

# 2022–23 Annual Report



Plant Health  
AUSTRALIA



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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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# Overview

## FROM THE CHAIR



**“Partnerships are a cornerstone of PHA and we actively work to develop cohesive networks”**

**I am pleased to present Plant Health Australia's (PHA) 2023 Annual Report (AR), highlighting the company achievements and milestones against our key performance indicators (KPIs) as set out in the 2022-23 Annual Operational Plan (AOP) and captured in the 2022-23 Mid-Year Performance Report (MYPR).**

Activity has been reported against our three strategic priorities: respond effectively, strengthen partnerships and enhance integration; and our two operational priorities: improve governance and administration and enhance communication and engagement, as outlined in the Strategic Plan 2022-27. This is PHA's first annual report against this Strategic Plan.

For over 23 years, PHA has worked to improve national biosecurity outcomes through partnerships. Over the past year, we have continued to build on this strength by bringing industry, government and stakeholders together to ensure the plant biosecurity system is future-orientated and solutions-focused. Our role in facilitating and coordinating aspects of the biosecurity continuum includes leading the way for governments, plant industries and the community to work closely together to strengthen Australia's plant biosecurity system and maintain open and biosecure trade pathways and coordinated systems.

The past year was not without its challenges with the detection of *Varroa destructor* in New South Wales (NSW), polyphagous shot hole borer in Western Australia (WA) and banana freckle in the Northern Territory (NT). Our emergency response area provided significant support to affected Government and Industry Parties under the Emergency Plant Pest Response Deed (EPPRD) for new incidents, in addition to delivering ongoing support for the successful completion of the khapra beetle and exotic fruit fly response plans agreed in previous years. This work is captured under Strategic Priority 1 with the portfolio of work designed to advance our nation's collective ability to respond and recover from plant pest incursions.

Partnerships are a cornerstone of PHA and we actively work to develop cohesive networks among our Members, the supply chain and the science and technology community. This is achieved through the portfolio of work under Strategic Priority 2 and by developing new partnerships through increased engagement, attendance and contributions to meetings of national committees such as the National Biosecurity Committee, Plant Health Committee, associated subcommittees and working groups. Our work with the Biosecurity Collective and the Decade of Biosecurity initiative seeks to develop further collective engagement opportunities. Throughout the year we maintained high levels of Member engagement by offering virtual and hybrid Member meetings, webinars, forums and a full suite of corporate communications. Our Member communications and engagement strategy is intended to keep our Members apprised, engaged and involved in the planning and implementation of company objectives, activities and outcomes.

Working with Members extends to developing best practice solutions for preparedness, response and recovery. Through our biosecurity planning and review activities, we developed biosecurity plans (BPs) for the sugarcane, tree nut, apple and pear industries, and commenced BP reviews for the grains, rice, cotton, citrus, mushroom and production nurseries industries. With each new or updated BP, the Biosecurity Capability Index was revised and the Biosecurity Preparedness Portal maintained with new preparedness material. Our national biosecurity programs continue to promote best practice solutions and promote industry adoption of these practices to reduce risks. New bee training resources better equipped government Apiary Officers to deliver surveillance activities by reviewing surveillance methodologies and enabling on-the-go, in the field potential pest identification.

To improve Australia's ability to identify and detect biosecurity threats and under Strategic Priority 3, the PHA team worked to increase awareness of innovative technologies and approaches



in plant biosecurity and enhanced identification and detection capability to reflect biosecurity risk profiles. Our digital services offering remains strong with AUSPestCheck®, the Australian Plant Pest Database (APPD) and the Pest and Disease Image Library (PaDIL) providing accessible, national repositories of plant biosecurity data. Enhancements and upgrades to APPD ensures it continues to inform pest status in suspect Emergency Plant Pest incidents and supports aggregation of information from reference collections. Our work with and growing the National Plant Biosecurity Diagnostics Network (NPBDN) and Plant Surveillance Network Australasia-Pacific (PSNAP) strengthened scientific rigour and capability in our national diagnostic and surveillance systems.

Other key milestones and achievements from the past 12 months are detailed in the timeline on page 28 and in the Performance section.

During the last financial year, total revenue increased by 16.1 per cent to \$14,202,635. Member subscription revenue increased by 3.5% to \$2,752,900 whilst project income increased by 16.7% to \$11,093,395. Further details are contained within this AR.

As my tenure as Chair of the PHA Board concludes later this year, the Board selection process will commence soon. Appointed to the PHA Board in November 2015 and selected as Chair in November 2017, my time at PHA has consisted of many highlights including:

- welcoming the Australian Tea Tree Industry Association as our 29th Industry Member
- securing additional EPPRD signatories
- receiving funding for the National Fruit Fly Council (NFFC)
- raising awareness of the importance of plant health to a wider group of stakeholders through the International Year of Plant Health

- sponsoring the inaugural Farm Biosecurity Producer of the Year Award
- publishing the Australian Handbook for the Identification of Fruit Flies and companion website
- celebrating 21 years of PHA
- releasing the new five-year strategic plan.

I would like to acknowledge the excellent work that Sarah Corcoran has done as PHA's Chief Executive Officer (CEO). Under her leadership, the PHA team has once again delivered exceptional results for the company with a myriad of work that is testament to their passion and dedication. I look forward to seeing her vision for PHA realised over the coming years.

On behalf of the PHA Board, thank you to our Members for partnering with us and for your continued support in enabling us to undertake work on your behalf to build a strong and resilient plant biosecurity system for the benefit of all Australians.



**Steve McCutcheon**  
Chair





# Overview

## FROM THE CEO



Welcome to the 2023 AR, the first in the implementation of our 2022-27 Strategic Plan. We're pleased to present you with a fresh new format that describes the achievements, challenges and progress made in partnership with our members, who support us as the valued leader of a strong and integrated Australian plant biosecurity system.

Launched at the end of 2021, our Strategic Plan sets PHA's direction until 2027 with a view to future horizons and outlines the key imperatives and strategic actions we will take to strengthen our role as the trusted coordinator of the national plant biosecurity system.

Addressing the changing scope, scale, complexity and severity of pest incursions and their impacts on agricultural industries, requires different response mechanisms and strengthened systems and processes to increase response capability and capacity. Under Strategic Priority 1: Responding effectively, and beyond our business-as-usual biosecurity response activities, we continue to lead exploration of the principles and criteria to inform future partnership arrangements and ensure the national response arrangements are fit-for-purpose.

Innovation and collaboration are core values at PHA. These values work together to guide and enable us to find creative

solutions, capture and share cross-sectoral information, resources and expertise, to better coordinate strategies, improve responses and identify future threats. Under Strategic Priority 2: Strengthen partnerships; we work with the industry, supply chain and science community to develop and deliver best practice solutions for preparedness, response and recovery and drive adoption of these biosecurity practices through extension and training.

The use of innovative technologies and sharing knowledge with stakeholders across the biosecurity system to improve our collective ability to identify, detect, analyse and control biosecurity threats across all jurisdictions and industries is captured under Strategic Priority 3: Enhance integration. This body of work includes increasing awareness of innovative technologies, identifying useful data for preparedness and response activities, bolstering scientific rigour and capability and showcasing the benefits of system integration.

In addition to our Strategic Priorities, our Operational Priorities are the actions required to manage the company effectively, support the changes required to implement the strategy and build operational capacity and capability in a safe and healthy workplace. Milestones and achievements for each of the Strategic and Operational Priorities, against our KPIs, are documented in this report.

## CEO's top 5 highlights



4 new eLearning courses



Pilot Surveillance Data Collaboration project



Development of the National Biosecurity Online Training Hub



New 3-year Communications Strategy and Implementation Plan



Relaunched PaDIL; a scientific identification tool

Highlights of key initiatives delivered during 2022–23 included:

- the development and endorsement of three Owner Reimbursement Costs (ORC) frameworks for the melon, sweet potato and honeybee industries and development of ORC frameworks for eight Member industries, significantly increasing industry's preparedness
- launching four new eLearning courses for the Industry Liaison function, Hitchhiker Pests and Retailer Pest and CitrusWatch
- commencement of the 'Pilot Surveillance Data Collaboration' project to provide guidance on future collaborative data sharing opportunities nationally
- developing stronger ties with universities and providing a career pipeline for plant biosecurity by hosting three Australian National University (ANU) science student interns and engaging with undergraduate students with a series of lectures on biosecurity in Australia
- planning and development of the National Biosecurity Online Training Hub
- delivery of High Throughput Sequencing (HTS) workshops with a range of stakeholders
- reaching a younger audience through the launch of our new Instagram page
- growing reach and awareness of biosecurity through an engaging, informative multi-channel approach that highlights current and existing biosecurity issues and news
- developing a new three-year communications strategy and implementation plan for the Farm Biosecurity Program supporting grass roots biosecurity for producers

- the redevelopment and launch of the new Prevent Fruit Fly website
- progression of the RD&E investment plan through the National Fruit Fly Strategy
- trialing AUSPestCheck® as the cross sectoral surveillance system, with the creation of a national repository of animal biosecurity surveillance data
- delivering the combined Annual Diagnostic and Surveillance Workshop (ADSW)
- publishing six National Diagnostic Protocols (NDPs) and three National Surveillance Protocols (NSPs)
- launching a reinvigorated Pest and Disease Image Library (PaDIL) to support the quick identification and rapid response to exotic pests and diseases
- receiving feedback from our Members through the PHA Member survey
- developing and implementing an internal communications strategy
- supporting continuous improvement and a culture of learning with PHA's internal learning strategy.

Internally, our organisational change journey continued with new staff appointments, development opportunities for existing staff, and renewed focus on processes and increased efficiencies. As a learning organisation working in the world of biosecurity, PHA is well-versed in adaptability and the need to make strategic shifts to meet changes. During the year we welcomed a number of project and corporate support staff and promoted Dr Lucy Tran-Nguyen to General Manager:

Partnerships and Innovation, Jessica Arnold to Chief Operating Officer, and Jonathan Terlich to National Manager: Partnerships.

Our internal communications program has been instrumental in supporting and championing this organisational transformation, keeping staff informed, providing added input and feedback mechanisms for staff and fostering a values-based culture with collaboration high on the agenda. Under the new management structure and culture, performance indicators in our staff survey reveal increased levels of staff satisfaction, morale and performance. Teamwork is the force that drives our success and my thanks goes to my Executive Management Team (EMT) for your support, flexibility and optimism in realising the vision for PHA and fulfilling our role as custodian of plant biosecurity. Regular Board meetings also ensured company performance and positioning for long-term success and were conducted in conjunction with the opportunity to engage and hear from Members throughout the year.

Over the coming 12 months PHA will continue to operate with a high level of vigilance and future-focus, driving Member value and working towards achieving our mission to strengthen the plant biosecurity system for the benefit of the economy, environment and community. Through another full portfolio of work, our strategy delivers a strong governance approach that strives to improve rigor, minimise risk and deliver our role in maintaining an internationally outstanding plant health system for sustainable and profitable industries.



Sarah Corcoran  
CEO

*Sarah holds a Bachelor of Science, majoring in Botany and Zoology, Honours in Freshwater Ecology and has completed post graduate studies in Epidemiology for Public Health. She is passionate about preserving vital agricultural industries and Australia's unique environment from exotic pests and disease. Appointed as the Chief Executive Officer of Plant Health Australia (PHA) in July 2020, Sarah's experience as a biosecurity professional extends across the Australian Government, as well as the Queensland and Northern Territory state governments where she has gained a wealth of expertise in biosecurity, regulation, science, and innovation. During her career, Sarah has worked on a number of emergency responses to incursions of exotic pests and pathogens across the biosecurity continuum, including leading the national eradication programs for red imported fire ants, electric ants, banana freckle and citrus canker.*



# About PHA

Established in 2000, PHA is the national coordinator of the government-industry partnerships for the Australian plant biosecurity system with a long history of forging partnerships to strengthen the plant biosecurity system for the benefit of the economy, environment and community.

A not-for-profit company, PHA is funded by Member subscriptions with additional revenue from non-subscription funded projects.

## STRATEGIC PLAN 2022–27

### The Plant Health Australia future

In a rapidly changing biosecurity environment, PHA has a critical role to play in working closely with Industry, Government, and associated stakeholders. The following statements define the future for PHA.

#### Our vision

A valued leader of a strong, integrated Australian plant biosecurity system.

#### Our mission

To strengthen the Australian plant biosecurity system for the benefit of the economy, environment, and community.

#### Our role

PHA is the trusted coordinator of the Australian plant biosecurity system.

