and future capability gaps
- providing a flexible work environment through a variety of initiatives
- utilising our Employee Value Proposition (EVP) results to promote the IGIS as an attractive employer
- using employee feedback provided through the Australian Public Service Commission Census 2024 to develop an action plan to improve employee engagement, recognition, change management, innovation and development
- supporting managers to plan for succession, recruitment, and learning and development needs.

Over the life of this plan, we will enhance our recruitment and retention strategies as well as refining our EVP to ensure the IGIS workforce is equipped, capable and motivated to enable delivery of our strategic priorities.

Strategic Commissioning Framework

The Inspector-General has reviewed the requirements of the APS Strategic Commissioning Framework. All IGIS core business is conducted by APS officers. We will monitor the requirements of the APS Strategic Commissioning Framework to ensure we continue to apply the required principles to our workforce strategic management.

Technological expertise

As noted in the 'Environment' section, advances in technology and the impact of these advances on agency operations is an ongoing focus for the Inspector-General. In 2024, we continued a program of seconding a dedicated Technical Advisor. This role provides an important technical advisory function and assists the Inspector-General and staff to use technical advice to strengthen our oversight function.

Information technology to support officer mobility

The nature of the work we undertake means our staff are often dependent on access to our physical office and systems. However, we will continue to identify specific tasks and functions that can be performed remotely or in a lower classification workspace. This will allow us to capitalise on the positive aspects of a mobile workforce. Our ICT mobility is dependent on a shared services arrangement with the Attorney-General's Department which provides access to a remote working platform.

Information governance and management

Our Information Governance Framework is used to actively drive our adherence to the National Archives of Australia whole-of-government requirements for information management. The framework contains plans to update the architecture and management of our information holdings over time. Work is continuing to bring our records and information governance in line with Commonwealth information management policies across electronic and hardcopy systems. We continue to transition our recordkeeping to a digital environment as far as possible, recognising that some records will never be suitable to be digitised.

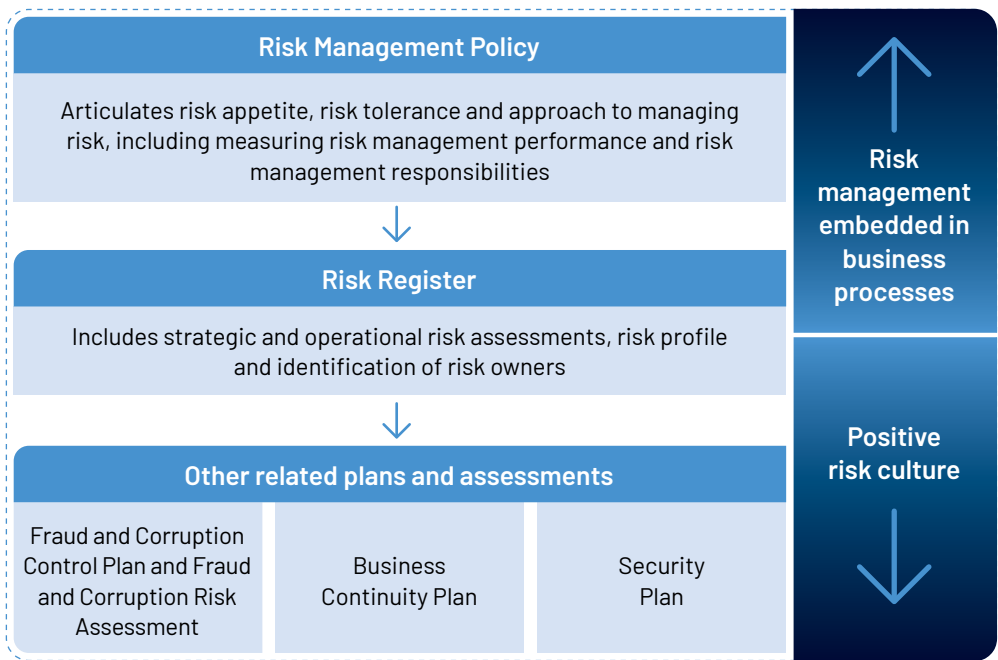
Risk oversight and management

We are committed to a risk-aware culture promoting proactive risk management and informed decision-making.

The identification and effective management of risk is an integral part of business planning and governance processes. We manage risk through our Risk Management Policy and Framework, which provides a structured and consistent approach to identifying, analysing and mitigating risk.

