

2021–22 Mid-Year Performance Report



Plant Health
AUSTRALIA

21
years

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Acknowledgement of Country

PHA acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the traditional custodians of the lands where we work, live and learn.

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Front cover: Lychees

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From the CEO

The Mid-Year Performance Report (MYPR) marks the halfway point in our financial year and reflects our progress against the seven key performance areas as outlined in Plant Health Australia's (PHA) Strategic Plan 2016-21 as well as the anticipated activities captured in the Annual Operational Plan 2021-22.

I'm pleased to report that despite rolling lockdowns and ongoing Covid-19 related challenges, we've managed to keep disruptions to a minimum with PHA staff displaying great flexibility and resilience in finding new ways of facilitating and driving partnerships to improve policy, practice and performance of the plant biosecurity system. This includes training 20 staff from Western Australia's Kings Park Botanical Gardens and Tasmania's Royal Tasmanian Botanic Gardens on how to conduct plant biosecurity surveillance and hosting a predictive modelling and forecasting webinar with 150 attendees – all while under lockdown. These events demonstrate our strength in bringing stakeholders together – regardless of the medium. This is echoed in the announcement of new projects for the citrus and bee pollination industries as well as renewed funding for phase 4 of the National Fruit Fly Council.

In the few instances where deliverables were delayed due to Covid-19, we've coded these orange with a symbol to distinguish them.

PHA continues to respond to member needs by appointing and retaining high calibre staff. Dr Mila Bristow has been appointed to General Manager Partnerships and Innovation and David Gale to Digital Systems Manager overseeing AUSPestCheck™, the Pest and Disease Image Library (PaDIL) and the Australian Plant Pest Database (APPD). We've also appointed Dr Maggie Mwathi as a Project Officer and Dr Lucy Tran-Nguyen as a National Manager: Diagnostics.

Our new Strategic Plan 2022-27 was launched at our November member meeting, setting PHA's direction for the next five years. The plan considers the challenges and opportunities that may present in the near future and outlines our plan to improve Australia's ability to identify and detect threats. The three pillars of our new strategy are responding effectively, strengthening partnerships, and enhancing integration. From 1 July 2022, our performance will be reported against these three strategic priorities in the new Strategic Plan.



As we look ahead to the final six months of the current financial year, I look forward to working with and supporting our member organisations to support the sustainability, profitability and competitiveness of our agriculture industry.

A handwritten signature in black ink, appearing to read 'S. Corcoran', written in a cursive style.

Sarah Corcoran
CEO

4 March 2022




About this report


The 2021–22 Mid-Year Performance Report summarises PHA's progress and achievements from 1 July to 31 December 2021.

Progress in each of the seven key result areas from PHA's Strategic Plan 2016–21 (see [page 6](#)) is tracked against key performance indicators identified in the [Annual Operational Plan for 2021–22](#). Since each Annual Operational Plan is finalised in May of the previous financial year, some additional projects which receive funding between May and the beginning of the next financial year appear in the Mid-Year Performance Report. Where this occurs (or where KPIs have changed) it is noted in the text accordingly.

A colour code is used to report on performance, as shown below.

Performance reporting key

	KPI is on track
	KPI is behind schedule or KPI has been modified
	KPI will not be met

Where a KPI has been modified due to Covid-19 restrictions, such as interstate travel or the size of events, the symbol  is used (courtesy of Iconfinder, LAFS).



Strategic Plan 2016–21

STRATEGIC DIRECTION

Purpose

The purpose of Plant Health Australia is to coordinate strong industry and government partnerships that minimise plant pest impacts on Australia, boosting industry productivity and profitability while enhancing market access

Vision

PHA is recognised nationally and internationally as the independent and trusted coordinator of a robust, shared and integrated Australian plant biosecurity system

KEY RESULT AREAS

1

PARTNERSHIPS

2

EMERGENCY RESPONSE

3

PREPAREDNESS

4

SURVEILLANCE

5

DIAGNOSTICS

6

RD&E

7

COMPANY HEALTH

STRATEGIES & KEY PERFORMANCE INDICATORS

1 STRENGTHEN PARTNERSHIPS

- Strong working relationship with members
- Stakeholder engagement broadened along the value chain
- Established relationships with international partners
- Awareness programs expanded
- Farm Biosecurity Program strengthened



4 FACILITATE A NATIONALLY CO-ORDINATED SURVEILLANCE PROGRAM

- Surveillance programs for nationally significant pests established
- Uptake of new surveillance technology
- Increased industry capacity
- Nationally coordinated data management



2 ENHANCE OPERATION AND INTEGRITY OF THE EPPRD

- Signatories comply with EPPRD obligations
- EPPRD review outcomes implemented
- Enhancement of policy and activities to promote early pest reporting
- Increased emergency response capacity and capability



5 IMPROVE THE DIAGNOSTIC SYSTEM

- Nationally coordinated diagnostic network
- Increased protocol coverage for Emergency Plant Pests
- Improved diagnostician capability



3 DEVELOP PEST MANAGEMENT AND PREPAREDNESS PROGRAMS

- Improved national management of recently introduced pests
- Established framework for management of exotic weeds and pests of pastures
- Programs for management of nationally significant pests established
- Risks identified and managed



6 CO-ORDINATE PLANNING AND IMPLEMENTATION OF PLANT BIOSECURITY RD&E

- AGSOC Plant Biosecurity RD&E Plan Implemented
- Nationally agreed RD&E priorities
- Monitor RD&E activities, capability and capacity
- Increased ability to fund plant biosecurity RD&E activities



7 MANAGE THE COMPANY EFFECTIVELY

- Attract and retain key staff skills
- PHA is in a sound financial position
- Legal and regulatory compliance obligations met
- Timely and accurate reporting



OPERATIONAL PLANS

ANNUAL OPERATIONAL PLAN

Guides business to achieve strategic direction

PHA's Strategic Plan 2016–21

PHA activities are organised into seven key result areas, consistent with the structure of the PHA Strategic Plan for 2016–21. The guiding strategies are explained below.



1. Strengthen partnerships

Australia can only be protected from new plant pests with cooperation between plant industries and governments. PHA has played a key role fostering effective partnerships since the company's inception in 2000, and company membership continues to increase, broadening PHA's reach.

Under the new strategic plan, PHA will continue to bring partners together to work collaboratively to strengthen Australia's biosecurity system. New members will be fostered, particularly new industries and new associate members – stakeholder organisations with roles to play in plant biosecurity. PHA will work to extend relationships further along the value chain and plans to enhance the reputation of the company and the plant biosecurity system internationally.