We bring expertise, knowledge and stakeholders together to generate solutions that improve biosecurity outcomes to ensure that the system is future-oriented and solutions-focused.





## Our values



## Our Strategic Priorities

A strong and resilient Plant Biosecurity System is built on connected strategies and partnerships, effective, and efficient response and recovery and leveraged data and technology for improved decision-making and rapid response to biosecurity threats.





## DRIVERS OF PHA STRATEGY



### CHANGING GEOPOLITICS

Increased trade from non-traditional trade partners and new trade agreements changing supply chains. An uncertain trade future with geopolitical tensions disrupting patterns of global trade.



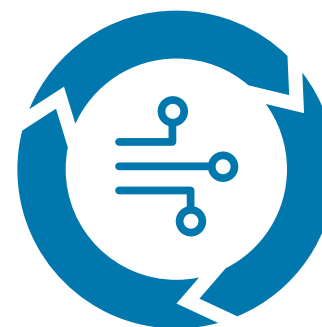
### CLIMATE VARIABILITY

Changing weather patterns will provide alternative access routes for pests and will expand the range and scope of plant pests and diseases.



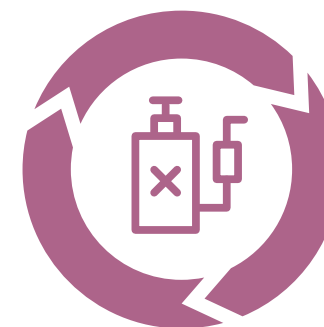
### CHANGING FACE OF AGRICULTURE

Corporatisation and foreign ownership of farms changing relationships, risks and partnerships while urbanisation will increase peri-urban plant production and risks with crop expansion in new geographic areas increasing the chances of green bridges.



### LEVERAGING TECHNOLOGY

The emergence of data-driven organisations with complex technology and data systems to enable the rapid detection, processing, communication and evaluation of capability. On-farm technology will improve labour utilisation and impact biosecurity detection and control. The application of technology to track product movement across global supply chains to detect contaminants, build trust with regulators and minimise trade disruptions.



### REDUCTION OF CHEMICAL CONTROLS

The loss of plant protection products such as agricultural chemicals available to growers for the control of pests.



### INCREASING COMPETITION FOR RESOURCES

Funding will not increase in proportion to threats. Increased focus on more efficient processes and alternative national response arrangements. Population growth will place pressures on food resources with demand for improved global food security.

### GAPS IN BIOSECURITY MANAGEMENT

Rising number of compounding and concurrent incidents. New national arrangements and mechanisms required to deal with pests deemed not feasible to eradicate.

### RELIABLE INFORMATION AND COMMUNICATION

The degradation of producer trust through negative past experiences of pest and disease incursions requires closer and transparent communication around the science of plant biosecurity.

### INCREASING TRADE VOLUMES

Increased global movement of cargo, non-containerised trade, air travel, cruise ships and online shopping. As more biosecurity threats arrive at regional neighbours and trading partners, there will be more pest incursion pressures on Australia.

### ON-FARM BIOSECURITY ADOPTION

Slow uptake of effective on-farm biosecurity measures to protect properties from new pests and diseases.



## OUR MEMBERS

There are three categories of Membership: Government Members including all State and Territory governments and the Australian Government; Plant Industry Members comprised of all major plant bodies representing Australian growers and beekeepers; and Associate Members consisting of Research and Development Corporations and other organisations with an interest in plant health or the Australian plant industry.

### Industry Members



## Government members



## Associate members



## The value of PHA Membership

PHA's autonomy fosters an impartial approach to servicing Member needs, allowing the company to put the interests of the plant biosecurity system first, as well as supporting a long-term view. Membership of PHA ensures an organisation is linked with and supported by governments, industries and research organisations. This assists in providing the best protection against the biosecurity challenges that lie ahead.

Benefits of membership include:

- input into and agreement on current and future needs of the plant biosecurity system including issues, solutions, strategies and policy with the view to strengthening the plant biosecurity system
- access to the benefits of the EPPRD including participation in decision-making
- access to a unique blend of expertise, knowledge and technology to:
  - help Members understand plant biosecurity risks and pathways
  - navigate biosecurity incidents and responses by reducing uncertainty, unpacking complexity and guiding discussions
  - advice on the identification, prioritisation and delivery of biosecurity investments
  - continuity of support and plant biosecurity knowledge
- provision of relevant, reliable and a reliable national repository of plant biosecurity information and resources, including pest and disease alerts and monthly biosecurity news round-ups
- biosecurity planning and training support to boost incursion response capacity and capability
- access to reputable nationally integrated digital systems to capture, validate and use biosecurity data to create intelligence to support and inform real-time, evidence-based, decision-making and support market access
- opportunities to network, connect with other Member industries and receive feedback from industry and biosecurity experts.



# Corporate governance

PHA strives for a corporate governance system that allows the Board and management enough freedom to drive the organisation forward, with an effective framework of accountability.

## THE PHA BOARD

PHA has a skills-based Board with between five and nine directors. Further details about PHA's Directors are provided on pages 18-22.

Where positions become vacant, Directors are appointed after a selection process. A Board Selection Committee convened for that purpose considers all candidates and puts forward recommendations to members for voting and approval at a General Meeting of the Company.

The committee is chaired by the PHA Board Chairperson.

Chairperson – Mr Steve McCutcheon

Deputy Chairperson – Mr Kim Halbert

Board Director – Dr Joanne Daly

Board Director – Ms Kathy Kelly

Board Director – Dr Simon McKirdy

Board Director – Ms Susan Petrellis

Board Director – Mr Doug Phillips

Board Director – Mr Robert Prince

Company Secretary – Mr Michael Milne

## Functions of the Board

Responsibility for the operation and administration of the Company is delegated by the Board to the CEO and the EMT.

The Board ensures that this team is appropriately qualified and experienced to discharge their responsibilities and that the performance of the CEO and the EMT is monitored.

The Board is responsible for ensuring that management's objectives and activities are aligned with the expectations and risks identified by the Board. The Board has several mechanisms in place to ensure this is achieved including:

- approving the strategic direction and Strategic Plan for PHA
- continually reviewing the external strategic environment
- approving AOPs designed to meet stakeholders' needs
- monitoring the implementation of budgets by management and progress against agreed plans via the establishment and reporting of financial and non-financial key performance indicators
- reviewing the Company's performance in implementing the Strategic Plan against agreed key performance indicators annually
- approving the AR and other periodic performance reports
- approving and monitoring the progress of capital expenditure, capital management and acquisitions and divestitures
- overseeing and approving appropriate Company policies
- ensuring that any significant risks that arise are identified, assessed, appropriately managed and monitored
- reporting to members
- reviewing PHA's staff succession plan annually.

## Performance monitoring

The Board has developed a rolling four-year program to evaluate its performance. The review involves a mix of internal and external review processes, training, and workshops. Each year, the Directors of PHA evaluate the performance of the CEO and review staff succession planning.

## Conflict of interest

Any actual or potential conflict of interest pertaining to a Director is fully disclosed to the Board and is dealt with as a standing item at each Board meeting.

## Board meetings and committees

The PHA Board meets formally at least four times during the year, holds a separate strategy meeting, and additional meetings are scheduled as required. Board committees are responsible for considering detailed issues and making recommendations to the Board.

### Participation

Directors are encouraged to be actively involved at all meetings and to ensure that their views are expressed and considered. They are required to bring an independent judgement to bear in decision-making. Management provides the Board and its committees with information in a form and quality that enables the Board to effectively discharge its duties in a timely manner.

It is the Board's responsibility to ensure that an effective internal control framework exists within the company. This includes controls to deal with the effectiveness and efficiency of significant business processes, the safeguarding of assets, the maintenance of proper accounting records, and the reliability of financial information as well as non-financial considerations such as the benchmarking of operational key performance indicators. All members of the committee are non-executive Directors and meet at least four times a year.

**Finance and Audit Committee (F&AC)**

The F&AC operates under terms of reference reviewed and approved annually by the Board. The Committee provides the Board with additional assurance regarding the reliability of financial information and risk for inclusion in the financial reports.

**People and Culture Committee (P&CC)**

The P&CC operates under terms of reference reviewed and approved annually by the Board. The Committee provides the Board with additional assurance regarding PHA Human Resources including the performance, remuneration and recruitment of the CEO, work health and safety framework and company culture.

**Board Selection Committee**

When positions become vacant, Directors are appointed after a selection process. A Board Selection Committee is convened for that purpose to consider all candidates and put forward recommendations to members for approval.











## Corporate information

**ABN**

97 092 607 997

**Directors**

S. D. McCutcheon (Chairperson)

K. G. Halbert (Deputy Chairperson)

J. C. Daly

K. M. Kelly

S.J. McKirdy

S. L. Petrellis

D. J. Phillips

R. W. Prince

**Company Secretary**

M. J. Milne

**Registered office**

Level 1, 1 Phipps Close, Deakin, ACT 2600

**Principal place of business**

Level 1, 1 Phipps Close, Deakin, ACT 2600

**Solicitors**

Maddocks Lawyers

Level 1,40 Macquarie Street, Barton, ACT 2600

**Bankers**

National Australia Bank Limited

39 Wollongong Street, Fyshwick, ACT 2609

**Auditors**

Bentleys ACT Pty Ltd

114 Emu Bank, Belconnen, ACT 2617

# Directors report

Your directors submit their report on Plant Health Australia Limited (PHA or the Company) for the financial year ended 30 June 2023.

## BOARD OF DIRECTORS

The names and details of the Company's Directors in office during the financial year and until the date of this report are set out below. Directors were in office for this entire period unless otherwise stated.



### Steve McCutcheon (Chairperson)

(Appointed Director on 25 November 2015, appointed Chairperson on 23 November 2017)

Steve has a Bachelor of Economics degree from Sydney University and a Graduate Diploma in Public Law from the Australian National University. He has extensive experience in working with the primary production sector in private and public sector settings.

From 1980–87, Steve worked in a number of positions in the banking sector related to rural lending. He then spent 20 years with the now Australian Government Department of Agriculture, Fisheries and Forestry working initially with the grains, industrial crops and horticulture sectors to implement government economic reforms. Later, as Executive Manager of the Department's Product Integrity Animal and Plant Health Division, he administered the Australian Government's role in national biosecurity arrangements and its participation in the International Plant Protection Convention (IPPC).

In 2007, Steve was appointed Chief Executive Officer of Food Standards Australia New Zealand (FSANZ). He held this position until his retirement in 2017 and during his tenure led the development of a range of new food standards, including a number of primary production and processing standards.

Steve has held a number of board positions, including the Dried Fruits Research and Development Council, Australian Pesticides and Veterinary Medicines Authority, Australian Plague Locust Commission and FSANZ. He is currently a Non-Executive Director on the board of Horticulture Innovation Australia Limited and a member of the governing board of the Joint Accreditation Scheme for Australia and New Zealand. Steve is a graduate of the Australian Institute of Company Directors.



## Joanne Daly

(Appointed Director on 25 November 2015)

Dr Joanne Daly is a consultant in agricultural sciences. She has extensive experience in research, research management and governance in agriculture and biosecurity.

Joanne has a PhD from the Australian National University and worked for over 35 years as an evolutionary biologist and entomologist, agricultural and environmental science. Joanne held a wide range of senior and executive leadership roles at CSIRO in agricultural sciences before she retired in 2015.

She is the current Chair of the Scientific Advisory Group (biosecurity) to the Australian Department of Agriculture Fisheries and Forestry.

Previously, she has been a member of a range of government advisory bodies in agriculture and biosecurity, including the Biosecurity Advisory Council and ACIAR Commission. She was Chair of the Science Reference Panel for Yellow Canopy Syndrome in Sugar Cane, Chair of the international Global Biodiversity Information Facility, Chair of Science Advisory Panel for Landcare New Zealand's National Collections, a member of the Advisory Committee on Chemical Scheduling for the Therapeutic Goods Administration and was engaged by the Atlas of Living Australia to lead national consultations for their new strategic plan.

She has been awarded the Public Service Medal, is a graduate of the Australian Institute of Company Directors, and a Fellow of the Australian Academy of Technological Sciences and Engineering.

Joanne has served as Deputy Chair of PHA.



## Kim Halbert

(Appointed Director on 22 November 2017, appointed Deputy Chairperson on 1 December 2022)

Kim Halbert was a grain grower from the mid-west of Western Australia for the past 36 years. Currently he is running a livestock enterprise just east of Perth. He has a combination of skills and experience from grain and livestock production, government policy, corporate leadership through to finance, risk and auditing.

