



Annual Report

2024–25

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Acknowledgement of country

Energy Safe Victoria acknowledges and respects Victorian Traditional Owners as the original custodians of Victoria's land and waters, their unique ability to care for Country and deep spiritual connection to it. We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

Authorisation and copyright

This strategy has been endorsed by the Victorian Energy Safety Commission.

Authorised and published by the Victorian Government, Melbourne, October 2025

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EnergySafe

2024–25 Snapshot



Strategic priorities

Vegetation clearance around powerlines

9,517

high bushfire risk area inspections

4,235

low bushfire risk area inspections

83

direction notices issued for vegetation¹

Residential solar inspections

98

residential solar installation inspections

Incidents involving renewable energy and new technology

16

solar installations

14

wind installations

1

battery installations

Audits of renewable energy and new technology

4

solar installations

14

wind installations

11

battery installations

Audits of retailers

58

audits of electrical retailers

311

audits of gas retailers

¹ Issued under section 86 of the *Electricity Safety Act 1998*



Preventing harm

0

fatality

4

serious injuries
(1 electrical, 3 gas)

0

carbon monoxide injuries

107

installation, equipment and appliance fires
(77 electrical, 30 gas)

318

ground fires²



Enforcement actions

15

directions
(15 electrical, 0 gas)³

19

prosecutions completed
(11 electrical, 8 gas)

1

civil penalty proceeding completed
(electrical)

43

improvement notices
(0 electrical, 43 gas)

81

infringement notices
(69 electrical, 12 gas)

5

rectification notices for non-compliant
electrical work⁴

14

gas disconnection notices⁵

121

warning letters
(99 electrical, 22 gas)

² As at 30 June 2025

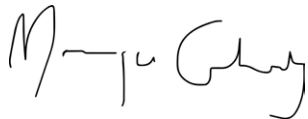
³ Issued under Part 12 Division 1 of the *Electricity Safety Act 1998*

⁴ Issued under section 45AB of the *Electricity Safety Act 1998*

⁵ Issued under regulation 32 of the *Gas Safety (Gas Installation) Regulations 2018*

Responsible body's declaration

As Commissioner and Chairperson of Energy Safe Victoria,
in accordance with the *Financial Management Act 1994*,
I present the Energy Safe Victoria Annual Report for
the year ending 30 June 2025.



Monique Conheady

Chairperson

Victorian Energy Safety Commission

25 September 2025

01.

Year in review



From the Chairperson and Chief Executive Officer

Energy Safe Victoria's purpose is to keep the Victorian community safe from energy-related harms. This annual report outlines the work we have done in the last financial year to deliver on our core aim of overseeing a safe energy future that is sustainable for all Victorians and our climate.

Taking strong regulatory action

We have continued to see a gradual improvement in energy safety outcomes over the long term. We are pleased that there were no electricity, gas or carbon monoxide-related fatalities and a dramatic fall in serious injuries to 4 compared to 15 in 2024–25.

Despite this long-term downward trend, we can never be complacent in our work to reduce fatalities and serious injuries due to safety risks involving electricity, gas or pipelines. Our work in keeping Victorians safe continues. We must use all our regulatory tools to achieve safe outcomes including enforcement, engagement with our stakeholders, education of duty holders and the community, and high-profile advertising campaigns to keep the community safe.

Taking strong action to hold regulated entities accountable is necessary to prevent harm to the community. Examples of prosecutions brought by Energy Safe during 2024–25 included:

- The laying of charges against AusNet Transmission for non-compliance with its commitment to upgrade transmission towers on the Murray to Dederang line within a specified timeframe in its electricity safety management scheme. We take compliance with safety cases by energy network duty holders seriously and expect commitments in safety cases to be delivered.
- PDI Civil was convicted and fined \$20,000 after being found guilty of charges including negligently breaking a gas pipeline and carrying out unauthorised gas work.

We successfully defended an appeal in the County Court bought by a man who had held a supervised workers licence. The man was found guilty of 44 charges relating to the provision of fraudulent Certificates of Electrical Safety to Energy Safe. He was convicted and fined \$8,000.

This year we also used our powers to seize and remove from retail shelves 900 table lamps that posed a risk of electrocution to consumers. Sold by Panda Mart in Melbourne's southeast, the lamps did not comply with Australian Standards. Our investigation into this matter is continuing.

We continue to hold distribution companies accountable for their role in mitigating the risk of bushfires. Under section 86 of the *Electricity Safety Act 1998*, we can require duty holders to remove vegetation from near an electric line. In 2023–24, we issued 62 notices under section 86 and in 2024–25, this increased to 83.

One of the other actions we can take to ensure the safety of the community is to issue a direction under the Electricity Safety Act or Gas Safety Act 1997. Our directions require that certain actions are taken. In the 2024–25 financial year, we issued 15 directions, which was higher than the 12 we issued in 2023–24, and significantly higher than the previous 2 years. In the 2024–25 financial year, all the directions were issued under the Electricity Safety Act, with 8 related to solar farms and 7 related to wind farms. In comparison, in 2023–24, 7 of our directions related to renewable energy.

The increase in renewable energy-related directions reflects the increasing number of complex renewable installations becoming operational. At 25 May 2025, there were 84 renewable facilities operating in Victoria, including 37 solar and 29 wind farms. This compared to 3 coal and 8 gas generation facilities.⁶

6 Department of Energy Environment and Climate Action, Renewables facility location for Victoria, Data Vic, <https://discover.data.vic.gov.au/dataset/renewables-facility-location-for-victoria>, accessed 11 June 2025

Renewable energy

During 2024–25, we continued to build the capability of our renewable energy team and conducted more than 80 site visits to large-scale wind, solar and battery energy storage facilities. In June, we commenced a wind farm inspection blitz following a fire in a nacelle at the Bulgana wind farm. The aim of the blitz was to inspect 10 per cent of wind turbines at each windfarm to assess how duty holders managed fire, electrical and mechanical risks. The blitz ran for 7 weeks.

We also developed and published guidance for owners and operators of wind and solar farms to clearly set out our expectations for them to ensure the safety of people and property and to mitigate bushfire risks.

Safety in the home

In April and May 2025, we ran an Australian-first campaign supported by fire authorities to highlight the risks of charging e-scooters or e-bikes with mismatched or incompatible chargers. Called *Before you know it*, the campaign addressed reports by fire authorities who respond to one lithium-ion battery-related fire every day.

Bushfire mitigation

We watched with caution as the summer of 2024–25 approached. A hot, dry summer followed by a couple of years of wet weather and vegetation growth created ideal conditions for bushfires. Throughout 2024–25, we continued our important work in mitigating one of the biggest causes of catastrophic bushfires by reducing the risk of a fire starting due to electrical infrastructure. Victoria was fortunate that there were no significant bushfires over our long fire season as we continued to monitor electricity distribution businesses and their bushfire mitigation responsibilities. During this fire season, no fires were reported on rapid earth fault current limiter- (REFCL) protected networks.

Apprentice safety

We have done significant work to improve the safety for electrical apprentices during 2024–25. In May 2025, we released updated requirements for the effective supervision of apprentice electricians. These requirements strengthen protections for apprentice workers and came into effect on 1 September 2025. This change followed the deaths of 5 apprentice electrical workers over the last 10 years and a report which highlighted the need for stronger safeguards.

We continued our program of educating apprentices and delivered 97 presentations to 2,197 apprentices across the state. We worked with other agencies to improve the information we provide to apprentices and their trainers. And finally, we worked with the Jobs and Skills Council towards updating the electrical qualifications needed to gain a licence in Victoria.

We successfully prosecuted Nordic Elevators Pty Ltd and Nordic Elevators Services Pty Ltd for offences under the Electricity Safety Act relating to the death of a fourth-year apprentice electrician working unsupervised on a car lift. The Energy Safe charges were uplifted and heard in the Supreme Court alongside indictable offences brought by WorkSafe Victoria under the *Occupational Health and Safety Act 2004*. The accused pleaded guilty to all charges and was fined \$50,000 across the two companies for their breaches of the Electricity Safety Act and regulations.

Legislative change

In May this year, the *Energy and Land Legislation Amendment (Energy Safety) Act 2025* commenced, which further strengthened our regulatory powers under the Electricity Safety Act, the Gas Safety Act and the *Pipelines Act 2005*. The legislative change brought us new regulatory tools, higher penalties for certain offences, and greater flexibility in how we manage key responsibilities.

Meeting with stakeholders

This year, we continued the important work of communicating with chief executive officers and executives of key regulated entities to achieve more effective regulation through cooperation, understanding, and mutual respect.

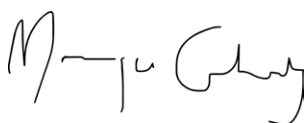
Senior staff have contributed to various committees, providing expert input and guidance on key industry standards and policy. They have also engaged in collaborative meetings with peak bodies, fostering strong partnerships and exchanging knowledge and best practices to advance sector-wide safety objectives.

Keeping the community safe

Energy Safe continued to have a community presence during 2024–25 at public events. During the year, we audited high-profile events such as Moomba, the Avalon Airshow and the Australian Grand Prix. These events attracted large crowds and our audits ensured that gas and electricity installations were safe. We also continued our program of auditing users of high-voltage energy. Our presence on these major industrial or infrastructure sites sends a message to businesses across the state that we take safety seriously.

Our strategy

Next year, our work will be guided by a new strategy which will set our direction for the next 3 years. We spent a significant amount of time focusing on the greatest risks and harms across the energy value chain to determine our strategic response to mitigating those risks and harms. The new strategy will help us prioritise our regulatory focus where there is the greatest potential for harm.



Monique Conheady

Commission Chairperson
Energy Safe Victoria



Leanne Hughson

Chief Executive Officer
Energy Safe Victoria

Acknowledgements

We are thankful for the support of our stakeholders and partners, including the Department of Energy, Environment and Climate Action (DEECA), industry bodies, other regulators, unions, major energy companies and employer groups for working with us to ensure Victorians are energy safe.

We would also like to acknowledge the energy, dedication and passion of Energy Safe's people as they are integral to our success. We would like to recognise the hard work of our Commissioners and thank them for their significant contributions throughout the year.

We are delighted to present Energy Safe Victoria's 2024–25 Annual Report.

About Energy Safe Victoria

The Victorian Energy Safety Commission is established under the *Energy Safe Victoria Act 2005* and is known as Energy Safe Victoria (Energy Safe). We work to keep Victoria energy safe around electricity, gas, pipelines and renewable energy.

Our responsible minister from 1 July 2024 to 30 June 2025 was the Minister for Energy and Resources, The Hon. Lily D'Ambrosio MP.

We are an independent statutory authority with our functions and regulatory powers outlined under the *Energy Safe Victoria Act*, *Electricity Safety Act 1998*, *Gas Safety Act 1997* and *Pipelines Act 2005*. The nature and scope of our activities are defined by our vision, objectives, functions and responsibilities which are described in the Acts and in regulations made under those Acts.

Energy Safe has 3 Commissioners who are responsible to the Minister and the Victorian Parliament for ensuring we perform our functions and exercise our powers in ways that best achieve our objectives. The Commissioners also provide strategic direction and leadership.

Our Chairperson may give directions and has additional powers in the event of emergencies, as authorised under the *Electricity Safety Act* and *Gas Safety Act*.

We act in line with our corporate plan, which includes a statement of corporate intent, annual business plans, financial plans and Charter of Consultation and Regulatory Practice, as specified in the *Energy Safe Victoria Act*. We also deliver on the Minister's Statement of Expectations and detail our progress in this report.

Our objectives

Energy Safe is a statutory body that oversees the regulatory safety frameworks that prevent death, injury, damage or loss due to electrical, gas, pipeline and renewable energy safety hazards. We ensure the safe transmission, distribution, storage, supply and use of electricity and gas in Victoria.

As Victoria moves toward a more sustainable energy future, we aim to stay at the forefront of energy safety innovation, emerging technologies and renewable energy.

We have statutory responsibilities to achieve the objectives and functions as outlined under the *Electricity Safety Act*, *Gas Safety Act* and *Pipelines Act*.

We are responsible for ensuring:

- energy installations and appliances are safely installed and operated
- energy infrastructure and pipelines are safe during their commissioning, operation, and decommissioning
- bushfire danger is prevented and mitigated
- licensed individuals undertake electrical work in accordance with prescribed safety standards
- infrastructure is protected from corrosion caused by stray electrical currents
- the public and industry is aware of electricity and gas safety.

Our core regulatory functions

Regulatory approvals

We are responsible for the licensing, registration and approval systems in Victoria that maintain safety standards and skills.

We issue licences to:

- electricians and electrical workers, including lineworkers
- electrical inspectors.

We assess and approve:

- appliances to meet stringent safety and energy-efficiency standards before they are sold in Victoria
- cathodic protection systems for the owners and operators of major infrastructure
- safety plans for electric line clearance, bushfire mitigation and Electricity Safety Management Schemes for major companies, such as electricity distribution businesses
- safety cases and construction safety management plans of gas and pipeline companies before giving consent to operate.

We administer:

- the gas acceptance scheme for complex gas installations.

Audits and inspections

We monitor, inspect and audit safety systems and practices of electricity, gas and pipeline networks and installations to ensure their design, construction and maintenance is compliant with standards and requirements.

Our audits focus on ensuring:

- apprentice supervision requirements are being complied with and that only licensed workers are carrying out electrical work
- receive appropriate levels of skills and knowledge from their registered training organisations
- electrical equipment sold in Victoria is safe, efficient and meets minimum standards
- gas products at point of sale and the use of gas appliances at public events is safe.

We also engage with registered training organisations to ensure they are imparting the right skills and knowledge to apprentices.

Education and engagement

Everyone has a role to play in energy safety.

Through our industry and community engagement activities, we provide education around risk and strengthen our relationships with partners and key stakeholders.

- We use our media relations, public awareness campaigns and digital communications to highlight safety issues or target risky behaviours to encourage voluntary compliance.
- We provide guidance, educational seminars and professional development opportunities through partnerships with training organisations, industry bodies and unions to ensure they understand how to comply with regulations.
- We provide a technical helpline to support professionals in the gas and electricity industries.
- We work with organisers of public events to ensure they understand and mitigate gas and electricity usage risks.
- We gather and investigate public and industry complaints about unsafe or non-compliant industry activities and may take associated regulatory action.
- We participate in a range of standards, technical and safety committees with co-regulators, industry, technical experts, and union representatives to address specific safety hazards and ongoing safety improvements.
- We partner with other regulators, including energy safety regulators in other States and Territories through the Electrical Regulatory Authorities Council (ERAC) and the Gas Technical Regulators Committee (GTRC), to continually improve safety and national consistency of standards.
- We work with Victorian Government committees on the state's emergency response and advise on energy safety and infrastructure resilience.
- We work cooperatively with the Department of Energy, Environment and Climate Action (DEECA), other departments and agencies to ensure consistency and alignment with cross-government policies and arrangements.

Compliance and enforcement

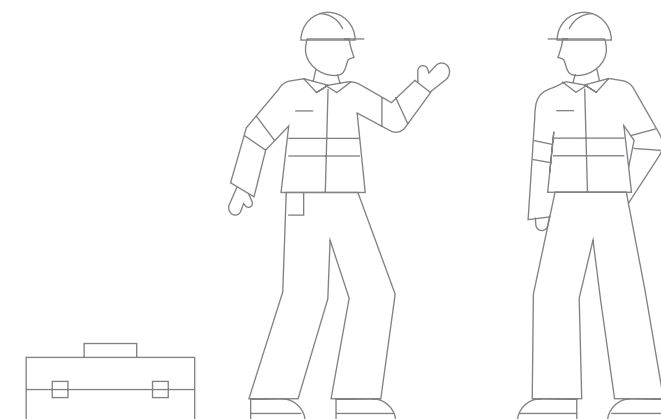
We regulate industry and the energy sector to ensure generation, supply and usage meets expected safety standards.

Where we identify breaches of energy safety legislation, we will take proportionate and appropriate compliance and enforcement action in response guided by our Compliance and Enforcement Policy. These regulatory actions may include providing notices to rectify or improve non-compliant work, issuing warning letters and infringement notices for gas and electrical installations, equipment and infrastructure, prosecuting offences under energy safety legislation, or taking disciplinary action in relation to licensed workers and registered entities.

In addition to these actions, we:

- administer Certificates of Electrical Safety (COES) which are issued by electrical workers to assure the community that electrical work meets appropriate safety standards
- undertake recalls of unsafe or non-compliant appliances or equipment
- can prohibit the sale and/or supply of dangerous equipment or appliances.

Our regulatory priorities, investigations and decisions are intelligence-informed, data-driven, and evidence-based.



Vision, purpose and values

In May 2025, the Commission approved a refreshed vision and purpose statement for Energy Safe.

Our vision

A future where Victorians and the environment are supported by safe and reliable energy.

We are powering towards an energy future that is sustainable for all Victorians and our climate. We need energy safety systems so Victorians can continue to use energy for many generations. We also need energy systems to be modern and reliable, so our families, towns, cities and lands are kept safe.

Our purpose

We keep Victorians energy safe and ensure energy is used confidently.

Energy is essential to our quality of life. Energy technologies can be complex and powerful, and the potential for harm is significant to our community and the environment.

We regulate to ensure that energy safety, supply and efficiency are a priority in Victoria and something our community can be confident in.

Our values

At Energy Safe the following values are embraced and expressed in our day-to-day actions, decisions and interactions with others.



Integrity

We act with impartiality and uphold the importance of unbiased, equitable treatment. We do this in a way that is transparent, accountable, open and trustworthy.



Engagement

We actively engage with our customers and each other to achieve safer outcomes. We believe in cooperation, listening and succeeding together to improve safety outcomes.



Adaptability

We are flexible and maintain effectiveness in the face of changing environments. We know that improving energy safety for Victoria means being at the forefront of change.



Respect

We treat everyone with respect and uphold the importance of diversity, experience and skills. We care about the safety of Victorians and demonstrate respect through our actions.



Excellence

We aspire to the best standards of practice by ensuring an evidence-based, data-informed, best practice-led approach to our work. We continue to grow our capability to deliver excellent outcomes.

Responding to the Minister's Statement of Expectations

On 29 June 2023, Victoria's Minister for Energy and Resources issued a Statement of Expectations for Energy Safe which set the performance objectives.

These were:

- efficient delivery of risk-based regulation
- transition to renewable energy
- compliance-related assistance and advice
- cyber security
- operational efficiencies.

The Statement of Expectations drives the priorities of Energy Safe's administration and enforcement of regulation. Our work is directed towards meeting the Minister's expectations, as well as our obligations under the Energy Safe Victoria Act, the Electricity Safety Act, the Gas Safety Act and the Pipelines Act. We continue to deliver the objectives outlined by the Minister's expectations and affirm our regulatory role.

Efficient delivery of risk-based regulation

In 2024–25, Energy Safe has continued to adapt to the changing energy environment and continued to strengthen its capability and preparedness to take regulatory action. We have consistently applied efficient risk assessment across our activities and exercised proportionate regulation to protect the safety of workers and the community. We have promoted high-levels of compliance without imposing a disproportionate financial burden on stakeholders.

The [Safety at home](#) section in this report details the work we have done which includes:

- ensuring the safety of residential solar installations through 121 formal audits
- improving lithium-ion battery safety by:
 - running a public safety campaign raising awareness of risks
 - reviewing, testing and removing non-compliant e-scooters for sale in Victoria

- preventing the sale of unsafe electrical equipment and gas appliances by conducting 369 store audits across both physical and online retailers
- managing 3 recalls for gas appliances and 10 recalls for electrical appliances.

Energy Safe has continued to focus on the high risk of bushfires caused by electrical networks. We reviewed Bushfire Mitigation Plans of duty holders and undertook 10 audits of major electricity companies and specified operators.

There were no catastrophic fires during 2024–25 and we continued to apply our regulatory inventory against duty holders for non-compliance. More information about how we work to act on bushfire risk, including overseeing the operation of rapid earth fault current limiters (REFCLs) is detailed in the [Bushfire mitigation](#) section.

Transition to renewable energy

An increasing amount of Victoria's energy generation comes from renewable sources. Our role is to ensure the transition to renewable energy is done safely and that this energy is safe when it is transmitted, distributed and stored.

In 2024–25, we expanded our renewable energy team. To better understand the industry we regulate, gather information and establish direct channels with those we regulate, we prioritised visiting complex electrical installations. During this time, we visited more than 80 wind and solar farms, and battery energy storage facilities.

We continued our formal audits of renewable energy and new technology facilities. We conducted 29 formal audits of renewable energy and new technology facilities, 16 solar, 12 wind and one battery installation. We also set clear expectations by publishing guidance for wind and solar farms. More information about our work on renewable energy safety can be found in the [Making complex renewable energy safe](#) section.

Compliance-related assistance and advice

In 2024–25, we continued to provide high-quality, efficient, compliance-related assistance and advice to regulated entities and other government agencies. We published our policies, strategic priorities and industry-specific guidance on our website, which includes information on achieving compliance and standards of work.

Information was also made available at targeted seminars involving duty holders. This included presentations to:

- apprentices at registered training organisations (RTOs)
- gas and electrical senior management forums
- members of the public at community gatherings.

Technical Advice Line

Energy Safe's Technical Advice Line for both electrical and gas professionals provide direct access to expert guidance on safety regulations, standards, and technical requirements. This service supports Licensed Electrical Workers and licensed gasfitters in resolving complex or unclear issues, ensuring that their work meets compliance obligations and is carried out safely. By offering timely, accurate advice, the Technical Advice Line helps reduce the risk of non-compliance, supports confident decision-making, and promotes safer outcomes across both industries.

The Technical Advice Line is also used by other government agencies, including Victoria Police, Fire Rescue Victoria, the Country Fire Authority and VicRoads. We also provide advice to local councils, water authorities and schools.

We advise on a range of subjects, including high voltage sites, the distribution network, wind and solar farms, data centres, battery energy storage systems, and fire protection and security systems.

Technical support to government

Energy Safe provides technical support on electrical, gas, and pipeline matters to other Victorian Government agencies, including WorkSafe, the Environmental Protection Agency, Victoria Police, Fire Rescue Victoria and the Country Fire Authority.

While our emergency reporting lines remain available 24 hours a day, 7 days a week, technical collaboration is coordinated through established interagency channels. These channels, formalised through Memorandums of Understanding (MOUs), outline the processes for resource-sharing and joint technical support in accordance with agreed-upon protocols.