PHA's important role as a promoter of the importance of plant biosecurity will also be strengthened with more resourcing for the Farm Biosecurity Program and other awareness-raising initiatives.



2. Enhance operation and integrity of the EPPRD

As custodian of the Emergency Plant Pest Response Deed (EPPRD) PHA has a leadership role in eradication responses to serious new pest incursions. The EPPRD provides post-border protection for Australia's plant industries and associated rural communities, the environment and the national economy.

PHA will provide guidance to Parties to the EPPRD to ensure effective operation, as well as continually evaluating and improving the agreement to ensure that it keeps pace with the needs of signatories. Parties to the agreement will be assisted to increase their emergency response capacity.



3. Develop pest management and preparedness programs

PHA will assist stakeholders to find solutions to a wide range of nationally significant biosecurity issues where no existing framework applies, such as weeds, national fruit fly management, newly introduced pests and pests.

The company will do this by developing strategies, facilitating partnership approaches and managing large-scale programs. Through partnerships, PHA will also take the lead in identifying initiatives to improve preparedness including plant biosecurity research, development and extension. The work will inform the development of future strategic frameworks.

Preparedness initiatives include managing programs for newly introduced pests such as national management plans and facilitating industry-government partnerships that boost biosecurity planning for industries and contingency planning for high priority pests.



4. Facilitate a nationally coordinated surveillance program

Given the importance of detecting new pest incursions quickly, and the need to demonstrate area freedom, PHA will take leadership in developing systems of surveillance for high priority pests within Australia. PHA will assist industries to expand data collection for key exotic pests, work to establish farm or regional surveillance systems and through government-industry partnerships, work to implement biosecurity plans.

To maximise benefits from improved systems of checking for pests, PHA will invest in data management and reporting systems, with ongoing benefits to market access for Australian produce.



5. Improve the diagnostic system

Accurate and rapid identification of pests is a fundamental element of the plant biosecurity system. PHA will continue to boost Australia's diagnostic capability by building a coordinated network of experts that provides comprehensive coverage of expertise nationally. Efforts to increase diagnostic preparedness for priority plant pests will continue through improving the skills and knowledge of diagnosticians, as well as facilitating the development of protocols for the identification of key exotic pests.



6. Co-ordinate planning and implementation of plant biosecurity RD&E

With change pending in the structure of plant biosecurity science in Australia, PHA will increase its focus on coordinating RD&E across universities and other research organisations. This includes implementing the Plant Biosecurity RD&E Strategy, identifying areas of greatest need, identifying opportunities for cross-sectoral benefits and assisting in obtaining funding for needed research.



7. Manage the company effectively

With effective and transparent systems of governance, financial control and risk management PHA maintains a sound business. The company is committed to maintaining a highly skilled staff with a broad expertise base to assist members with their growing biosecurity needs.

Budget 2021–22

SUBSCRIPTION FUNDED ACTIVITIES

Subscription funded programs	Budget (\$)
Partnerships	
National committees and working groups	73,806
Member liaison	122,602
National programs	167,648
Strategic planning and reporting	109,061
Corporate communication	585,928
Total	1,059,045
Emergency response	
National committees and working groups	28,506
EPPRD management	520,378
EPPRD training	365,242
Incursion management	118,917
Total	1,033,043
Preparedness	
National committees and working groups	1,732
Total	1,732
Surveillance	
National committees and working groups	19,503
Software development and support	
Total	19,503
Diagnostics	
National committees and working groups	11,945
Software development and support	
Total	11,945
RD&E	
National committees and working groups	40,348
National programs	10,000
Total	50,348
Company health	
Board management	290,384
Company finance and administration	486,535
Total	776,919
Total subscription expenditure	2,952,535

NON-SUBSCRIPTION FUNDED PROJECTS

Non-subscription projects	Budget (\$)
Partnerships	
National programs	830,323
Levy programs	72,521
Total	902,844
Emergency response	
Software development and support	3,504
Biosecurity response preparedness	37,342
Total	40,846
Preparedness	
Biosecurity planning and review	625,754
Biosecurity programs	3,331,438
Biosecurity response preparedness	134,090
Total	4,091,282
Surveillance	
Surveillance programs	1,781,282
Software development and support	669,436
Professional development	240,312
Total	2,691,030
Diagnostics	
Software development and support	269,991
Biosecurity response preparedness	486,178
Total	756,169
Total non-subscription	8,482,171

Key Result Area 1: Partnerships



Strengthen the plant biosecurity system through government and industry partnerships that deliver collaborative solutions to identified challenges.

MEMBER SUBSCRIPTION

NATIONAL COMMITTEES AND WORKING GROUPS

Key Performance Indicators (KPIs)	Status	Achievements
<p>Attend and contribute to meetings of national committees and working groups, such as:</p> <ul style="list-style-type: none"> ▪ National Biosecurity Committee (NBC) ▪ Plant Health Committee (PHC) ▪ PHC subcommittees on: <ul style="list-style-type: none"> - Plant Health Diagnostics (SPHD) - National Plant Health Surveillance (SNPHS) - Domestic Quarantine and Market Access (SDQMA) - Australian Fruit Fly Technical Advisory Committee (AFFTAC) ▪ Environmental and Invasives Committee (EIC) ▪ Northern Australia Biosecurity Framework Reference Group (NABFRG) ▪ National Fruit Fly Council (NFFC) ▪ Other ad hoc committees and working groups as required. 		<p>PHA has attended all meetings of the key national plant biosecurity committees, forums and councils.</p> <p>PHA has led a number of items including review and development on new national plant biosecurity sub-strategies for preparedness, surveillance and diagnostics, and the Joint Industry-Government Workshop for the NABFRG, December 2021, to enhance successful plant health surveillance partnerships in northern Australia.</p>