Kim spent six years as Deputy Chair of the Grains Research and Development Corporation (GRDC), and understands production issues, industry operations and planning for pest incursions. He has served as a Director of Wheat Exports Australia, the Grain Licensing Authority in Western Australia, and the Mid-West Ports Authority.

Kim is a Director of PHA, Arafox Pty Ltd, Omega Plant Hire Pty Ltd and Omega Plant Holdings Pty Ltd.

He has undertaken large strategic planning processes while on the Board of GRDC and Mid-West Ports, chairing the GRDC and the Mid-West Ports Authority Finance Risk and Audit committees, and the Commercialisation Committee at GRDC.

Kim has a Bachelor of Commerce degree with a double major in finance and economics from Curtin University and is a graduate of the Australian Institute of Company Directors.





## Kathy Kelly

(Appointed Director on 17 November 2020)

Kathy Kelly is a Chartered Accountant with over thirty years of board level experience across the public, commercial and not for profit sectors. She holds a Bachelor of Economics and is a Registered Company Auditor. She is a Graduate Member of the Australian Institute of Company Directors and a Fellow of the Institute of Chartered Accountants in Australia and New Zealand.

Kathy is also a director of the Mulloon Institute Limited and a director and member of the Finance Audit and Risk Committee of Landcare NSW Limited.

From 1989–2019 she was a Director at Boyce Chartered Accountants, the largest regional accounting firm in Australia. Based in Cooma NSW, she managed the office and provided specialist tax and audit services to agribusinesses and business advisory services.

Kathy has developed an understanding of the agriculture sector and the risks and issues facing boards and has deep and practical knowledge of the accounting and tax issues in agricultural and related agribusiness entities.

Direct experience in agriculture includes cotton, wheat and cereal crops, both irrigated and dryland; sugar; viticulture; almonds, apple, stone fruit and citrus trees; cattle and sheep grazing, poultry meat and eggs; forestry; grain marketing and water licence leasing.

Kathy has had various appointments including advising the Australian Government on the industry impacts of legislation and 'red tape' in small business and was on the Advisory Committee to the Minister for Small Business and R&D Tax Incentives.



## Simon McKirdy

(Appointed Director on 23 November 2021)

Professor Simon McKirdy is Deputy Vice Chancellor Global Engagement, Pro Vice Chancellor Harry Butler Institute and Professor in Biosecurity at Murdoch University.

He has extensive experience covering corporate leadership, research management, policy development and the management of biosecurity operations within the government and private sectors.

He has international expertise in biosecurity and, in particular, plant biosecurity. He completed his PhD in Plant Pathology at the University of Western Australia. He is a Fulbright Fellow.

His career has included the roles of Quarantine Plant Pathologist for the State and Commonwealth governments; Program Manager at Plant Health Australia; eight years as CEO of the Australian Plant Biosecurity Cooperative Research Centre; and Biosecurity Science and Risk Manager at Chevron Australia.

Dr McKirdy currently chairs Universal Biosecurity Limited, Algae Harvest Limited and Murdoch Ventures Limited, and is a Director of Murdoch Singapore.



## Susan Petrellis

(Appointed Director on 24 May 2022)

Susan Petrellis, BSc. MBA GAICD is an experienced CEO and non-executive director. She offers international experience in industry, research, government, and education, building capability in organisations, industries, and economies across the agrifood, manufacturing and tech verticals.

Raised from a trans-Tasman farming background, her international business experience spans roles in general management, marketing, R&D, and innovation in start-up to tier – 1 FMCG food and beverage, pharma, and tech businesses. Her public sector executive experience has included CEO and GM roles in federal and international government, universities and NGO's, working across trade and market access, investment, regional development, industry, innovation & science, workforce skills, health and agriculture.

Her governance specialisations in corporate development, innovation and ESG have developed through appointments with statutory authorities, public and private unlisted entities, including Innovation & Science Australia, Agrifutures Australia, National Computational Infrastructure, Manufacturing Industry Skills Alliance and Innovation Skills Australia. She offers subcommittee experience in strategy, investment, finance audit and risk and nominations, and has been honoured by Federal Ministerial and Governor-General appointments to national innovation system boards since 2013.



## Doug Phillips

(Appointed Director on 22 November 2017)

Doug Phillips served as a director and chairman of the Australian Banana Growers' Council during two separate exotic disease incursions: banana freckle and Panama Tropical Race 4. He understands plant health policy and government policy processes, plant health management and international trends in plant health practices from the unique perspective of an affected industry.

He has sound business and financial management skills and was involved in strategic planning processes for the banana and horticulture industries, and the development of strategic investment plans for the banana industry.

Doug has a Bachelor of Engineering (Mechanical) from the University of Queensland and a Master of Business Administration from Deakin University. He is co-owner and manager of Johnstone River Produce with a history of banana, papaya and passionfruit production in Far North Queensland.

He has received a number of awards including Banana Industry Award of Honour in 2017, the Department of Agricultural and Fisheries Queensland's Excellence in Industry Leadership Award in 2016 and was a finalist in The Peter Kenny Medal in 2016.



## Robert Prince

(Appointed Director on 25 November 2015)

Robert Prince has experience of the horticulture industry in New Zealand, South Africa and Australia with broad experience with vegetable and fruit crops, specialty forestry, urban green infrastructure and the amenity plant market.

Robert has a Bachelor of Science degree and has held senior roles with Yates and Nursery and Garden Industry Australia as Chief Executive Officer, which has given him years of direct experience with incursions managed under the EPPRD and as a member of the National Management Group.

He has been involved with industry representative committees such as the Horticulture Water Initiative, Horticulture Australia Ltd (HAL) Horticulture and Climate Change Committee, HAL Leadership Development program, and for two years was Chair of HAL Members Representative Committee. He was also involved in the industry review committee for the new Biosecurity Bill and has been industry representative on the BICON (Biosecurity Import Conditions) working committee.

Robert is involved with the Association of International Production Horticulture and is a graduate of the Australian Institute of Company Directors.

Robert has served as Deputy Chair and has been a member of the Finance and Audit Committee and the People and Culture Committee.



## Company Secretary: Michael Milne

(Appointed Company Secretary on 31 March 2006)

Michael Milne has a National Diploma in Accounting (NZ) and a National Certificate in Business Studies (NZ). He has been a Chartered Accountant since 1991 and is a member of Chartered Accountants Australia and New Zealand (CAANZ) and a graduate of the Australian Institute of Company Directors.

Michael has been Chief Financial Officer and Company Secretary at PHA since March 2006 and is responsible for company health which includes the administration, governance, financial reporting, and Information and Communication Technologies functions.

Michael has applied his governance and financial experience across numerous businesses including cattle feedlots, abattoirs, fuel distribution and pharmaceuticals.

Prior to joining PHA Michael was Financial Controller for the Security Network Group Ltd, Financial Controller for Westoil Petroleum Pty Ltd, Chief Financial Officer and Company Secretary for ANZCO Australia Pty Ltd and Director of several subsidiary companies.



## Directors' meetings

Directors' meetings are typically held to align with company events, particularly General Meetings. The number of meetings attended, and number of meetings held that each Director was eligible to attend during the financial year was:

Director	Board of Directors		F&AC		P&CC	
	Attended	Eligible to Attend	Attended	Eligible to Attend	Attended	Eligible to Attend
Dr J. C. Daly	4	4			2	2
Mr K. G. Halbert	3	4	2	2	1	2
Ms K. M. Kelly	4	4	4	4		
Mr S. D. McCutcheon	4	4	1	1	3	4
Dr S. J. McKirdy	2	4	3	4		
Ms S. L. Petrellis	4	4	2	2		
Mr D. J. Phillips	4	4	2	2	1	1
Mr R. W. Prince	4	4			4	4

Notes:

- Directors held a joint Board meeting with Animal Health Australia (AHA) in July 2022 to facilitate a closer working relationship between the two companies.
- Although the PHA Chairperson is not a member of the F&AC, the Chair is invited to attend the meeting during the year where the financial audit is discussed with the company auditors.
- There were no appointments or retirements of Directors during the year.

## Principal activities

The principal activity of Plant Health Australia Limited during the financial year was to function as the national coordinator of the government-industry partnership for plant biosecurity in Australia.

No significant changes in the nature of activities occurred during the financial year.

## Objectives

Consistent with the Objects for which the Company is established described in the Company's Constitution, Plant Health Australia Limited's principal objectives are as follows:

- provide strategic leadership in the development of a genuine industry and government partnership for plant biosecurity in Australia
- improve operation of emergency plant pest response arrangements in Australia, including administration and review of the EPPRD
- commission, coordinate, facilitate and manage national plant biosecurity programs and services
- secure agreement to a national strategy to guide improvements in the efficiency and effectiveness of Australia's plant biosecurity system
- lead and contribute to the development of national agreements, arrangements, infrastructure, and policy in consultation with members and other relevant organisations
- bring ideas and priorities to the fore and provide effective leadership on the pest and disease incursion management framework
- maintain and improve international and domestic confidence in Australia's plant health status
- contribute to the sustainability of Australia's plant industries and the environment
- effectively engage with members and maintain high levels of accountability and goodwill
- increase PHA's capacity and scope to provide services for members and other stakeholders

- facilitate industry and government capacity and capability in plant biosecurity.
- deliver effective, consultative, transparent, and auditable systems for the management of the company.

## Strategy for achieving the objectives

To achieve our objectives, PHA has adopted the following strategies:

- advancing Australia's collective ability to respond and recover from plant pest incursions
- developing cohesive networks among our Members, the supply chain and the science and technology community
- improving Australia's ability to identify and detect biosecurity threats
- build a robust company with effective, efficient processes that deliver good governance and management
- enhance PHA's reputation to support company sustainability and growth.

## Operating result for the year

The operating deficit for the year ended 30 June 2023 was \$43,191 (2022: \$20,881 deficit). The operating deficit was an improvement on the budgeted deficit of \$80,389 approved by members for the financial year.

## Review of operations

PHA fulfilled the majority of its operational objectives and performance measures in 2022-23. Main highlights of achievements and highlights appear within the AR.

## Performance Measures

The Board and management regularly review strategic KPIs and measures in comparison to the Strategic Plan 2022-27. Benchmarks are used by the Directors to assess the financial sustainability of PHA and whether our short-term and long-term objectives are being achieved.

## Impact of COVID-19

COVID-19 had an impact in the earlier part of the financial year, largely due to travel disruptions. The Board sees little ongoing impact to the company from the disease.

## Changes in state of affairs

There was no significant change in the state of affairs of the company during the financial year.

## Subsequent events

In the opinion of the Directors, there has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

## Future developments

Your Directors are not aware of any future developments in the operations of the Company that will have a material effect on future results.

## Indemnification and insurance of Directors and Officers

During the financial year, the Company has renewed contracts which insure the Directors and Officers of PHA against legal proceedings, including defence costs incurred in relation to proceedings involving alleged:

- wilful breach of duty; or
- contravention of sections 182 or 183 of the *Corporations Act 2001*, as permitted by section 199B of the *Corporations Act 2001*.

## Indemnification of auditors

To the extent permitted by law, the Company has agreed to indemnify its auditors, Bentleys ACT Pty Ltd, previously known as Synergy Group Audit Pty Ltd, as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Bentleys ACT Pty Ltd during or since the end of the financial year.

## Risk management

The Company takes a proactive approach to risk management through all levels of the organisation. The Board is responsible for ensuring that risks, and also opportunities, are identified on a timely basis and that the Company's objectives and activities are aligned with the risks and opportunities identified by the Board.

Directors consider company risks at strategic and operational levels. Directors critically review a risk management report at each Board Meeting and Finance & Audit Committee meeting which includes analysis by the EMT of risk ratings and reporting of risk mitigation actions and their effect.

PHA measures performance against the Strategic Plan 2022–27 which was formally released in November 2021.

## Member commitment on winding up

Plant Health Australia Limited is a company limited by guarantee incorporated in Australia. At balance date, there were 58 Members (2022: 58) guaranteeing to contribute up to \$2.00 each to the property of the company in the event of it being wound up.

## Auditor's independence declaration

The Directors received a declaration from the auditors of Plant Health Australia Limited in relation to audit independence. A copy of this declaration is included in this report.

## Non-audit services

The Company's auditor, Bentleys ACT Pty Ltd have not performed certain other services in addition to their statutory duties during the year.

Signed in accordance with a resolution of the Board of Directors.