Safety advocacy role

Throughout 2024–25, Energy Safe took a leading role in advocacy at a national level, particularly in shaping industry standards. We have actively chaired and participated in standards development organisations, driving progress and ensuring safe regulatory frameworks.

Australia and New Zealand Standards Committees

Electrical equipment safety

Energy Safe has been a substantial contributor to the development and updating of electrical equipment safety standards and has contributed to the publication of numerous new editions and amendments.

In 2024–25, we contributed to the publications of the following electrical equipment safety standards:

- 8 amendments and 34 new editions of the standards published under *EL-002 – Safety of household and similar electrical appliances, small power transformers and power supplies*
- 10 amendments or new editions of the standards published under *EL-041 – Lamps and Related Equipment*
- 2 revision or reconfirmation of the standards published under *EL-005 – Secondary Batteries*
- 6 amendments or new editions of the standards published under *EL-004 – Electrical Accessories and related sub committees*

- 2 amendments or new editions of the standards published under *EL-042 – Renewable Energy Power Supply System*
- one reconfirmation of the standard published under *EL-003 – Electric Wires and Cables*
- one new edition of the standard published under *EM-001 – Electric Vehicle Operation*.

Energy Safe has also actively led and contributed to international standardisation for lighting and household electrical equipment at the International Electrotechnical Commission (IEC) level. This enables less variations of national standards, reducing trade barriers while ensuring our level of safety is maintained.

Gas equipment safety

Energy Safe continues to contribute standards development to ensure that safety standards supporting the use of gas are fit for purpose, deliver on the expected level of safety and are enforceable. Notable work for 2024–25 includes:

- AG-001 Gas Appliances committee and its subcommittees has revised *AS 3645 Essential requirements for gas appliances*, amended *AS 4563 Commercial catering gas equipment* and is working to develop a standard to cover the safety and performance of gas-powered, portable generators
- AG-006 Gas Installations committee has commenced a revision to expand its scope to include hydrogen as a gas type
- AG-013 Components used for gas appliances and equipment committee made amendments to *AS 1869 for flexible hose assemblies* and has continued to support internal standardisation at the International Organization for Standardization (ISO) level
- AG-010 Natural Gas Quality Specification has revised *AS 4564 General purpose natural gas* to specifically consider low-level hydrogen blends and biomethane
- *CH-038 Liquefied Petroleum Gas – Composition*
- *ME-093 Hydrogen technologies* continues to adopt ISO standards where there are no equivalent Australian standards, with several standards related to fuel cells being adopted.

Gas and electrical senior management forums

In April 2025, Energy Safe launched its senior stakeholder engagement program. The program establishes and maintains strategic dialogue with regulated entities, government stakeholders, sector regulators, and industry associations to promote effective, efficient, and coordinated regulation. Engagement is conducted at the executive level.

The engagement aims to:

- foster mutual understanding, cooperation, and respect
- align regulatory activities with government policies and legislative reform
- promote consistency, share best practices, and address cross-sector and cross-border challenges
- enhance compliance, accountability, and crisis management capabilities
- ensure regulatory frameworks are fair, transparent, and responsive to the needs of all stakeholders.

Cybersecurity

Cybersecurity remains an ongoing priority for Energy Safe. We continued to manage cybersecurity threats through a risk-based approach driven by compliance with the Victorian Protective Data Security Standards, and targeting maturity level 2 of the Essential 8 cyber risk mitigation strategies.

Operational efficiencies

During 2024-25, we continued to pursue operational efficiencies.

On 29 July 2024, Energy Safe consolidated its operations into a single office location on Level 22, 2 Southbank Boulevard, Southbank. We had previously operated from 2 locations, at a different location in Southbank and in Glen Waverley.

To improve efficiency and reduce the duplication, the offices were consolidated into a central location in Melbourne's central business district. The strategic move aimed to enhance collaboration, use space more effectively, strengthen our brand presence and resources, and improve employee wellbeing.

By centralising operations, we significantly reduced the complexities associated with managing staff across 2 sites. This consolidation has also streamlined people policies, processes and knowledge sharing. In addition, it improved staff collaboration and helped create a cohesive organisation culture. The move has also contributed to a reduced environmental impact, aligning with our sustainability commitments.



Strategic priorities

Energy Safe is focused on keeping the community energy safe by ensuring we target the most significant safety risks. We aim to keep Victorians energy safe while allowing them to use energy confidently.

Fatalities and serious injuries

The 2024–25 financial year, energy safety outcomes significantly improved across Victoria with the state recording zero fatalities and a sharp decline in serious injuries related to electricity and gas. This result marks a return to the strong safety trend of 2022–23, reversing the setbacks experienced in 2023–24.

For the second time since Energy Safe was formed in 2005, there were no reported electricity or gas related fatalities, including carbon monoxide-related deaths. This was a critical outcome following the one electrical fatality reported in May 2024.

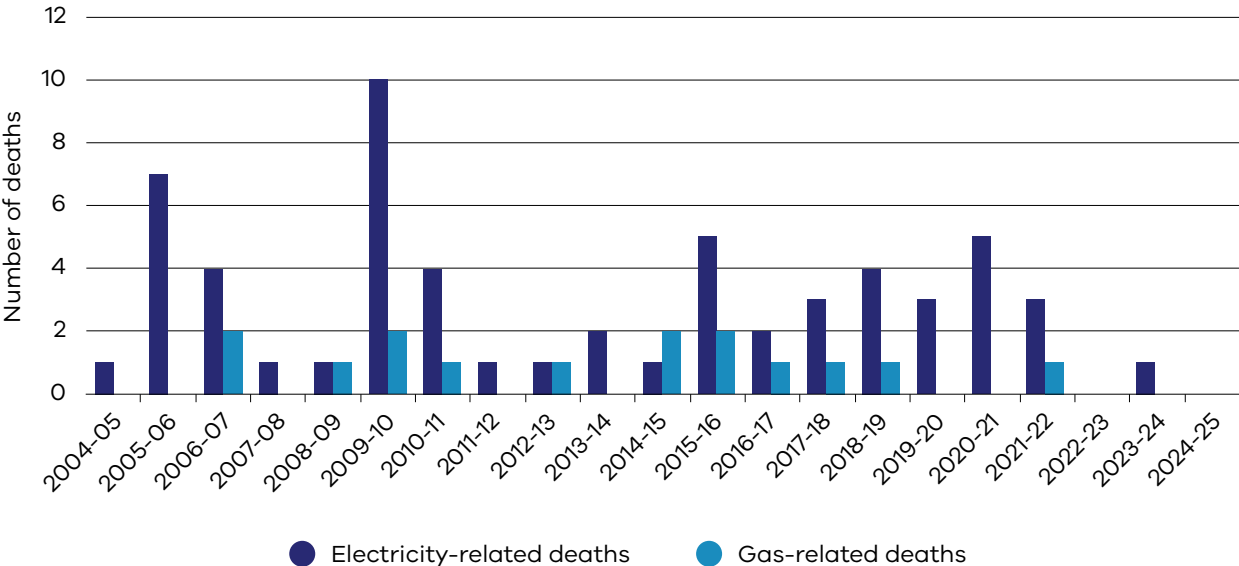
The number of serious injuries fell to a 3-year low, recording 4 in 2024–25, down from 15 in 2023–24, and 6 in 2022–23. This demonstrates a clear improvement, driven by continued investment in regulatory enforcement, education, and compliance measures.

Importantly, there were no carbon monoxide-related injuries reported in our jurisdiction for the third consecutive year. This result reflected the sustained impact of targeted awareness campaigns and product safety interventions.

In 2024–25, Energy Safe placed a strong emphasis on home safety, including electrical wiring, gas and electrical appliances, and enforcing No Go Zones around powerlines. These areas have historically been linked to the majority of serious injuries and fatalities and our concentrated efforts in these domains contributed significantly to the reduction in serious injuries and the lack of fatalities this year.

Fatalities

In 2024–25, there were no electricity-, gas- or carbon monoxide-related deaths reported to us.



Serious injuries

In 2024–25, there were 4 electricity- and gas-related serious injuries reported to us and zero serious injuries due to carbon monoxide reported to us.

December 2024

A man was injured in an explosion and fire after gas leaked from a finger-tightened cylinder and was ignited by a nearby liquefied petroleum gas (LPG) fridge pilot light. The man suffered burns to his face, arms and legs and was airlifted to hospital.

January 2025

A man was injured in an explosion while working on a capacitor in a residential property workshop that included high-powered lasers and other electrical equipment. He lost the tips of his fingers and suffered injuries to his face.

A woman was injured in an LPG explosion after she did not allow adequate time for gas to disperse following multiple attempts to ignite a gas deep fryer. She suffered burns to her face, arms and legs.

March 2025

A man was injured in an explosion while changing the gas cylinder for a barbeque and pizza oven. The man suffered burns to his face, chest and arms. He jumped 3 metres from a balcony in the incident.

Legislative change

On 21 May 2025, the *Energy and Land Legislation Amendment (Energy Safety) Act 2025* came into effect, building on the changes from May 2024 and further strengthening our ability to keep Victorians energy safe.

The Act amends the Electricity Safety Act, the Gas Safety Act and the Pipelines Act, to strengthen Energy Safe's regulatory powers. This includes the introduction of new regulatory tools, higher penalties for certain offences, and greater flexibility in how we manage key responsibilities.

Changes which came into effect immediately included:

- Increased penalties are available for a range of offences across the Electricity Safety Act and the Gas Safety Act, with a focus on offences that relate to consumer safety.
- Energy Safe can immediately suspend the registration of an electrical contractor or the licence of an electrical worker if public safety is at risk.

- Energy Safe can apply to the court for an injunction to prevent a person engaging in conduct that constitutes or would constitute a contravention of the Electricity Safety Act, the Gas Safety Act or associated regulations.
- Energy Safe can apply to the court for an order requiring a person who is convicted or found guilty of an offence to disclose or publicise information about their offending conduct.
- Specified operators of at-risk electric lines (excluding major electricity companies) must now submit bushfire mitigation plans to Energy Safe at least every 5 years, instead of annually.
- The Electricity Safety (Electric Line Clearance) Regulations 2020, which include the Code of Practice for Electric Line Clearance, will now need to be remade every 10 years instead of 5.
- Energy Safe will now prepare a corporate plan every 3 years, rather than annually.

On 30 June 2025, a further amendment came into effect, removing the legislated requirement for the Electric Line Clearance Consultative Committee. Next year, the Victorian Electrolysis Committee will also be removed as a legislated requirement.

The Act also made enhancements to the powers of Energy Safe's authorised officers, which will take effect from April 2026.

Enforcement actions

Where Energy Safe identifies breaches of energy safety legislation, we will take proportionate and appropriate compliance and enforcement action in response.

Energy Safe can provide notices to rectify or improve non-compliant work, issue warning letters and infringement notices for gas and electrical installations, equipment and infrastructure, and prosecute offences under Victoria's energy safety laws.

When deciding the extent and type of our enforcement action, we consider several factors, including how serious the offense, the severity of the breach, any harm caused, and if there is repeated or wilful non-compliance. We will always take strong action where the law is disregarded and people's safety has been placed at risk.

In 2024–25, we completed 19 prosecutions and one civil penalty proceeding. Of the prosecutions, 11 were related to electricity and 8 were related to gas. Our notable prosecutions include:

- We defended an appeal in the County Court, brought by Luke Warren, who previously held a supervised workers licence and was the sole director of Registered Electrical Contractor, Pro Install Electrical Pty Ltd. Mr Warren was found guilty of 44 charges under section 148(1) of the Electricity Safety Act, for providing fraudulent Certificates of Electrical Safety to Energy Safe between June 2019 and March 2020. Mr Warren was convicted, fined \$8,000 and ordered to pay legal costs. Pro Install was separately prosecuted in 2023.
- We prosecuted Nordic Elevators Pty Ltd and Nordic Elevators Services Pty Ltd for offences under the Electricity Safety Act relating to the death of a fourth-year apprentice electrician working unsupervised on a car lift. The Energy Safe charges were uplifted and heard in the Supreme Court alongside indictable offences brought by WorkSafe Victoria under the *Occupational Health and Safety Act 2004*. The two companies pleaded guilty to all charges and were fined a combined total of \$50,000.

Energy Safe was also successful in issuing civil penalty proceedings against AusNet Electricity Services Pty Ltd in the Supreme Court of Victoria. AusNet admitted to contravening section 120N(1) of the Electricity Safety Act by failing to cover or place underground a new 34-metre electric line constructed within an electric line construction area. The contravention continued for the period between 30 June 2022 and 3 August 2023. AusNet was ordered to pay an agreed penalty of \$200,000 for installing bare high-voltage powerlines in a high bushfire risk zone.

Further details of our prosecutions can be found in [Section 4: Other disclosures](#).

New safety case guidelines

In December 2024, Energy Safe released new [*Energy Infrastructure Safety Case Guidelines*](#) to support energy companies in preparing safety cases. Safety cases are mandatory documents that outline how companies will meet their legal duty to minimise the hazards and risks arising from their electricity and gas supply networks, gas facilities and pipelines.

The new guidelines provide information about:

- the safety framework as it applies to energy infrastructure companies
- the concept of minimising hazards and risks 'as far as practicable' or 'as far as reasonably practicable'
- what companies must include in a safety case
- the assessment process and consequences of non-compliance.

The guidelines also include detail on new legislative requirements introduced in May 2024. Companies must now revise their safety case every 5 years and submit all proposed changes to Energy Safe for acceptance, even if not significant. These reforms aim to ensure that evolving risks are addressed through active regulatory oversight.

We conducted public consultation prior to publishing. We received 11 submissions and refined our guidelines based on this feedback. A detailed decision paper published alongside the guidelines explains how stakeholder input shaped the final version.

By setting clearer expectations, the guidelines aim to improve the quality and consistency of safety cases and ensure companies remain accountable for the risks they manage.

Our Compliance and Enforcement Priorities for 2024–25

Energy Safe selected the Compliance and Enforcement Priorities for 2024–25 based on information and evidence from a range of sources, including our statutory responsibilities, ministerial expectations, analysis of energy safety data, identification of trends, future energy safety risks and feedback from our customers and stakeholders.

Bushfire mitigation

Victoria is one of the world's most bushfire-prone areas and the state has a history of electricity assets causing bushfires. Energy Safe has a role in bushfire mitigation.

Ground fires

Each year, we monitor conditions during the bushfire season, which lasts from 1 September to 30 April.

The number of ground fires is an important indicator of whether the controls used by electricity companies are working. While a reduction in ground fires suggests the controls are achieving their aims, other factors like weather patterns and seasonal rain can affect this number.

During the 2024–25 fire season, there were 318 ground fires across Victoria, with most occurring in more populated areas around metropolitan Melbourne. This is a slight increase from the 236 ground fires recorded in 2023–24, but is relatively high compared to the 160 in 2022–23 and 173 in 2021–22.

In 2024–25, there were 89 more ground fires in Victoria than in 2019–20 but notably without a catastrophic fire event like the Black Summer bushfires of 2019–20.

Vegetation clearance

In preparation for each summer fire season, we inspect vegetation around powerlines and network assets in hazardous bushfire risk areas.

Vegetation growing close to powerlines can cause fires, blackouts and power outages. We inspect powerlines to ensure they are clear of vegetation and electricity distribution companies, and that

councils and other responsible persons are acting in accordance with the Electricity Safety (Electric Line Clearance) Regulations 2020 and the Code of Practice of Electrical Line Clearance, and the conditions of their approved Electric Line Clearance Management Plans.

During 2024–25, we inspected 9,517 powerlines in hazardous bushfire risk areas and 4,235 powerlines in low bushfire risk areas, surpassing our respective targets of 6,000 and 2,740 inspections. These figures include some re-inspections, which were conducted to ensure compliance for the entire fire danger period.

In April 2025, we completed our 100,000th electrical line inspection. Since the program began in 2017, we have identified 15,201 instances of non-compliance. In 2024–25, vegetation events caused 77 ground fires, up from 40 in 2023–24. None of the reported ground fires caused significant fire events.

Overall, compliance in hazardous bushfire risk areas has improved over the last 2 years, due in part to our enforcement action. We will continue to focus on hazardous bushfire risk areas to ensure this improvement is sustained.

Performance of rapid earth fault current limiters

Rapid earth fault current limiters (REFCLs) mitigate bushfire risk and the damage caused by catastrophic events by reducing or shutting off power if a fault occurs along a 22-kilovolt powerline.

REFCLs detect faults in powerlines and reduce the risk of a spark causing a fire by greatly limiting the energy at the location of the fault, without interrupting supply. If the fault is ongoing, such as a fallen or broken powerline, the REFCL sends a signal to the circuit breaker to switch off power to the entire powerline until it can be repaired.

In 2024–25, there were no fires on REFCL-protected networks that were of a type that a REFCL is designed to prevent.

As part of Energy Safe's commitment to assess the operational performance REFCLs, we began a functional performance review in April 2025, with results expected in the second half of 2025.

We also commissioned an updated cost benefit analysis which is expected to commence in December 2025.

Conductor and connector outcomes review

In May 2025, we started a review of the performance of major distribution electricity companies' management practices for conductors and connectors.

The Victorian electricity distribution network comprises about 130,000 kilometres of overhead lines operating at between 240 and 66,000 volts. The network is made up primarily of 22-kilovolt distribution feeders and includes 12.7 kilovolt single wire earth return lines.

A significant proportion of overhead lines are aged and located in hazardous bushfire risk areas or Electric Line Construction Areas. Failing conductors can cause fires that have the potential to develop into catastrophic bushfires. Major electricity companies need to ensure their assets are performing safely in compliance with the general duty.

Conductors present a challenge for major electricity companies to manage due to their cumulative length and location, the range of causes for their deterioration and failure, the limited capacity for testing and determining strength and the limitations of inspection for assessing condition. The causes of deterioration include corrosion, mechanical or thermal overload, vibration and fatigue, and manufacturing defects.

The review aims to assess the condition of conductor and connectors in Victoria's electricity distribution network and the risk they pose.

Power pole safety

Energy Safe's monitoring of electricity distribution companies and their networks includes the management of wood power poles.

Wood power pole failure can lead to disruptions to the network and fires, presenting a major risk in hazardous bushfire risk areas.

Electricity distribution businesses must have Electrical Safety Management Schemes and Bushfire Mitigation Plans. These documents set out how the distribution businesses will manage powerline maintenance, ensuring network assets are inspected, maintained, repaired and replaced, when necessary, to reduce the risk to Victorians.

These plans must be accepted by Energy Safe and the electricity distribution business must deliver what is required under their plan.

We conducted reviews of all the Victorian electricity distribution businesses' pole management practices and identified areas of improvements to help the industry deliver sustainable safety outcomes.

Powercor Australia

In December 2024, Powercor Australia reported to Energy Safe that it had met its required compliance pole intervention volumes for 2024 for each of the 7 metrics specified in its Bushfire Mitigation Plan.

Powercor Australia is making progress toward delivering Energy Safe's requirement for higher volumes of pole interventions during the 2022 to 2026 period.

During 2024–25, Powercor Australia delivered more than 28,000 pole inspections, 800 replacements and 550 reinforcements in Victoria's south-west region. This is expected to continue over the next year.

AusNet

In December 2024, AusNet submitted documentation for the final milestone addressing the recommendations we made in our February 2022 review of their wood pole management practices.

United Energy

In September 2024, United Energy submitted documentation for the final milestone addressing the recommendations we made in our June 2023 review of their wood pole management practices.

Jemena

In March 2024, we published our final review of Jemena's wood pole management practices. The review found Jemena's wood pole management system had resulted in a relatively low rate of wood pole failure during the past 6 years. Despite this, our review found Jemena could improve the methods and practices used to mitigate hazards and risks across its networks.

The review also found that Jemena had inconsistent documentation and practices in relation to asset inspection, audit of asset inspection practices, serviceability criteria, and the assessment of risk for application of inspection and maintenance programs as a critical control.

Jemena submitted documentation on all milestones, and we are reviewing the submitted documentation to ensure that all findings and recommendations within the report have been addressed.

Making complex renewable energy safe

Wind and solar farm inspections

During 2024–25, Energy Safe’s Renewable Energy Safety team continued to focus on safety in the rapidly evolving sector.

To better understand the industry, gather information and establish relationships with those we regulate, the new team prioritised visiting complex electrical installations, that is, wind and solar farms and battery energy storage facilities.

The team conducted more than 80 site visits to large-scale wind, solar, and battery energy storage facilities. These visits were undertaken to:

- follow up on incidents
- discuss regulatory requirements and guidance
- inspect equipment
- review operations and risk controls.

We regularly visit renewable energy facilities to ensure they are safe and compliant with regulatory obligations, as well as to better understand their operational environment and any specific safety risks they face.

Guidance for wind and solar farms

Energy Safe developed and published guidance for owners and operators of wind and solar farms during 2024–25. This guidance set out our expectations for ensuring the safety of people and property and mitigating bushfire risks.

The guidance outlines their general duties and other regulatory obligations under the Electricity Safety Act, including:

- to report incidents to Energy Safe
- to minimise bushfire danger as far as practicable, as was added to legislation on 16 May 2024.

The guidance for *General duties for solar farm owners and operators* was published on our website in November 2024 and the guidance for *General duties of wind farm owners and operators* was published on our website in January 2025.

Investigation of solar and wind farm incidents

The increase in renewable energy incidents involving solar and wind farms continued in 2024–25. This increase is due to more solar and wind farms becoming operational across the state.

When a serious electrical incident occurs, our Investigation Team with technical and safety compliance support from the Renewable Energy Safety Team will investigate.

Energy Safe will issue a direction when it is needed for safety reasons, to preserve evidence at the site of a serious energy incident or to make an electrical situation safe. In 2024–25, Energy Safe issued a total of 15 directions and all related to complex electrical installations. Of these, 8 related to solar farms and 7 to wind farms.

Directions were issued to the owner and operator (different entities) for the same site on 3 occasions while an investigation was underway. In other cases, directions were issued to multiple entities at multiple sites controlled by the same parent entity to address possible issues with a piece of electrical equipment and safety concerns around bushfire mitigation controls at those solar farms.

Monitoring critical controls

In Victoria, the use of renewable energy technology to generate and store electricity is increasing. These changes are driven by the Victorian Government, community and industry as they respond to climate change and the need for affordable, safe, and reliable energy supplies. Energy Safe is responsible for ensuring these systems create and deliver energy safely and securely. This includes oversight of planning, design, construction, operation, maintenance and decommissioning of renewable energy installations.