CORPORATE COMMUNICATIONS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Produce a monthly Tendrils e-newsletter and increase subscriber base by five per cent. 		<ul style="list-style-type: none"> 7 editions of Tendrils produced and subscriber base increased by 5.1 per cent.
<ul style="list-style-type: none"> Secure media coverage of major PHA news in relevant media. 		<ul style="list-style-type: none"> Isentia media monitoring captured 106 articles mentioning PHA.
<ul style="list-style-type: none"> Increase the number of proactive articles for targeted media and industry magazines by five per cent. 		<ul style="list-style-type: none"> 121 per cent increase in proactive articles, releases and radio interviews.
<ul style="list-style-type: none"> Increase reach, frequency of social media posts covering company news, aspects of the biosecurity system and industry spotlights. 		<ul style="list-style-type: none"> 1,227 posts across Twitter, Facebook and LinkedIn <ul style="list-style-type: none"> 675,822 impressions across three social media platforms Increased followers: <ul style="list-style-type: none"> Twitter: 230 new followers Facebook: 342 new followers LinkedIn: 780 new followers.
<ul style="list-style-type: none"> Maintain the corporate website as well as program and member websites and increase the number of website visits. 		<ul style="list-style-type: none"> PHA website maintained with security patches and upgrades to the content management system. 265,973 users of the PHA website with 430,709 pageviews.
<ul style="list-style-type: none"> Produce accessible publications to schedule and promote them effectively. 		<ul style="list-style-type: none"> Reports produced and promoted through multiple channels: <ul style="list-style-type: none"> 2020/21 Annual Report 2020 National Plant Biosecurity Status Report.
<ul style="list-style-type: none"> Provide timely and high-quality responses to significant reviews with the potential to affect Australia's plant biosecurity system. 		<ul style="list-style-type: none"> Participated in the National Biosecurity Strategy Working Group.
<ul style="list-style-type: none"> Participate in industry events with a biosecurity focus. 		Participated in: <ul style="list-style-type: none"> Australia Biosecurity Series: Protecting Australia's Plant Health Crawford Fund Annual Conference Supported the Australian Biosecurity Awards, with a plant industry leader awarded the 2021 Farm Biosecurity Producer of the Year Pohlman's Nursery.

MEMBER LIAISON

KPIs	Status	Achievements
<ul style="list-style-type: none"> Hold two general meetings to comply with legal requirements. 		<ul style="list-style-type: none"> The AGM was held (Nov 2021) with Covid-19 restrictions, resulting in a virtual meeting. Both a joint PHA/ AHA forum and a virtual plant industry forum (PIF) meeting were held in November 2021.
<ul style="list-style-type: none"> Host at least two plant industry forum meetings and a joint PHA – Animal Health Australia (AHA) forum. 		<ul style="list-style-type: none"> In March each year PHA engages with industry via webinar to discuss the AOP. This is scheduled for 31 March 2022. Increased engagement of Plant Industry Forum Committee with members to improve biosecurity outcomes across plant industries.
<ul style="list-style-type: none"> Hold at least one consultative meeting for all members between the annual general meeting and general meeting. 		<ul style="list-style-type: none"> PHA staff have maintained one-on-one contact with all members, either via video, phone or face-to-face conversations to ensure contact is maintained.
<ul style="list-style-type: none"> Conduct face-to-face consultations with every member organisation at least once and provide opportunities for input into operational priorities for 2022–23. 		<ul style="list-style-type: none"> PHA accepted the requests to attend meetings from members, such as: <ul style="list-style-type: none"> GrowCom's Future Fields Summit (Oct 2021) Presentation at Australian Melons Association AGM at the melon biosecurity project and PHA engagement (Nov 2021).
<ul style="list-style-type: none"> Participate in industry/government meetings as requested by members. 		<ul style="list-style-type: none"> PHA supports member-led Plant Industries Biosecurity Committee (PIBC), a skills-based committee of plant industry representatives, tasked with identifying and prioritising plant biosecurity capacity and capability issues along the Australian biosecurity continuum with an emphasis on the domestic plant biosecurity system.
<ul style="list-style-type: none"> Publish Board meeting communiques. 		<ul style="list-style-type: none"> 2 Communiques published.

STRATEGIC PLANNING AND REPORTING

KPIs	Status	Achievements
<ul style="list-style-type: none"> Consult members in determining operational priorities for 2021–22. 		<ul style="list-style-type: none"> Members were consulted through the Plant Industries Forum Committee (PIFC) and PIBC, in individual conversations throughout the year and will be consulted in the AOP webinar in March 2022.
<ul style="list-style-type: none"> Present the 2021–22 AOP to members and secure Board approval by May 2022. 		<ul style="list-style-type: none"> Board approval of the AOP will be sought in May 2022.
<ul style="list-style-type: none"> Present Annual Report 2021 and end of year financial statements to members at the 2021 annual general meeting. 		<ul style="list-style-type: none"> Annual Report 2021 presented to and approved by members at the AGM in November 2021.
<ul style="list-style-type: none"> Report against agreed key performance indicators in the Mid-Year Performance Report, secure approval by the Board and report to members. 		<ul style="list-style-type: none"> Mid-Year performance report will be presented in a virtual meeting to members in March 2022.

NATIONAL PROGRAMS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Revise the National Plant Biosecurity Strategy (NPBS) in consultation with PHA members. In conjunction with PHC and its subcommittees, implement the NPBS and associated sub-strategies. Report on activities to implement the farm biosecurity strategy at each Board meeting. 		<ul style="list-style-type: none"> Delivered new ten-year NPBS 2021–2031 (January 2022) informed by the development of national plant biosecurity sub-strategies for preparedness, surveillance and diagnostics.
<ul style="list-style-type: none"> Develop resources for agronomists, consultants and veterinarians to help producers implement biosecurity measures. 		<ul style="list-style-type: none"> Resources in development.
<ul style="list-style-type: none"> Produce 20 articles for the Farm Biosecurity newsletter and industry publications. 		<ul style="list-style-type: none"> 18 articles published on the website.
<ul style="list-style-type: none"> Sponsor a Nuffield Scholar to foster biosecurity leaders among producers. 		<ul style="list-style-type: none"> Supported Nuffield scholar selection (August 2021) and preparing for Nuffield Scholarship applications opening (May 2022).

DIGITAL SYSTEMS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Maintain hardware for hosting websites. Provide technical website support to ensure our service requirements are maintained. Maintain and improve web security to protect PHA and member organisations. Seek funding for the development of new online resources and enhancements to existing sites. Maintain the Biosecurity Portal. 		<ul style="list-style-type: none"> Digital systems infrastructure, websites and portals, technical support and service requirements maintained to ensure online web resources support the national biosecurity system.