**S. D. McCutcheon**  
Director

19 September 2023





# Auditor's independence declaration



Bentleys ACT Pty Ltd  
ABN 45 104 227 063  
bentleys.com.au

## AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307 OF THE CORPORATIONS ACT 2001

To the directors of Plant Health Australia Limited  
ABN 52 083 187 884

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

**Eric Hummer**  
Audit Director  
Bentleys ACT Pty Ltd  
Authorised Audit Company No. 301280

19 September 2023

A correspondent member of the Bentleys, a network of independent advisory and accounting firms located throughout Australia, New Zealand, and China that trade as Bentleys. All members of the Bentleys Network are affiliated only, are separate legal entities and not in Partnership. Liability is limited by a scheme approved under Professional Services Legislation.









# Year in review

## TIMELINE





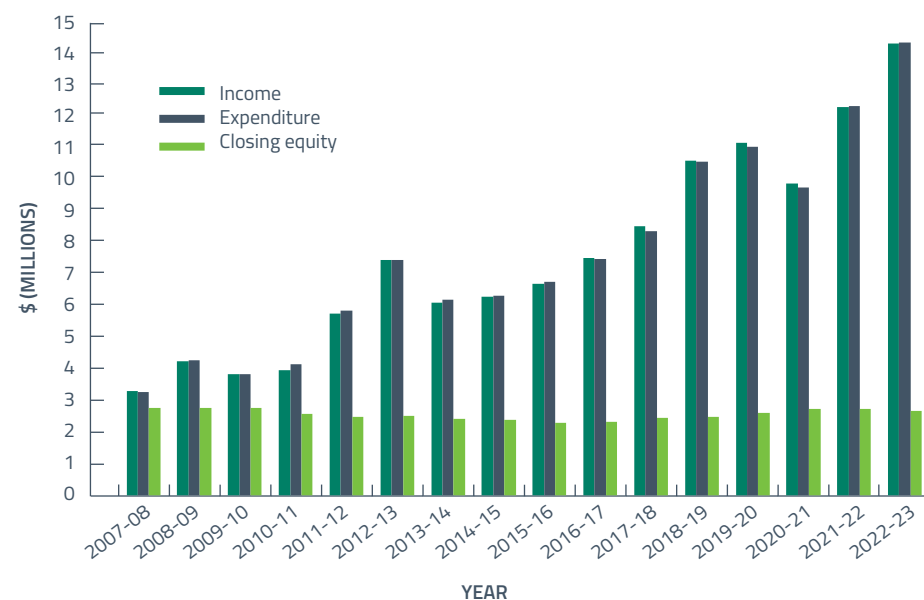


## COMPANY TRENDS

### Company income, expenditure and equity

There was a 16.1% increase in PHA's revenue to \$14.2m in 2022-23 compared to \$12.2m in 2021-22. The increase was due to an increase in non-subscription project income and an increase in interest income. PHA continues to ensure that expenditure closely matches income, as shown in Figure 1.

Figure 1. PHA income, expenditure and closing equity 2007 to 2023



### Sources of income

#### Subscription funding

PHA activities that benefit all PHA Members are funded from annual subscriptions paid by Members (listed on pages 12-13). At the May 2022 GM it was agreed with Members that there would be an increase in subscriptions for the 2022-23 year of 3.5%.

During 2022-23, subscription funding was \$2.75m (2021-22: \$2.66m), as shown in Figure 2.

#### Non-subscription funding

In addition to subscription-funded activities, PHA undertakes separately funded projects for individual members, groups of Members and non-Members. PHA's proven track record of bringing together partners to invest in biosecurity initiatives is resulting in more non-subscription funded plant biosecurity initiatives and projects.

During 2022-23, government project funding was \$4.1m, up 37.3% compared to the \$3.0m received in 2021-22. Industry project funding at \$7.0m for 2022-23 was up 7.4% on the \$6.5m received in 2021-22, as shown in Figure 2.

Industry project funding has benefited from plant industries increasing use of the PHA statutory levy to fund project activities.

Figure 2. PHA income, 2000 to 2023, by source



## Statutory levy funding

### PHA levy

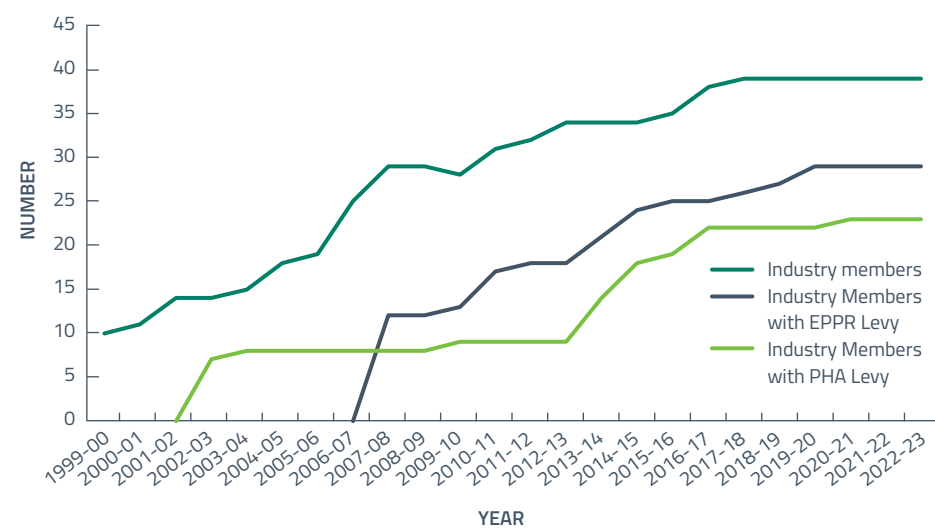
23 Member industries have implemented a PHA levy to pay for their PHA Member subscriptions and fund additional biosecurity preparedness activities. They include the grains, potato and vegetable, citrus, honey bee, nursery, banana, wine grape, sweet potato, mango, melon, apple and pear, rice, avocado, onion, cotton, olive, chestnut, cherry, summer fruit, pineapple, strawberry, forestry and dried fruit industries.

### Emergency Plant Pest Response levy

Nine member industries had a positive Emergency Plant Pest Response (EPPR) levy at 30 June 2023. The EPPR levy is an Australian Government approved mechanism to enable repayment of any emergency plant pest response costs incurred under the EPPRD.

These industries included the honey bee, grain, mango, chestnut, citrus, apple and pear, almond, cherry and vegetable (including potato) industries. A nil Emergency Plant Pest Response (EPPR) levy rate is established for another 20 industries that can be activated if required.

Figure 3. Number of PHA industry members with biosecurity levies established, 1999 to 2023














# Performance

## ABOUT THIS REPORT

The 2022-23 AR summarises and tracks PHA's achievements from 1 July 2022 to 30 June 2023 against the three Strategic Priorities and two Operational Priorities from PHA's Strategic Plan 2022-27 (see pages 8-9). The KPIs are those identified in the AOP for 2022-23.

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

### Performance reporting key

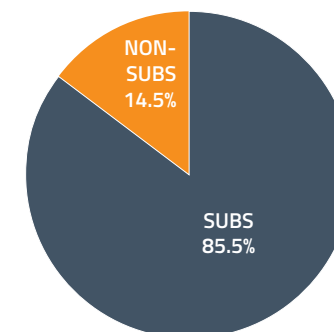
-  KPI is on track or completed
-  KPI is behind schedule or KPI has been modified
-  KPI will not be met

## STRATEGIC PRIORITY 1: Respond effectively

We will advance Australia's collective ability to respond and recover from plant pest incursions.

### MEASURES AND OUTCOMES

- ✓ Continued shared commitment to the EPPRD, measured by positive sentiment of signatories and no decrease in industry coverage.
- ✓ "Fit for purpose" national response arrangements underpinned by strengthened and expanded response partnerships.
- ✓ Maturing levels of biosecurity response capability across stakeholders, sustained through practices supporting continual and shared learning.
- ✓ Cohesive networks of informed and capable industry, government, and community stakeholders ready to respond to biosecurity threats.



**110**

ILO BOLT  
enrolments



**210**

Days worked on  
incursion management



**150**

Days worked on *Varroa*  
*destructor* response



**3**

ORC evidence  
frameworks endorsed



**3**

Bespoke EPPRD  
training sessions



**2**




Industry specific BOLT  
courses developed









## Action 1.1 Strengthening and expanding the scope of national response arrangements.

Portfolio	KPIs	Status	Achievements
Plant biosecurity response arrangements	<ul style="list-style-type: none"> <li>Implement priority outcomes from the 2020 review of the EPPRD and provide progress reports to Parties in November 2022 and May 2023.</li> <li>Principles supporting national partnership arrangements for responding to Emergency Plant Pests (EPPs) that are not feasible to eradicate, identified by December 2022.</li> <li>Normal commitments review and revised frameworks endorsed by signatories before June 2023.</li> <li>Improve awareness and capability of Parties to implement their responsibilities in respect of Owner Reimbursement Costs (ORC).</li> <li>Develop and improve guidance material to enhance Parties' understanding and implementation of the EPPRD.</li> </ul>		<p>As custodian of the EPPRD and to facilitate effective plant biosecurity response policy and arrangements, we have:</p> <ul style="list-style-type: none"> <li>improved awareness, understanding and readiness for implementing ORCs through: <ul style="list-style-type: none"> <li>collaborative review/development and endorsement of three ORC evidence frameworks for the melon, sweet potato, and honeybee industries</li> <li>progressed the review/development of frameworks for the almond, apple and pear, avocado, hazelnut, processing tomatoes, vegetable, winegrapes, and raspberry and blackberry industries</li> <li>instigated a review of the <i>Guidelines for Owner Reimbursement Costs under the Plant Pest Deed</i> and engaging Signatories on the terms of reference.</li> </ul> </li> <li>progressed examination of potential alternative national partnership arrangements for responding to EPPs that are not feasible to eradicate, through leading the 'National Arrangements Issue Resolution Group' (progress presented to the signatories in June 2023).</li> <li>progressed the review of normal commitments by facilitating: <ul style="list-style-type: none"> <li>examination and discussion of PHA's normal commitments in June 2023</li> <li>discussions to share expectations regarding normal commitments of government and industry signatories to the EPPRD in November 2022.</li> </ul> </li> </ul> <p>We have also enhanced Parties' understanding of and ability to implement the EPPRD through:</p> <ul style="list-style-type: none"> <li>developing and delivering Biosecurity Incident Standard Operating Procedure (BISOP) training to the Almond Board of Australia and supporting the development of a BISOP for Avocados Australia</li> <li>undertaking a review of the <i>Urban and Peri-urban Biosecurity Guidelines</i> (outcomes presented to the signatories in June 2023)</li> <li>developing the <i>Application of the EPPRD for Vector/pathogen Complexes</i> guideline (presented to the signatories in June 2023)</li> <li>progressing guidance material to support understanding of confidentiality</li> <li>reviewing, updating and publishing the following documents (thereby addressing several priority actions from the 2020 Review of the EPPRD): <ul style="list-style-type: none"> <li>Consultative Committee on Emergency Plant Pests (CCEPP) operating guideline</li> <li>CCEPP job card</li> <li>NMG job card</li> <li>Industry Liaison Functions job card</li> <li>Transition to Management guideline</li> <li>Response Plan Development guideline</li> <li>Situation Report template.</li> </ul> </li> </ul>