Victoria’s renewable energy industry comprises organisations of varying size, safety maturity and awareness of their regulatory and safety obligations.

Under our Compliance and Enforcement Priority ‘making complex renewable energy safe’ Energy Safe is in the process of engaging with industry regarding our expectations of the safe operation of complex renewable energy installations. Duty holders are expected to identify risks and hazards and have appropriate controls in place to eliminate or minimise the risks identified across all phases of the asset lifecycle. In particular, the focus will be on performance-based monitoring of critical controls.

In May 2025, early planning work commenced. In the next financial year, we will consult with, and communicate our expectations to, industry.

Safety around powerlines

Powerline contact

Operating mechanical equipment near overhead powerlines is dangerous and carries a high risk of contact. Contact with a powerline can cause serious electric shock injuries and death by electrocution, as well as cause fires, threaten nearby properties and the electricity network.

We advise the Victorian community and industry on No Go Zones, which help prevent injury and death from contact with live powerlines. We produced a strategy to reduce the yearly number of contact incidents, in turn reducing the level of harm for both industry and community. We engaged with other regulators in Victoria and interstate for a multi-jurisdictional approach to this issue.

Energy Safe also speaks to workers and students about working safely around powerlines. We focus on reaching high-risk groups, including farmers, agricultural and transport workers, builders and scaffolders, and tailor our presentations for our audience. In 2024–25, we delivered 50 talks to 1,407 people about safety around powerlines.

Apprentice safety

Updated Apprentice Supervision Requirements

In May 2025, Energy Safe released updated *Requirements for the Effective Supervision of Apprentice Electricians* to strengthen protections for apprentice workers. These requirements are effective from 1 September 2025.

We identified the need for stronger safeguards following the deaths of 5 apprentice electrical workers in the last 10 years. Findings from the *Apprenticeships Taskforce Final Report*, which highlighted poor supervision, safety breaches, and toxic workplace cultures also showed the need for stronger safeguards.

The updated requirements establish a clearer and more enforceable supervision framework. They clarify legal responsibilities for employers, supervisors, and apprentices and ensure supervision matches the complexity and risk of the work being performed.

In 2024, the proposed updates were subject to public consultation and we received 5 submissions and 206 survey responses—mostly from apprentices. While respondents raised some concerns about cost and labour shortages, the final changes balance strong safety standards with practical industry application.

These updates aim to reduce the risk of harm to apprentices, improve compliance, and support better communication in the workplace.

To support the implementation of the new requirements, Energy Safe has focused efforts on industry education by producing an explainer video, and holding webinars, and in-person sessions across Victoria.

Presentations to apprentices

Energy Safe speaks to thousands of third- and fourth-year apprentices each year to help them understand the legislative environment they work in and the process they need to go through to get their licence, including their licensing exams. We also educate them on the risk of penalties for them and their employers for working without a licence.

These talks take place at the registered training organisations (RTOs) that provide the off-the-job training, as part of electrical apprenticeships.

In 2024–25, Energy Safe delivered 97 presentations to 2,197 apprentices across the state.

The presentations were held in central and suburban Melbourne, as well as the regional locations of Mildura, Swan Hill, Horsham, Ballarat, Geelong, Warrnambool, Bendigo, Morwell, Wangaratta, Shepparton, and Bairnsdale.

The Energy Safe presenters are all electricians who have experience delivering vocational training. Our team show apprentices non-compliant electrical work and walk them through the circumstances of real incidents where electrical workers have died or been seriously injured.

We also educate them on our expectations and their responsibilities as a licensed tradesperson.

Role as an assessment authority

Victoria is the only state where electricians must pass independent written and practical examinations to gain their A Grade licence. This assessment requirement is set out in legislation under the Electricity Safety (Registration and Licensing) Regulations 2020.

After completing their 4-year apprenticeship and a Certificate III in Electrotechnology Electrician, an electrical apprentice must pass 2 practical assessments and a written assessment to get an Electrician's (A Grade) licence.

The Licensed Electrician's Theory exam is a 2-hour 15-minute exam paper which assesses a broad range of electrical knowledge. The Safe Working Practice exam paper is a 50-minute assessment for the ability to safely isolate, disconnect then test and reconnect electrical equipment. The final assessment is a 4-hour practical assessment on the ability to design and wire a switchboard, identify visual defects, and test an installation, all to Australian Standards.

Under Victoria's unique system, Energy Safe is the assessment authority, similar to the Victorian Curriculum and Assessment Authority. Energy Safe delegates to 10 assessment bodies around the state, some with multiple venues, and we audit these bodies to ensure the assessment process is rigorous.

Energy Safe is responsible for:

- writing the assessment papers
- approving assessment bodies
- auditing assessment venues
- ensuring assessors are qualified and approved
- providing professional development for assessors
- handling licensing assessment appeals
- checking and approving special consideration applications (for illness, disabilities or extenuating circumstances)
- assisting apprentices who have failed multiple times to get the help they need to be successful
- investigating breaches of the exam conditions (such as cheating)
- dealing with complaints about the assessment process
- analysing and reporting statistical data
- leading an industry steering committee to provide industry input into the exams.

Energy Safe chairs an industry steering committee, and several exam-specific sub-committees, who provide advice to ensure the assessments stay relevant and meet both industry and regulatory requirements. In 2024–25, we reviewed the Licensed Electrician's Assessments twice.

Energy Safe is also responsible for all the other licence examinations that lead to a licenced outcome, including the 2 Restricted Electrical Workers licences, the Switchgear Workers licence and the 5 Licenced Electrical Inspector (LEI) licence exams.

In 2024–25, a total of 11,069 licensing examinations were carried out by our approved assessment bodies. This consisted of 10,036 licensed electrician's assessments, 766 restricted electrical worker's license assessments and 267 licensed electrical inspector's assessments.

Improved web content

During 2024–25, Energy Safe improved its website content for apprentices and employers looking for information about electrical apprenticeships.

We changed the website to clearly set out the steps needed to get a licence, including:

- providing images of the different types of electrical licences
- creating check lists for the different electrical licence requirements
- providing images of the actual documentation needed to apply for a licence
- creating a flow chart of the process to apply for a licence
- setting out steps for interstate applications
- making our contact information easier to find.

Since launching the new-look apprentice section, we have received positive feedback and seen a reduction in the number of incomplete licence applications that need to be returned to applicants.

Our website information also provides guidance to employers on the work that may be carried out by an apprentice, the supervision requirements, and provides links to websites to help them with employing a new apprentice.

Updated essential performance capabilities for electricians

Energy Safe is a participating regulator and Chair of the Electrical Regulatory Authorities Council (ERAC), a committee that consists of all the electrical regulators in Australia and New Zealand.

In November 2024, ERAC endorsed revised essential performance capabilities for electricians. The capabilities are a set of knowledge and skills that a person must know to be an electrician.

The capabilities are used to determine the training competencies for the Certificate III in Electrotechnology Electrician that electrical apprentices must complete to obtain a licence. The capabilities help to maintain consistency of training across all electrical apprentices in Australia. This also allows for mutual recognition of an electrician's licence around Australia.

The capabilities were first developed in 2001 and form the base of the [UEE Electrotechnology training package](#). They were reviewed in 2014 and again in 2024 to ensure the capabilities remain up to date and relevant to today's technologies.

The Powering Skills Organisation is rewriting the Certificate III in Electrotechnology to meet the new essential performance criteria. Energy Safe also formed a committee to check and update the critical capabilities (those with a safety component) into the electrical licensing assessments.

Updated electrical qualifications

The Powering Skills Organisation is responsible for the training framework that underpins the energy sector. It aims to find solutions to skills and workforce challenges by collaborating with industry and training providers.

Energy Safe represents the electrical regulators on Powering Skills Strategic Industry Advisory Board, providing strategic direction to the Jobs and Skills council. We are also a lead electrical regulator in Powering Skills' technical advisory groups, which provide expert guidance about training projects and packages. This involves us developing the training provided to gas and electrical workers and ensure it meets our regulatory objectives.

During 2024–25, we advised on several training package products, including:

- rewrite of the UEERA0051 - install, commission service and maintain air conditioning systems unit
- update of the 'rescue' units from the Transmission, Distribution and Rail training package
- 'Consolidation of the competency development units' project
- 'Creating an energy sector gateway' project
- update of the electrician's qualification to align with the new ERAC essential performance capabilities project.

Apprenticeship taskforce report

The Victorian Government set up an Apprenticeships Taskforce to find ways to improve the training and working experience for apprentices, trainees and their employers. The taskforce's [Final Report](#), published in March 2024, contained 16 recommendations, 7 of which the government has resolved to support in full and 9 in principle.

Energy Safe Victoria contributed to the report and will be responsible for assisting with the implementation of some of the recommendations.

Energy Safe sits on the Regulatory Advisory Group – Apprentice Regulatory Reform Committee, which is assisting Apprenticeships Victoria implement the recommendations.

During 2024–25, Energy Safe worked with Apprenticeships Victoria to implement the Apprentice Help Desk, which launched in early June 2025. This will ensure electrical apprentices who contact the Help Desk are provided with correct information appropriate to their trade. They will also be referred to Energy Safe for further assistance if required. Energy Safe also helped Apprenticeships Victoria to develop a series of 'information sheets' to be provided to apprentices.

Safety at home

Residential solar installation inspections

Energy Safe works closely with Solar Victoria on residential solar and battery system installation safety. We ensure residential solar systems are safe through a combination of site inspections, education and enforcement. Our combined approach has resulted in a high level of compliance and a near elimination of unsafe findings.

With Solar Victoria's daily installation data, which was collected as part of the Solar Homes program, our team was able to attend sites when installations were taking place and identify breaches of the Electrical Safety Act. We could also educate industry about key obligations, including apprentice supervision, licensing, and inspection requirements. We used an online mapping tool to highlight where high-risk installations occurred as well as an online data-gathering tool that allowed us to instantly collect data from site inspection findings.

During the 2024–25 financial year, we visited 121 solar and battery installations. During these visits, we identified 5 breaches of the Electricity Safety Act or regulations, and we took enforcement action by issuing 42 infringement notices in relation to renewable installations.

There were 12 unsafe installations identified through audits conducted by Solar Victoria.

In addition, we are working with Solar Victoria on the Solar for Apartments program, which is funded by the Victorian and Australian governments to deliver solar rebates for Victorians living in apartments, units and townhouses. We worked closely with Solar Victoria to ensure that these systems were installed compliantly. We developed guidance for the industry covering specific areas of confusion relating to these systems. We also presented this guidance at a webinar facilitated by Solar Victoria that focussed on this program.

We chaired a committee that delivered a new Australian Standard for the installation of inverter energy systems (AS/NZS 4777.1).⁷ This standard outlines the installation requirements for devices that are commonly used in the Solar for Apartments program as well as inverters used for battery systems and electric vehicles.

⁷ AS/NZS 4777.1:2024, Grid connection of energy systems via inverters—Installation requirements

Lithium-ion battery safety

Lithium-ion battery powered equipment is one of Energy Safe's priorities for compliance and enforcement.

Rechargeable lithium-ion batteries are used in various products, including e-scooters, e-bikes, laptops, cordless vacuum cleaners and power tools. As their popularity has increased, so has the number of fire incidents involving lithium-ion batteries in Victoria.

In 2024–25, Energy Safe conducted a review of e-scooters and the associated batteries and battery chargers offered for sale in Victoria to determine compliance with the Electricity Safety Act. We selected 12 brands of e-scooters in the market for further investigation and found that none complied with the relevant Australian electrical safety standard and had various levels of non-compliance. Consequently, 6 products were taken off the market and 4 products were discontinued.

The suppliers of the remaining 2 products have undergone testing to show compliance with the relevant standard. Energy Safe also issued 8 infringement notices to 4 suppliers for the non-compliant products they had supplied. The suppliers of the remaining 2 products underwent testing to show compliance with the relevant standard.

Energy Safe also issued 8 infringement notices to 4 suppliers for the non-compliant products.

Lithium-ion battery safety campaign

To support our enforcement and compliance work, Energy Safe also produces public safety campaigns to educate the community and raise awareness about the risks associated with energy usage.

In 2024–25, we delivered a new campaign to encourage people with e-scooters and e-bikes, to charge their lithium-ion batteries safely. The need for this campaign was supported by the Country Fire Authority (CFA) and Fire Rescue Victoria (FRV) which respond to one lithium-ion battery-related fire every day because of poor charging behaviour with these batteries.

The campaign, *Before you know it*, raises awareness of the extreme danger of charging with mismatched or incompatible lithium-ion batteries and chargers used to power e-bike or e-scooters. The campaign encouraged owners to always use the battery and charger recommended by the manufacturer.

Our target audience for the campaign was people aged between 18 and 29 years old. Research showed that 41 per cent of people in this cohort were not aware of the risks associated with using incompatible batteries and chargers.

The campaign was developed with support from CFA and FRV, and in consultation with Sustainability Victoria and the Environment Protection Authority. During April and May 2025, the campaign ran across broadcaster streaming and subscription streaming services, YouTube, cinema, social media, online, outdoor billboards and press.

Electrical appliance safety

Energy Safe is responsible for ensuring the safety of electrical appliances, including household electrical appliances, in Victoria.

Point of sale audits

We regularly audit both physical and online stores that sell electrical equipment to ensure the products sold are compliant. During 2024–25, we audited 58 stores and reviewed more than 1000 different pieces of electrical equipment. We found that 70 per cent of them were supplying equipment that was not registered or certified.

Energy Safe made enquiries which resulted in the suppliers taking a number of actions, including registering the equipment on the Electrical Equipment Safety Scheme (EESS) register, certifying their products or removing the products from supply.

Recalls

The Australian Competition and Consumer Commission (ACCC) is the lead regulator for product recalls in Australia. In 2024–25, Energy Safe assisted with 10 recalls of electrical equipment that have the risk of electric shock or fires. Energy Safe investigations and work with the suppliers lead to most of these recalls.

Electrical equipment inspections

In 2024–25 we continued our work to reduce electrical equipment fires and improve electrical appliance safety. We conducted 11 inspections of electrical equipment that were involved in a fire or electric shock incidents. Where we could identify the supplier of the equipment, we raised the relevant safety concerns with them and we shared all inspection reports with interstate regulators for consideration in their respective jurisdictions.

We issued 75 notices to suppliers requesting compliance documentation and other relevant information to help determine if appliances were compliant.

As a result of our enquiries, the suppliers took a number of actions, including registering the equipment on the EESS register, making their products compliant, removing the products from supply, or recalling the product.

We issued 8 official warning letters to suppliers that supplied or offered to supply non-compliant electrical equipment on the market. These suppliers removed the non-compliant equipment from supply.

We issued 8 infringement notices to suppliers that supplied non-compliant e-scooters on the Victorian market.

Finally, we issued 5 letters to marketplace operators requesting them to remove non-compliant electrical equipment from their marketplace. The marketplace operators cooperated with the request and removed all non-compliant equipment from their marketplace.

Gas equipment safety

Point of sale audits

Energy Safe's team continued to audit gas appliances made available for sale online for the appropriate acceptance and labelling. We conduct both proactive audits of common marketplaces and reactive audits in response to notifications from the community. In 2024–25, our continuing focus has been on prohibited appliance types, such as open-flued gas space heaters, and on smaller consumer appliances, such as common camping and outdoor appliances.

We also continued to develop our capability to proactively identify unaccepted appliances for review and to inform a more targeted approach to auditing.

Recalls

In 2024–25, Energy Safe initiated recalls for 3 gas appliances as part of our ongoing commitment to product safety.

In November 2024, the Australian Competition and Consumer Commission (ACCC) published a recall notice for the *Airatherm radiant gas heater* after it failed mandatory safety-critical testing. The recall applies to all WM024 models manufactured since 2008.

In January 2025, Dometic Australia Pty Ltd initiated a recall of the *Dometic 2 Cook Turbo FFD Deluxe gas stove* due to a manufacturing fault in the appliance's gas connection.

In May 2025, the ACCC published a recall notice for the *Coolabah area gas heater* as it lacked a compliant separation barrier which is required to mitigate the risk of gas supply having a direct pathway to ignition sources. The heaters were sold at ALDI Stores for three days in May (prior to certification being granted).

These recalls are part of our continued surveillance of both new and existing gas products. We also track the effectiveness of recalls by comparing the number of units sold to the number successfully recovered from the market.

Electrical complaints

Energy Safe is responsible for receiving and investigating complaints about unlicensed electrical workers and non-compliant electrical work. Most of these complaints relate to residential work and are made by electrical workers and members of the public.

During 2024–25, we dealt with about 480 complaints, including those concerning:

- unlicensed workers advertising on Facebook Marketplace or Airtasker
- unsupervised apprentices offering electrical services
- non-compliant electrical installations
- issues with Certificates of Electrical Safety (COES).

We assess all complaints, triaging them according to the level of risk, and escalating serious matters for further investigation. There is a range of enforcement actions we take in response to these complaints to ensure compliance and achieve safety outcomes. For more information about enforcement actions, see [page 18](#).

Our business priorities

Certificates of Electrical Safety

Better COES data quality

A Certificate of Electrical Safety (COES) is a legal document used by an electrician to record details of their work. COES compliance protects the safety of electrical workers and their customers by ensuring:

- all electrical installation work is undertaken only by qualified persons
- completed electrical work is available to be audited for safety and compliance resulting in industry education.

The industry can receive and submit COES electronically, through ESVConnect, or through paper forms. The paper forms provide less oversight of electrical work due to the nature of information manually entered into a system.

During 2024–25, Energy Safe received 845,648 digitally-submitted COES compared to 79,599 COES submitted as paper forms.

The COES Enhancement Project is one of Energy Safe's 8 strategic programs to be delivered over the next 3 years. By digitising the COES process, we will gain a more complete, accurate, and consistent view of compliance data, enhancing our ability to monitor industry trends and target improvements.

Importantly, this transformation also benefits Licensed Electrical Workers by reducing administrative burden and streamlining the COES submission process. Licensed Electrical Workers can provide Certificates of Electrical Safety to their clients in real time, digitally improving efficiency, professionalism, and customer experience across the industry.

COES public safety campaign

To support our enforcement and compliance work, Energy Safe also produced public safety campaigns to educate the community and raise awareness about the risks associated with energy usage and always encourage safety.

In 2024–25, we delivered the second instalment of our *Keeping you Energy Safe. Always.* advertising campaign on the importance of COES. Between November and December 2024, the campaign addressed low community awareness about the need to get a certificate for all electrical work.

Evaluation of the campaign showed that public awareness of the key message had dropped slightly from the campaign's run in February 2024. However, engagement with YouTube and broadcaster streaming services showed an improved performance on the previous campaign results.

COES audit program

On completion of their electrical work, an electrician must issue a COES and send a copy of it to Energy Safe. We conduct a COES audit program to monitor electrical installation work carried out by Licensed Electrical Workers.

The audit program, which is delivered by subcontracted Licensed Electrical Inspectors, conducts about 9,500 COES audits each year. These inspectors are required to discuss the issues with electrical workers and to verify that the actual works identified was completed by the electrical worker.

The inspectors also complete a report, which serves as an education tool to advise electrical workers of where they are not adhering to the requirements of the appropriate technical standard.

During 2024–25, our compliance rate was about 85 to 90 per cent.

The compliance rate varies depending on what is being audited. However, over the last few years, there has been a significant increase in compliance due to the education provided by the audit report.

Customer hub

Service-first approach

Energy Safe's customers vary from members of the public requesting COES or enquiring about the safety of a gas appliance, to electrical workers with licencing queries, and major electricity distribution or gas pipeline companies.

We established a customer hub to provide both community members, and the electrical and gas industry with an easy way to connect with us and get the information and advice that they need in the one place. We aim to provide consistent experiences and information which will result in a more efficient service. The hub has brought together teams which have customer-driven attributes, namely:

- greeting customers at reception
- licensing of electrical workers
- processing Certificates of Electrical Safety
- providing energy safety and technical advice
- reporting safety concerns about industry
- complaints about Energy Safe.

During 2024–25, we focused on establishing foundation activities to strengthen the customer hub capabilities and capacity to meet community and industry expectations.

We also improved the usability and accessibility of our website, making it faster and easier for the public and industry to access systems and information.

The customer hub has also played an important role in helping licensed electrical workers comply with their new continuing professional development requirements.

Building capability through learning and development

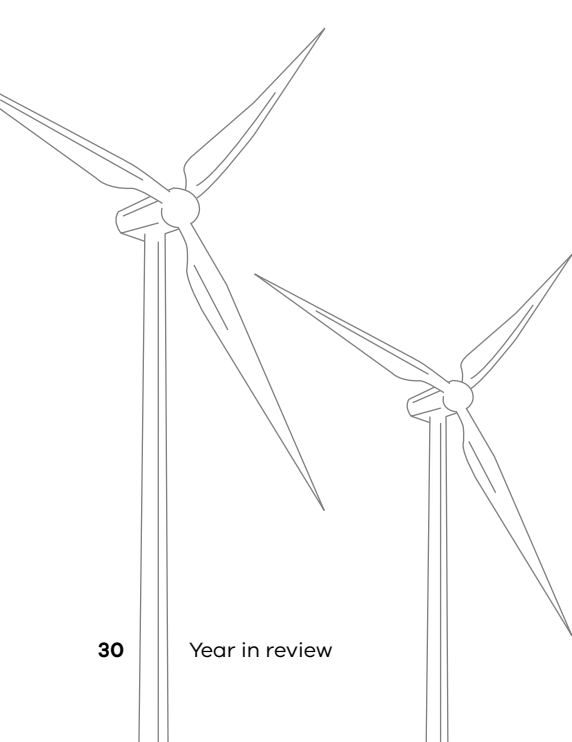
Energy Safe has strengthened its approach to learning and development as we work to ensure our people are equipped with the knowledge, skills, and behaviours required to deliver on our regulatory and strategic priorities.

In 2024–25, we continued our induction program to ensure new employees are aligned with Energy Safe's values, strategic direction, and compliance obligations.

We continued to invest in technical training, including the Certificate IV in Government Investigations, which is a pre-requisite for appointment as an enforcement officer or inspector.

Fostering a culture of shared learning, we continued our Lessons Learned chat series which showcases real-world investigations and outcomes. This initiative has helped recognise team contributions, encourage knowledge sharing and building organisational resilience.

In addition, we launched LinkedIn Learning to provide our people with on-demand access to a range of courses which support career development across all levels.