NON-SUBSCRIPTION

NATIONAL FRUIT FLY COUNCIL

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Identify and prioritise key activities to improve the management of fruit flies across Australia. 		<ul style="list-style-type: none"> Successfully funded a new five-year Phase 4 of the National Fruit Fly Council (NFFC) through a Hort Innovation project with co-investment from state governments, industry and Hort Innovation (project commencing December 2021).
<ul style="list-style-type: none"> Develop an annual National Fruit Fly Strategy action plan. 		<ul style="list-style-type: none"> The NFFC agreed on, and will promote, priority focus areas for fruit fly across Australia (December 2021).
<ul style="list-style-type: none"> Conduct a minimum of three NFFC meetings. 		<ul style="list-style-type: none"> The NFFC met twice (September and December 2021) with two further meetings planned for March and June 2022.
<ul style="list-style-type: none"> Monitor and report on activities under the revised National Fruit Fly Strategy. 		<ul style="list-style-type: none"> Delivered report on progress against the new 2020–25 National Fruit Fly Strategy.
<ul style="list-style-type: none"> Host a National Fruit Fly Symposium. 		<ul style="list-style-type: none"> A National Fruit Fly Symposium will be delayed until 2023 due to the delayed <i>11th International Symposium on Fruit Flies of Economic Importance</i> rescheduled from 2021 to late 2022. The National Fruit Fly Symposium has been re-scheduled to mid-2023 to ensure strong engagement and associated outcomes.
<ul style="list-style-type: none"> Develop relevant articles in association with industry journals. 		<ul style="list-style-type: none"> Delivered a report on fruit fly specific agrichemical issues for horticulture (December 2021), highlighting industry and regulatory issues with insecticides that are most at risk from regulatory pressures in the short- to medium-term.
<ul style="list-style-type: none"> Convene a series of workshops with regional groups to engage on key issues of concern and to report R&D outputs. 		<ul style="list-style-type: none"> Continued virtual workshops and webinars averaging 100 attendees to engage regional groups and stakeholders about key issues in fruit fly, with presentations available online.
<ul style="list-style-type: none"> Regularly update and promote the Prevent Fruit Fly website. 		<ul style="list-style-type: none"> Improved metrics on the Prevent Fruit Fly website with 104,512 page views and 61,814 users (2021). This is an increase of 125% and 156% respectively from 2020.
<ul style="list-style-type: none"> Produce an e-newsletter. 		<ul style="list-style-type: none"> Produced bimonthly newsletters (three in the 2021–22 financial year so far), with subscribers increasing in 2021 (year) by 39% to 582.
<ul style="list-style-type: none"> Present the annual report to stakeholders. 		<ul style="list-style-type: none"> NFFC endorsed and promoted annual reports on the activities of the NFFC, that are made available on the Prevent Fruit Fly website.
<ul style="list-style-type: none"> Develop a workplan for the next phase of the NFFC and present to stakeholders for endorsement by September 2022. 		<ul style="list-style-type: none"> Completed Phase 3 of the National Fruit Fly Council with final report submitted to Hort Innovation (December 2021). Partnered with the Department of Agriculture, Water and the Environment (DAWE) on stronger engagement and extension about fruit fly, including a national Sterile Insect Technique (SIT) policy and future of the Medfly (WA) and Qfly (SA) SIT facilities.

REVIEW OF THE DIAGNOSTIC AND SURVEILLANCE STRATEGIES AND DEVELOPMENT OF A PREPAREDNESS STRATEGY

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Revise the National Plant Biosecurity Diagnostic Strategy. Revise the National Plant Biosecurity Surveillance Strategy. Develop the National Plant Biosecurity Preparedness Strategy. Develop an implementation plan for the diagnostic, surveillance and preparedness sub-strategies. Secure national endorsement of the sub-strategies and implementation plans. 		<ul style="list-style-type: none"> Secured endorsement of PHC for new and revised plant biosecurity sub-strategies and implementation plans for preparedness, surveillance and diagnostics (December 2021).

NETWORK COORDINATION

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Develop new website content. 		<ul style="list-style-type: none"> New content regularly published on each site. National Surveillance and Diagnostic protocols updated post-endorsement.
<ul style="list-style-type: none"> Prioritise activities to address capability gaps. 		<ul style="list-style-type: none"> Residential programs for both diagnostics and surveillance have been approved. Most of the approved residentials on hold due to Covid-19. One diagnostic residential is underway.
<ul style="list-style-type: none"> Coordinate the delivery of professional development activities for the NPBDN and PSNAP (See KRAs for Surveillance and Diagnostics). 		<ul style="list-style-type: none"> Delivered virtual Annual Diagnosticians Workshop (October 2021) and Annual Surveillance Workshop (December 2021).
<ul style="list-style-type: none"> Expand membership of the networks. 		<ul style="list-style-type: none"> Membership of both NPBDN and PSNAP promoted in newsletters, conferences and workshops.

INDUSTRY BIOSECURITY PROGRAMS

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Encourage the establishment of programs for industry members to improve grower management of and preparedness for biosecurity risks and improve grower resilience following incursions. Monitor and manage the implementation of programs against agreed deliverables. 		<ul style="list-style-type: none"> Industry members encouraged to establish biosecurity programs, including peer-to-peer encouragement at Plant Industries Forum meetings (November 2021).

GRAINS FARM BIOSECURITY PROGRAM

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Collaborate with Grains Biosecurity Officers (GBO) in each jurisdiction. 		<ul style="list-style-type: none"> Annual workplans developed in collaboration with GBOs in each jurisdiction.
<ul style="list-style-type: none"> Regularly update and promote the grains biosecurity website. 		<ul style="list-style-type: none"> Website grainsbiosecurity.com.au regularly updated and promoted through industry and PHA social media channels.
<ul style="list-style-type: none"> Develop fact sheets for critical exotic pests of the grains industry. 		<ul style="list-style-type: none"> An additional seven fact sheets on high priority pests have been finalised by the GBOs and uploaded onto the website. 11 management fact sheets for the grains industry have been finalised and made available on the grains biosecurity website.
<ul style="list-style-type: none"> Develop bi-monthly feature articles on key grain biosecurity risks for the industry's Ground Cover publication. 		<ul style="list-style-type: none"> Five articles were published and two more have been submitted for inclusion in upcoming editions of Groundcover.

MELON BIOSECURITY PROGRAM

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Promote online biosecurity training courses to growers through Melon E-news. 		<ul style="list-style-type: none"> Courses promoted in Melon E-news.
<ul style="list-style-type: none"> Provide Australian melon growers with access to farm biosecurity plans through the melon website www.melonsaustralia.org.au. 		<ul style="list-style-type: none"> Farm biosecurity plans made accessible on the melon website. Increased engagement by the melon biosecurity officer through workshops and farm visits (Queensland and virtually), newsletters and social media, involvement in national biosecurity committees and processes (such as CCEPP and NMG meetings), and the establishment of a melon biosecurity reference panel for the review of the biosecurity plan for the melon industry. Development of new melon biosecurity project funded through the PHA-Australian Melons Association (AMA) Memorandum of Understanding (MOU), to be delivered through AMA to support valuing biosecurity practices (to commence February 2022). PHA presented at AMA AGM (December 2021) about the melons MOU agreement and projects within.