## Action 1.2 Strengthening response readiness and resilience.


Portfolio	KPIs	Status	Achievements
Plant biosecurity response preparedness and training	<ul style="list-style-type: none"> <li>Deliver two Industry Liaison Officer (ILO) training workshops in collaboration with state and territory government Parties.</li> <li>Deliver new eLearning content that supports 'just in time' training and improved capability of Members in:               <ul style="list-style-type: none"> <li>financial aspects of responses</li> <li>being an IL representative</li> <li>ORCs.</li> </ul> </li> <li>Develop a draft resource package/ toolkit to support signatories to the EPPRD to extend training on national arrangements to growers and local industry groups by May 2023.</li> <li>Improve knowledge and understanding of the EPPRD, including roles and responsibilities of stakeholders through enhanced accessibility of available training options.</li> </ul>		<ul style="list-style-type: none"> <li>To strengthen response readiness, we completed a full revision of the ILO training to ensure it meets the learners' needs and expectations. The revised training is now delivered in two parts with a:               <ul style="list-style-type: none"> <li>new eLearning course launched in February 2023 which establishes foundational theory for the IL function and also serves as a 'just in time' refresher course. Over 110 enrolments up to 30 June 2023, and</li> <li>revised one day workshop in which the theory outlined in the eLearning course is embedded through practical knowledge and application. The first workshop was delivered in collaboration with Biosecurity Queensland in February 2023. A second workshop scheduled for Tasmania in May 2023 was rescheduled to July at the request of the jurisdiction.</li> </ul> </li> <li>To upskill and support PHA Members, we:               <ul style="list-style-type: none"> <li>developed course content and a draft storyboard for a new <i>Financial Management of Response Plans</i> eLearning course, with course development to be finalised in 2023-24</li> <li>finalised a resource toolkit framework, with the first of the resources to be available early 2023-24</li> <li>delivered bespoke EPPRD training to members of the Boards of the Australian Macadamia Society, Australian Banana Growers Council and Avocados Australia.</li> </ul> </li> </ul>
eLearning 	<ul style="list-style-type: none"> <li>Necessary skills and subject matter knowledge provided to assist Members to:               <ul style="list-style-type: none"> <li>develop their own courses and/or</li> <li>utilise the functionality of PHA's eLearning platform and administration support to host their own biosecurity related courses.</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li>In collaboration with Department of Agriculture and Fisheries (QLD DAF) and the Department of Primary Industries (NSW DPI), we have developed and released two new 'Hitchhiker Pests' and 'Greenlife Retailer Pests and Diseases' eLearning training packages. These courses support the adoption of best practice biosecurity measures in businesses that deal with goods and cargo at critical points along the supply chain as well as those working in retail nurseries.</li> <li>Supported Citrus Australia in the development of a CitrusWatch eLearning course aimed at improving the understanding of the CitrusWatch program for volunteers participating in the Early Detector Network. The course was written by Citrus Australia, designed by PHA, and launched on PHA's BOLT portal in April 2023.</li> <li>Supported the Australian Forestry Products Association (AFPA) in the development of an eLearning course to improve the understanding of pest and disease threats to Australia's forest industry. The course will be launched in July 2023.</li> <li>Reviewed the <i>Public Information</i> eLearning course for the National Biosecurity Response Team (NBRT).</li> </ul>

Portfolio	KPIs	Status	Achievements
<b>Simulation exercises</b> 	<ul style="list-style-type: none"> <li>▪ Oriental fruit fly simulation exercise delivered, and final report provided in accordance with all contractual requirements by June 2023.</li> <li>▪ Planning for the Agriculture Victoria joint exercise undertaken in accordance with all contractual requirements.*</li> <li>▪ Planning for the Avocado Australia simulation exercises (under the <i>Avocado Industry Biosecurity Strategy 2022-2026</i> project) commenced by June 2023.*</li> </ul>	    	<ul style="list-style-type: none"> <li>▪ Oriental fruit fly simulation exercise planning completed (subject to and pending availability of other resource materials), with delivery subject to further deliberations with project partners.</li> <li>▪ Planning and development of the joint exercise proceeding in accordance with contract requirements, with implementation scheduled for August 2023.</li> <li>▪ Planning for the 'decision making' exercise is underway, with Exercise Concept document agreed and the initial draft of the Exercise Plan drafted.</li> </ul>
<b>Biosecurity response preparedness</b> 	<ul style="list-style-type: none"> <li>▪ Effective engagement as a member of the National Biosecurity Response Team (NBRT) Advisory Group, leading to the successful planning and delivery of recruitment, induction, professional development and training activities.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Ongoing successful engagement in the NBRT Advisory Group, supporting professional development of jurisdiction responders.</li> <li>▪ An eLearning course for functional awareness is under development and aims to provide ongoing knowledge of the functional areas within the control centre structure and is based on a NBRT workshop that was run in August 2022.</li> </ul>

\*Added post AOP endorsement



## Action 1.3 Cultivating collaborations that improve national response arrangements.

Portfolio	KPIs	Status	Achievements
National co-ordination and cross sectoral engagement	<ul style="list-style-type: none"> <li>Effectively engage in national government committees, promoting the needs and expectations of stakeholders in plant biosecurity.</li> <li>Develop and deliver applicable cross sectoral training in collaboration with Animal Health Australia (AHA).</li> </ul>		<p>In supporting national coordination and reform of Australia's emergency preparedness and response system we:</p> <ul style="list-style-type: none"> <li>in collaboration with AHA, delivered awareness training to senior staff in the Department of Agriculture, Fisheries and Forestry (DAFF)</li> <li>shared EPPRD operational insights with parties of the Emergency Animal Disease Response Agreement (EADRA) through participation in the EADRA review working group</li> <li>provided input into the Senate inquiry on <i>Adequacy of Australia's biosecurity measures and response preparedness, in particular with respect to foot-and-mouth disease and varroa mite</i></li> <li>supported examination of the <i>Biosecurity Emergency Response Training Australia</i> (BERTA) accredited training program and partnerships together with Tocal College, AHA and members of the <i>Biosecurity and Agricultural Emergency Network</i> (BAEN)</li> <li>engaged and supported the development of the National Biosecurity Online Training Hub in partnership with QLD DAF, Department of Energy, Environment and Climate Action (DEECA Vic), NSW DPI, AHA and DAFF</li> <li>strengthened our connection with our Members and EPPRD signatories on biosecurity response and EPPRD issues and opportunities through active participation in the National Biosecurity Committee (NBC), BAEN, the NBCEN, and the PIFC</li> <li>examined opportunities for sharing experiences and learnings with our colleagues from the New Zealand Government Industry Agreement.</li> </ul>

## Action 1.4 Reviewing and sharing learnings to improve responses.

Portfolio	KPIs	Status	Achievements
Biosecurity response operations	<ul style="list-style-type: none"> <li>Ensure appropriately skilled and trained PHA personnel participate in notified incidents in accordance with all specified terms and timeframes of the EPPRD.</li> <li>Actively support affected government and Industry Parties throughout major incidents by providing: <ul style="list-style-type: none"> <li>advice on the EPPRD</li> <li>targeted, just-in-time training</li> <li>other support as appropriate.</li> </ul> </li> <li>Conduct timely evaluation activities to support continual learning and improvement of national response arrangements, with collated findings and lessons presented to Parties in May 2023.</li> </ul>		<p>In facilitating effective and efficient responses to plant biosecurity response we:</p> <ul style="list-style-type: none"> <li>provided significant skilled support to government Parties and 24 Industry Parties through negotiations on eradication responses for <i>Varroa destructor</i>, polyphagous shot hole borer and banana freckle involving: <ul style="list-style-type: none"> <li>implementing ORC frameworks collaboratively with Lead Agencies</li> <li>guiding categorisation of two EPPs</li> <li>facilitating shared agreement on Funding Weights of Industry Parties</li> <li>supporting the chairs and secretariates of the CCEPP and the NMG through briefings, training, and one-on-one engagement</li> <li>collation and co-ordination of Cost Sharing.</li> </ul> </li> <li>collectively worked over 1,600 hours (210 days) on incursion management with approximately 1,140 hours (equating to 150 days) worked on the <i>Varroa destructor</i> response alone</li> <li>provided ongoing support for the successful completion of the khapra beetle and exotic fruit fly response plans agreed in previous years</li> <li>facilitated and managed the implementation of the national khapra beetle response financial audit.</li> </ul> <p>In supporting a continual process of review and evaluation of responses, we have successfully:</p> <ul style="list-style-type: none"> <li>completed the annual general debrief</li> <li>held the 4th Annual Debriefing Forum attended by 31 Government and Industry Parties, with a focus on early insights from the <i>Varroa destructor</i> response</li> <li>commenced planning for debriefs of the following responses: <ul style="list-style-type: none"> <li>khapra beetle</li> <li><i>Varroa destructor</i>.</li> </ul> </li> </ul>

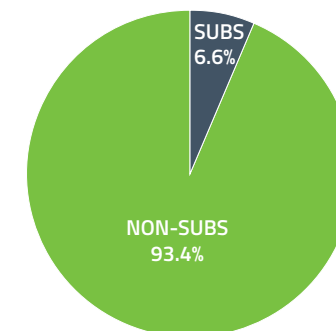
## STRATEGIC PRIORITY 2:

# Strengthen partnerships

We will develop cohesive networks among our Members, the supply chain and the science and technology community.

### MEASURES AND OUTCOMES

- ✓ New relationships established with non-traditional and international partners.
- ✓ Increased positive sentiment towards the value of existing partnerships.
- ✓ Increased number of industry and partner programs developing best practice solutions.
- ✓ Increased understanding of industry adoption of biosecurity practices.
- ✓ Benefits of partnered communication, extension and training valued by industry.



4

Field  
campaigns



7

National committees  
and working groups



4

Board meeting  
communiqués published



10

Program websites  
maintained



8

Biosecurity reference  
panel meetings





1,000


Sticky traps  
deployed






## Action 2.1 Building new partnerships to face future risks



Portfolio	KPIs	Status	Achievements
<p><b>New partnerships to strengthen the Australian plant biosecurity system</b></p> 	<ul style="list-style-type: none"> <li>Increased engagement about the importance of plant biosecurity through new or extended networks or joint industry-government forums.</li> <li>New partnership proposals developed to address biosecurity risks.</li> <li>Effective delivery of project milestones through the Australian Government's Biosecurity Business grant: 'Safeguarding northern Indigenous-led forestry' including engagement and training with Indigenous communities in northern Australia.</li> </ul>		<ul style="list-style-type: none"> <li>Shared the learnings from the Indigenous-led forestry initiative at the national Environmental Biosecurity Webinar, and forest health surveillance and diagnostics lessons shared with Northern Australia Quarantine Strategy (NAQS) staff in Darwin.</li> <li>In collaboration with DAFF, NAQS, Western Australia Department of Primary Industries and Regional Development (DPIRD) and industry representatives, developed a new project to enhance collaborative surveillance and data sharing programs with northern Australian industries and jurisdictions.</li> <li>The 'Pilot Surveillance Data Collaboration' project commenced in early 2023 and will provide guidance to future collaborative data sharing opportunities nationally.</li> <li>Met with potential new PHA members to discuss their biosecurity challenges and opportunities, such as: <ul style="list-style-type: none"> <li>Medicinal Cannabis Industry Australia (MCIA) in partnership with DAFF staff from Import Operations, Plant Science and Risk Assessment and Plant Health Policy branches</li> <li>Australian Seed Federation (ASF).</li> </ul> </li> <li>Signed Memorandum of Understanding (MoU) with the ANU to host Science student interns in the first semester of 2023: <ul style="list-style-type: none"> <li>Three student placements in Marketing and Communications, Strategies, and Diagnostics. All three students passed their unit.</li> </ul> </li> <li>Supported ANU's proposed Australian Research Council (ARC) Training Centre in Plant Biosecurity with in-kind contribution to support programs that focus on extension, adoption, and science communication.</li> <li>PHA engaged the future workforce such as undergraduate students (Agricultural Systems and Biology) at ANU and students at the Canberra Institute of Technology (CIT) studying a Diploma of Horticulture over a series of lectures. The presentations aimed to increase engagement and awareness of the role of biosecurity in Australia.</li> <li>Completed four field campaigns in East Arnhem Land and the Tiwi Islands for the 'Safeguarding northern Indigenous-led forestry' project".</li> </ul>


## Action 2.2 Improving our existing partnerships for emerging risks.

Portfolio	KPIs	Status	Achievements
National committees and working groups	<ul style="list-style-type: none"> <li>Attend and contribute to meetings of national committees and working groups, such as:               <ul style="list-style-type: none"> <li>NBC</li> <li>PHC</li> <li>SDQMA</li> <li>SPHD</li> <li>SNPHS</li> <li>AFFTAC</li> <li>Plant Biosecurity Preparedness Working Group (PBPWG)</li> <li>Environment and Invasives Committee (EIC)</li> <li>Northern Australia Biosecurity Framework Reference Group (NABFWG).</li> </ul> </li> <li>Other ad hoc committees and working groups as required.</li> </ul>		<ul style="list-style-type: none"> <li>Attended and contributed to seven national committees and four working groups:               <ul style="list-style-type: none"> <li>NBC attended:                   <ul style="list-style-type: none"> <li>NBC37 (September 2022)</li> <li>NBC38 (March 2023)</li> </ul> </li> <li>PHC attended:                   <ul style="list-style-type: none"> <li>PHC61 (July 2022)</li> <li>PHC Intersessional (September 2022)</li> <li>PHC62 virtual meeting (November 2022)</li> <li>PHC Intersessional (March 2023)</li> </ul> </li> <li>AFFTAC attended:                   <ul style="list-style-type: none"> <li>AFFTAC09 (August 22)</li> <li>AFFTAC10 (November 2022)</li> </ul> </li> <li>SPHD attended:                   <ul style="list-style-type: none"> <li>SPHD36 (May 2023)</li> <li>SPHD35 (October 2023)</li> </ul> </li> <li>SNPHS attended:                   <ul style="list-style-type: none"> <li>SNPHS21 (October 2023)</li> <li>SNPHS22 (May 2023)</li> </ul> </li> <li>EIC attended:                   <ul style="list-style-type: none"> <li>EIC10 (August 2022)</li> </ul> </li> <li>SMART (formerly SDQMA)                   <ul style="list-style-type: none"> <li>SMART01 (March 2023)</li> </ul> </li> <li>PBPWG                   <ul style="list-style-type: none"> <li>PBPWG01 (April 2023)</li> </ul> </li> <li>Joint SPHD, SNPHS and PBPWG (May 2023)</li> </ul> </li> <li>Attended other national committees and working groups such as:               <ul style="list-style-type: none"> <li>Northern Australia Biosecurity Strategy (NABS) technical group (July and December 2022)</li> <li>National Plant Biosecurity Strategy (NPBS) Governance Group (August 2022).</li> <li>NBCEN from July 2022-June 2023.</li> </ul> </li> </ul>