Other regulatory activity

Network strikes and encroachment

Third-party strikes are the most common cause of gas and pipeline infrastructure damage that can lead to loss of containment, serious injury and fatalities.

In 2024–25, there were 109 hits on gas mains compared to 138 for the previous financial year. This was a decrease of 21 per cent in third-party hits.

A total of 2,839 hits on the services were reported for 2024–25 compared to 2,668 hits on gas services for the same period in the previous year. This was a slight increase of 6.4 per cent.

We received reports of 54 pipeline encroachment incidents for 2024–25, compared to 45 during the 2023–24 financial year, an increase of 20 per cent. Of these, one encroachment incident involved a third-party contractor contacting a buried pipeline during excavation. This resulted in a scratch on the enamel coating on the pipeline. Our assessments confirmed there had been no impact on the integrity of the pipeline.

In addition, 4 pipeline damage incidents were reported during the period:

- 3 incidents involved minor coating damage to buried pipelines caused by the bursting of nearby water mains
- one incident involved damage to an above ground pipeline section struck by a vehicle, resulting in a minor coating scratch requiring no repair.

None of the encroachment or damage incidents resulted in a loss of containment.

Public event audits

Energy Safe audits major public events to ensure that gas and electricity installations are safe. Public events are high-risk due to the large volume of people being gathered in one place and the temporary nature of the event infrastructure.

The goal of our electrical and gas audits is to identify any non-compliance or defects with the minimum requirements that could pose a risk to the safety of event workers and attendees. We work with event organisers and contractors to ensure they are aware of and mitigate the risk related to electricity and gas usage. We also ensure events adhere to a range of legislation and standards.

Our gas and electrical Compliance Officers play a crucial role in educating event operators and the public on constructing and operating temporary event installations in accordance with Australian standards. Energy Safe conduct risk assessments of the event schedule and audit those deemed to be high-risk.

During 2024–25, some of the high-profile event audits included:

- Melbourne Royal Show (September 2024)
- Australian Motorcycle Grand Prix (October 2024)
- Australian Open (January 2025)
- Victorian Caravan, Camping and Touring Supershow (February 2025)
- Moomba Festival (March 2025)
- Formula 1 Australian Grand Prix (March 2025)
- Avalon Australian international Airshow (March 2025).

Some of our findings included:

- concessions did not meet minimum levels of compliance
- indoor use of gas appliances certified for outdoor use only
- electrical wiring was not selected and installed to protect against mechanical, environmental and other external influences.
- access to electrical generators, switchboards and equipment was insufficient.

After each audit, Energy Safe Compliance Officers report their findings and key issues to the event organiser and contractors so they can be rectified prior to the event. Event staff must rectify any immediate safety concerns immediately while our Compliance Officers are on site.

High energy audits

Energy Safe conducts safety and compliance audits of high-energy electrical installations.

A high-energy installation has a current exceeding 800 amperes and may be complex, high voltage, or low voltage and high current. Typical high energy installations include manufacturing plants, mines, electricity generators, smelters, gas and oil refineries and major hazardous installations.

Workers can be exposed to electrical equipment with high-energy levels at these installations and there is potential for deadly arc flashes (electrical blast events similar to an explosion) as well as electric shock.

During 2024–25, we audited:

- Tatura Milk Industries (Bega Cheese)
- Glenrowan Solar Farm
- CityLink tunnels (Transurban)
- AAMI Park Stadium.

Each audit involves a detailed review of safety systems and an onsite inspection. The audits assess arc flash hazard management, compliance with electrical regulations, codes of practice and guidelines, apprentice supervision, and management of change. The audits aim to identify organisational weaknesses to prevent serious incidents before they occur.

In 2024–25, we also assessed 6 applications under the Voluntary Electrical Safety Management Scheme (VESMS). The scheme covers Victoria's 18 biggest electrical installations.

The VESMS allows occupiers and owners of complex electrical installations, such as power stations, gas plants or heavy industry, to operate these installations or conduct electrical work under a tailored safety management approach. The VESMS proposes how safety outcomes established by the Electricity Safety Act will be achieved through technical and management system measures and risk controls.

In addition, we oversaw the decommissioning of Qenos, which was a major hazardous facility producing polymer plastics in Altona.

The High Energy team also worked closely with WorkSafe to help facilitate audits at Yallourn Power Station and Exxon Mobil sites.

Gas presentations

Energy Safe provides gas practitioners with the latest advice, information and updates affecting the gas industry. We regularly speak at TAFEs and registered training organisations to ensure future licensed gasfitters understand gas installation requirements in Victoria and our safety expectations. We also present to councils and their local communities.

During 2024–25, we attended or presented at 29 events across the state. Some highlights included:

- presenting to Certificate II, III and IV Plumbing students
- presenting 3 plumbing and 3 electrical apprentice awards, that were sponsored by Energy Safe, at a major event at SuniTAFE
- speaking to Certificate IV Type A Appliance Servicing students
- holding a live questions and answer session on amendment 2 of the Gas Installation Standards *AS/NZS 5601.1 Gas Installations Part 1: General installations*, and *AS/NZS 5601.2 Gas Installations Part 2: LP Gas installations in caravans and boats for non-propulsive purposes*
- presenting to 200 students and 30 teachers at a trade show at Polytechnics TAFE
- presenting 2 plumbing and one electrical apprentice awards at South-West TAFE, where Energy Safe was a sponsor
- speaking at the Victorian Building Authority (VBA) industry conference about changes to the gas installation standards, fuel cells and common non-compliances
- presenting to Victorian and interstate plumbing teachers at the annual TAFECreates conference about hydrogen and hydrogen fuel cells, biogas and biomethane installation and gas in Victoria
- presenting the Energy Safe Victoria Teacher Excellence award at the Plumbing Sheetmetal Coppersmithing Instructors Association (PSCIA) Conference.

Consultation on regulatory policy and guidelines

In 2024–25, we finalised consultations on:

- [Victorian Neighbourhood Battery Safety Guideline](#) (finalised November 2024)
The draft guideline provides information about safety considerations applicable to neighbourhood batteries, also known as community batteries, with a generation capacity of less than one megawatt.
- [Energy Infrastructure Safety Case Guideline](#) (finalised December 2024)
We consulted about changes to the safety case obligations for major electricity companies, gas companies and pipeline licensees aimed at enhancing the quality of safety cases submitted for acceptance to ensure they meet regulatory obligations.
- [Rapid Earth Fault Current Limiter \(REFCL\) Operations Policy](#) (finalised December 2024)
We consulted on the operation of rapid earth fault current limiters, including the operating settings, testing, maintenance and broadening the use of the technology.
- [Victorian Traction Industry Electrical Safety Rules \(Orange Book\)](#) (finalised December 2024)
On behalf of the Victorian Railway and Tramway Electrical Safety Committee, we sought feedback on new electrical safety rules for the Victorian traction industry.
- [Requirements for the Effective Supervision of Apprentice Electricians](#) (finalised May 2025)
We consulted on draft updated supervision requirements to keep apprentice electricians safe at work. (See the Apprentice Safety chapter for more information.)

Our *Charter of Consultation and Regulatory Practice* sets out what industry and the community can expect from us as we consult to make decisions and achieve regulatory outcomes. It includes the principles that guide our consultation activities and guidelines for consultation processes when developing regulatory policies, conducting inquiries and making regulatory decisions.

Stakeholder insights

In June 2024, Energy Safe undertook a new approach to stakeholder insights research. With endorsement from our Commission, we launched a program to collect feedback on a 3-year rolling cycle from Energy Safe's 3 key stakeholder audiences: government and industry, regulated entities, and the Victorian community. Each will be surveyed once every 3 years.

The first phase of this program took place in October and November 2024, with our research partner ORIMA conducting in-depth, semi-structured interviews with senior stakeholders in 39 government and industry organisations. These discussions started with quantitative questions to establish baseline metrics, followed by qualitative questions that allowed us to dig deeper into the reasoning behind their responses.

Overall, stakeholders see Energy Safe as having a key role in making sure the energy transition happens safely. We are seen as being best placed to lead the sector on matters relating to the safety of new energy types and technologies.

Stakeholder feedback was overwhelmingly positive, with identified strengths being:

- trustworthy and consistent in our actions
- approachable and collaborative executive team skilled in handling complex issues
- experienced and long-serving staff, with a wealth of corporate and technical knowledge
- extensive expertise within the energy sector, associated with having a broad remit
- capacity to lead among peer regulators, chairing committees and representing Australia internationally.



Five-year financial summary

The table below outlines our five-year financial summary and current year financial review.

Five-year financial summary

	2024-25 \$'000	2023-24 \$'000	2022-23 \$'000	2021-22 \$'000	2020-21 \$'000
Total income	79,465	75,409	58,707	57,877	51,978
Total expenses	(75,437)	(74,210)	(67,664)	(54,588)	(47,061)
Net result from transactions	4,028	1,199	(8,957)	3,289	4,917
Other economic flows	125	(223)	(153)	(59)	(72)
Comprehensive result	4,153	976	(9,110)	3,230	4,845
Total assets	37,578	31,156	26,610	35,149	32,710
Total liabilities	(21,193)	(18,924)	(15,354)	(14,783)	(15,574)
Net assets	16,385	12,232	11,256	20,366	17,136

Current year financial review

Overview

The Victorian Government considers the net result from transactions to be the appropriate measure of financial management that can be directly attributed to government policy. This measure excludes the effects of revaluations (holding gains or losses) arising from changes in market prices and other changes in the volume of assets shown under 'other economic flows' on the comprehensive operating statement, which are outside the control of Energy Safe.

We operate by fully recovering our costs from industry; we do not receive any government appropriation. We generate income from levies raised on industry, in accordance with relevant legislation and determinations made by the Minister for Energy and Resources. In addition, we earn income from the sale of certificates and the issue of licenses to electrical workers. The most significant element of our expenditure base relates to employee costs. Our aim is to manage our resources to renew and enhance our asset base and improve the efficiency of the services provided to industry.

Financial performance and business review

In 2024–25, we recorded a net result from transactions of a surplus of \$4.0 million, which is an increase of \$2.8 million compared to 2023–24.

Income from transactions increased by \$4.1 million (5.4 per cent), with 59.4 per cent of income raised through levies and 30.6 per cent from fee income. The remaining income came from grant, interest and other income. Overall, levy income in 2024–25 was 3.1 per cent higher than 2023–24, reflecting the approved rate of increase. Fee income in 2024–25 was 5.5 per cent higher than 2023–24 reflecting the approved rate of increase and economic activity. Grant income increased by 7.9 per cent, reflecting increased recognition of grant revenue as specific performance obligations in contracts are met. Interest income increased by 2.0 per cent, as interest rates on deposits held remained steady throughout the year and the cash balance increased.

Expenses from transactions increased by \$1.2 million (1.7 per cent) and was mainly driven by increased employee benefits of \$8.9 million, reflecting the impact of the Enterprise Agreement increases and higher staffing levels related to regulatory activities, partly offset by decreased contractors spend of \$6.7 million primarily due to the completion of transformation program in the previous financial year and a net increase of all other expenses of \$1.0 million.

Financial Position - balance sheet

Our net assets increased by \$4.2 million (34.0 per cent) from the 2023–24 financial year to \$16.4 million.

The increase in total assets, by \$6.4 million (20.6 per cent) was mainly due to higher cash held due to the cash generated from operating activities net of capital and leasing expenditure, together with an increase in right-of-use assets associated with office and motor vehicle leases.

Total liabilities increased by \$2.3 million (12.0 per cent) mainly due to an increase in payables due to the timing of invoice payments at year-end and an increase in provisions for employee-related costs such as long service and annual leave and lease liabilities associated with office and motor vehicle leases.

Our financial position remains strong, and we maintain a minimum cash buffer to ensure we can meet our financial commitments. Our Corporate Plan reflects our intent to maintain our long-term financial sustainability and adequate cash reserves.

We had no borrowings at 30 June 2025.

Cash flows

We generated a net cash inflow of \$2.6 million during the year, compared to a net cash inflow of \$3.4 million during 2023–24. Of this, \$9.1 million cash inflow was generated from operating activities, while \$5.2 million was spent on the purchase of non-financial, largely intangible assets, and \$1.4 million on lease repayments.

Our cash holdings are invested according to the requirements of the Department of Treasury and Finance.

Significant changes or factors affecting performance

There were no significant changes or factors affecting our financial performance during the reporting period.

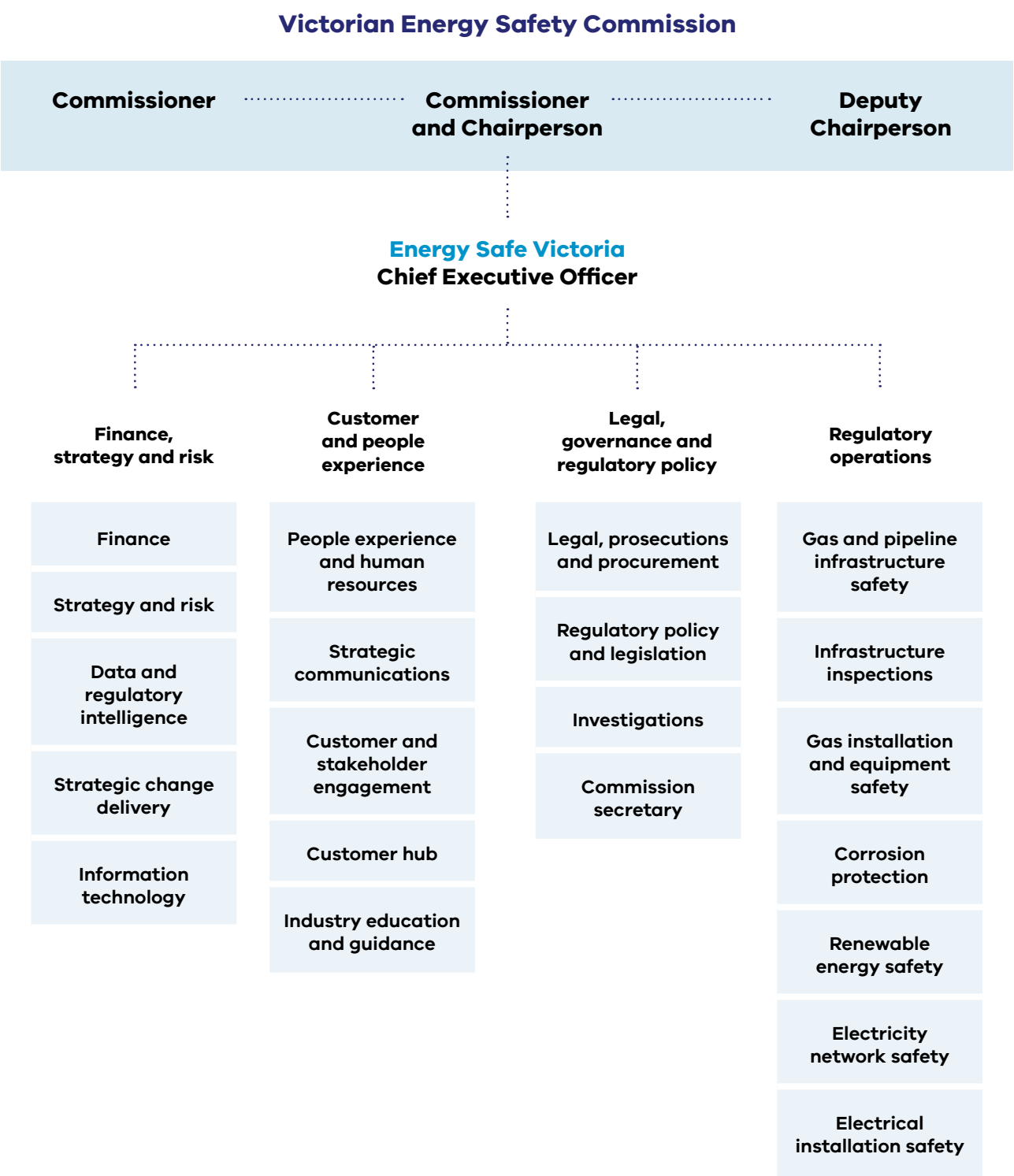
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Governance and organisational structure



Organisational structure

Our organisational structure as at 30 June 2025



Commissioners

Monique Conheady, Commissioner and Chairperson

Monique Conheady is an experienced non-executive director and chair, serving on the governing boards of various government agencies and innovative start-ups. In addition to her role with the Victorian Energy Safety Commission, Ms Conheady is Deputy Chair of Melbourne Water, a board member of Breakthrough Victoria, Chair of JET Charge, Australasia's largest electric vehicle charging infrastructure company and a Director of Hysata, a green hydrogen electrolyser business. Ms Conheady has a Bachelor of Engineering and a Bachelor of Arts.

Ms Conheady was appointed in August 2023.

Committee membership

- Chair of Remuneration Committee until December 2024
- Member of Audit and Risk Committee until December 2024
- Chair of Electric Line Clearance Consultation Committee from September 2024.

Michelle Groves, Commissioner and Deputy Chairperson

Michelle Groves has almost 30 years' experience in energy market reform and regulation. Prior to becoming a Commissioner with the Victorian Energy Safety Commission, Ms Groves was the

Chief Executive of the Australian Energy Regulator for nearly 15 years and a director at the National Competition Council. Currently, she is also a member of the Governing Body of the Economic Regulation Authority of Western Australia. Ms Groves has a Bachelor of Arts, Bachelor of Law and Master of Law.

Ms Groves was re-appointed in November 2024.

Committee membership

- Chair of Future Trends Advisory Committee
- Chair of Audit and Risk Committee from 1 January 2025.

Sarah McDowell, Commissioner

Sarah McDowell has 18 years' experience in energy regulation, serving as the Energy Executive Director at the Essential Services Commission before joining the Victorian Energy Safety Commission. She also serves on the Board of Sustainability Victoria and advises governments on regulatory design and implementation. Ms McDowell has a Graduate Diploma in Law, a Bachelor of Commerce and a Bachelor of Arts.

Ms McDowell was re-appointed in November 2024.

Committee membership

- Chair of Workforce Engagement Consultative Committee
- Chair of Remuneration Committee from 1 January 2025.

Commission and commission committee meeting attendance for 2024–25

Commissioner	Commission meetings	Commission committees	
		Audit and risk	Remuneration
M Conheady	11/11	2/2	1/1
M Groves	10/11	2/2	N/A
S McDowell	10/11	N/A	1/1

Notes: Numbers in the table are the number of meetings eligible to attend in the period as a member. In total, there were 4 Audit and Risk Committee meetings and 2 Remuneration Committee meetings during the period.

Executive Leadership Team

Leanne Hughson, Chief Executive Officer

As Chief Executive Officer, Leanne Hughson leads Energy Safe's day-to-day operations to ensure a safer energy future for our state.

Ms Hughson is an experienced safety regulator and has overseen an increase in Energy Safe's capability and capacity, introducing an enhanced compliance and enforcement approach as well as increased engagement with industry and the community. Ms Hughson chairs the Regulators Taskforce for Victoria's Transition to Renewable Energy.

Previously, she fulfilled various roles at WorkSafe Victoria, including General Counsel, Executive Director of Health and Safety and Chief of Transformation. She was the Commander of Enforcement of Compliance in Victoria's COVID-19 response. Ms Hughson holds a Bachelor of Arts and Laws, a Master of Taxation and is a graduate of the Harvard Business School and the Australian Institute of Company Directors.

Ms Hughson has held her current position since April 2021.

Ian Burgwin, General Manager Regulatory Operations

Ian Burgwin is responsible for the safety of pipelines, gas, electrical and renewable energy networks, installations, and equipment. Before joining Energy Safe, he served as Operations Director during the construction and commissioning of Basslink and as a senior consultant with AECOM. He has worked in senior engineering and management positions in the United Kingdom, Africa and New Zealand. He holds a British Higher National Certificate in Electrical and Electronic Engineering. Mr Burgwin chairs the Victorian Electrolysis Committee.

Mr Burgwin has held his current position since May 2023.

Michelle McCorkell, General Counsel and General Manager Legal, Governance and Regulatory Policy

Michelle McCorkell is responsible for providing legal, commercial and procurement advice at Energy Safe, as well as governance advice and secretariat

services to the Commission and other groups that advise the Commission.

Ms McCorkell leads teams that establish our policy positions on the use of regulatory powers and key regulatory issues, develop legislative instruments, influence and support legislation development, and undertake major criminal investigations and disciplinary action. She is responsible for all litigation involving Energy Safe, such as prosecutions, as well as various compliance functions, including public interest disclosures, freedom of information and privacy. She is also our Chief Procurement Officer. She holds a Bachelor of Laws (Hons) and a Bachelor of Arts and previously was a Special Counsel at a major Australian law firm.

Ms McCorkell has held her current position since January 2021.

Steve Cronin, General Manager Finance, Strategy and Risk

Steve Cronin is responsible for Energy Safe's information technology, finance, strategy considering future trends, corporate planning, enterprise risk management and performance monitoring and reporting. Mr Cronin joined Energy Safe after extensive experience in the energy sector, including the Australian Energy Market Operator and VenCorp. He holds a Bachelor of Science in Engineering.

Mr Cronin has held his current role since May 2023.

Roanne Allan, General Manager, Customer and People Experience

Roanne Allan is responsible for customer and people experience, human resources, strategic communications and marketing, stakeholder engagement, emergency management, and industry education and guidance. Dr Allan oversees our Customer Hub, which works to deliver improved customer experience and develop consistent interactions with customers and stakeholders. She holds an Executive Master of Public Administration, a PhD in Organic Chemistry and is a graduate member of the Australian Institute of Company Directors.

Dr Allan held her position from March 2023.

Governance Committees

The Commission has 2 standing governance committees: the Audit and Risk Committee and the Remuneration Committee. Both committees have governance and oversight responsibilities outlined within their respective charters.

Audit and Risk Committee

The Audit and Risk Committee is established in accordance with the requirements of Standing Directions 2018 under the *Financial Management Act 1994* (Direction: 3.2.1: Audit Committee).

The Committee is directly responsible and accountable to the Commission for the exercise of its responsibilities. These include but are not limited to:

- independently reviewing and assessing the effectiveness of Energy Safe's systems and controls for financial management, performance and sustainability, including risk management
- determining the annual work plan and scope of the internal audit function and ensuring resources are used effectively
- maintaining effective communication with external auditors (including the Auditor-General and the Auditor-General's duly appointed agents and representatives)
- considering recommendations made by the internal and external auditors and ensuring Energy Safe's actions to resolve issues are reviewed regularly
- reviewing the annual financial statements and monitoring compliance with the Financial Management Act
- overseeing the effective operation of the Victorian Government Risk Management Framework.