Identifying risks and determining how to reduce them to an acceptable level underpins our branch plans, fraud and corruption control measures, business continuity arrangements, and strategic plans for the IGIS.

The Risk Management Framework has been developed to make risk management efficient, effective and applied consistently across the Office.



We monitor and review risk against the following categories:



It is anticipated that during the period of this plan the strategic risks being managed will grow as a result of a range of factors including an expanding workforce, an evolving jurisdiction and changes in the national security environment. We will manage these risks through robust planning and further strengthening stakeholder relationships.

Cooperation

We maintain cooperative relationships with a range of agencies and entities.

Cooperative relationships with international oversight and review organisations from the Five-Eyes nations strengthens our approach to intelligence oversight. The sharing of ideas and approaches assists us to adapt and respond to emerging issues and continually improve how we operate.

Five-Eyes Intelligence Oversight and Review Council

Office of the Intelligence Commissioner (Canada)

National Security and Intelligence Review Agency (Canada)

Commissioner of Intelligence Warrants (New Zealand)

Office of the Inspector-General of Intelligence and Security (New Zealand)

Investigatory Powers Commissioner's Office (United Kingdom)

Office of the Inspector General of the Intelligence Community (United States)

Our oversight role complements that of other Commonwealth integrity and oversight agencies, and any potential issues of operational or jurisdictional overlap are managed cooperatively.

Australian Human Rights Commission

Australian National Audit Office

Inspectors-General Group

Integrity Agencies Group

National Anti-Corruption Commission

Office of the Australian Information Commissioner

Office of the Commonwealth Ombudsman

FIVE-EYES PARTNERS

INTELLIGENCE AGENCIES

IGIS

INTEGRITY AND OVERSIGHT AGENCIES

ATTORNEY-GENERAL'S DEPARTMENT

Our productive relationships with the agencies facilitate the conduct of oversight work, and are maintained through regular meetings between leadership.

ASIO	ASIS	ONI
ASD	AGO	DIO
AFP*	ACIC*	

*Network Activity Warrant oversight only

We are an agency within the Attorney-General's portfolio who work collaboratively with the Attorney-General's Department on a range of policy and legal issues.

Co-location and facilities maintenance

Physical security

Some ICT systems and capabilities

Policy and legal issues

Inspector-General of Intelligence and Security Corporate Plan 2025-26

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Performance

Our 2025–26 performance measures define our performance objectives, measures and targets, consistent with those presented in the 2024–25 framework.

Given the responsive nature of many of IGIS's activities, it is not reasonably practicable to use quantitative data to routinely measure performance. IGIS performance measures are based on key requirements of the IGIS Act and internal processes which support our key activities.



The performance measures in the IGIS Corporate Plan 2025–26 will be measured and assessed in the corresponding annual performance statements presented in the 2025–26 IGIS Annual Report.

OUTCOME 1: Independent assurance for the Prime Minister, ministers, Parliament and the public as to whether Australia's intelligence and security agencies act legally and with propriety by inspecting, inquiring into and reporting on their activities.

Program 1.1- Office of the Inspector-General of Intelligence and Security

The objectives of the program are to meet the responsibilities and exercise the functions outlined in the *Inspector-General of Intelligence and Security Act 1986* and in other relevant legislation, and to conduct activities to facilitate the role of providing independent assurance as to whether Australia's intelligence agencies are acting legally and with propriety.

Key activity:

				
Conduct inquiries and preliminary inquiries	Conduct risk-based proactive inspections	Investigate complaints and Public Interest Disclosures		Provide assurance to ministers, Parliament, and the public
Objective 1: Inquiries Through in-depth inquiries into specific issues or activities, provide assurance to ministers, parliament and, to the extent possible, the public that operational activities of agencies are undertaken legally, with propriety and consistent with human rights obligations.	Objective 2: Inspections Through risk-based independent inspections, provide assurance to ministers, parliament and, to the extent possible, the public that operational activities of agencies are undertaken legally, with propriety and consistent with human rights obligations.	Objective 3: Complaints Investigate complaints made by the public, or by current or former staff of an intelligence agency, about the activities of an intelligence agency.	Objective 4: Public Interest Disclosures Receive and, where appropriate, investigate authorised disclosures about suspected wrongdoing within an intelligence agency.	Objective 5: Assurance Provide ministers, parliament and, to the extent possible, the public assurance that intelligence and security matters relating to Commonwealth agencies are open to scrutiny, in particular the activities and procedures of intelligence agencies.