Portfolio	KPIs	Status	Achievements
Strategic planning and reporting	<ul style="list-style-type: none"> <li>Present 2022 AR and end of year financial statements to Members at the 2022 Annual General Meeting (AGM).</li> <li>Report against agreed key performance indicators in the MYPR, secure approval by the Board and report to Members.</li> <li>Consult Members in determining the 2023-24 operational priorities, present 2023-24 AOP to Members and secure Board approval by May 2023.</li> </ul>		<ul style="list-style-type: none"> <li>Distributed the 2022 AR to all Members prior to and at the AGM.</li> <li>MYPR produced, approved by the Board, and reported to Members.</li> <li>Consulted Members: <ul style="list-style-type: none"> <li>through the AOP webinar in March 2022</li> <li>with an extended consultation period from 30 March – 26 April 2022.</li> </ul> </li> <li>AOP approved by the Board in May 2022.</li> <li>Published a downloadable AOP on the PHA website in June 2022.</li> </ul>
Improve biosecurity partnerships through collective engagement	<ul style="list-style-type: none"> <li>Develop and deliver further engagement opportunities and buy-in to the Decade of Biosecurity (DoB).</li> </ul>		<ul style="list-style-type: none"> <li>Attended implementation plan workshops and facilitated industry participation in national workshops.</li> <li>Provided input into the DoB implementation plan.</li> </ul>
Member liaison	<ul style="list-style-type: none"> <li>Hold two general meetings annually to comply with legal requirements.</li> <li>Host at least two plant industry forum meetings and a joint PHA-AHA forum.</li> <li>Conduct two PHA Member forum meetings annually.</li> <li>Hold at least one consultative meeting for all Members between the annual general meeting and general meeting.</li> <li>Conduct one-on-one consultations with Member organisations at least once and provide opportunities for input into 2023–24 operational priorities.</li> </ul>		<ul style="list-style-type: none"> <li>PHA member meetings (22nd AGM, 34th Plant Industry Forum, 11th PHA Members Forum and 36th EPPRD Signatories meeting) held in November 2022 with <a href="#">presentations</a> and <a href="#">content</a> shared.</li> <li>PHA Member meetings (22nd GM, 35th PIFC, 12th Members Forum and 37th EPPRD Signatories meeting) held in June 2023.</li> <li>Engagement with industry on Biosecurity Reference Panel meetings.</li> <li>Hosted visits from the AFPA, Grains Biosecurity Officers (GBO), Grains Research and Development Corporation (GRDC) and Grain Producers Australia (GPA), Plant Biosecurity Research Initiative (PBRI), Hort Innovation, the National Fruit Fly Council (NFFC), Greenlife Industry Australia, Raspberries and Blackberries Australia, and Citrus industries, as well as many government Members at a variety of meetings.</li> <li>MoU meetings with AFPA, Australian Honey Bee Industry Council (AHBIC), Avocados Australia, Australian Melon Association, and Australian Grape and Wine.</li> <li>One-on-one meetings with the Peanut Company of Australia, NT Farmers Association, Australian Melon Association and Australian Nut Industry Council.</li> </ul>



Portfolio	KPIs	Status	Achievements
Member liaison (continued)	<ul style="list-style-type: none"> <li>Participate in industry/government meetings as requested by Members.</li> <li>Include Board meeting communiques in Tendrils.</li> </ul>		<ul style="list-style-type: none"> <li>Provided secretariat support to:               <ul style="list-style-type: none"> <li>PIFC in August and November 2022 and May 2023</li> <li>PIBC meetings in May 2023.</li> </ul> </li> <li>Made a submission to the Rural and Regional Affairs and Transport Reference Committee (RRAT) inquiry into the adequacy of Australia's biosecurity measures and response preparedness in August 2022.               <ul style="list-style-type: none"> <li>Supported the PIFC, and its Chair, to develop and support their submission to the RRAT into the adequacy of Australia's biosecurity measures and response preparedness in August and September 2022.</li> </ul> </li> <li>Conducted HTS workshops with government, research organisations and industry in September 2022, February, and April 2023 to finalise requirements for the proposed HTS database for plant pest diagnostics.</li> <li>Attended GRDC's Boosting Diagnostics Next Steps Workshop in October 2022 to discuss current and future partnered programs.</li> <li>In discussion with Members, developed and contributed a submission to the DAFF-led 'Have your say – sustainable funding and investment to strengthen biosecurity' in December 2022.</li> <li>Attended and sponsored the Australasian Plant Virology Workshop and the Hemipteran-Plant Interaction Symposium in December 2022, with keynote speakers and two collaborative presentations with Members.</li> <li>Attended and sponsored the Australian Myrtle Rust Conference in June 2023.</li> <li>Board meeting (BM) communiques published on the PHA website and in Tendrils e-newsletter for BM107 to BM110.</li> </ul>
Corporate communications	<ul style="list-style-type: none"> <li>Produce a monthly Tendrils e-newsletter.</li> <li>Grow newsletter subscriber base by five per cent.</li> <li>Secure media coverage of major PHA news in relevant media.</li> <li>Produce proactive articles for targeted media and industry magazines.</li> <li>Grow an online community by increasing reach and frequency of social media posts covering company news, aspects of the biosecurity system and industry spotlights.</li> </ul>		<ul style="list-style-type: none"> <li>Produced and distributed 12 monthly editions of our corporate e-newsletter Tendrils:               <ul style="list-style-type: none"> <li>21.7 per cent increase in newsletter subscriptions</li> <li>Yearly target exceeded and doubled.</li> </ul> </li> <li>Secured media coverage of major PHA news in relevant media:               <ul style="list-style-type: none"> <li>112 articles written and published</li> <li>10 media interviews</li> <li>14 media releases</li> <li>30 speaking presentations.</li> </ul> </li> <li>Media monitoring captured 1,120 articles mentioning PHA:               <ul style="list-style-type: none"> <li>203 per cent increase from last financial year in media mentions.</li> </ul> </li> <li>Launched new Instagram page.</li> <li>2,936 posts across PHA Twitter, Facebook, LinkedIn, and Instagram:               <ul style="list-style-type: none"> <li>3,091 new followers across platforms</li> <li>1,135,640 combined impressions.</li> </ul> </li> </ul>

Portfolio	KPIs	Status	Achievements
Corporate communications (continued)	<ul style="list-style-type: none"> <li>▪ Maintain the corporate, program and member websites and increase the number of website visits.</li> <li>▪ Produce accessible publications to schedule and promote them effectively.</li> <li>▪ Participate in industry events with a biosecurity focus.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Websites maintained with security patches and upgrades to the content management system: <ul style="list-style-type: none"> <li>- 103,713 users (22.92 per cent increase from previous financial year)</li> <li>- 199,057 page views (5.46 per cent increase from previous financial year)</li> </ul> </li> <li>▪ Maintained 10 program websites.</li> <li>▪ Produced, published, and promoted PHA reports through multiple channels: <ul style="list-style-type: none"> <li>- 2022 AR</li> <li>- 2022-23 MYPR</li> <li>- 2023-24 AOP</li> </ul> </li> <li>▪ Participated in: <ul style="list-style-type: none"> <li>- GrowCom Smart Cropping Centre Co-Design Day</li> <li>- Parliamentary Friends of Primary Producers</li> <li>- 11th International Symposium on Fruit Flies of Economic Importance</li> <li>- DoB workshop</li> <li>- TropAg Conference</li> <li>- Phytosanitary Irradiation Strategic Workshop</li> <li>- Citrus Industry familiarisation tour</li> <li>- FNQ Growers Field Day</li> <li>- Australian Grains Industry Conference</li> <li>- 11th Australasian Soilborne Disease Symposium</li> <li>- Crawford Fund Annual Conference</li> <li>- ADSW</li> <li>- evokeAg</li> <li>- International Day of Plant Health (IDPH) Science Exchange</li> <li>- Hort Connections</li> <li>- National Biosecurity Forum</li> <li>- Queensland Biosecurity Partners Forum</li> <li>- Entomological Society of Queensland Centennial Symposium</li> </ul> </li> <li>- On-Farm Biosecurity Summit</li> <li>- Northern Australia Food Futures Conference</li> </ul>

## Action 2.3 Working with members to develop best practice solutions for preparedness, response and recovery.

Portfolio	KPIs	Status	Achievements
<b>Biosecurity planning and review</b>	<ul style="list-style-type: none"> <li>▪ Maintain and update the exotic pest database.</li> <li>▪ Prepare proposals for development and review of three biosecurity plans.</li> <li>▪ Update the Biosecurity Capability Index after completing each biosecurity plan.</li> <li>▪ Update the Biosecurity Preparedness Portal with preparedness material for all Member plant industries as it becomes available.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Exotic pest database updated with each new biosecurity plan released.</li> <li>▪ Proposals developed and contracts executed with the relevant funding bodies for biosecurity plans for the sugarcane, tree nut, apple, and pear industries.</li> <li>▪ Biosecurity Capability Index continuously updated with new versions of biosecurity plans.</li> <li>▪ The Biosecurity Preparedness Portal updated with new preparedness material as it is created or updated.</li> </ul>
<b>Development of biosecurity plans</b>  	<ul style="list-style-type: none"> <li>▪ Develop and revise biosecurity plans for grains, cotton, rice, and citrus industries.</li> <li>▪ Hold reference panels for avocado, berry (rubus and strawberry), ginger, mangoes, mushrooms, onions, plantation forestry, production nursery, summer fruit, sweet potatoes, tropical fruit (lychee, papaya and passionfruit) and viticulture industries.</li> <li>▪ Develop project proposals for the sugarcane, tree nut and apple and pear industries.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Biosecurity plans for the grains, rice, cotton, citrus, mushrooms, and production nursery industries underway, to be finalised and endorsed in 2023.</li> <li>▪ Eight Biosecurity Reference Panel meetings held with industry stakeholders and technical experts for the avocado, berry, lychee, papaya and passionfruit (jointly), mango, plantation forestry, summerfruit, sweet potato, and viticulture industries.</li> <li>▪ Contracts for biosecurity planning for the sugarcane, tree nut, apple and pear industries have also been executed.</li> </ul>