Members of the Audit and Risk Committee are:

- Michelle Groves (Chairperson and Deputy Commissioner)
- Elizabeth Grainger (Independent member)
- Justine Bree (Independent member).

Laurinda Gardner was an independent member until her term expired on 30 November 2024.

Elizabeth Grainger was Chairperson until 31 December 2024. She attended as Chair for 2 meetings during the period and as an independent member from 1 January 2025.

Monique Conheady was a member until 31 December 2024. She attended 2 meetings during the period as a full member and as a guest from 1 January 2025.

Remuneration Committee

The Remuneration Committee assists the Commission to fulfil its governance responsibilities by ensuring it has executive remuneration policies, guidelines and practices in place that are consistent with government policy. It provides independent advice, assurance and assistance to the Commission and the Chief Executive Officer on executive and senior leaders' remuneration and employment matters to ensure best practice principles are applied across Energy Safe.

Members of the Remuneration Committee are:

- Sarah McDowell (Chair and Commissioner)
- Karen Haywood (Independent member)
- Joanne Barber (Independent member).

Monique Conheady was Chair until 31 December 2024. She attended one meeting as Chair during the period and attended as a guest from 1 January 2025.

Legislative committees

Electric Line Clearance Consultative Committee

(Section 87 Electricity Safety Act)

The Electric Line Clearance Consultative Committee provided advice to Energy Safe and the Minister for Energy and Resources on matters related to the clearance of electric lines, including preparation and maintenance of the Code of Practice for Electric Line Clearance contained within the Electricity Safety (Electric Line Clearance) Regulations 2019.

The Committee comprised up to 12 members appointed by the Minister, plus the Acting Chair, Energy Safe Commissioner and Chairperson, Monique Conheady. The final meeting of the Committee was held on 17 June 2025 after the legislative provisions requiring the Committee to be established were revoked.

Victorian Electrolysis Committee

(Section 91 Electricity Safety Act)

The Victorian Electrolysis Committee provides advice to Energy Safe on electrolysis and the regulations relating to cathodic protection and the mitigation of stray current corrosion. This includes the establishment and maintenance of system standards.

The Committee is chaired by the member representing Energy Safe and consisted of up to 8 members representing various industry groups appointed by the Minister.

Technical Advisory Committee

(Part 2, Division 3A, Energy Safe Victoria Act)

The Technical Advisory Committee advises Energy Safe on regulatory functions within its scope pursuant to section 22C of the Energy Safe Victoria Act.

This includes but is not limited to:

- improving safety outcomes by using electricity safety management schemes, gas safety cases and pipeline safety management plans
- preventing and mitigating bushfires arising from electrical infrastructure/installations
- developing safety standards and compliance requirements for energy equipment, installations and electrical and gas fitting work
- understanding safety implications arising from the operation of renewable energy sources
- investigating events and incidents that have implications for energy safety
- advising and guiding the electrical and gas industry sectors and community in relation to energy safety
- advising the community on energy safety, where this advice is not already provided by the Electric Line Clearance Consultative Committee, Victorian Electrolysis Committee or any committees established by Energy Safe.

The Committee was independently chaired by Christine Williams and consisted of up to 7 members appointed by the Minister. The Committee member's terms expired on 20 January 2025 and the process to appoint new members is ongoing.

Other committees

As the terms of members in the committees formed under section 8 of the Electricity Safety Act (the Workforce Engagement Consultative Committee and the Future Trends Advisory Committee) neared expiry, the Commission approved retiring these committees. In their place, a new engagement committee will be established to focus on energy safety industry engagement.

Workforce Engagement Consultative Committee

(Section 8 Energy Safe Victoria Act)

The Workforce Engagement Consultative Committee provided strategic advice to Energy Safe in relation to broader workforce engagement strategies, including the promotion and sharing of best practices between gas and electricity network businesses, their workforces and contractors. This committee was chaired by Energy Safe Commissioner Sarah McDowell and consisted of up to 15 independent industry members.

The final meeting of the Committee was held on 12 November 2024.

Future Trends Advisory Committee

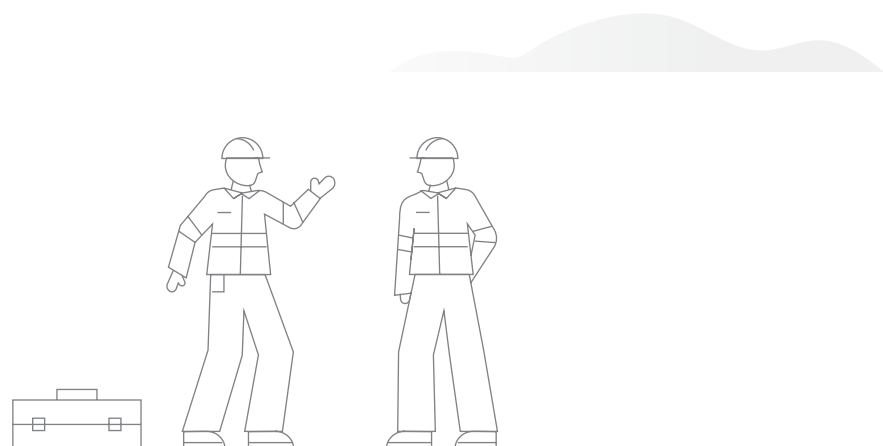
(Section 8 Energy Safe Victoria Act)

The Future Trends Advisory Committee provided expert advice and possible management approaches for matters with potential to impact the Victorian electricity and gas sectors, especially in relation to production, distribution, equipment and appliances. This committee was chaired by Energy Safe Commissioner and Deputy Chairperson Michelle Groves and consisted of up to 10 independent members.

The final meeting of the Committee was held on 28 November 2024.

Other consultative committees

In addition to formal committees, Energy Safe has staff who sit on various industry working groups, technical committees, forums and advisory groups. These industry-wide consultative committees provide additional support and guidance to our Executive Leadership Team.



Occupational health and safety

Energy Safe continues its strong commitment to occupational health and safety (OHS) by providing and maintaining a working environment that is safe and without risks to health, and by ensuring that our activities do not place our workers, contractors, and visitors at risk of injury or illness. Energy Safe also continues to support our workforce with health and wellbeing programs, noting our workers' safety is our highest priority.

Our OHS framework and health and wellbeing initiatives aim to enhance safety performance and ensure safe systems of work. Energy Safe's leadership and commitment to OHS matters are integrated into our operations with regular reviews of wellbeing, health and safety across the organisation.

Our focus has been on reviewing and enhancing our OHS management system, providing a structured and systematic approach to health and safety. This is supported by annual OHS objectives and targets action plan.

Key programs and initiatives delivered in 2024–25:

- We developed a strategic and risk-based OHS action plan to support our commitment to a safe work environment and continuous improvement of our safety systems. The action plan considered our corporate strategy, previous OHS performance, changes in legislation and other legal requirements.
- We progressed our workplace wellbeing, health and safety consultative process, increasing our OHS Committee meetings from 4 times a year to 6 times a year.
- We developed an OHS contractor management process and associated documents.
- We developed a new online wellbeing, health and safety induction for new and existing employees increasing the awareness of risks associated with our work.

- We Implemented an OHS training module specifically for managers to outline their responsibilities under the *Occupational Health and Safety Act 2004*.
- We continued to progress the initiatives of the OHS Action Plan 2024–25, which aligns with the organisation's corporate plan.
- We completed the wellbeing, health and safety management system supported by documents that manage and improve wellbeing, health and safety at Energy Safe.
- Our wellbeing programs included influenza vaccinations, skin checks, and the 10,000-step challenge. A discounted gym membership and healthy body and mind hub was also available to staff.
- We strengthened our emergency wardens by increasing the number of wardens and amount of training.

Safety for field teams

Maintaining a safe working environment is embedded in the practices of our field teams. The work our field staff undertake differs depending on the task, asset, facility or situation being assessed.

Where applicable, teams undertake a job safety analysis (JSA) or sign onto a Safe Work Method Statement (SWMS). This ensures risk is identified, managed appropriately and that our work conforms to safe work practices in line with our occupational health and safety obligations. Our staff are often accompanied by the asset owner or operator further exercising conformance to the JSA or SWMS.

Worksites often have inductions which identify site specific risks and mitigation measures that are in place. These include restricting access, ensuring personal protective equipment is used, and identifying safety coordinators.

In addition, some of our staff undertake tailored training programs ahead of undertaking more rigorous inspections. For example, staff from the renewable energy safety and investigations teams involved in climbing and inspecting wind turbine generators have completed internationally-recognised qualification Global Wind Organisation (GWO) Basic Safety Training.

Incident management

In 2024–25, we received reports of 15 incidents compared to 18 in the previous year. This is in line with the 3-year average for Energy Safe.

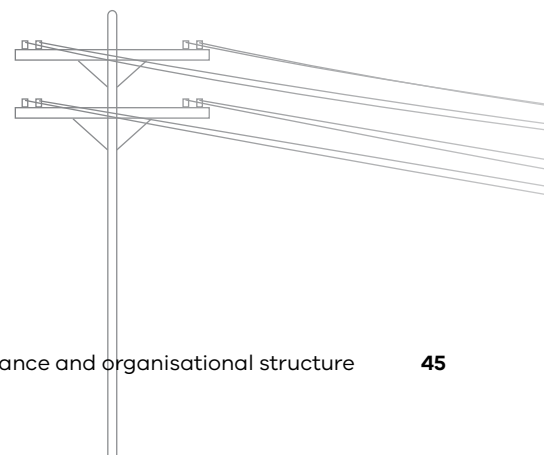
OHS key performance indicators

Measure	Key performance indicator	2022–23	2023–24	2024–25
Incidents	Number of incidents	12	18	15
	Rate per 100 full time equivalent (FTE)	5.58	8.00	5.6
Injuries	Number of injuries	7	9	10
	Rate per 100 FTE	3.25	4.00	3.77
Claims	Number of claims	3	5	0
	Number of lost-time claims	1	3	0
	Average cost per claim	\$1,472	\$4,792	\$0
Fatalities	Number of fatalities	0	0	0
Commitment	Per cent of objectives and targets completed	n/a	47.6	78.5
Consultation	Number of OHS Committee meetings	4	5	6
	Average per cent of participation	71.9	75	72
	Number of health and safety representatives	10	11	12
Risk Management	Number of internal audits/ workplace inspections	4	4	4
	Number of hazards identified	(1 internal audit)	18	10
OHS Management System	Number of procedures developed and approved	5	4	11
	Number of associated documents developed and approved	4	8	4
	Number of alerts or fact sheets issued	8	2	2
Training	Per cent of first aid training completed	100	100	100
	Per cent of health and safety representatives trained	100	100	100
Legislative compliance	Number of WorkSafe Victoria Notices issued	0	0	0

Employment and conduct principles

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

Employees have been correctly classified in workforce data collections in [Section 3 Workforce data](#).



03.

Workforce data



Public sector values and employment principles

Energy Safe has policies and practices that provide for fair treatment, career opportunities and the early resolution of workplace issues. These are consistent with the Victorian Public Sector Commission's employment standards.

We educate our staff on how to deal with conflicts of interest, offers of gifts and hospitality, and misconduct. We also make clear expectations in the areas of human rights and equal opportunity, as outlined in the Victorian Public Sector Values and the Victorian Charter of Human Rights and Responsibilities.

Workforce diversity and inclusion

Energy Safe is committed to cultivating a diverse and inclusive culture aligned with our organisational values. Our focus remains on increasing workforce diversity and strengthening a culture of inclusion across all levels of the organisation.

In 2024–25, the Diversity and Inclusion Council, chaired by Energy Safe's CEO, Leanne Hughson, continued to lead a range of celebrations, events, and programs to raise awareness, promote allyship, and reduce stigma around difference and identity.

Key initiatives observed at Energy Safe included:

- National Aboriginal and Islanders Day Observance Committee (NAIDOC) Week – celebrating Aboriginal and Torres Strait Islander cultures and demonstrating support for First Nations' peoples
- Movember – supporting men's health awareness
- International Day of People with Disability – promoting accessible communication and inclusive practices

- Midsumma Carnival – showcasing our commitment to lesbian, gay, bisexual, transgender, queer, intersex, asexual and other sexual orientations (LGBTQIA+) inclusion
- International Women's Day – celebrating women's achievements and participating in industry events hosted by National Electrical and Communications Association, Institute of Public Administration Australia, and Engineers Australia
- Harmony Day – sharing cultural stories and food to celebrate diversity
- International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT) – reinforcing the importance of pride, visibility, and allyship.

We continued to implement our Diversity and Inclusion Strategy, which builds on our Gender Equality Action Plan. This strategy is designed to challenge the status quo, break down barriers to inclusion, role model inclusive leadership, and shape the behaviours and mindsets that drive meaningful cultural change.

As of 30 June, the Energy Safe workforce had a gender composition of 57 per cent men and 43 per cent women. Women held all 3 commission roles and the CEO position and comprised 60 per cent of the Executive leadership Team, reflecting strong female representation in senior positions.

Gender Equality Action Plan

Our Gender Equality Action Plan is guided by 4 strategic themes that align with the requirements of the *Gender Equality Act 2020*. These themes aim to:

- demonstrate visible leadership commitment and accountability for gender equality, diversity, and inclusion
- develop inclusive leadership capability across the organisation
- embed gender equality, diversity, and inclusion principles into our people policies and practices
- improve gender balance in leadership and at all organisational levels through targeted attraction, development, and retention strategies.

These areas help focus our efforts and enable meaningful progress toward achieving the workplace gender equality indicators outlined in the Gender Equality Act.

In 2024–25, we made significant progress in implementing the Gender Equality Action Plan, with the Gender Equality Commission confirming that Energy Safe is compliant with the Act.

We delivered the following key initiatives:

- We refreshed the Diversity and Inclusion Council's Terms of Reference and welcomed new members to enhance its effectiveness.
- We continued awareness-raising events aligned with key diversity dates, including International Women's Day, International Day of People with Disability, NAIDOC Week, Harmony Day, Wear It Purple Day, Pride Week, and Equal Pay Day.
- We adopted the Panel Pledge to improve women's visibility and participation in public and professional forums.
- We partnered with Royal Melbourne Institute of Technology to attract science, technology, engineering, and mathematics (STEM) students through our Data and Regulatory Intelligence Work Integrated Learning program.
- We promoted flexible work arrangements for all genders, with increased uptake of parental leave by men.
- We participated in the Midsumma March to reinforce our allyship with the LGBTQIA+ community.
- We hosted a panel discussion led by Scope Disability to raise awareness of the experiences of people with disability and build staff confidence in respectful engagement.
- We provided ongoing coaching and training to build organisational capability in diversity and inclusive practice.

In line with our strategy to improve gender balance at all levels, Energy Safe appointed women in several key leadership and technical roles in 2024–25, including:

- Investigations Manager
- Risk and Assurance Manager
- Project Manager
- Guidance Lead
- Senior Solicitors
- Senior Legislation Advisors
- Renewable Engineer.

Comparative workforce data

Details of employment levels in June 2025

	All employees		Ongoing			Fixed term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender							
Male	154	152.66	146	4	148.66	4	4
Female	117	109.58	82	22	97.58	13	12
Self-described	0	0	0	0	0	0	0
Age							
15-24	0	0	0	0	0	0	0
25-34	25	25	22	0	22	3	3
35-44	91	87.77	77	9	82.77	5	5
45-54	71	68.91	59	8	65.11	4	3.8
55-64	68	65.86	59	6	63.26	3	2.6
65+	16	14.7	11	3	13.1	2	1.6
Executive	5	5	0	0	0	5	5
Senior manager	21	20.5	20	1	20.5	0	0
Field staff	81	81	81	0	81	0	0
Customer service and Administration	164	155.74	127	25	144.74	12	11
Total employees	271	262.24	228	26	246.24	17	16

Notes: One full-time employee on paid parental leave is included in this data.
Our 3 Commissioners and 2 full-time employees currently on secondment are not included in this data.

Details of employment levels in June 2024

	All employees		Ongoing			Fixed term and casual	
	Number (headcount)	FTE	Full-time (headcount)	Part-time (headcount)	FTE	Number (headcount)	FTE
Gender							
Male	145	144.06	134	3	136.06	8	8
Female	101	95.7	68	18	81.3	15	14.4
Self-described	0	0	0	0	0	0	0
Age							
15–24	0	0	0	0	0	0	0
25–34	28	28	22	0	22	6	6
35–44	81	79.1	65	7	70.1	9	9
45–54	62	60.05	53	7	58.05	2	2
55–64	61	58.91	51	6	55.31	4	3.6
65+	14	13.7	11	1	11.9	2	1.8
Executive	5	5	0	0	0	5	5
Senior manager	20	19.5	18	1	18.5	1	1
Administration and customer service	139	133.26	102	20	116.85	17	16.4
Field staff	82	82	82	0	82	0	0
Total employees	246	239.76	202	21	217.36	23	22.4

Note: Our 3 Commissioners are not included in this data.

04.

Other disclosures



Electricity safety directions

We issued 15 directions under section 141 of the *Electricity Safety Act 1998* during 2024–25. This consisted of 9 under section 141(2) and 6 under section 141AC.

On 2 July 2024, Michelle Groves, Acting Chairperson of Energy Safe, issued a direction under section 141AC of the *Electricity Safety Act*. The direction was issued to **Pacific Hydro Portland Wind Farm**, the owner of the Cape Nelson South Wind Farm, to preserve, retain and store equipment associated with a wind turbine fire at the site.

On 2 July 2024, Michelle Groves, Acting Chairperson of Energy Safe, issued a direction under section 141AC of the *Electricity Safety Act*. The direction was issued to **Worley Power Services**, the operator of the Cape Nelson South Wind Farm, to preserve, retain and store equipment associated with a wind turbine fire at the site.

On 23 December 2024, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act* to **Gannawarra Solar Farm Pty Ltd** (the operator). The direction was to isolate the combiner boxes at Gannawarra Solar Farm and keep them isolated until certain conditions were met. It followed the investigation of a range of energy-related incidents, including an electrical incident that resulted in a grass fire.

On 4 February 2025, Monique Conheady, Chairperson of Energy Safe issued a direction under section 141AC of the *Electricity Safety Act*. The direction was issued to **Vestas – Australian Wind Technology Pty Ltd**, the operator of Berrybank Wind Farm. It related to an electrical incident at Berrybank Wind Farm when the top section of a wind turbine, including the nacelle and blades, fell to the ground.

On 5 February 2025, Monique Conheady, Chairperson of Energy Safe issued a direction under section 141AC of the *Electricity Safety Act*. The direction was issued to **Berrybank Development Pty Ltd**, the owner of Berrybank Wind Farm. It related to an electrical incident at Berrybank Wind Farm when the top section of a wind turbine, including the nacelle and blades, fell to the ground.

On 10 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the

Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Vestas – Australian Wind Technology Pty Ltd** in relation to Golden Plains Wind Farm. The direction was in response to safety concerns arising from failures associated with the detachment of serrated trailing edges from blades on the wind turbine generators.

On 22 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Greentech 4 Pty Ltd**, owner of a solar farm at Moolort. The direction was in response to a fire at Raywood Solar Farm. The direction was one of 5 directions to other solar farms owned by the SunGrow entities.

On 22 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Greentech 7 Pty Ltd**, owner of a solar farm at Stawell. The direction was in response to a fire at Raywood Solar Farm. The direction was one of 5 directions to other solar farms owned by the SunGrow entities.

On 22 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Greentech 8 Pty Ltd**, owner of a solar farm at Raywood. The direction was in response to a fire at Raywood Solar Farm. The direction was one of 5 directions to other solar farms owned by the SunGrow entities.

On 22 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Bendigo Project Pty Ltd**, owner of a solar farm at Goornong. The direction was in response to a fire at Raywood Solar Farm. The direction was one of 5 directions to other solar farms owned by the SunGrow entities.

On 22 February 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the *Electricity Safety Act*. The direction was issued to **Greentech 1 Pty Ltd**, owner of a solar farm at Ledcourt. The direction was in response to a fire at Raywood Solar Farm. The direction was one of 5 directions to other solar farms owned by the SunGrow entities.

On 28 March 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the Electricity Safety Act. The direction was issued to **BE Pro Pty Ltd**, the owner of Bostocks Creek Solar Farm. The direction was in response to vegetation in and round the solar farm not being managed in accordance with Energy Safe's published guidance note for solar farm owners.

On 28 March 2025, Leanne Hughson, Chief Executive Officer, as a delegate of the Chairperson of Energy Safe, issued a direction under section 141(2) of the Electricity Safety Act. The direction was issued to **Cosgrove Solar Farm Pty Ltd**, the owner of Cosgrove Solar Farm. The direction was in response to vegetation in and around the solar farm not being managed in accordance with Energy Safe's published guidance note for solar farm owners.

On 30 May 2025, Monique Conheady, Chairperson of Energy Safe, issued a direction under section 141AC of the Electricity Safety Act to **Siemens Renewable Energy**, the operator of the Bulgana Wind Farm. The direction was issued to preserve, retain and store equipment associated with a wind turbine fire.

On 30 May 2025, Monique Conheady, Chairperson of Energy Safe, issued a direction under section 141AC of the Electricity Safety Act to **Bulgana Wind Farm Pty Ltd**, the owner of Bulgana Wind Farm. The direction was to preserve, retain and store equipment associated with a wind turbine fire.

Gas safety directions

In 2024–25, we issued no directions under the *Gas Safety Act 1997*.

Prosecutions

We completed 19 prosecutions and one civil penalty proceeding during 2024–25.

On 2 July 2024, Energy Safe successfully pursued **AusNet Electricity Services Pty Ltd** in the Supreme Court of Victoria for contravention of section 120N(1) of the Electricity Safety Act by failing to cover or place underground a new 34-metre electric line constructed within an electric line construction area. The contravention continued for the period between 30 June 2022 and

3 August 2023. AusNet admitted the breach and was ordered to pay an agreed penalty of \$200,000 for installing bare high-voltage powerline in a high bushfire risk zone. This is the first time Energy Safe has issued civil penalty proceedings under the Electricity Safety Act.