VEGETABLE AND POTATO BIOSECURITY PROGRAM

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Implement a communication and engagement plan. 		<ul style="list-style-type: none"> Communication and engagement plan implemented, including biosecurity officers delivering six face-to-face workshops, facilitated, or participated in five online workshops (webinars), visited 48 growers, and producing 43 communications in the form of magazine articles (traditional print and online), Front Line e-Bulletins, AUSVEG Weekly Updates, factsheets, and videos.
<ul style="list-style-type: none"> Conduct a national grower survey to establish baseline and measure improvements to change in knowledge and on farm management. 		<ul style="list-style-type: none"> National grower survey planned to be conducted post season in line with the 2021 survey.



Key Result Area 2: Emergency Response




As custodian of the Emergency Plant Pest Response Deed (EPPRD), administer the EPPRD, enhance policy and operations to promote early pest reporting and manage responses to Emergency Plant Pest (EPP) incursions.

MEMBER SUBSCRIPTION

PLANT BIOSECURITY RESPONSE ARRANGEMENTS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Improve awareness of and capability of parties to implement their responsibilities in respect of Owner Reimbursement Costs (ORC) achieved by May 2022. 		<ul style="list-style-type: none"> Supported industry signatories to develop their ORC evidence frameworks, with two new frameworks in development and one in review.
<ul style="list-style-type: none"> Shared understanding and agreement among parties on their normal commitment benchmarks achieved by December 2021. 		<ul style="list-style-type: none"> Planning for normal commitments workshop progressed through reference group chaired by PHA, with workshop indicatively scheduled to occur second quarter of 2022 (subject to Covid-19 impacts).
<ul style="list-style-type: none"> Implement priority outcomes from the 2020 review of the EPPRD and provide progress reports to parties in November 2021 and May 2022. 		<ul style="list-style-type: none"> Final report of the 2020 Review of the EPPRD presented to signatories in November 2021, with an update on progress made to implement forward actions. Finalised the variations to the EPPRD, which address a multitude of policy/process matters, including 'ORCs in the absence of a response plan' and 'vector/pathogen complexes.' This full set of variations was supported by signatories in November 2021 and formal variation to the EPPRD to commence early 2022. Major review of PLANTPLAN completed and supported by signatories in November 2021.
<ul style="list-style-type: none"> Develop and improve guidance material to enhance parties' understanding and implementation of the EPPRD. 		<ul style="list-style-type: none"> New guidance material to support application of the EPPRD for 'near border' detections developed and endorsed by signatories in November 2021. Revisions to existing guidance material undertaken and supported by signatories November 2021: <ul style="list-style-type: none"> Response Plan development guideline Transition to Management guideline Consultative Committee on Emergency Plant Pests (CCEPP) operating guideline CCEPP job card.

PLANT BIOSECURITY RESPONSE PREPAREDNESS AND TRAINING

KPIs	Status	Achievements
<ul style="list-style-type: none"> Improve parties' knowledge and understanding of the EPPRD and their roles and responsibilities through enhanced accessibility of available training options. 		<ul style="list-style-type: none"> ORC awareness training for the honey bee industry held in July 2021. New training workshop targeting CCEPP representatives delivered (virtually) to 25 personnel from government and industry in December 2021.
<ul style="list-style-type: none"> Develop Biosecurity Incident Standard Operating Procedures to facilitate industry parties to document their organisational processes and systems when responding to an incident. 		<ul style="list-style-type: none"> Development of biosecurity incident standard operating procedures initiated with two industry parties (AUSVEG and GIA).
<ul style="list-style-type: none"> Deliver four 'industry liaison' training workshops in collaboration with state and territory government Parties. 		<ul style="list-style-type: none"> Industry liaison training delivered virtually in New South Wales in July 2021 and Victoria in October 2021 with 41 personnel from various industries attending.
<ul style="list-style-type: none"> Deliver new e-Learning content, review existing courses and improve platform functionality. 		<ul style="list-style-type: none"> 3 e-Learning courses revised and relaunched [enrolments between July and December in brackets]: <ul style="list-style-type: none"> Plant Biosecurity in Australia (foundational course) [212] Pest Reporting – Growers [151] Pest Reporting – Researchers [72]. Review of the <i>National EPP Response Management</i> eLearning course commenced, to be finalised and relaunched by June 2022. [51 enrolments between July and December 2021]. Storyboard for an <i>Industry Liaison</i> e-Learning course drafted, with the course anticipated to be launched by May 2022.

BIOSECURITY RESPONSE OPERATIONS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Enable appropriately skilled and trained personnel to participate in notified incidents in accordance with all specified terms and timeframes of the EPPRD. 		<ul style="list-style-type: none"> Participated in all reported incidents (12) and response plans under the EPPRD, providing necessary support to industry and government representatives.
<ul style="list-style-type: none"> Actively support affected government and Industry Parties throughout major incidents by providing: <ul style="list-style-type: none"> advice on the EPPRD targeted, just-in-time training and provided other support as appropriate. 		
<ul style="list-style-type: none"> Conduct timely evaluation activities to support continual learning and improvement of national response arrangements, with collated findings and lessons presented to Parties in May 2022. 		<ul style="list-style-type: none"> Planning for the following debriefs to occur in the first half of 2022 implemented: <ul style="list-style-type: none"> <i>Varroa jacobsoni</i> (2019/2020) Exotic Fruit Flies in the Torres Strait (2018–21) Khapra beetle Annual general debrief (2021).

NATIONAL COORDINATION AND CROSS-SECTORAL ENGAGEMENT

KPIs	Status	Achievements
<ul style="list-style-type: none"> Effectively engage in national government committees, promoting the needs and expectations of stakeholders in plant biosecurity. Re-establish a 'Training Community of Practice' by March 2022 that facilitates sharing and learning across all biosecurity sectors. 		<ul style="list-style-type: none"> Led the National Biosecurity Committee (NBC) consultation process on Australia's response arrangements and the Deeds (undertaken in collaboration with AHA). Final report accepted by the NBC at their November 2021 meeting. Supported the Biosecurity and Agricultural Emergency Network (government committee) workplan delivery in the following areas: <ul style="list-style-type: none"> supporting group analyse lessons from national biosecurity and national disaster responses developing resilience framework for biosecurity re-establishment of the Training Community of Practice.
<ul style="list-style-type: none"> Develop and deliver applicable cross-sectoral training in collaboration with AHA. 		<ul style="list-style-type: none"> Joint delivery of <i>Communication in a biosecurity incident</i> with Biosecurity Queensland and AHA in August 2021. Attended by 25 industry representatives. Participated in the Exercise Razorback Transition to Management simulation exercise held by AHA for African Swine Fever and the debrief for the Avian Influenza response.