Objective 1: Inquiries



Through in-depth inquiries into specific issues or activities, provide assurance to ministers, parliament and, to the extent possible, the public that operational activities of agencies are undertaken legally, with propriety and consistent with human rights obligations.

Performance measure	Performance targets			
1.1 Conduct inquiries efficiently and effectively	The draft report for an inquiry is provided to the responsible minister and/or the head of the relevant agency and/or the Secretary of Defence in a timely manner following completion of information gathering. [IGIS Act, s 21]			
	The final report for an inquiry, incorporating comments (or after the passing of a reasonable time without the receipt of comments) is provided to the responsible minister and/or the head of the relevant agency and/or the Secretary of Defence in a timely manner. [IGIS Act, s 22]			
	The final report for an inquiry clearly identifies any findings and recommendations, and promotes meaningful reviews of policy, process, procedure, training or technology in an agency to improve legality and propriety. [IGIS Act, s 22]			
	TARGET (Financial Year)			
	25/26	26/27	27/28	28/29
1.2 Conduct inquiries consistent with the IGIS Act	Before the commencement of an inquiry, the responsible minister and/or the head of the relevant agency and/or the Secretary of Defence (as required) is informed. [IGIS Act, s 15]			
	When preparing a report, any opinions that are critical of an individual or agency's actions or activities are provided to the individual, agency head or responsible minister for comment before completion. [IGIS Act, s 17]			
	The final report from an inquiry is provided to the agency head and responsible minister. [IGIS Act, s 22]			
	TARGET (Financial Year)			
	25/26	26/27	27/28	28/29

Objective 2: Inspections



Through risk-based independent inspections, provide assurance to ministers, parliament and, to the extent possible, the public that operational activities of agencies are undertaken legally, with propriety and consistent with human rights obligations.

Performance measure	Performance targets			
2.1 Conduct inspections efficiently and effectively	Annual risk-based inspection plans are developed by July for each agency in jurisdiction and are updated throughout the year as additional issues are identified.			
	All inspection activities in the inspection plan are commenced during the annual cycle.			
	Preliminary investigations into proactively reported compliance incidents are completed in a timely manner.			
	Inspection outcomes, including findings and recommendations, are clearly communicated to the agency and promote meaningful reviews of policy, process, procedure, training or technology.			
2.2 Conduct inspections consistent with the IGIS Act	TARGET (Financial Year)			
	25/26	26/27	27/28	28/29
	Responsible ministers are provided with a biannual report outlining the key inspection activities each year. [IGIS Act, s 25A]			
	Annual inspection plans are reviewed in accordance with key priorities and risks before being provided to agency heads in July. [IGIS Act, s 9A(1)]			
	TARGET (Financial Year)			
	25/26	26/27	27/28	28/29

Objective 3: Complaints



Investigate complaints made by the public, or by current or former staff of an intelligence agency, about the activities of an intelligence agency.

Performance measure	Performance targets			
3.1 Investigate complaints efficiently and effectively, and consistent with the IGIS Act	A timely decision is made after receipt of a matter that:			
	<ul style="list-style-type: none">the matter is not within jurisdiction, orthe complaint is within jurisdiction, but there will be no inquiry, orthere will be an inquiry. [IGIS Act, s 11]			
	Where there has been no, or no further, inquiry into a complaint the complainant has been informed in a timely manner. [IGIS Act, s 12]			
	If a report is prepared under s 25B of the IGIS Act following the making of preliminary inquiries, the report is provided to the relevant minister or agency head in a timely manner. [IGIS Act, s 25B]			
	Following an inquiry, a response relating to the inquiry is given to the complainant and to the responsible minister in a timely manner. [IGIS Act, s 23]			
	The agency head, and the responsible minister, are informed at least once in the relevant year of the complaints where there were no, or no further, inquiries. [IGIS Act, s 12]			
Procedures on the handling of complaints are regularly reviewed to ensure our processes are robust.				
TARGET (Financial Year)				
	25/26	26/27	27/28	28/29

Objective 4: Public Interest Disclosures



Receive and, where appropriate, investigate authorised disclosures about suspected wrongdoing within an intelligence agency.