On 11 July 2024, **MST1 Pty Ltd (MST1)** was found guilty at Werribee Magistrates' Court of 2 offences relating to operating an excavator within the minimum clearance distance of a protected aerial line without the authority of the owner or operator; and damaging protected infrastructure where the damage caused a risk to a person or damage to property. The offences, under the Electricity Safety (General) Regulations 2019, related to an employee hitting a 22,000-kilovolt overhead protected aerial line with the arm of the excavator. Fortunately, no one was injured. MST1 went into liquidation in January 2024. The company was fined \$1,500 without conviction.

On 29 July 2024, **Ibrahim Metin**, a licensed plumber and gasfitter, pleaded guilty at Mildura Magistrates' Court to 3 charges relating to a non-compliant complex gas installation consisting of a char grill in a restaurant kitchen in a Mildura Steakhouse. The charges were against the Gas Safety Act and associated regulations and prescribed standards. Mr Metin was fined \$1,000 without conviction.

On 1 August 2024, **Goutham Modem**, a director at a dessert manufacturer in Hoppers Crossing, pleaded guilty at Werribee Magistrates' Court to a single charge in respect of failing to comply with an Improvement Notice issued by an Energy Safe Gas Inspector. An inspection found 2 uncertified gas appliances in use and connected to the gas installation at the premises of Sweet India Pty Ltd, a company owned and under the directorship of Mr Modem. The notice, issued under the Gas Safety Act, required the appliances to be assessed by a suitably qualified and licensed gas fitter to ensure compliance. Mr Modem was fined \$2,000 without conviction. The related charge against **Sweet India Pty Ltd** was withdrawn by Energy Safe upon confirmation of the guilty plea by Mr Modem.

On 5 September 2024, **IQ Plumbing Solutions Pty Ltd (IQ Plumbing)** pleaded guilty at Broadmeadows Magistrates' Court to a charge under the Gas Safety Act in relation to excavating within 3 metres of a gas pipeline without the authority of the pipeline owner. In April 2023, IQ Plumbing was engaged to carry out plumbing and hydraulic works as part of a new petrol station in Craigieburn. IQ Plumbing excavated within 3 metres of a gas transmission pipeline without the relevant approvals, struck the pipeline and damaged the outer coating. The court imposed a fine of \$5,000 without conviction.

On 22 January 2025, **Martin Cicerale Group Pty Ltd (MCG Cranes)** pleaded guilty to an offence under section 612(1) of the Electricity Safety (General) Regulations 2019 for operating a crane within the minimum distance of a protected aerial line in Abbotsford. The crane hit a 66-kilovolt overhead protected aerial line and 2 people were sent to hospital because of the incident. MCG Cranes was fined \$3,000 without conviction. On 23 June 2025, **Robert Virtue**, who was operating the crane at the time of the incident, pleaded guilty to the same offence and the court imposed no further penalty.

On 4 February 2025, at Ringwood Magistrates' Court, **PDI Civil Pty Ltd (PDI Civil)** pleaded guilty to two charges under the Gas Safety Act in relation to negligently breaking a gas pipeline and carrying out upstream work without approval. In June 2023, PDI Civil was carrying out excavation work for the installation of electrical conduit in a pole to pit installation in Surrey Hills when they struck and punctured a gas service line. PDI did not notify the gas company owner but attempted to repair the damage and backfilled the trench. Several weeks later the gas owner detected and repaired the resultant gas leak and reported the matter to Energy Safe. The court imposed the following fines with conviction:

- Charge 1 - negligently breaking the gas pipe: \$7,000
- Charge 2 - carrying out upstream work without approval: \$13,000.

On 7 February 2025, **Accurate Plumbing (Vic) Pty Ltd (Accurate Plumbing)** pleaded guilty at Broadmeadows Magistrates' Court to 2 charges under the Gas Safety Act for failing to comply with the prescribed standards for work on a gas installation and failing to comply with an Improvement Notice issued by a gas inspector. The charges related to gas fitting works for a new shopping centre in Craigieburn, including the installation of the main gas line that individual tenants would later connect to. Accurate Plumbing did not comply with an improvement notice which ordered the rectification of non-compliant works. The court imposed a fine of \$4,000 without conviction. Related charges against **Alex Handley**, the sole director of Accurate Plumbing, who was charged in his personal capacity for the offences committed by the company, were withdrawn when a plea of guilty by the company was entered.

On 17 February 2025, **Petar Vasilev** pleaded guilty at the Melbourne Magistrates' Court to a charge under the Electricity Safety Act for providing false information to an Energy Safe Victoria Enforcement Officer. In July 2021, Petar Vasilev, trading as Propumpz, installed a pump with a self-made electrical control box at Boronia property. The

resident complained to Energy Safe and, during our investigation, Mr Vasilev denied installing the faulty self-made control box, which was false information. The court imposed a fine of \$1,000 without conviction.

On 15 May 2025, **Ouyen and District Plumbing Service Pty Ltd (Ouyen Plumbing)** pleaded guilty to a charge under the Gas Safety Act in relation to carrying out work on a complex gas installation and failing to obtain acceptance from Energy Safe before commissioning it for use. Ouyen Plumbing installed a new deep fryer into a commercial hotel in Murrayville in regional Victoria. A month later, there was an explosion in the kitchen when the deep fryer was ignited. A worker was injured but the cause of the explosion could not be proven. Ouyen Plumbing was sentenced to an adjourned undertaking which included a condition to make a \$1,000 contribution to the court fund.

On 30 May 2025, Energy Safe successfully defended an appeal against the conviction of **Luke Thomas Warren** in the County Court in relation to 44 charges under the Electricity Safety Act associated with the submission of false Certificates of Electrical Safety to Energy Safe between June 2019 and March 2020. Mr Warren had previously held a supervised workers licence and was the sole director of Registered Electrical Contractor, Pro Install Electrical Pty Ltd. He was convicted, fined \$8,000 and ordered to pay legal costs. Pro Install was separately prosecuted in 2023.

On 23 June 2025, **Matthew Clarke** was found guilty at Heidelberg Magistrates' Court of 2 offences regarding felling a tree too close to aerial lines and damaging protected infrastructure causing risk to people nearby. The large gum tree fell across Lower Plenty Road, Rosanna and caused nearly \$40,000 damage to switchboards and appliances at nearby residences and more than \$25,000 damage to electricity meters and infrastructure. He was fined \$1,000 without conviction.

On 27 June 2025, **Nordic Elevators Pty Ltd (NE)** and **Nordic Elevator Services Pty Ltd (NES)** pleaded guilty to offences under the Electricity Safety Act, relating to the death of a fourth-year apprentice electrician working unsupervised on a car lift. The Energy Safe charges were uplifted and heard in the Supreme Court alongside indictable offences brought by WorkSafe Victoria under the *Occupational Health and Safety Act 2004*. The accused pleaded guilty to all charges. Charges against the 2 directors of NE and NES were withdrawn having regard to evidentiary and public interest considerations, including the guilty plea by the companies. NE and NES were both convicted of a range of offences under the Electricity Safety Act and regulated and fined \$20,000 and \$30,000 respectively.

A prosecution which commenced against **a solarium supplier** in relation to failing to provide information to Energy Safe was withdrawn due to evidentiary considerations.

A prosecution which commenced against **an electrician** in relation to unpaid infringement notices was withdrawn due to public interest considerations.

Major contracts

During 2024–25, Energy Safe entered into one contract worth more than \$10 million. This was the establishment of a panel arrangement for the engagement of auditors to perform audits of prescribed and non-prescribed electrical installation work in Victoria. The 4 suppliers engaged were:

- Electrical Compliance Victoria Pty Ltd (trading as The Trustee of the ECV Trust) (ABN: 23 367 205 447)
- Electrical Inspection and Assessment Pty Ltd (ABN: 35 858 453 411)
- SEC Inspection Pty Ltd (trading as The Trustee for S.E.C Inspections Family Trust) (ABN: 30 748 189 940)
- TechSafe Australia Pty Ltd (ABN: 37 097 315 341)

These standing offers have a combined value of up to \$15 million (excluding GST) over a 5-year period, with an initial term of 3 years and an option to extend for up to a further 2 years.

The contracts were disclosed on the [Buying for Victoria](#) website and are publicly available. Specific details outlining Energy Safe's Internal Audit Manual and related processes were removed for confidentiality reasons on the disclosed version.

Local Jobs First

The *Local Jobs First Act 2003* brings together the Victorian Industry Participation Policy and Major Project Skills Guarantee policy which were previously administered separately.

One of our procurement obligations is to incorporate Local Jobs First principles into our procurement activities, where applicable.

Energy Safe is required to apply the Local Jobs First policy to all statewide and metropolitan Melbourne projects valued at \$3 million or more, or \$1 million or more for projects in regional Victoria.

During 2024–25, we conducted one procurement activity that triggered the threshold for Local Jobs First initiatives. The Industry Capability Network (the body that administers the Local Jobs First policy) advised that as this was a panel arrangement, Local Industry Development Plans would only be required when an individual contract met or exceeded the Local Jobs First threshold.

To date, none of the 4 suppliers have reached the threshold. The suppliers were required to confirm during the tender process that their workforce is (or would be) at least 97 per cent Victorian-based, should they be awarded a contract. All attested in their submission that they complied with this requirement.



Competitive neutrality policy

Competitive neutrality requires government businesses to ensure where services compete, or potentially compete with the private sector, any advantage arising solely from their government ownership be removed if it is not in the public interest.

Victorian Government businesses are required to cost and price these services as if they were privately owned. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation. This policy does not override other policy objectives of government and focuses on efficiency in the provision of service.

We continue to comply with the requirements of the Competition Principles Agreement and the Competition and Infrastructure Reform Agreement.

Social procurement

As part of our responsibility as a Victorian Government agency, Energy Safe is aligned with the Victorian Government's Social Procurement Framework, focusing on delivering social and sustainable outcomes through our procurement activities.

When responding to tenders, we now request that suppliers indicate their levels of commitment to social procurement, women's equality, diversity, safe and fair workplaces and any other initiatives that may apply to their organisation. By aligning with the government framework, we aim to increase the value of procuring goods and services, with outcomes greater than their monetary value.

We also target social procurement providers for purchasing activities when formal tenders are not required, to create value within the social enterprise supply chain.

In 2024–25, Energy Safe Victoria partnered with 6 social benefit suppliers, achieving a social procurement spend of \$400,862 (excluding GST), an increase of 33 per cent compared to the previous year. Our procurement activities were strongly aligned with the Social Procurement Framework objectives of supporting *Sustainable Victorian social enterprises and Aboriginal businesses* and *Opportunities for Victorians with disability*. By meeting these objectives, we supported the skills development of many Victorian workers and contributed to the social enterprises in delivering broader community benefits.

In the future, we will proactively enhance our focus on social procurement by integrating social outcomes into evaluation processes where applicable and seek to broaden our social enterprises supplier base.

Disclosure of emergency procurement

In 2024–25, emergency procurement was not activated and Energy Safe spent nil under emergency procurement protocols.

Disclosure of procurement complaints

In 2024–25, Energy Safe received no complaints about our procurement activities.

Government advertising expenditure

In 2024–25, we delivered 2 major advertising campaigns and developed artwork for one other with a total spend of \$956,500 (excluding GST) for all campaigns.

Campaign name	Start/end date	Advertising (media) ('000)	Creative and campaign development ('000)	Research ('000)	Post-campaign evaluation ('000)	Print and collateral ('000)	Other campaign ('000)	Total ('000)
Keeping you Energy Safe. Always. ^(a)	3 Nov – 15 Dec 2024	Planned: \$238	Planned: \$10	Planned: \$ 0	Planned: \$20	Planned: \$0	Planned: \$0	Planned/ approved: \$268
		Actual: \$210	Actual: \$3	Actual: \$ 23	Actual: \$24	Actual: \$0	Actual: \$0	Actual: \$260
Before you know it ^(b)	30 March – 31 May 2025	Planned: \$359	Planned: \$100	Planned: \$ 25	Planned: \$0	Planned: \$0	Planned: \$0	Planned/ approved: \$484
		Actual: \$300	Actual: \$212	Actual: \$56	Actual: \$31	Actual: \$0	Actual: \$0	Actual: \$599
Make the safe call ^(c)	To be determined	Planned: \$238	Planned: \$15	Planned: \$35	Planned: \$0	Planned: \$0	Planned: \$0	Planned/ approved: \$288
		Actual: \$0	Actual: \$76	Actual: \$22	Actual: \$0	Actual: \$0	Actual: \$0	Actual: \$98

Notes:

- a) The Keeping you Energy Safe. Always. campaign addressed low community awareness about the need to get a Certificate of Electrical Safety for all electrical work undertaken.
- b) The Before you know it campaign encouraged owners of e-bikes and e-scooters to learn how to charge their device safely to prevent lithium-ion battery fires.
- c) Make the safe call is a new solar safety campaign (in development) to encourage people with rooftop solar to service their system every 2 years.

Information communication technology expenditure

For 2024–25, we had a total information communication technology (ICT) expenditure of \$11,989,420, with the details shown below.

Total ICT expenditure

(\$ thousand)

All operational ICT expenditure		ICT expenditure related to projects to create or enhance ICT capabilities	
Business-as-usual (BAU) ICT expenditure	Non-BAU ICT expenditure	Operational expenditure	Capital expenditure
(Total)	(Total = Operational expenditure and capital expenditure)		
\$7,141	\$4,848	\$616	\$4,232

ICT expenditure refers to our costs in providing business-enabling ICT services. It consists of business-as-usual (BAU) ICT expenditure and non-BAU ICT expenditure. Non-BAU ICT expenditure relates to extending or enhancing our current ICT capabilities. BAU ICT expenditure is all remaining ICT expenditure which primarily relates to ongoing activities to operate and maintain the current ICT capability.

Cost of machinery-of-government changes

Energy Safe did not have any machinery-of-government changes and did not have any direct costs attributed to a machinery-of-government change during 2024–25.

Reviews and studies expenditure

There were no direct costs attributable to reviews or studies that was incurred that were consolidated into Energy Safe’s annual report pursuant to section 53(1)(b) of the Financial Management Act.

Consultancy expenditure

Details of consultancies under \$10,000

In 2024–25, Energy Safe engaged 5 consultancies for services with total fees payable of less than \$10,000.

The total expenditure incurred in relation to these consultancies was \$21,277 (excluding GST).

Details of consultancies more than \$10,000

In 2024–25, Energy Safe engaged 15 consultants for services with total fees payable of greater than \$10,000. The total expenditure incurred in relation to these consultancies was \$916,775 (excluding GST). Details of the consultancies are listed in the table.

Consultant	Purpose	2024–25 spend (ex GST)
Right Lane Consulting	Advisory services to support development of the 2025–28 Strategic Plan, establish strategic capability and support review of the risk framework	\$281,362
Cutler Merz	Advisory service as part of Safety Case Risk Assessor panel and a functional performance review of the rapid earth fault current limiter (REFCL) program	\$99,158
Atkinson Consulting Pty Ltd	Advisory service on committee transition engagement	\$91,900
IAEngg Pty Ltd	Advisory service to support the Conductor and Asset Management Outcomes Review Project	\$69,300
Arch Artifex Pty Ltd	Advisory service as part of the Safety Case Risk Assessor panel	\$67,500
ORIMA Research Pty Ltd	Research on stakeholder insight with focus on industry and government	\$63,623
R2A	Advisory service as part of the Safety Case Risk Assessor panel	\$52,000
Workforce Advantage Pty Ltd	Advisory services on 2024 Enterprise Agreement Bargaining	\$51,200
Resilient Services Pty Ltd	Review and revamp of Incident Response and Emergency Management Arrangements	\$50,250
Envista Forensics Pty Ltd	Advisory service as expert witness	\$21,548
La Trobe University	Development of a forecasting model to predict incidents triggered by weather phenomena (temperature, humidity and wind)	\$16,000
Future Fuels CRC Ltd	Energy Safe contribution on national future fuel strategy study	\$15,000
Hurly Consulting	Advisory service on the transformation and operating model	\$13,770
GHD Pty Ltd	Advisory service on power generation closure assessment with a focus on the identification of key safety risk areas within the Energy Safe regulatory remit, and design approaches for discussion and development with the Victorian retiring fossil fuel generating organisations	\$12,500
Monash University	Technical advice on online gas safety compliance audit	\$11,664
Total		\$916,775

Freedom of information

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

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

The FOI Act allows Energy Safe to refuse access, either fully or partially, to certain documents or information. Examples of documents that may not be accessed include:

- cabinet documents
- some internal working documents
- law enforcement documents
- documents covered by legal professional privilege, such as legal advice
- personal information about other people
- information provided to Energy Safe in-confidence and information that is confidential under another Act.

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

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

Making a request

Freedom of information requests to Energy Safe can be lodged by email to foi@energysafe.vic.gov.au. An application fee of \$33.60 applies. Access charges may also be payable if the document pool is large and the search for material time-consuming.

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

If you are unable to make a request by email, you can request documents held by Energy Safe by writing to:

Freedom of Information Officer
Energy Safe Victoria
PO Box 262
Collins Street West VIC 8007

FOI statistics and timeliness

During 2024–25, Energy Safe received 33 FOI applications. Of these requests, one was from a Member of Parliament, 13 from law firms, and the remainder from the public.

Energy Safe made 31 FOI decisions during the 12 months ended 30 June 2025.

There were 27 decisions made within the statutory time period. Of the decisions made outside time, 2 were made within a further 45 days and 2 decisions were made in greater than 45 days. Of the total decisions made, 7 granted access to documents in full, 16 granted access in part and 2 denied access in full. In total, 10 decisions were made after mandatory extensions had been applied or extensions were agreed upon by the applicant. Of requests finalised, the average number of days (including extended timeframes) to decide the request was 31 days.

During 2024–25, there were no requests that were subject to a complaint or internal review by the Office of the Victorian Information Commissioner. No requests were referred to the Victorian Civil and Administrative Tribunal.

Further information

Further information regarding the operation and scope of a freedom of information can be obtained from the FOI Act and through the [Office of the Victorian Information Commissioner website](#).

Compliance with the Public Interest Disclosures Act 2012

The Public Interest Disclosures Act (PID Act) enables people to make a disclosure about corrupt or improper conduct by a public officer or a public body. Energy Safe is a public body for the purposes of the PID Act.

The PID Act establishes a system for the matters disclosed to be investigated and rectifying action to be taken.

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

Energy Safe will take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure.

What is a public interest disclosure?

A public interest disclosure is a complaint of corrupt or improper conduct or detrimental action by a public officer or a public body. Improper or corrupt conduct involves substantial mismanagement of public resources, risk to public health or safety or the environment, or corruption. 'Detrimental action' is action taken against a person in reprisal for making a public interest disclosure.

Energy Safe has established procedures for the protection of persons from detrimental action in reprisal for making a public interest disclosure about Energy Safe Victoria, its members, officers, or employees. These procedures are available on our website: energysafe.vic.gov.au.

How do I make a public interest disclosure?

Energy Safe cannot receive public interest disclosures.

You can make a public interest disclosure about Energy Safe, its members, officers, employees or contractors by contacting Independent Broad-Based Anti-Corruption Commission (IBAC). IBAC's website has a secure disclosure process which also allows you to make anonymous disclosures.

Disclosures can be made to:

IBAC

Level 1, North Tower, 459 Collins Street, Melbourne Victoria 3000.

GPO Box 24234, Melbourne Victoria 3001
1300 735 135

www.ibac.vic.gov.au

Compliance with the Building Act 1993

We do not own or control any government buildings and consequently are exempt from notifying our compliance with the building and maintenance provisions of the *Building Act 1993*.

Environmental reporting

Energy Safe purchases electricity through the state purchase contract and we do not purchase any additional electricity offsets. Our vehicles are all owned and managed by Vic Fleet through state purchase contracts. We are not required to report in-depth on our environmental impacts as this information is included in whole-of-Victorian Government reporting.

Privacy legislation

We are subject to the *Privacy and Data Protection Act 2014* (Vic) and the *Health Records Act 2001* (Vic) and are committed to protecting the privacy of all personal and health information that we handle while performing our functions.

We handle personal information to perform our role as Victoria's independent safety regulator for electricity, gas and pipelines.

Further information on our [Privacy Policy](#) is available on our website.

Additional information available on request

Energy Safe produces a document containing information as required by the Standing Directions 2018 issued under section 8 of the Financial Management Act. This document contains the following information:

- a statement that declarations of pecuniary interests have been duly completed by all relevant officers
- details of publications produced by Energy Safe Victoria about itself, and how these can be obtained
- details of changes in prices, fees, charges, rates and levies charged
- details of overseas visits undertaken including a summary of the objectives and outcomes of each visit
- a list of Energy Safe Victoria's major committees, the purposes of each committee and the extent to which the purposes have been achieved
- a general statement on industrial relations within Energy Safe Victoria, including details of time lost through industrial accidents and disputes
- details of all consultancies and contractors, including consultants/contractors engaged, services provided, and expenditure committed for each engagement.

The information is available on request, subject to the provisions of the FOI Act. Please contact:

The Freedom of Information Officer
Energy Safe Victoria
PO Box 262
Collins Street West VIC 8007
Tel: (03) 9203 9700

Email: foi@energysafe.vic.gov.au

Additional information included in annual report

Details of the following items have been included in this annual report, in the sections indicated below:

- details of Energy Safe's major promotional, public relations and marketing activities – [Section 1 Year in Review](#)
- details of assessments and measures undertaken to improve the occupational health and safety of employees – [Section 2 Governance and organisational structure](#)
- a list of consultants paid more than \$10,000 – [Section 4 Other disclosures](#).

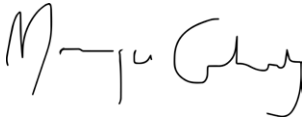
Information not applicable to Energy Safe

The following information is not relevant to us for the following reasons:

- a declaration of shares held by senior officers as no shares have ever been issued in Energy Safe Victoria's name
- details of any major external reviews carried out as Energy Safe did not conduct any major external reviews in 2024–25
- details of major research and development activities undertaken as Energy Safe did not conduct or commission any major research and development activities in 2024–25.

Financial management compliance attestation

I, Monique Conheady, on behalf of the Responsible Body, certify that Energy Safe Victoria has no Material Compliance Deficiency with respect to the applicable Standing Directions under the Financial Management Act 1994 and instructions.