NON-SUBSCRIPTION

E-LEARNING

Outputs	Status	Outcomes
<p>Necessary skills and subject matter knowledge provided to assist members to:</p> <p>(a) develop their own courses and/or</p> <p>(b) utilise the functionality of PHA's e-Learning platform and administration support to host their own biosecurity related courses.</p>		<ul style="list-style-type: none"> A new e-Learning course for Red Imported Fire Ants (targeting building and construction) developed for Biosecurity Queensland. Effectively hosted e-Learning courses for Biosecurity Queensland on the BOLT Learning Management System.

NATIONAL BIOSECURITY RESPONSE TEAM (NBRT)

Outputs	Status	Outcomes
<p>Effective engagement as a member of the NBRT Advisory Group, leading to the successful planning and delivery of recruitment, induction, professional development and training activities.</p>		<ul style="list-style-type: none"> Supporting delivery of the NBRT arrangements (involving recruitment and induction processes during 2021).

EXERCISES *(new since AOP endorsed)*

Outputs	Status	Outcomes
<p>Oriental Fruit fly simulation exercise <i>(new since AOP endorsed)</i>.</p>		<ul style="list-style-type: none"> Planning committee formed and exercise concept supported for a simulation exercise on the pest Oriental Fruit Fly (delivery planned for 2022/23).

Key Result Area 3: Preparedness



Undertake biosecurity planning and strategic post-border activities for specific plant industries to identify, prepare for and manage threats to plant-based agriculture and the environment.

MEMBER SUBSCRIPTION

BIOSECURITY PLANNING AND REVIEW


KPIs	Status	Achievements
<ul style="list-style-type: none"> Maintain and update the exotic pest database. 		<ul style="list-style-type: none"> The PHA exotic pest database is updated when each new biosecurity plan version is released.
<ul style="list-style-type: none"> Prepare proposals for development and review of three biosecurity plans. 		<ul style="list-style-type: none"> Proposals developed and contracts executed with the relevant funding bodies for biosecurity plans for the cotton, grains, and rice industries.
<ul style="list-style-type: none"> Update the Biosecurity Capability Index after completing each biosecurity plan. 		<ul style="list-style-type: none"> The Biosecurity Capability Index continues to be updated after each Biosecurity Reference Panel.
<ul style="list-style-type: none"> Update the Biosecurity Preparedness Portal with preparedness material for all PHA member plant industries as it becomes available. 		<ul style="list-style-type: none"> The Biosecurity Preparedness Portal continues to be updated with new preparedness material as it is created or updated.

NON-SUBSCRIPTION


DEVELOPMENT OF BIOSECURITY PLANS

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Develop and revise biosecurity plans for production nursery, tropical fruit (lychee, papaya and passionfruit) and viticulture industries. 		<ul style="list-style-type: none"> Biosecurity Plans have been developed and revised for the tropical fruit, viticulture and plantation forest industries.
<ul style="list-style-type: none"> Hold reference panels for avocado, banana, berry (Rubus and strawberry), cherry, ginger, mangoes, onion, plantation forestry, potato, summer fruit, sweet potatoes, tea tree and vegetable industries. 		<ul style="list-style-type: none"> Reference Panels have been held for avocados, bananas, mangoes, summer fruit, sweet potatoes, viticulture and melons.
<ul style="list-style-type: none"> Develop project proposals for the rice, cotton, citrus and grains industries. 		<ul style="list-style-type: none"> Project proposals have been developed and contracts executed with the relevant funding bodies for biosecurity plans for the cotton, grains and rice industries.

ENVIRONMENTAL BIOSECURITY ASSESSMENT OF NATIVE BEES

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Develop a biosecurity threat list for Australian native bees. 		<ul style="list-style-type: none"> The threat list has been developed for native bees in consultation with Australian experts and utilising an international literature review.
<ul style="list-style-type: none"> Identify biosecurity risk pathways. Develop recommendations to address potential impacts of pests on native bees. 		<ul style="list-style-type: none"> A workshop was held to determine the risk pathways and to develop recommendations on impacts. The work was complex as the pathways are quite cryptic for native bees and determining potential impacts on solitary and social native bees can be a challenge given the lack of data available.
<ul style="list-style-type: none"> Conduct a stakeholder workshop in November 2021. 		<ul style="list-style-type: none"> The November workshop has been deferred to a virtual workshop in March 2022.
<ul style="list-style-type: none"> Develop appropriate awareness material, guided by the stakeholder workshop. 		<ul style="list-style-type: none"> Awareness material has been drafted and will be tested at the virtual workshop prior to finalisation.

NATIONAL BEE BIOSECURITY PROGRAM

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Coordinate activities of six Bee Biosecurity Officers (BBOs) to assist commercial and amateur beekeepers implement the Honey Bee Industry Code of Practice. 		<ul style="list-style-type: none"> New contracts and workplans put in place for all BBOs and contract milestones delivered by BBOs. Five virtual meetings held with BBOs.
<ul style="list-style-type: none"> Encourage increased level of participation by beekeepers in the Biosecurity for Beekeepers online course. 		<ul style="list-style-type: none"> Online course promoted by PHA and BBOs. 584 participants completed the online course, of this 17% were commercial beekeepers.
<ul style="list-style-type: none"> Support the National Bee Biosecurity Program (NBBP) Steering Committee. 		<ul style="list-style-type: none"> NBBP steering committee met in December 2021.

Key Result Area 4: Surveillance



Coordinate the components of the surveillance system to increase early detection of new exotic plant pests and provide evidence of the absence of key pests to support market access.

MEMBER SUBSCRIPTION

NATIONAL COMMITTEES AND WORKING GROUPS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Support Subcommittee on National Plant Health Surveillance meetings and activities. 	On Track	<ul style="list-style-type: none"> Participation in the SNPHS meeting held in September 2021.
<ul style="list-style-type: none"> Support National Plant Health Surveillance Consultative Committee activities. 		<ul style="list-style-type: none"> Contributed to strategic direction of SNPHS and its activities through roles as Deputy Chair and active participation on its Working Groups. National Plant Health Surveillance Consultative Committee led by DAWE, inactive during this period.