Performance measure

Performance targets

After receipt of a disclosure, best endeavours are made to allocate the handling of the disclosure or decide not to allocate the disclosure within 14 days after the requirement arises. [PID Act, s 43(3), (4) and (11)]

After a decision to allocate a disclosure, notice is provided in a timely manner to:

- if relevant, the principal officer of the agency to which the disclosure is allocated, and
- if reasonably practicable, the discloser. [PID Act s 44]

After a decision not to allocate a disclosure, the discloser is informed in a timely manner of:

- the decision and the reasons for the decision, and
- details of any action or proposed action to refer the conduct to be investigated under another law or power, or
- any courses of action that might be open to the discloser under another law or power. [PID Act s 44A]

After the allocation of a disclosure to the Inspector-General, the discloser is informed in a timely manner that:

- the disclosure will be investigated, and whether under the PID Act or the IGIS Act, or
- the disclosure will not be investigated. [PID Act, ss 48, 49, 50]

After the allocation of a disclosure to the Inspector-General and decision to investigate the matter under the PID Act, the investigation is completed in a timely manner. [PID Act, ss 48, 49, 52]

After preparation of the report, a copy is given to the discloser in a timely manner. [PID Act, s 51(4)]

Procedures on the handling of PIDs are regularly reviewed to ensure our processes are robust.

TARGET (Financial Year)

25/26

26/27

27/28

28/29

4.1

Public Interest Disclosures are handled efficiently and effectively, and consistent with the PID Act

Objective 5: Assurance



Provide ministers, parliament and, to the extent possible, the public assurance that intelligence and security matters relating to Commonwealth agencies are open to scrutiny, in particular the activities and procedures of intelligence agencies.

Performance measure		Performance targets			
5.1 Provide effective and impartial advice on matters relating to the activities of intelligence agencies		Provide submissions to parliamentary inquiries, hearings and other reviews of national security matters.			
		Provide comments on matters relating to oversight and accountability in draft legislation.			
		Produce a publicly available annual report that provides as much information as possible of inspection, inquiry, complaint and PID activities and findings, with consideration for protective security requirements, for each agency.			
		Deliver presentations and engage with the public and experts across the national security community, the legal profession, oversight bodies, and academia in Australia and internationally.			
		IGIS executive participates in at least biannual meetings with each agency's senior officers to understand agency priorities and share oversight key issues and findings.			
		Provide regular updates to the agencies' ministers on the key issues for each agency and the Inspector-General.			
		TARGET (Financial Year)			
		25/26	26/27	27/28	28/29

Appendix A – Amendments to the IGIS Performance Framework

Since our 2025–26 Portfolio Budget Statement (PBS), we are proposing minor changes to the Performance Targets. The details and rationale for each change are outlined in the table below. The measurement and assessment of the performance targets outlined in this Corporate Plan will be published in our 2025–26 Annual Performance Statements.

Revisions to the IGIS 2025–26 Performance Targets

Change type	Corporate Plan 2025–26	Portfolio Budget Statement 2025–26	Reason for change
Legislative references to IGIS Act provided for performance target 1.1	[IGIS Act, s 21] [IGIS Act, s 22]	Nil	Including references to legislation are consistent with other performance targets.
Correct wording in performance target 4.1	<p>After a decision not to allocate a disclosure, the discloser is informed in a timely manner of:</p> <ul style="list-style-type: none"> the decision and the reasons for the decision, and details of any action or proposed action to refer the conduct to be investigated under another law or power, or any courses of action that might be open to the discloser under another law or power. [PID Act s 44A] 	<p>After a decision not to allocate a disclosure, the discloser is informed in a timely manner of:</p> <ul style="list-style-type: none"> the decision and the reasons for the decision, and details of any action or proposed action to refer the conduct to be investigated under another law or power, or any courses of action that might be open to the disclosure under another law or power. [PID Act s 44A] 	Remove the word ‘disclosure’ and replaced with ‘discloser’ in point 3 to align wording to the PID Act.

Change type	Corporate Plan 2025–26	Portfolio Budget Statement 2025–26	Reason for change
Amend wording for performance target 5.1	Provide comments on matters relating to oversight and accountability in draft legislation.	Provide comment on the appropriate oversight and accountability requirements relating to the powers of intelligence and security agencies in draft legislation.	Streamlined wording consistent with the 2024–25 Corporate Plan.
	Produce a publicly available annual report that provides as much information as possible of inspection, inquiry, complaint and PID activities and findings, with consideration for protective security requirements, for each agency.	Produce a publicly available Annual Report that provides transparency of inspection, inquiry, complaint and PID activities and findings, with consideration for protective security requirements, for each agency.	
	Deliver presentations and engage with the public and experts across the national security community, the legal profession, oversight bodies, and academia in Australia and internationally.	Deliver presentations and engage with the public and national security experts in Australia and internationally.	