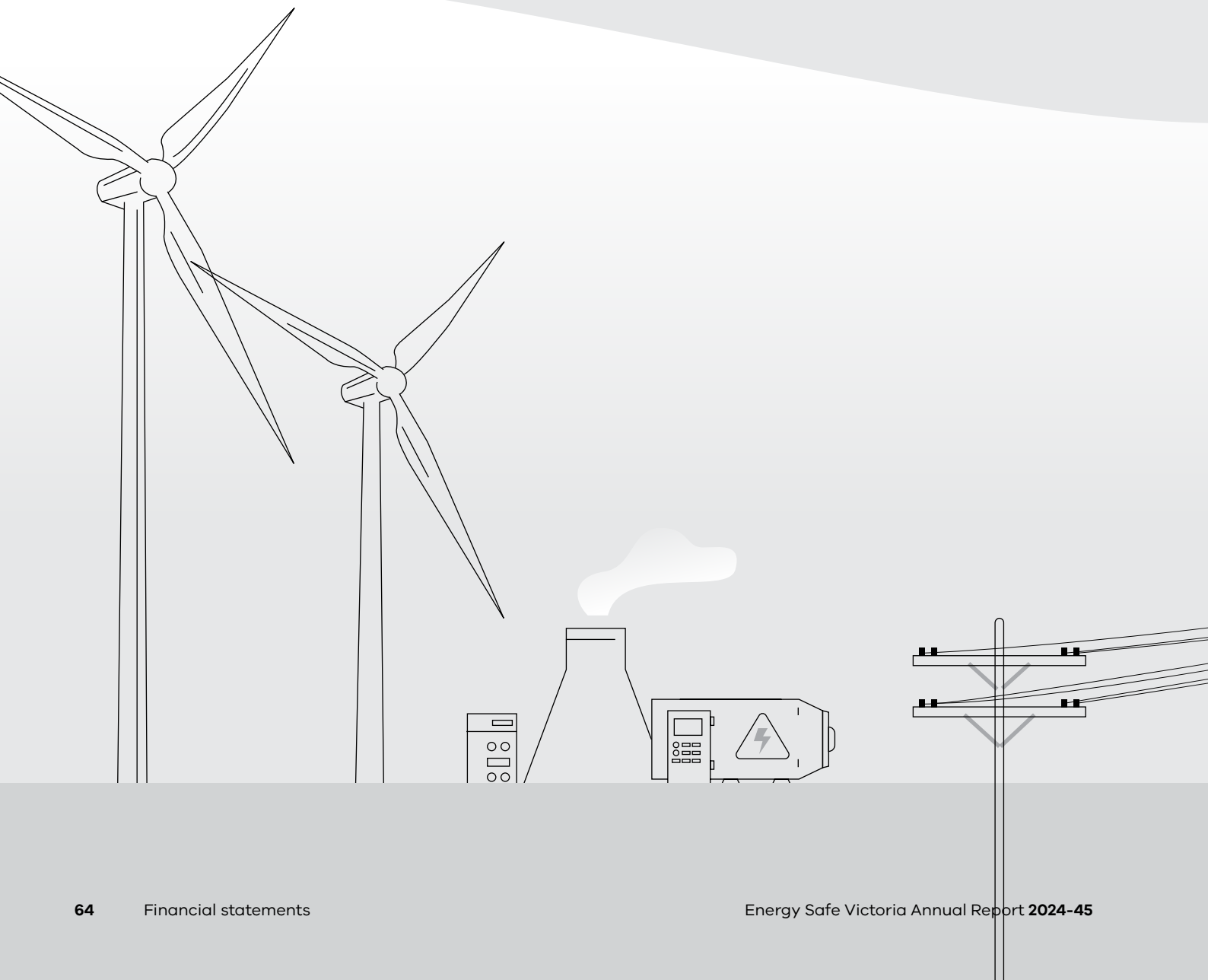


Monique Conheady

Chairperson
Victorian Energy Safety Commission

25 September 2025

Financial statements



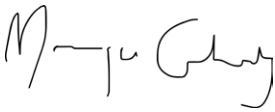
Responsible Body's, Accountable Officer's and Chief Financial Officer's declaration

The attached financial statements for the Victorian Energy Safety Commission (referred to as Energy Safe) have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations, and other mandatory professional reporting requirements.

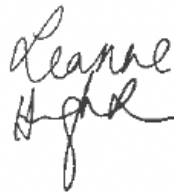
We further state that, in our opinion, the information set out in the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2025 and financial position of Energy Safe at 30 June 2025.

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

We authorise the attached financial statements for issue on 5 September 2025.



Monique Conheady
Commissioner and Chairperson
5 September, 2025



Leanne Hughson
Chief Executive Officer
5 September, 2025



Matthew Beattie
Chief Financial Officer
5 September, 2025

Comprehensive operating statement for the financial year ended 30 June 2025

(\$ thousand)

	Notes	2025	2024
Continuing operations			
Income from transactions			
Levy income	2.1	47,237	45,811
Fee income	2.2.1	24,333	23,062
Grant income	2.2.2	6,280	5,180
Other income	2.3	93	58
Interest income	2.4	1,522	1,298
Total income from transactions		79,465	75,409
Expenses from transactions			
Employee benefits	3.1.1	49,914	40,975
Compliance audit expenses		2,835	2,359
Public relations and advertising		738	2,422
Motor vehicles		570	489
Rent and outgoings		596	608
Computer expenses		5,116	4,490
Consulting fees		938	1,131
Contractors*		5,790	12,466
Depreciation and amortisation		4,391	4,575
Other operating expenses	3.2	4,549	4,695
Total expenses from transactions		75,437	74,210
Net result from transactions (net operating balance)		4,028	1,199
Other economic flows included in net result			
Other gain/(loss) from other economic flows**		125	(223)
Total other economic flows included in net result		125	(223)
Comprehensive result		4,153	976

* Contractor spend in 2024 is higher than 2025 mainly due to costs for the Transformation Program and funded projects

** Net gain/(loss) arising from revaluation of long service liability

The comprehensive operating statement should be read in conjunction with the notes to the financial statements.

Balance sheet

as at 30 June 2025

(\$ thousand)

	Notes	2025	2024
Assets			
Financial assets			
Cash and cash equivalents	6.1	20,725	18,166
Receivables	5.1	557	966
Contract assets	5.2	613	509
Total financial assets		21,895	19,641
Non-financial assets			
Plant and equipment	4.1	2,005	1,402
Right-of-use asset	4.2	4,154	692
Intangible assets	4.3	8,576	6,835
Prepayments		948	2,586
Total non-financial assets		15,683	11,515
Total assets		37,578	31,156
Liabilities			
Employee related provisions	3.1.2	9,845	8,311
Payables	5.3	3,744	6,615
Contract liabilities	5.4	3,222	3,254
Lease liability	6.2.6	4,382	744
Total liabilities		21,193	18,924
Net assets		16,385	12,232
Equity			
Accumulated surplus		12,599	8,446
Physical asset revaluation surplus		176	176
Contributed capital		3,610	3,610
Net worth		16,385	12,232

The above balance sheet should be read in conjunction with the notes to the financial statements.

Cash flow statement

for the financial year ended 30 June 2025

(\$ thousand)

	Notes	2025	2024
Cash flows from operating activities			
Receipts			
Receipts from other entities		78,353	69,362
Interest received		1,522	1,298
Total receipts		79,875	70,660
Payments			
Payments to suppliers and employees		(70,757)	(61,351)
Total payments		(70,757)	(61,351)
Net cash flows (used in)/from operating activities		9,118	9,309
Cash flows from investing activities			
Purchases of non-financial assets		(5,185)	(4,137)
Net cash flows used in investing activities		(5,185)	(4,137)
Cash flows from financing activities			
Lease repayments		(1,374)	(1,723)
Net cash flows used in financing activities		(1,374)	(1,723)
Net increase/(decrease) in cash and cash equivalents		2,559	3,449
Cash and cash equivalents at the beginning of the financial year		18,166	14,717
Cash and cash equivalents at the end of the financial year	6.1	20,725	18,166

The above cash flow statement should be read in conjunction with the notes to the financial statements.

Statement of changes in equity for the financial year ended 30 June 2025

(\$ thousand)

	Physical asset revaluation surplus	Accumulated surplus	Contributed capital	Total
Balance at 1 July 2023	176	7,470	3,610	11,256
Net result for the year	-	976	-	976
Balance at 30 June 2024	176	8,446	3,610	12,232
Net result for the year	-	4,153	-	4,153
Balance at 30 June 2025	176	12,599	3,610	16,385

The above statement of changes in equity should be read in conjunction with the notes to the financial statements.

Notes to the financial statements for the financial year ended 30 June 2025

1 About this report

Energy Safe Victoria (Energy Safe) is given the authority to operate by way of the *Electricity Safety Act 1998*, the *Gas Safety Act 1997*, the *Pipelines Act 2005* and the *Energy Safe Act 2005*. We are a statutory authority acting on behalf of the Crown. Our principal address is Level 22, 2 Southbank Boulevard, Southbank, 3006.

We are responsible for the safety and technical regulation of electricity, gas and pipelines in Victoria. Our objectives, functions and responsibilities are defined by legislation. A description of the nature of our operations, and our principal activities, is included in the Report of Operations which does not form part of these financial statements.

Basis of preparation

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

Energy Safe is a Tier 2 entity in accordance with FRD 101. These financial statements are the first general purpose financial statements prepared in accordance with Australian Accounting Standards – Simplified Disclosures. Energy Safe's prior year financial statements were general purpose financial statements prepared in accordance with Australian Accounting Standards (Tier 1). As Energy Safe is not a 'significant entity' as defined in FRD 101, it was required to change from Tier 1 to Tier 2 reporting effective from 1 July 2024.

These financial statements are presented in Australian dollars, and the historical cost convention is used unless a different measurement basis is specifically disclosed in the notes to the financial statements.

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

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

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

All amounts in the financial statements have been rounded to the nearest \$1,000 unless otherwise stated.

Compliance information

These general-purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable AAS, including Interpretations, issued by the Australian Accounting Standards Board (AASB).

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

2 Funding delivery of our services

Introduction

Energy Safe is the regulator responsible for electrical and gas safety in the State. We audit the design, construction and maintenance of electricity and gas networks and installations and ensure that appliances meet stringent safety and energy efficiency standards before they are sold.

The primary source of revenue is levy and fee income. This includes industry levies and fees from the provision of licences and other services. These are levied, or charged, by Energy Safe on a full cost recovery basis. We do not receive any appropriation from the State Government of Victoria.

Levy income is raised in accordance with the Electricity Safety Act, the Gas Safety Act, and the Pipelines Act. Levy are approved by the Minister for Energy and Resources.

Fees are generated from the sale of Certificates of Electrical Safety, the issue of electrical licences, and the provision of similar services.

Significant judgement: Grant Revenue

Grant revenue is recognised in accordance with AASB 1058 *Income of Not-for-Profit Entities*, except when there are enforceable and sufficiently specific performance obligations. In this case, revenue is accounted as contracts with customers in accordance with AASB 15 *Revenue from Contracts with Customers*. Income from grants to construct the capital assets that are controlled by us are recognised progressively as the asset is constructed. The progressive percentage costs incurred is used to recognise income because this most closely reflects the progress to completion as costs are incurred as the works are done.

Structure

2.1 Levy income

2.2 Revenue from contracts with customers

2.2.1 Fee income

2.2.2 Grant income

2.3 Other income

2.4 Interest income

2.1 Levy Income

(\$ thousand)

Levy income	2025	2024
Gas industry levy	25,248	24,513
Electrical industry levy	20,125	19,488
Gas pipeline industry levy	1,864	1,810
Total levy income	47,237	45,811

Levies on energy sector participants are used to fund regulatory activities. Levies are set for a 2-year period with the approval of the Minister responsible for Energy Safe. The levies are invoiced to the regulated gas, electricity and pipeline companies once a year.

Levy income is recognised when invoiced as this is when the energy supplier is unconditionally obliged, under legislation, to pay the levy. Levies are non-refundable.

2.2 Revenue from contracts with customers

Revenue from contracts with customers is recognised so as to depict the transfer of promised goods or services to customers at an amount that reflects the consideration to which Energy Safe expects to be entitled in exchange for those goods or services.

Revenue is recognised in accordance with the following 5-step process:

1. Identifying the contract with the customer.
2. Identifying the performance obligations in the contract.
3. Determining the transaction price.
4. Allocating the transaction price to the performance obligations in the contract.
5. Recognising revenue as and when the performance obligations are satisfied.

Revenue is recognised either at a point in time or over time, when (or as) Energy Safe satisfies performance obligations by transferring the promised goods or services to its customers.

Consideration received in advance of recognising the associated revenue from the customer is recorded as a contract liability (Note 5.4). Where the performance obligations is satisfied but not yet billed, a contract asset is recorded (Note 5.2).

2.2.1 Fee income

	(\$ thousand)	
Fee Income	2025	2024
Sales of Certificates of Electrical Safety	15,767	15,035
Licence fees	4,981	4,530
Electrolysis mitigation fees	1,981	1,973
Equipment and appliance approval fees	494	443
Appliance efficiency approval fees	1,110	1,081
Total fee income	24,333	23,062

Sales of Certificates of Electrical Safety

Performance obligations arising from contracts for sales of certificates of electrical safety are determined to be satisfied at a point in time when the certificates are registered in the name of the buyers (or transfer of title). Accordingly revenue from sales of such certificates is recognised when the licence is granted.

Licence fees

Performance obligations arising under licensing arrangements are satisfied at a point in time when the underlying assets rights are transferred. Accordingly revenue from licensing is recognised at a point in time.

Fees from electrolysis, mitigation, equipment and appliance approval, and appliance efficiency approval

The Electrolysis mitigation fee is an annual fee that supports Energy Safe's regulatory activities in Electrolysis and Cathodic Protection.

In respect of these services, performance obligations are satisfied at a point in time and hence revenue from these services is recognised when the services are completed.

2.2.2 Grant income

	(\$ thousand)	
Grant Income	2025	2024
Revenue recognised under AASB 15		
Grant Income from Department of Energy, Environment and Climate Action	1,678	1,959
Grant Income from Electrical Equipment Safety Scheme	4,602	3,221
Total Grant income	6,280	5,180

Performance obligations attached to grants received are determined to be satisfied over time in accordance with AASB 15. Therefore, revenue is recognised over time. The output method (involving an assessment of the extent of completion of the activities) is used to estimate the amount of revenue to be recognised on progress of satisfaction of performance obligation.

2.3 Other income

	(\$ thousand)	
Other Income	2025	2024
Other miscellaneous income	93	58
Total other income	93	58

Other miscellaneous income may arise from application fees, advertising and so on. Revenue from such services is recognised at a point in time when the service is completed.

2.4 Interest income

Interest income includes interest received on cash and deposits. Refer to 7.1.1 for information on interest income.

3 The cost of delivering services

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

Structure

3.1 Employee benefits

3.1.1 Employee benefits in the comprehensive operating statement

3.1.2 Employee benefits in the balance sheet

3.2 Other operating expenses

3.1 Employee benefits

3.1.1 Employee benefits in the comprehensive operating statement

	(\$ thousand)	
	2025	2024
Defined contribution superannuation expense	4,463	3,638
Defined benefit superannuation expense	778	632
Termination benefits	-	217
Salaries, wages, annual leave and long service leave	44,673	36,488
Total employee benefits	49,914	40,975

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

The amount recognised in the comprehensive operating statement in relation to superannuation is employer contributions for members of both defined benefit and defined contribution superannuation plans that are paid or payable during the reporting period.

The defined benefit plan(s) provides benefits based on years of service and final average salary. The basis for determining the level of contributions is determined by the various actuaries of the defined benefit superannuation plans. Energy Safe does not recognise any defined benefit liabilities because it has no legal or constructive obligation to pay future benefits relating to its employees. Instead,

Energy Safe accounts for contributions to these plans as if they were defined contribution plans under AASB 119 *Employee Benefits*. The Department of Treasury and Finance (DTF) discloses in its annual financial statements the net defined benefit cost related to the members of these plans as an administered liability (on behalf of the State as the sponsoring employer).

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee decides to accept an offer of benefits in exchange for the termination of employment. Energy Safe recognises termination benefits when it is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits because of an offer made to encourage voluntary redundancy.

3.1.2 Employee-related provisions

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

(\$ thousand)

	2025	2024
Current provisions:		
Annual leave	3,266	2,846
Long service leave	4,108	3,113
Provisions for on-costs	1,293	1,026
Total current provisions for employee benefits	8,667	6,985
Non-current provisions:		
Employee benefits	997	1,129
On-costs	181	197
Total non-current provisions for employee benefits	1,178	1,326
Total provisions for employee benefits	9,845	8,311

Wages and salaries, annual leave and sick leave

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

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

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

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

Employment on-costs such as payroll tax, workers compensation and superannuation are not employee benefits. They are disclosed separately

as a component of the provision for employee benefits when the employment to which they relate has occurred.

Long service leave

Unconditional LSL is disclosed as a current liability; even where Energy Safe does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months. The components of this current LSL liability are measured at:

- undiscounted value – if Energy Safe expects to wholly settle within 12 months, or
- present value – if Energy Safe does not expect to wholly settle within 12 months.

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

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

3.2 Other operating expenses

(\$ thousand)

Supplies and services	2025	2024
Telecommunications	239	293
Legal fees	605	1,019
Administration fees - Certificates of Electrical Safety	102	125
Insurance	1,280	1,136
Travel expenses	432	368
Compliance and audit services	176	170
Conferences and training	599	583
Publication and subscriptions	178	108
Interest expense	132	29
Other expenses	806	864
Total other operating expenses	4,549	4,695

Other operating expenses generally represent the day-to-day running costs involved in normal operations. Supplies and services are recognised as an expense in the reporting period in which they are incurred.

4 Key assets to support service delivery

Introduction

Energy Safe controls physical and intangible assets that are utilised in fulfilling its objectives and conducting its activities. Physical assets comprise plant and equipment including assets under construction. Intangible assets comprise purchased and configured computer software in use, and computer software currently being configured for use.

Fair value measurement

Where the assets included in this section are carried at fair value, additional information about how these fair values were determined is disclosed in Note 7.3.

Structure

4.1 Total plant and equipment

4.1.1 Depreciation, amortisation and revaluation

4.1.2 Reconciliation of movements in carrying amount of plant and equipment

4.2 Right-of-use assets

4.2.1 Carrying values of Right-of-use assets

4.2.2 Reconciliation of carrying values of Right-of-use assets

4.3 Intangible assets

4.1 Total plant and equipment

(\$ thousand)

	Gross carrying amount		Accumulated depreciation		Net carrying amount	
	2025	2024	2025	2024	2025	2024
Plant and equipment at fair value						
Furniture and fittings	550	550	(550)	(356)	-	194
Equipment	816	816	(789)	(715)	27	101
Leasehold improvement	2,538	514	(560)	(514)	1,978	-
Leasehold improvements – Work in Progress	-	1,107	-	-	-	1,107
Total plant and equipment at fair value	3,904	2,987	(1,899)	(1,585)	2,005	1,402

Initial recognition

Items of plant and equipment are measured initially at cost. Where an asset is acquired for no, or nominal cost, the cost is its fair value at the date of acquisition.

Energy Safe's asset policy sets the minimum asset capitalisation threshold of individual units at greater than \$5,000 (GST exclusive). Energy Safe recognises a group of assets as a unit when the following conditions are met:

- multiple units of the same item are purchased in a single transaction
- individual values do not meet the capitalisation threshold of \$5,000, but, as a group, the total purchase value exceeds \$50,000 (GST exclusive), and
- it is commercially viable to purchase multiple units of the same item under a single transaction.

Subsequent measurement

Plant and equipment are subsequently measured at fair value less accumulated depreciation. Fair value is determined with regard to the asset's highest and best use (considering any legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset) and is summarised below by asset category.

Note 7.3 includes additional information in connection with fair value determination of plant and equipment.

4.1.1 Depreciation and amortisation

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

Asset Class	Useful life in years
Furniture and fittings	10 to 15
Equipment	3 to 15
Leasehold improvements	Shorter of lease term or 7 years
Vehicle (mobile site office)	18

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments made where appropriate.

Revaluation

The recoverable amount of primarily non-cash generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

4.1.2 Reconciliation of movements in carrying amount of plant and equipment

(\$ thousand)

2025	Plant and equipment	Assets under construction at cost	Total
Opening balance 1 July 2024	1,402	-	1,402
Additions	917	-	917
Disposals	-	-	-
Depreciation	(314)	-	(314)
Closing balance 30 June 2025	2,005	-	2,005

4.2 Right-of-use assets

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and are also subject to revaluations.

Whenever Energy Safe incurs an obligation for costs to dismantle and remove a leased asset, restore the site on which it is located or restore the underlying asset to the condition required by the terms and conditions of the lease, a provision is recognised and measured under AASB 137 *Provisions, Contingent Liabilities and Contingent Assets*. To the extent that the costs relate to a right-of-use asset, the costs are included in the related right-of-use asset.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. If a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that Energy Safe expects to exercise a purchase option, the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The right-of-use assets are presented as a separate line in the balance sheet.

Energy Safe applies AASB 13 *Fair Value Measurement*, with the consequence that AASB 136 does not apply to such assets that are regularly revalued.

4.2.1 Carrying values of Right-of-use assets

(\$ thousand)

	2025	2024
Leased buildings	8,056	4,734
Accumulated depreciation	(5,502)	(4,587)
Net carrying amount leased buildings	2,554	147
Leased motor vehicles	5,431	3,715
Accumulated depreciation	(3,831)	(3,170)
Net carrying amount leased motor vehicles	1,600	545
Net carrying amount	4,154	692

Lease buildings

Energy Safe leased buildings includes Level 22/2 Southbank Boulevard, Southbank. The lease at 2 Southbank Boulevard, Southbank expires on October 2028.

Motor vehicles

Energy Safe leased motor vehicles. All motor vehicle leases are for a 3-year period and are not subject to annual increases.

4.2.2 Reconciliation of carrying values of Right-of-use assets

(\$ thousand)

2025	Leased Buildings	Leased Motor Vehicles	Total
Opening balance 1 July 2024	147	545	692
Additions	3,322	1,690	5,038
Depreciation	(915)	(635)	(1,576)
Closing balance 30 June 2025	2,554	1,600	4,154

4.3 Intangible assets

(\$ thousand)

	Computer software	Work in progress	Total
Gross carrying amount			
Opening balance	16,457	2,896	19,353
Additions	36	4,232	4,268
Transfer in/(out) of asset under construction	-	-	-
Closing balance	16,493	7,128	23,621
Accumulated depreciation			
Opening balance	(12,518)	-	(12,518)
Amortisation	(2,527)	-	(2,527)
Closing balance	(15,045)	-	(15,045)
Net book value at end of financial year	1,448	7,128	8,576

Intangible assets comprise purchased computer software and configured computer software in use, and computer software currently being configured for use and included in work in progress.