NON-SUBSCRIPTION

NATIONAL CITRUS BIOSECURITY PROGRAM (CITRUSWATCH)

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Undertake surveillance in commercial production areas and high risk urban and peri-urban locations for early detection of high priority pests of citrus. 	On Track	<ul style="list-style-type: none"> An expanded psyllid trapping program was initiated, with over 650 yellow sticky traps deployed nationally.
<ul style="list-style-type: none"> Regular data surveillance data uploads into AUSPestCheck™. 		<ul style="list-style-type: none"> Targeted surveillance program commenced, with 4 surveys in commercial orchards, nurseries and high risk sites.
<ul style="list-style-type: none"> Increase awareness of biosecurity threats in the citrus industry. 		<ul style="list-style-type: none"> Data collation from surveillance activities commenced.
<ul style="list-style-type: none"> Adoption of biosecurity best practice amongst citrus growers. 		<ul style="list-style-type: none"> Publications developed and distributed to support surveillance activities and improve biosecurity best practice.

NATIONAL FOREST BIOSECURITY PROGRAM

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Establish a national high-risk site surveillance program for forest pests. 	On Track	<ul style="list-style-type: none"> Progressed development of the Collaboration Agreement between government jurisdictions and the plantation timber industry to fund and deliver an early detection program for forest pests.

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Establish a national high-risk site surveillance program for forest pests. 		<ul style="list-style-type: none"> Progressed development of the Collaboration Agreement between government jurisdictions and the plantation timber industry to fund and deliver an early detection program for forest pests.
<ul style="list-style-type: none"> Coordinate national surveillance for high priority pests. 		<ul style="list-style-type: none"> Trap location and sentinel host tree mapping undertaken.
<ul style="list-style-type: none"> Collate surveillance data for forest pests in AUSPestCheck™. 		<ul style="list-style-type: none"> Completion of assessment of resourcing requirements for surveillance in high risk sites.

NATIONAL BEE PEST SURVEILLANCE PROGRAM (NBPSP)

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Conduct surveillance for High Priority Pests of the honey bee industry to support early detection at high-risk sites of pest entry. 		<ul style="list-style-type: none"> Surveillance activities for 15 pests undertaken, with data uploaded to AUSPestCheck™. NBPSP (2016–2021) concluded, with successful completion of all activities and reporting.
<ul style="list-style-type: none"> Collate surveillance data in AUSPestCheck™. 		<ul style="list-style-type: none"> New NBPSP (2022–2024) negotiated and secured to continue surveillance activities at high risk sites.

PLANT SURVEILLANCE NETWORK AUSTRALASIA-PACIFIC (PSNAP) PROFESSIONAL DEVELOPMENT

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Deliver the Annual Surveillance Workshop, training workshops and the surveillance residential program to build capability and capacity to undertake plant pest surveillance. 		<ul style="list-style-type: none"> As of 31 December 2021, the membership of PSNAP was 315. The two-day Annual Surveillance Workshop was held in a virtual format in November 2021, with 135 attendees from 35 organisations.
<ul style="list-style-type: none"> Coordinate national development of National Surveillance Protocols. 		<ul style="list-style-type: none"> Participated in newly formed National Surveillance Protocols Working Group.

DIGITAL SYSTEMS

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Deploy AUSPestCheck™ as an accessible national repository of plant biosecurity surveillance data. 		<ul style="list-style-type: none"> Deployment and implementation of AUSPestCheck™ as the national repository of plant surveillance data has continued with funding provided by Australian governments under a three-year agreement.
<ul style="list-style-type: none"> Trial AUSPestCheck™ as a national repository and provider of animal biosecurity surveillance data. 		<ul style="list-style-type: none"> The trial of AUSPestCheck™ for use in supporting animal health surveillance expanded to include aquatic animals and extended until the end of 2023/24.
<ul style="list-style-type: none"> Investigation of MyPestGuide™ Reporter as a national app for reporting new pest detections. 		<ul style="list-style-type: none"> Through the Systems Working Group, chaired by PHA, work continued to nationalise the use of MyPestGuide™ Reporter.

Key Result Area 5: Diagnostics



Provide diagnostic resources to support Australia's network of diagnosticians to enable fast and accurate identification of pests.

MEMBER SUBSCRIPTION

NATIONAL COMMITTEES AND WORKING GROUPS

KPIs	Status	Achievements
<ul style="list-style-type: none"> Support Subcommittee on Plant Health Diagnostics (SPHD) meetings and activities. 	On Track	<ul style="list-style-type: none"> Participated in the SPHD meeting held in October 2021.
<ul style="list-style-type: none"> Contribute to the strategic direction of SPHD. 		<ul style="list-style-type: none"> Contributed to strategic direction of SPHD and its activities through roles as Deputy Chair and active participation on its Working Groups. PHA is a member of the SPHD executive and continued to provide guidance to the committee.

NON-SUBSCRIPTION

DIGITAL SYSTEMS TO SUPPORT DIAGNOSTICS

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Enhance and improve the Australian Plant Pest Database (APPD) to support aggregation of information from reference collections. 	On Track	<ul style="list-style-type: none"> Rebuild of the APPD has been completed and launched.
<ul style="list-style-type: none"> Continue to make the APPD available to inform pest status in suspect EPP incidents. 		<ul style="list-style-type: none"> The APPD has been transferred to PHA. The APPD has 198 registered users.
<ul style="list-style-type: none"> Enhance and improve the Pest and Disease Image Library (PaDIL) application to support identification of pests and diseases. Continue to make the PaDIL available to assist in the identification of suspect EPPs. 		<ul style="list-style-type: none"> PaDIL has been transferred to PHA and the rebuild has commenced.
<ul style="list-style-type: none"> Provide, maintain and regularly update the National Plant Biosecurity Diagnostic Network (NPBDN) website for members. 		<ul style="list-style-type: none"> Maintenance and update of the NPBDN website continued.

DEVELOPMENT OF NATIONAL DIAGNOSTIC PROTOCOLS

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Facilitate the development or review of National Diagnostic Protocols (NDPs) for agreed NPPPs. 		<ul style="list-style-type: none"> One NDP (Sugarcane woolly aphid) endorsed and five NDPs (Lentil anthracnose, Panama Disease TR4, Wheat spindle Streak Mosaic Virus, Flavescence dorée phytoplasma and Texas root rot) submitted to SPHD for endorsement. One five-year review of an NDP (Avocado thrips) completed and five-year reviews of two NDPs (Karnal bunt and Sudden Oak Death) have commenced.


