



LGBTIQA+ – Ending discrimination – LGBTIQA+ Human Rights Commissioner and government equality measures

Party: Australian Greens

Summary of proposal:

The proposal aims to achieve equality for every person in the LGBTIQA+ community. It has 2 components, as follows.

- **Component 1:** appoint an LGBTIQA+ Human Rights Commissioner, on an ongoing basis.
- **Component 2:** the proposal would also:
 - a) provide \$2.5 million per year ongoing, not indexed (\$25 million over the medium term) for departments and agencies to develop reference or advisory groups on portfolio issues that impact LGBTIQA+ communities
 - b) ensure that all services that receive government funding, including health and social services, agree to anti-discrimination measures
 - c) provide \$1 million per year ongoing, not indexed (\$10 million over the medium term) to fund community groups and organisations to ensure they can influence policy and priorities effectively. Departmental expenses would be included within the capped amount.

The proposal would start from 1 July 2026.

Costing overview

The proposal would be expected to decrease the fiscal and underlying cash balances by around \$14.7 million over the 2025-26 Budget forward estimates period (see Table 1). This impact reflects an increase in administered and departmental expenses.

The proposal would be expected to have an impact beyond the 2025-26 Budget forward estimates period. A breakdown of the financial implications (including separate public debt interest (PDI) tables) over the period to 2035-36 is provided at Attachment A.

The Parliamentary Budget Office (PBO) has not made any assessment as to whether the specified funding would be sufficient to meet the objectives of the proposal.

Table 1: LGBTIQ+ – Ending discrimination – LGBTIQ+ Human Rights Commissioner and government equality measures – Financial implications (\$m)^{(a)(b)}

	2025-26	2026-27	2027-28	2028-29	Total to 2028-29
Fiscal balance	-	-5.2	-4.7	-4.8	-14.7
Underlying cash balance	-	-5.2	-4.7	-4.8	-14.7

(a) A positive number represents an increase in the relevant budget balance; a negative number represents a decrease.

(b) PDI impacts are not included in the totals.

- Indicates nil.

Key assumptions and methodology

Component 1

The proposal would provide for a Commissioner and a team of 4 to support in the execution of their functions. Costs were calculated using the PBO's departmental costs calculator. It is assumed that staff costs would be indexed annually by Wage Cost Index 3 (WC13), less an efficiency dividend. Provision was made for implementation costs in the first year. It is assumed that the Commissioner would join the Human Rights Commission.

Component 2

Component 2a is capped at a fixed annual amount, ongoing from the commencement date. Departmental expenses are as specified in the proposal.

Component 2b provides departmental funding for a team of 3 full time equivalent staff to establish the policy, comprising of 2 Australian Public Service (APS) level 5 and an APS6 level staff in 2026-27. Costs were calculated using the PBO's departmental costs calculator, which includes indexation to WC13 less an efficiency dividend. It is assumed that there would be no additional costs after the first year as existing compliance and enforcement mechanisms would be used.

Component 2c is capped at a fixed annual amount, ongoing from the commencement date. Departmental expenses were estimated based on the cost of administering similar programs and are included within the capped funding amount. Administered expenses are as specified in the proposal, less expected departmental expenses.

Across all components, we assume that no funds allocated to a given year are left unspent, and financial implications were rounded consistent with the PBO's rounding rules.¹

Data sources

Commonwealth of Australia (2025) *Pre-election Economic and Fiscal Outlook 2025*, Commonwealth of Australia.

Departmental expenses were informed by similar measures in the Commonwealth budgets from 2015-16 to 2021-22.

¹ <https://www.pbo.gov.au/for-parliamentarians/how-we-analyse/pbo-rounding-rules>

Attachment A – LGBTIQ+ – Ending discrimination – LGBTIQ+ Human Rights Commissioner and government equality measures – Financial implications

Table A1: LGBTIQ+ – Ending discrimination – LGBTIQ+ Human Rights Commissioner and government equality measures – Fiscal and underlying cash balances (\$m)^(a)

	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	Total to 2028-29	Total to 2035-36
Expenses													
Administered													
<i>Component 2c: Community grants</i>	-	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-2.7	-9.0
Total – administered	-	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-0.9	-2.7	-9.0
Departmental													
<i>Component 1: LGBTIQ+ Human Rights Commissioner</i>	-	-1.3	-1.2	-1.3	-1.3	-1.3	-1.3	-1.3	-1.3	-1.4	-1.4	-3.8	-13.1
<i>Component 2a: Reference and advisory groups</i>	-	-2.5	-2.5	-2.5	-2.5	-2.5	-2.5	-2.5	-2.5	-2.5	-2.5	-7.5	-25.0
<i>Component 2b: Anti-discrimination measures</i>	-	-0.5	-	-	-	-	-	-	-	-	-	-0.5	-0.5
<i>Component 2c: Community grants</i>	-	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.3	-1.0
Total – departmental	-	-4.4	-3.8	-3.9	-3.9	-3.9	-3.9	-3.9	-3.9	-4.0	-4.0	-12.1	-39.6
Total (excluding PDI)	-	-5.3	-4.7	-4.8	-4.8	-4.8	-4.8	-4.8	-4.8	-4.9	-4.9	-14.8	-48.6

(a) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

Table A2: LGBTIQ+ – Ending discrimination – LGBTIQ+ Human Rights Commissioner and government equality measures – Memorandum item: Public Debt Interest (PDI) impacts – Fiscal and underlying cash balances (\$m)^{(a)(b)}

	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	Total to 2028-29	Total to 2035-36
<i>Fiscal balance</i>	-	-0.1	-0.3	-0.6	-0.8	-1.1	-1.3	-1.6	-1.9	-2.2	-2.5	-1.0	-12.4
<i>Underlying cash balance</i>	-	-0.1	-0.3	-0.5	-0.7	-1.0	-1.2	-1.5	-1.8	-2.1	-2.4	-0.9	-11.6

- (a) As this table is presented as a memorandum item, these figures are not reflected in the totals above. This is consistent with the approach taken in the budget where the budget impact of most measures is presented excluding the impact on PDI. If the reader would like a complete picture of the total aggregate, then these figures would need to be added to the figures above. For further information on government borrowing and financing please refer to the PBO's online budget glossary.²
- (b) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.
- Indicates nil.

² [Online budget glossary – Parliamentary Budget Office \(pbo.gov.au\)](https://pbo.gov.au/online-budget-glossary)