All Energy Safe's intangible assets are produced assets.

Initial recognition

Intangible assets are initially recognised at cost.

Configured software is an internally generated intangible asset arising from development and is only recognised as an intangible asset if the following can be demonstrated:

- the technical feasibility of completing the configuration so that the software will be available for use by Energy Safe
- an intention to complete the configured software and use it
- the ability to use the configured software in Energy Safe
- the configured software will generate probable future economic benefits
- the availability of adequate technical, financial and other resources to complete the configuration and use the software in Energy Safe, and
- the ability to measure reliably the expenditure attributable to the software's configuration.

Subsequent measurement

Intangible produced assets with finite useful lives are amortised as an 'expense from transactions' on a straight-line basis over the asset's useful life, which is generally 5 years.

Subsequently, intangible assets with finite useful lives are carried at cost less accumulated depreciation and are subject to revaluations.

Amortisation begins when the asset is available for use, that is, when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

The amortisation method and useful life are reviewed annually at each financial year-end.

Revaluation of intangible assets

Intangible assets with finite useful lives (including work in progress) are annually assessed for revaluation (See Note 4.1.1).

Significant intangible assets

Energy Safe has capitalised expenditure for the development of business-critical systems, for example, ESVConnect and EESS system. The carrying amount of the capitalised development expenditure is \$1,447,591. (2024: \$3,938,562).

Configured software	Configured software useful life
EESS system	5 years
ESVConnect	5 years

5 Other assets and liabilities

Introduction

This section sets out those assets and liabilities, including receivables and payables that arose from Energy Safe's controlled operations.

Structure

- 5.1 Receivables
- 5.2 Contract assets
- 5.3 Payables
- 5.4 Contract liabilities

5.1 Receivables

(\$ thousand)		
Receivables	2025	2024
Contractual		
Certificate of Electrical Safety agents	200	161
Other receivables	95	225
Total contractual receivables	295	386
Statutory		
GST input tax credit recoverable	262	580
Total current receivables	557	966

Contractual receivables are classified as financial instruments and categorised as 'financial assets at amortised costs'. Energy Safe holds the contractual receivables with the objective to collect the contractual cash flows and therefore are subsequently measured at amortised cost using the effective interest method, less any impairment.

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

Contract assets recognised applying AASB 15 are also subject to impairment requirements of AASB 9, however it is immaterial.

5.2 Contract assets

(\$ thousand)		
Contract Assets	2025	2024
Contract assets	613	509
Represented by		
Current contract assets	613	509
Non-current contract assets	-	-

Contract assets relate to performance obligations where Energy Safe has a right to consideration in exchange for services transferred to customers but not yet billed at the reporting date. The contract assets are transferred to receivables when the rights become unconditional, at this time an invoice is issued. This usually occurs when Energy Safe issues an invoice to the customer.

5.3 Payables

(\$ thousand)		
Payables	2025	2024
Contractual		
Supplies and services	3,471	6,421
Amounts payable to Government and agencies	56	19
Other payables	203	169
Total contractual payables	3,730	6,609
Statutory		
GST payable	14	6
Total current payables	3,744	6,615

Payables comprises:

- contractual payables, classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to Energy Safe prior to the end of the financial year that are unpaid, and
- statutory payables, that are recognised and measured similarly to contractual payables but are not classified as financial instruments and are not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.

Payables for supplies and services have an average credit period of 30 days. The terms and conditions of amounts payable to the government and agencies vary according to the agreements and as they are not part of legislative payables, they are not classified as financial instruments.

5.4 Contract Liabilities

	(\$ thousand)	
	2025	2024
Contract liabilities	3,222	3,254
Represented by		
Current contract liabilities	3,222	3,254
Non-current contract liabilities	-	-

Contract liabilities include consideration received in advance from customers in respect of services. Invoices are raised once the services are provided to them.

6 How we financed our operations

Introduction

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

This section includes disclosures of balances that are financial instruments (such as cash balances), including financial commitments at year end. Notes provide additional, specific financial instrument disclosures.

Structure

6.1 Cash flow information and balances

6.2 Lease liability

- 6.2.1 Right-of-use assets
- 6.2.2 Amounts recognised in the Comprehensive Operating Statement
- 6.2.3 Identification of a lease
- 6.2.4 Separation of lease and non-lease components
- 6.2.5 Recognition and measurement of leases as a lessee
- 6.2.6 Minimum future lease payments

6.1 Cash flow information and balances

Cash and cash equivalents, comprise cash on hand and cash at bank with an original maturity of 3 months or less, which are:

- held to meet short term cash commitments rather than for investment purposes
- readily convertible to known amounts of cash, and
- subject to an insignificant risk of changes in value.

Energy Safe invest its funds in accordance with the requirements of the Standing Directions of the Minister for Finance.

	(\$ thousand)	
	2025	2024
Total cash and cash equivalents disclosed in the balance sheet	20,725	18,166
Balance as per cash flow statement	20,725	18,166

6.2 Lease liability

6.2.1 Right-of-use assets

Right-of-use assets are presented in Note 4.2.1.

6.2.2 Amounts recognised in the Comprehensive Operating Statement

The following amounts are recognised in the Comprehensive Operating Statement relating to leases of low value assets:

	(\$ thousand)	
	2025	2024
Expenses relating to leases of low-value assets	113	62
Total amount recognised in the Comprehensive Operating Statement	113	62

6.2.3 Identification of a lease

For any new contracts entered into, Energy Safe considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

To apply this definition Energy Safe assesses whether the contract meets 3 key evaluations:

- whether the contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to Energy Safe and for which the supplier does not have substantive substitution rights
- whether Energy Safe has the right to obtain substantially all of the economic benefits from the use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract and Energy Safe has the right to direct the use of the identified asset throughout the period of use, and
- whether Energy Safe has the right to take decisions in respect of 'how and for what purpose' the asset is used throughout the period of use.

6.2.4 Separation of lease and non-lease components

At inception or on reassessment of a contract that contains a lease component, the lessee is required to separate out and account separately for non-lease components within a lease contract and exclude these amounts when determining the lease liability and right-of-use asset amount.

6.2.5 Recognition and measurement of leases as a lessee

Lease Liability – subsequent measurement

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in-substance fixed payments.

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

Short-term leases and leases of low-value assets

Energy Safe has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term.

Presentation of lease liabilities

The lease liability is presented as a separate line in the balance sheet.

6.2.6 Minimum future lease payments

	(\$ thousand)	
	2025	2024
Not longer than 1 year	1,712	499
Longer than 1 year but not longer than 5 years	2,838	172
Longer than 5 years	-	86
Minimum future lease payments		
Less future finance charges	(168)	(13)
Present value of minimum lease payments	4,382	744

Energy Safe does not face a significant liquidity risk with regard to its lease liabilities. Lease liabilities are monitored within our treasury function.

7 Financial instruments, contingencies and valuation judgements

Introduction

It is often necessary for Energy Safe to make judgements and estimates associated with recognition and measurement of items in the financial statements.

This section sets out financial instrument specific information, as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for Energy Safe relate mainly to fair value determination.

Structure

7.1 Financial instruments specific disclosures

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

7.2 Contingent assets and contingent liabilities

7.3 Fair value determination

7.3.1 Fair value determination: non-financial physical assets

7.1 Financial instruments specific disclosures

Introduction

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

Categories of financial assets

Financial assets at amortised cost

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

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

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

Energy Safe recognises the following assets in this category:

- cash and cash equivalents, and
- receivables (excluding statutory receivables).

Derecognition of financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired, or
- Energy Safe retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement, or
- Energy Safe has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset, or
 - has neither transferred nor retained substantially all the risks and rewards of the assets but has transferred control of the asset.
 - Where Energy Safe has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of Energy Safe's continuing involvement in the asset.

Categories of financial liabilities

Financial liabilities at amortised cost

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

- payables (excluding statutory payables), and
- lease liabilities.

Derecognition of financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability.

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

(\$ thousand)

2025	Carrying amount	Net gain/(loss)	Total interest income/(expense)	Fee income/(expense)	Impairment loss
Financial assets at amortised cost					
Cash and deposits	20,725	-	1,522	-	-
Trade and other receivables ^(a)	95	-	-	200	-
Total financial assets at amortised cost	20,820	-	1,522	200	-
Financial liabilities at amortised cost					
Trade and other payables ^(a)	3,730	-	-	-	-
Borrowings	-	-	-	-	-
Total contractual financial liabilities	3,730	-	-	-	-

Note:

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

(\$ thousand)

2024	Carrying amount	Net gain/(loss)	Total interest income/(expense)	Fee income/(expense)	Impairment loss
Financial assets at amortised cost					
Cash and deposits	18,166	-	1,298	-	-
Trade and other receivables ^(b)	225	-	-	161	-
Total financial assets at amortised cost	18,391	-	1,298	161	-
Financial liabilities at amortised cost					
Trade and other payables ^(b)	6,609	-	-	-	-
Borrowings	-	-	-	-	-
Total contractual financial liabilities	6,609	-	-	-	-

Note:

- b) The total amounts disclosed here exclude statutory amounts (e.g. amounts owing from Victorian Government and GST input tax credit recoverable and taxes payable).

7.2 Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet but are disclosed and, if quantifiable, are measured at nominal value.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

Contingent assets

Contingent assets are possible assets that arise from past events, whose existence will be confirmed only by events not wholly within Energy Safe's control. Energy Safe has no quantifiable or non-quantifiable contingent assets.

Contingent liabilities

Contingent liabilities are:

- possible obligations that arise from past events, whose existence will be confirmed only by uncertain future events not wholly within Energy Safe's control, or
- present obligations that arise from past events but are not recognised because:
 - it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligations, or
 - the amount of the obligations cannot be reliably measured.

Contingent liabilities are also classified as either quantifiable or non-quantifiable. Energy Safe has no quantifiable or non-quantifiable contingent liabilities.

7.3 Fair value determination

Significant judgement: Fair value measurements of assets and liabilities

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

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Plant and equipment are carried at fair value. Energy Safe determines the policies and procedures for determining fair values for non-financial physical assets as required.

In addition, the fair values of other assets and liabilities which are carried at amortised cost, also need to be determined for disclosure purposes.

Energy Safe only have short-term financial instruments such as cash at bank, trade receivables and payables and their carrying amount is a reasonable approximation of fair value. As such, a fair value disclosure on financial instruments is not required.

Description of significant assumptions applied to fair value measurement

2025 and 2024	Plant and equipment
Valuation technique	Current replacement cost
Significant unobservable inputs	Physical depreciation and obsolescence adjustment

Significant unobservable inputs have remained unchanged since June 2016.

Energy Safe applied AASB 2015-7 *Fair Value Disclosures of Not-for-Profit Public Sector Entities*, exempting not-for-profit public sector entities from disclosing 'unrealised gains/(losses) on non-financial assets', quantitative information of significant unobservable inputs and the sensitivity analysis if the assets are held primarily for their current service potential rather than to generate net cash inflows.

8 Other disclosures

Introduction

This section includes additional material disclosures required by accounting standards or otherwise, to assist in the understanding of these financial statements.

Structure

- 8.1 Responsible persons**
- 8.2 Remunerations of executives and key management personnel**
- 8.3 Related parties**
- 8.4 Remuneration of auditors**
- 8.5 Subsequent events**

8.1 Responsible persons

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

Names

The persons who held the positions of the Portfolio Minister and Accountable Officer in Energy Safe are as follows:

Minister for Energy, Environment and Climate Action

The Hon. Lily D'Ambrosio MP
1 July 2024 to 30 June 2025

Chief Executive Officer

Ms Leanne Hughson
1 July 2024 to 30 June 2025

Remuneration

Remuneration received or receivable by the Accountable Officer for the management of Energy Safe during the reporting period was in the range: \$470,000 – \$480,000 (2023-24: \$430,000 – \$440,000).

8.2 Remuneration of executives and key management personnel

The number of executives and key management personnel, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provide a measure of full time equivalent senior executive service over the reporting period.

Remuneration comprises employee benefits (as defined in AASB 119 *Employee Benefits*) in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

- Short-term employee benefits include amounts such as wages, salaries, annual leave or sick leave that are usually paid or payable on a regular basis, as well as allowances and non-monetary benefits.
- Post-employment benefits include pensions and other retirement benefits paid or payable on a discrete basis when employment has ceased.
- Other long-term benefits include LSL, other long-service benefit or deferred compensation.
- Termination benefits include termination of employment payments, such as severance packages.
- The compensation detailed below excludes the salaries and benefits the Portfolio Minister receives. The Minister's remuneration and allowances are set by the Parliamentary Salaries and Superannuation Act 1968 and are reported within the State's Annual Financial Report.

(\$ thousand)

Remuneration of executives and key management personnel (including Key Management Personnel disclosed in Note 8.3) ^(a)	2025	2024
Total remuneration^(a)	2,181	2,517
Total number of executives	8	8
Total annualised employee equivalents^(b)	6	6

Notes:

- a) The total number of executives includes persons who meet the definition of key management personnel of the entity under AASB 124 *Related Party Disclosures* and are also reported within the related parties note disclosure (Note 8.3).
- b) Annualised employee equivalent is based on the time fraction worked over the reporting period.

8.3 Related parties

Energy Safe is a wholly-owned and controlled entity of the State of Victoria. Related parties of the entity include:

- all key management personnel, their close family members and personal business interests, and
- all Cabinet Ministers and their close family members, and
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

Significant transactions with government-related entities

During the financial year ended 30 June 2025, Energy Safe had the following significant government-related entity transactions:

- on-passed \$56,170 of infringement notice fees to the Consolidated Fund, through the Department of Energy, Environment, and Climate Change (2024: \$19,199)
- paid \$1,280,472 in annual insurance premiums to the Victorian Managed Insurance Authority (2024: \$1,131,786)
- received grant of \$4,304,962 from DEECA, which was recognised \$1,678,441 in 2025 financial year.

Energy Safe's key management personnel includes the Portfolio Minister, the Commission of Energy Safety and members of the Executive Leadership Team:

- Portfolio Minister - The Hon. Lily D'Ambrosio MP
- Commissioner and Chairperson - Ms Monique Conheady (1/7/24 - 30/6/25)
- Commissioner - Ms Michelle Groves (1/7/24 - 30/6/25)
- Commissioner - Ms Sarah McDowell (1/7/24 - 30/6/25)
- Chief Executive Officer - Ms Leanne Hughson (1/7/24 - 30/6/25)
- General Manager, Finance, Strategy and Risk - Mr Steve Cronin (1/7/24 - 30/6/25)
- General Manager, Customer and People Experience - Dr Roanne Allan (1/7/24 - 30/6/25)
- General Manager, Regulatory Operations - Mr Ian Burgwin (1/7/24 - 30/6/25)
- General Counsel and General Manager, Legal, Governance and Regulatory Policy - Ms Michelle McCorkell (1/7/24 - 30/6/25)

Transactions and balances with key management personnel and other related parties

Outside of normal citizen type transactions, there were no related party transactions that involve key management personnel, their close family members and their personal business interests.

No provision has been required, nor any expense required for impairment of receivables from related parties.

8.4 Remuneration of auditors

	(\$ thousand)	
	2025	2024
Victorian Auditor- General's Office		
Audit of the financial statements	39	38

No other services were provided by the Victorian Auditor-General's office.

8.5 Subsequent events

There have been no significant events post reporting date.

Independent Auditor's Report

To the Commission of Energy Safe Victoria

Opinion	I have audited the financial report of Energy Safe Victoria (the entity) which comprises the: • balance sheet as at 30 June 2025 • comprehensive operating statement for the year then ended • statement of changes in equity for the year then ended • cash flow statement for the year then ended • notes to the financial statements, including material accounting policy information • Responsible Body's, Accountable Officer's and Chief Financial Officer's declaration. In my opinion, the financial report presents fairly, in all material respects, the financial position of the entity as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards - Simplified Disclosures.
Basis for opinion	I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's responsibilities for the audit of the financial report</i> section of my report. My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.
Commission's responsibilities for the financial report	The Commission is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Commission determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error. In preparing the financial report, the Commission is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.

Auditor's responsibilities for the audit of the financial report

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit. My objectives for the audit are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission
- conclude on the appropriateness of the Commission'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. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- 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 Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

MELBOURNE
11 September 2025



Timothy Maxfield
as delegate for the Auditor-General of Victoria

Disclosure index

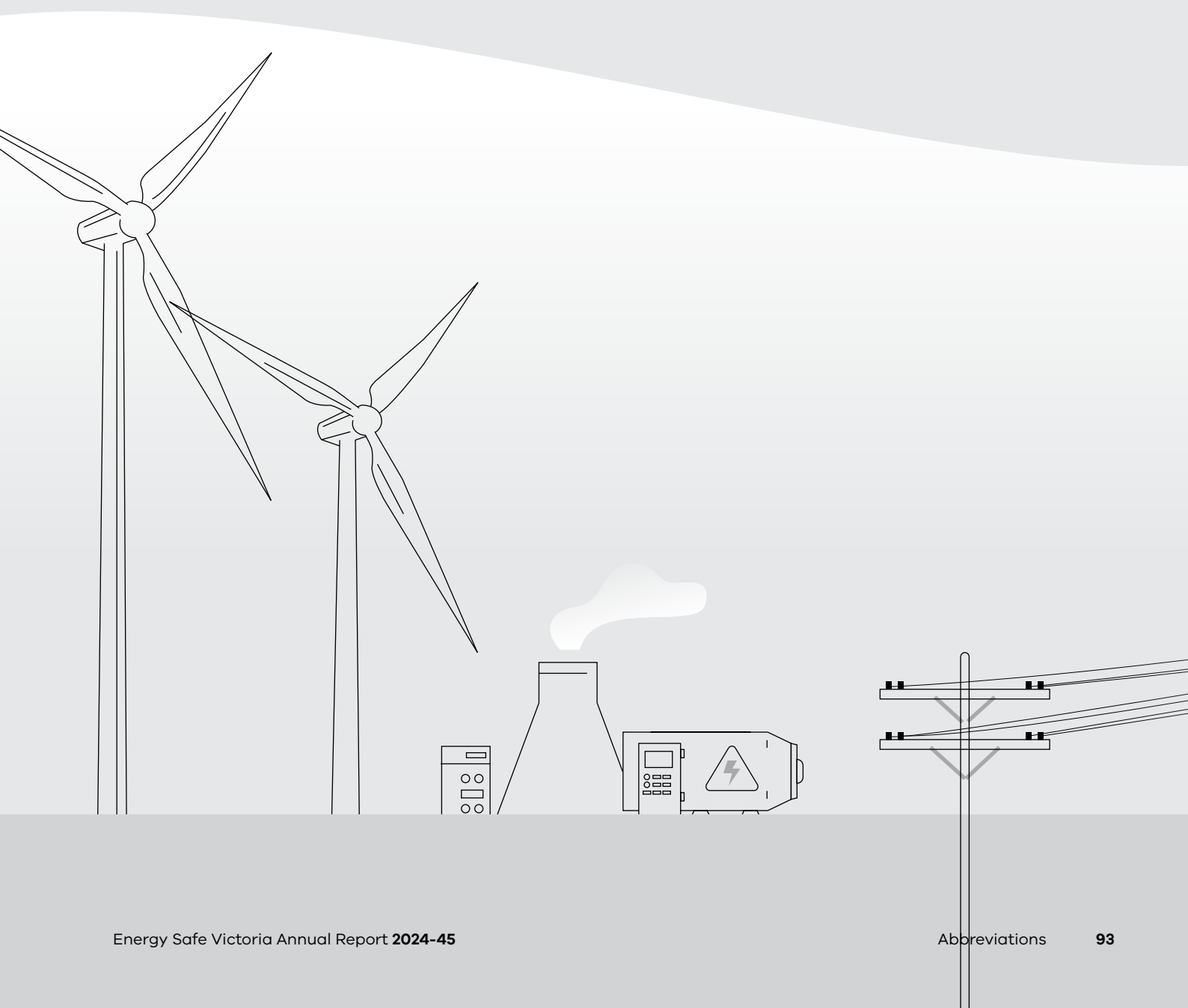


This annual report was prepared in accordance with all relevant Victorian legislation and pronouncements. The disclosure index helps identify of our compliance with statutory disclosure requirements.

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Abbreviations



AAS	Australian Accounting Standards	IDAHOBIT	International Day Against Homophobia, Biphobia and Transphobia
AASB	Australian Accounting Standards Board	IEC	International Electrotechnical Commission
ACCC	Australian Competition and Consumer Commission	ISO	International Standardization Organization
BAU	business as usual	JSA	job safety analysis
CEO	Chief executive officer	LEI	Licensed Electrical Inspector
CFA	Country Fire Authority	LGBTIQIA+	lesbian, gay, bisexual, transexual, intersex, queer and more
COES	Certificate of Electrical Safety	LPG	liquefied petroleum gas
CRC	Cooperative Research Centre	LSL	long service leave
DEECA	Department of Energy, Environment and Climate Action	MOU	Memorandum of Understanding
DTF	Department of Treasury and Finance	MP	Member of Parliament
EESB	Electrical Equipment Safety System	n/a	not applicable
ERAC	Electrical Regulatory Authorities Council	NAIDOC	National Aboriginal and Islanders Day Observance Committee
ESVConnect	a business system used to store information about licensed electrical workers, COES and registration of cathodic protection systems	NECA	National Electrical Contractors Association
ETU	Electrical Trades Union	OHS	Occupational health and safety
FOI	Freedom of information	PID	Public Interest Disclosures
FMA	<i>Financial Management Act 1994</i>	REFCL	Rapid earth fault current limiter
FRV	Fire Rescue Victoria	RTO	registered training organisation
FTE	full-time equivalent	STEM	Science, Technology, Engineering, and Mathematics
GEAP	Gender Equality Action Plan	SWMS	Safe Work Method Statement
GST	Goods and Services Tax	TAFE	Technical and further education
GTRC	Gas Technical Regulators Committee	VESMS	Voluntary Electrical Safety Management Scheme
GWO	Global Wind Organisation	VRQA	Victorian Registrations and Qualifications Authority
IBAC	Independent Broad-based Anti-Corruption Commission		
ICT	Information communication technology		



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