Portfolio	KPIs	Status	Achievements
<b>Biosecurity programs</b>  	<ul style="list-style-type: none"> <li>Collaborate with Biosecurity Officers.</li> <li>Regularly update and promote the Grains Farm Biosecurity website and the Biosecurity page on the AUSVEG website.</li> <li>Develop and publish fact sheets for critical exotic pests of the vegetable, potato, and grains industries.</li> <li>Develop region specific exotic pest and farm hygiene materials for a Melons biosecurity toolkit.</li> <li>Develop bi-monthly feature articles on key grain biosecurity risks for the grain industry's GroundCover publication.</li> <li>Good industry attendance at critical national plant biosecurity forums, EPPRD and PHA meetings and events:               <ul style="list-style-type: none"> <li>DAFF National Biosecurity roundtable</li> <li>PHA Member Forums</li> <li>PBRI seminars and conferences</li> <li>Plant biosecurity forums and conferences.</li> </ul> </li> <li>Coordinate activities of six Bee Biosecurity Officers to assist commercial and amateur beekeepers implement the Honey Bee Industry Code of Practice.</li> <li>Provide secretariat support and drive activities of the National Bee Biosecurity Program Steering Committee.</li> <li>Develop and distribute biosecurity media for melons.</li> <li>Develop and deliver a complete set of annual results summaries for all fall armyworm projects supported by PHA highlighting key achievements and progress.</li> </ul>		<ul style="list-style-type: none"> <li>Biosecurity Officers in the vegetable, potato, melons, nursery, citrus, grape and wine and grain industries have been engaged in regular planning and business meetings.</li> <li>The Grains Farm Biosecurity Program (GFBP) website regularly updated and promoted.</li> <li>Additional fact sheets on high priority threats finalised and published on the GFBP website.</li> <li>On-farm management fact sheets and checklists to assist grower decision-making on biosecurity and farm hygiene issues finalised.</li> <li>Biosecurity information for melon program on track with the latest version of the '<a href="#">farm biosecurity planner</a>' now available and farm biosecurity kits developed and promoted in industry communications.</li> <li>Six bi-monthly articles produced for GroundCover publication.               <ul style="list-style-type: none"> <li><a href="#">Special feature</a> supplement on biosecurity published in issue 160 of GRDC GroundCover.</li> </ul> </li> <li>Attendance at:               <ul style="list-style-type: none"> <li>Biosecurity Extension Community Meeting #5 (26 attendees)</li> <li>Inaugural International Plant Health Research Network Coordination Workshop in London (12 attendees representing country networks)</li> <li>Australian Centre for International Agricultural Research-PBRI workshop on plant biosecurity research priorities for 2023 (11 attendees)</li> <li>Biosecurity Extension Community Meeting #6 (34 attendees)</li> </ul> </li> <li>Coordinated and facilitated discussions during a Bee Biosecurity Officer (BBO) workshop May 2023.</li> <li>Assessed December 2022 and June 2023 BBO milestone reports.</li> <li>Reviewed BBO workplan deliverables to assist in the development of new contracts with State departmental agencies to ensure continued delivery of National Bee Biosecurity Program (NBBP) post June 2023.</li> <li>Secretariat support provided for the November 2022 and April 2023 meetings of the NBBP Steering Committee.</li> <li>All melon funded biosecurity media KPIs met with regular communication of relevant biosecurity information to growers through industry channels.</li> <li>Project summaries and progress reports on <a href="#">fall armyworm</a>, informative <a href="#">podcast series</a> covering observations and experiences in managing this new and emerging pest published on PHA's website.</li> </ul>

## Action 2.4 Driving adoption of best practice solutions that reduce risk.

Portfolio	KPIs	Status	Achievements
National programs	<ul style="list-style-type: none"> <li>Provide a quarterly report on Farm Biosecurity Program (FBP) activities under the program strategy at Board meetings.</li> <li>Develop resources for agronomists, consultants, and veterinarians to help producers implement biosecurity measures.</li> <li>Develop and distribute articles for the Farm Biosecurity newsletter and industry publications.</li> <li>Sponsor a Nuffield Scholar to foster biosecurity leaders among producers.</li> <li>Support the Australian Biosecurity Awards (ABA).</li> </ul>		<ul style="list-style-type: none"> <li>New three-year communications strategy and implementation plan developed and presented to the AHA and PHA Boards.</li> <li>Program updates included at Board meetings.</li> <li>FBP website maintained and updated with new resources:               <ul style="list-style-type: none"> <li>247,347 page views (21 per cent increase)</li> <li>125,018 users (19 per cent increase)</li> </ul> </li> <li>Hosted a joint AHA/PHA Foot and Mouth Disease webinar for mixed producers.</li> <li>Six bi-monthly newsletters produced and distributed to 3,000+ subscriber base</li> <li>25 per cent increase in subscriptions:               <ul style="list-style-type: none"> <li>20 articles produced and published.</li> </ul> </li> <li>Sponsored a Nuffield Scholar in Queensland who is investigating what prevents people from reporting diseases.</li> <li>Supported a plant producer nomination for the ABA's and sponsored the Producer of the Year category.</li> </ul>
Levy management  	<ul style="list-style-type: none"> <li>Encourage the establishment of programs for industry members to improve grower management and preparedness for biosecurity risks and improve grower resilience following incursions.</li> <li>Monitor and manage the implementation of programs against agreed deliverables.</li> </ul>		<ul style="list-style-type: none"> <li>Regular MoU and project meetings with levied industry partners on track or completed.</li> <li>Monitoring and promoting project milestones of industry-funded biosecurity programs.</li> <li>Plant industries continue to raise awareness and develop knowledge and capacity within their industries, as demonstrated in updated websites that contain the latest biosecurity information, fact sheets, biosecurity events and or alerts, including:               <ul style="list-style-type: none"> <li><a href="#">Biosecurity – Grain Producers Australia</a></li> <li><a href="#">Biosecurity and crop protection resources – AUSVEG</a></li> <li><a href="#">Melon Biosecurity Resources – Melons Australia</a></li> <li><a href="#">Biosecurity Alerts – Greenlife Industry</a></li> <li><a href="#">Biosecurity – Citrus Australia</a></li> <li>Biosecurity – Australian Banana Growers</li> <li><a href="#">Biosecurity – Sugar Research Australia</a></li> <li>Biosecurity – Australian Grape &amp; Wine</li> <li><a href="#">Biosecurity – Australian Honey Bee Industry Council</a></li> <li><a href="#">Biosecurity – Cotton Australia</a></li> <li><a href="#">Pests &amp; Biosecurity – Apple and Pear Australia Limited</a></li> <li><a href="#">Biosecurity – Avocados Australia.</a></li> </ul> </li> </ul>







## Action 2.5 Collaborating with partners to ensure targeted communication, extension, and training.

Portfolio	KPIs	Status	Achievements
<b>Surveillance training</b> 	<ul style="list-style-type: none"> <li>Develop two training videos and a Reference Guide to support Standard Operating Procedures for the NBPSP.</li> </ul>		<ul style="list-style-type: none"> <li>Three training videos and a printed quick reference guide developed.</li> </ul>
<b>Partnered training and resources</b> 	<p><i>added post AOP endorsement</i></p> <ul style="list-style-type: none"> <li>Deliver the national Bee Pest Blitz campaign to increase awareness of bee biosecurity.</li> </ul>		<ul style="list-style-type: none"> <li>Worked with stakeholders and project partners to deliver the inaugural Bee Pest Blitz Campaign in April 2023.</li> <li>Convened a Technical Working Group to review and revise the alcohol wash method.</li> <li>Developed two factsheets focused on an alcohol wash method.</li> <li>Developed and produced content for a campaign website with downloadable resources:               <ul style="list-style-type: none"> <li>3,371 page views (April-May)</li> <li>900 downloads of the alcohol wash method factsheet (April-May)</li> </ul> </li> <li>Promoted the campaign via social media:               <ul style="list-style-type: none"> <li>Facebook: 181,172 impressions and 1,192 clicks</li> <li>Twitter: 1,146,796 impressions and 1,195 clicks</li> <li>LinkedIn: 8,635 impressions and 225 clicks</li> </ul> </li> <li>Published two web articles:               <ul style="list-style-type: none"> <li>143 page views</li> </ul> </li> <li>Stakeholder pack with campaign materials developed and distributed through NBCEN, AHBIC and National Bee Biosecurity Steering Committee.</li> </ul>

## STRATEGIC PRIORITY 3:

# Enhance integration

We will improve Australia's ability to identify and detect biosecurity threats.

## MEASURES AND OUTCOMES

- ✓ Increased awareness of the use of innovative technologies and approaches in plant biosecurity.
- ✓ Enhanced national identification and detection capability across Australia that reflects biosecurity risk profiles.
- ✓ Increased knowledge brokering of industry and government intelligence.
- ✓ Increase in engagement activities and initiatives with the community.

NON-SUBS  
100%



529

NPBDN newsletter subscribers



451

PSNAP newsletter subscribers



574

NPBDN members



494

PSNAP members



200

Attendees at ADSW



6

NDPs endorsed



3

NSPs endorsed




330


APPD users







### Action 3.1 Being a role model in the use of innovative technologies and approaches in plant biosecurity.



Portfolio	KPIs	Status	Achievements
Digital systems	<ul style="list-style-type: none"> <li>Maintain AUSPestCheck® as an accessible national repository of plant biosecurity surveillance data.</li> <li>Maintain the APPD and PaDIL as an accessible national repository of plant biosecurity data.</li> <li>Trial AUSPestCheck® as a national repository and provider of animal biosecurity surveillance data.</li> <li>Work with industry to build surveillance capacity through collation, visualisation and sharing of data.</li> </ul>		<ul style="list-style-type: none"> <li>KPIs to maintain and trial AUSPestCheck® have been met, with annual reporting to DAFF and AUSPestCheck® Governance Steering Committee complete.</li> <li>The AHA trial for AUSPestCheck® has had a renewed focus on developing a suite of system enhancements, including improvements to mapping, Microsoft Power BI, and new data submission mechanisms to meet additional reporting needs of animal health stakeholders.</li> <li>AUSPestCheck® 'Future Directions' Workshop held in March 2023 which culminated in a series of commitments related to joint industry-government programs to facilitate data sharing, and to help identify coverage and gaps in disparate surveillance efforts targeting the same pests.</li> <li>PHA are facilitating several case studies with industry and government to promote AUSPestCheck® as a platform for sharing and visualising between participants.</li> <li>Ahead of the NBC (#37) endorsed national cost-sharing model from July 2023, both APPD and PaDIL have had their governance plans endorsed, and a paper has gone to PHC (July 2023) requesting expanded membership to the PaDIL Steering Committee.</li> </ul>

## Action 3.2 Strengthening scientific rigour and capability.

Portfolio	KPIs	Status	Achievements
<b>Biosecurity network coordination to enhance the national diagnostics and surveillance systems</b>	<ul style="list-style-type: none"> <li>Develop website content for NPBDN and PSNAP to ensure relevance and current knowledge is available.</li> <li>Promote and expand membership of the NPBDN and PSNAP networks.</li> <li>Coordinate professional development activities for NPBDN and PSNAP, through delivery of the annual workshops, skills-based training workshops and residential programs to address national capability gaps.</li> <li>Develop a national diagnostics and surveillance capability plan to identify and prioritise activities for priority plant pests.</li> </ul>		<ul style="list-style-type: none"> <li>Website content continuously updated.</li> <li>NPBDN website enhancement and improvements completed.</li> <li>PSNAP website enhancements currently in development.</li> <li>Two NPBDN newsletters and three PSNAP newsletters distributed to 529 and 451 subscribers respectively.</li> <li>NPBDN has 574 members and PSNAP has 494 members.</li> <li>Communications strategy and implementation plan developed to raise awareness, expand membership, and promote professional development opportunities.</li> <li>Combined Annual Diagnostics and Surveillance Workshop (ADSW) held May 2023:               <ul style="list-style-type: none"> <li>42 abstract presentations, 110 in-person registrations, 90 virtual registrations, four additional workshops and one field training activity.</li> <li>Virtual ADSW 2023 planned for later in 2023 with participants drawn from a spillover of ADSW 2023.</li> <li>The Annual Diagnostic Workshop and the Annual Surveillance Workshop will be held separately in 2024, with a joint workshop the following year (pending funding beyond current project).</li> </ul> </li> <li>Facilitated attendance at the Polyphagous Shot-Hole Borer workshop, May 2023, which provided training on identification of PSHB, affected trees and culture isolation. The workshop was successfully delivered during a live response and provided NPBDN and PSNAP members critical experience and training.</li> <li>Identification of exotic cyst nematodes and verification of the draft NDP training workshop delivered in May 2023. Six NPBDN members from participating jurisdictions were provided diagnostic training on live exotic cyst nematodes at Commonwealth Scientific and Industrial Research Organisation (CSIRO) biosecurity laboratory.</li> <li>Three NPBDN members participated in nanopore training at Curtin University in late June 2023.</li> <li>Four Diagnostic and one Surveillance Residential were funded from the Professional Development Program and presented their learnings at ADSW 2023:               <ul style="list-style-type: none"> <li>The 2022–2023 Diagnostics Residential callout made in May 2023 and closed mid-June 2023.</li> <li>Eight diagnostic residential applications received and currently being assessed by the Network Implementation Working Group.</li> <li>The Surveillance Residential callout made in May 2023 and closed late June 2023.</li> <li>Six surveillance residential were received and are currently being assessed by the Plant Surveillance Network Working Group.</li> </ul> </li> <li>A review of the expert register closed in June 2023 and received 166 PSNAP and 268 NPBDN responses.</li> <li>NPBDN webinar on National Diagnostic Protocols in November 2022 with 91 participants registered.</li> <li>PSNAP Forestry webinar held in January 2023.</li> <li>Lecture at ANU on biosecurity, national priority pests, PHA, preparedness, diagnostics and surveillance, farm biosecurity, and reporting plant pests.</li> <li>Project progress reports completed in June 2023.</li> <li>Draft national diagnostic and surveillance capability plans developed with further consultation required to finalise in July 2023.</li> </ul>