PROFICIENCY TESTING OF DIAGNOSTIC LABORATORIES

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Facilitate the provision of samples to the National Plant Health Proficiency Testing Program. 		<ul style="list-style-type: none"> Round 9 of the Proficiency Testing Program has been completed. Work continued to progress a Material Transfer Agreement for use between participating laboratories to facilitate the transfer of material required for proficiency testing.

IMPLEMENTATION OF THE NATIONAL PLANT PEST REFERENCE COLLECTIONS STRATEGY

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Facilitate the analysis of reference sample coverage and needs for NPPPs. 		<ul style="list-style-type: none"> Participated in the Reference Collection Implementation Plan Working Group. Contributed to feedback on the review of the National Plant Pest Reference Collection Strategy. Contributed to development of a workshop being planned by SPHD and DAWE for importation and domestic movement of NPPPs.

NPBDN PROFESSIONAL DEVELOPMENT FRAMEWORK

Outputs	Status	Outcomes
<ul style="list-style-type: none"> Initiatives to build capacity and capability in the NPBDN through delivery of the Annual Diagnostician's Workshop, training workshops and the diagnostics residential program. 		<ul style="list-style-type: none"> The membership of the NPBDN was 452 as of December 2021. The Annual Diagnostician's Workshop was held virtually in October 2021 with 179 attendees from 25 organisations. Six residentials on hold due to Covid-19.

Key Result Area 6: Research, Development and Extension



Coordinate the planning and implementation of plant biosecurity research, development and extension or outreach (RD&E) to ensure plant biosecurity science delivers maximum benefit.

MEMBER SUBSCRIPTION AND NON-SUBSCRIPTION

PLANT BIOSECURITY RESEARCH INITIATIVE (PBRI)

KPIs/Outputs	Status	Achievements/Outcomes
<ul style="list-style-type: none"> Attend all agreed meetings. 		<ul style="list-style-type: none"> A PHA representative attended all scheduled PBRI meetings and PBRI-led R&D forums held throughout 2021.
<ul style="list-style-type: none"> Provide advice to the Program Director. 		<ul style="list-style-type: none"> Advice on strategy and investment priorities for the PBRI has been provided in six online strategy and R&D prioritisation forums.
<ul style="list-style-type: none"> Ensure PBRI work is aligned to national priorities identified through the AGSOC National Plant Biosecurity RD&E Strategy. 		<ul style="list-style-type: none"> PBRI's strategic direction and activities designed to align with national agriculture, biosecurity and innovation strategies through alignment mapping activities and continual review.
<ul style="list-style-type: none"> Strong project-based engagement with Euphresco and B3. 		<ul style="list-style-type: none"> MOU with B3 NZ, Euphresco and ACIAR maintained throughout 2021 with a greater focus on a more strategic approach to RD&E and sharing research priorities through engagement in PBRI R&D forums.



Key Result Area 7: Company Health



Sound management of PHA through transparent operations, efficient business systems and professional staff to fulfil member commitments.

MEMBER SUBSCRIPTION

BOARD MANAGEMENT

KPIs	Status	Achievements
<ul style="list-style-type: none"> Performance of PHA meets members' expectations. 		<ul style="list-style-type: none"> There has been no feedback received to indicate that performance doesn't meet member expectations. Planning has commenced for a 2022-member satisfaction survey.
<ul style="list-style-type: none"> Meet legal and constitutional compliance requirements. 		<ul style="list-style-type: none"> All legal and constitutional requirements have been met.
<ul style="list-style-type: none"> Provide secretariat support to the Board and follow-up Board, F&AC and other meetings attended by directors. 		<ul style="list-style-type: none"> Support has met Board expectations.
<ul style="list-style-type: none"> Attendance of the PHA Board at over 80% of requested member and stakeholder meetings. 		<ul style="list-style-type: none"> Director attendance at Board meetings (held virtually) has exceeded the KPI.
<ul style="list-style-type: none"> Finalise the 2021 Board Selection process. 		<ul style="list-style-type: none"> This process is on track to appoint one more director at the May 2022 General Meeting.

COMPANY FINANCE AND ADMINISTRATION

KPIs	Status	Achievements
<ul style="list-style-type: none"> Meet all legal and constitutional obligations. 		<ul style="list-style-type: none"> All obligations were met.
<ul style="list-style-type: none"> Review the Company Risk Management Report quarterly and include as a standing item for PHA Board and F&AC meetings. 		<ul style="list-style-type: none"> The Risk Management Plan has been regularly reviewed and updated by the Executive Management Team and subsequently reviewed at each F&AC and Board meeting.
<ul style="list-style-type: none"> Review and update the Company Human Resources Plan annually and present to the Board. 		<ul style="list-style-type: none"> The plan was reviewed by the Board at the November 2021 Board meeting Succession planning for the PHA Board and Chair will take place at the March 2022 Board meeting.
<ul style="list-style-type: none"> Have annual financial statements externally audited and declared accurate and compliant. 		<ul style="list-style-type: none"> The 2021 financial statements and notes received a clean audit report from our auditors, Synergy.
<ul style="list-style-type: none"> Schedule and implement internal audit program and address findings. 		<ul style="list-style-type: none"> Satisfactory audits have been undertaken on Cyber Security and on Levies and funds held in trust.
<ul style="list-style-type: none"> Present PHA's 2022–23 budget and AOP to members and agree subscriptions in May 2022. 		<ul style="list-style-type: none"> An audit on a Review of Business Continuity and Disaster Recovery Plans will take place in the first half of 2022.
<ul style="list-style-type: none"> Continue and build on the PHA and AHA partnership. 		<ul style="list-style-type: none"> Agreed MoU is being implemented. Work includes the farm biosecurity, training and other partnership projects.
<ul style="list-style-type: none"> Assist members to implement and manage statutory biosecurity levies. 		<ul style="list-style-type: none"> Cooperation continues with a strong partnership in the areas of emergency response training, the Farm Biosecurity program and communication. We continue to work with plant industries and the Commonwealth government to establish and amend statutory biosecurity levies as required. Following consultation with Members, draft legislation has been prepared to simplify the <i>Plant Health Australia Funding Act</i>. This is expected to progress through Parliament in the third quarter of 21-22.




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