Portfolio	KPIs	Status	Achievements
<b>Protocols to support surveillance and diagnostics</b>  	<ul style="list-style-type: none"> <li>Coordinate the development or review of National Diagnostic Protocols (NDP) and National Surveillance Protocols (NSP) for agreed National Priority Plant Pests and Industry High Priority Pests to improve efficiencies in the development processes.</li> </ul>		<ul style="list-style-type: none"> <li>NDPs:               <ul style="list-style-type: none"> <li>Four reference standards for NDP development and endorsement revised with the Diagnostic Protocols Working Group and submitted to SPHD36 for endorsement.</li> <li>Six NDP endorsed in 2022–2023, these                   <ul style="list-style-type: none"> <li>NDP45 – Khapra beetle</li> <li>NDP46 – Flavescence doree phytoplasma</li> <li>NDP47 – Red clover vein mosaic virus</li> <li>NDP48 – Wheat spindle streak mosaic virus</li> <li>NDP49 – Fusarium Wilt – Panama Wilt TR4</li> <li>NDP50 – Texas Root Rot                       <ul style="list-style-type: none"> <li>36 draft NDPs in progress.</li> <li>Endorsed NDPs published on the <a href="#">NPBDN</a> website.</li> </ul> </li> </ul> </li> <li>NDP project plan to prioritise protocols for national and high priority plant pests through development, review, verification and endorsement developed, with prioritisation of protocols in progress.</li> <li>NSPs:               <ul style="list-style-type: none"> <li>Three NSPs (citrus canker, spongy moth and brown marmorated stink bug) endorsed.</li> <li>Six NSPs undergoing review and five NSPs are being aligned against the updated reference standard. Endorsed NSPs published on <a href="#">PSNAP</a> website.</li> </ul> </li> </ul> </li></ul>
<b>Proficiency testing of diagnostic laboratories</b>  	<ul style="list-style-type: none"> <li>Facilitate the provision of samples to the National Plant Health Proficiency Testing Program (NPHPTP).</li> <li>Support the NPHPTP to negotiate material transfer agreements to facilitate sample movement across jurisdictions.</li> </ul>		<ul style="list-style-type: none"> <li>Facilitated the provision of insect, fungi, bacteria, virus, and nematode specimen samples for round 11 of the NPHPTP.</li> <li>Round 11 of the NPHPTP distributed in November 2022 and carried out by participating laboratories.</li> <li>A call for specimens for Round 12 of the NPHPTP made in March 2023 with specimens to be distributed in July/August 2023.</li> </ul>

### Action 3.3 Establishing PHA as the knowledge broker for plant biosecurity.

Portfolio	KPIs	Status	Achievements
<b>National programs</b>  	<ul style="list-style-type: none"> <li>Promote the new decadal NPBS and its sub-strategies and implementation plans.</li> <li>In conjunction with Members, implement the NPBS and associated sub-strategies.</li> </ul>		<ul style="list-style-type: none"> <li>Promoted the 2022–23 Action Plans for the <a href="#">National Plant Biosecurity Strategy</a> and its sub strategies on <a href="#">preparedness</a>, <a href="#">surveillance</a> and <a href="#">diagnostics</a> through various communication channels and distributed them to Members and other stakeholders at key events.</li> <li>Continued to progress implementation of key activities that contribute to delivery of the strategies with Members and other stakeholders.</li> <li>Continued to seek funds to support the facilitation of the implementation of the national plant biosecurity strategy and sub strategies.</li> </ul>



## Action 3.4 Continually improving Australia's biosecurity systems and processes.

Portfolio	KPIs	Status	Achievements
<b>Digital systems</b>  	<ul style="list-style-type: none"> <li>Maintain hardware for hosting websites.</li> <li>Provide technical website support to ensure our service requirements are maintained.</li> <li>Maintain and improve web security to protect PHA and Member organisations.</li> <li>Seek funding for the development of new online resources and enhancements to existing sites.</li> <li>Maintain the Biosecurity Portal.</li> </ul>		<ul style="list-style-type: none"> <li>Continued to seek funds to maintain hardware, host and provide technical support and enhancements for PHA hosted websites.</li> <li>Continued to make jurisdiction content changes to the Australian Interstate Quarantine website, while at the same time actively seeking a new hosting arrangement for this website.</li> <li>Maintained the Biosecurity Portal, with essential infrastructure upgrades.</li> </ul>
<b>Digital systems to support diagnostics</b>  	<ul style="list-style-type: none"> <li>Maintain APPD to inform pest status in suspect EPP Incidents.</li> <li>APPD managed to support aggregation of information from reference collections.</li> <li>Provide, maintain and regularly update the NPBDN and PSNAP websites for members.</li> <li>Maintain the PaDIL as an online resource for diagnosticians, including those verifying border intercepts.</li> </ul>		<ul style="list-style-type: none"> <li>APPD has over 330 users from across 17 organisations.</li> <li>A range of enhancements to improve search features, and data uploads have been implemented for APPD.</li> <li>NPBDN and PSNAP websites regularly updated.</li> <li>New content contributors have been added to PaDIL, and site enhancements to improve data entry have been implemented, to help review species and provide images and datasheets for new entries.</li> <li>An additional six priority pest insect species were captured with high resolution diagnostic images and added to PaDIL with accompanying data sheets.</li> <li>Presentations at National Biosecurity Forum in April, ADSW in May and Northern Australia Food Futures in May have all promoted PHA's digital systems offering (AUSPestCheck®, APPD and PaDIL) and the opportunities for these systems to provide an integrated biosecurity digital system into the future.</li> <li>Stakeholder engagements for the 'National coordination of high throughput sequencing (HTS) data for a connected diagnostics system Phase 1' completed with the delivery of three workshops.</li> <li>Continue to seek funding to build and maintain the proposed HTS database.</li> </ul>
<b>Surveillance system reform</b>  	<ul style="list-style-type: none"> <li>Develop a model(s) for establishing and maintaining a national surveillance system for plant pests.</li> <li>Convene a series of meetings with stakeholders in plant industries and governments to identify priorities and options for delivery and resourcing of a national surveillance system.</li> </ul>		<ul style="list-style-type: none"> <li>One-on-one interviews conducted with 28 PHA industry Members and eight government members in early 2023 to identify priorities, challenges, and options for improving the plant biosecurity surveillance system.</li> <li>Two workshops held to investigate requirements for timely detection of plant pests and potential mechanisms to deliver and resource surveillance activities. Potential models for delivery of surveillance developed to test in further consultation in 2023.</li> </ul>

### Action 3.5 Engaging the community to enhance reporting of biosecurity threats.

PHA coordinates several programs with an emphasis on community engagement for reporting biosecurity threats. These include work undertaken for the Australian arm of the International Day of Plant Health celebrations, participating in four Careers Expos, in Canberra, Sydney, Melbourne and Brisbane, to reach emerging scientists, and programs such as the NBBP delivered by states and territory governments, which provides training and awareness material for amateur beekeepers, and the CitrusWatch program delivered by Citrus Australia.

CitrusWatch has established an Early Detection Network that encourages members of urban and regional communities to deploy traps to look for exotic citrus psyllids. PHA also coordinates the Australian Interstate Quarantine website (AIQ) which provides information to the community on exotic pests and movement restrictions for produce between jurisdictions, as well as the Exotic Plant Pest Hotline which operates in all states and territories to provide a mechanism for reporting new pests.

### Action 3.6 Capturing greater benefits from national and international initiatives.

Many of the activities undertaken by PHA bring stakeholders across plant industries and governments together to progress, drive and improve national initiatives. As the facilitator and coordinator of national digital systems, the professional development and protocols programs and national surveillance and biosecurity programs, PHA works to enhance their delivery and provide benefit for the national biosecurity system.

In the past year, PHA have initiated and held new and continued engagement and discussions with European Plant Health Research Community (EUPHRESKO), New Zealand and Australian Centre for International Agricultural Research (ACIAR) to strengthen relationships and collaboration.

EUPHRESKO is a network of organisations that fund research projects and coordinate national research in the phytosanitary area. In 2022-2023, PHA responded to the DAFF call for EUPHRESKO research project ideas and submitted four proposals. Three of these proposals

- 2023-A-440 – Collaborations through mentoring, learning and expertise exchange
- 2023-A-441 – Use of artificial intelligence/machine learning to improve survey techniques and tools for forest and tree crops
- 2023-A-442 – Collections – referenced vouchered specimens of priority plant pests (exotic and endemic)

gained interest and was pursued by DAFF with EUPHRESKO. However, the need to have cash contributions have hindered PHA's ability to continue participation in the projects. The EUPHRESKO Coordinator for the European and Mediterranean Plant Protection Organization was a guest speaker at the ADSW 2023 held in May.

ACIAR brokers, facilitates, invest in and manage strategic partnerships with public and private research institutions to improve the productivity and sustainability of agricultural systems and the resilience of food systems in partner countries. ACIAR identifies opportunities and partnerships to undertake international agricultural research and capacity-building. PHA met with ACIAR in January 2023 to discuss and identify shared objectives. These included capacity building, supporting agricultural systems to improve productivity and pest pressures. The partnership continues to grow with ACIAR submitting an application for Associate Membership.

## OPERATIONAL PRIORITY 1:

# Improve governance & administration

Build a robust company with effective, efficient processes that deliver good governance and management.

## MEASURES AND OUTCOMES

- ✓ Improved management systems and processes.
- ✓ Structured planning structure and strategy tracking system.
- ✓ Attract and retain key staff.
- ✓ A culture aligned with PHA values.
- ✓ Successful recruitment and management of PHA Board.
- ✓ High levels of staff satisfaction.

SUBS  
100%



# 1st

Organisational Culture Action Plan



# 1st

Learning Strategy



# 5

Staff survey areas significantly improved



# 93%

Board attendance at Member and stakeholder meetings



### Action 4.1 Reviewing and implementing a Board succession and management plan.

Portfolio	KPIs	Status	Achievements
Board management	<ul style="list-style-type: none"> <li>Performance of PHA meets Members' expectations.</li> <li>Meet legal and constitutional compliance requirements.</li> <li>Provide secretariat support to the Board and follow-up Board, F&amp;AC and other meetings attended by directors.</li> <li>Attendance of the PHA Board at over 80 per cent of requested member and stakeholder meetings.</li> <li>Assist the PHA Board with developing and progressing the 2023 Board selection process.</li> </ul>		<ul style="list-style-type: none"> <li>Conducted 2022 PHA Members' survey with results presented at the May 2023 Members Forum.</li> <li>Legal and constitutional compliance met.</li> <li>Secretarial support to the Board and Board committees met.</li> <li>PHA Board attended 93 per cent of Member and stakeholder meetings.</li> <li>The 2023 Board selection process commenced with Board Selection Committee to be appointed and advertising campaign to commence July 2023.</li> </ul>

### Action 4.2 Improving business, budgeting and contract management systems and processes.

Portfolio	KPIs	Status	Achievements
Company finance and administration	<ul style="list-style-type: none"> <li>Meet legal and constitutional compliance requirements.</li> <li>Review the Company Risk Management.</li> <li>Report quarterly on risk and include as a standing item for PHA Board and F&amp;AC meetings.</li> <li>Review and update the Company Human Resources Plan annually and present to the Board.</li> <li>Have annual financial statements externally audited and declared accurate and compliant.</li> <li>Schedule and implement internal audit program and address findings.</li> <li>Present PHA's 2022–23 budget and AOP to members and agree subscriptions in May 2023.</li> <li>Continue to build on the PHA and AHA partnership.</li> <li>Assist members to implement and manage statutory biosecurity levies.</li> </ul>		<ul style="list-style-type: none"> <li>Legal and constitutional compliance met.</li> <li>Risk reviewed regularly by the Executive Management Team, at each Finance and Audit Committee meeting and each Board meeting.</li> <li>Risk appetite workshop held in November 2022.</li> <li>Progress against the PHA Human Resources plan: <ul style="list-style-type: none"> <li>Finalisation of the first Organisational Culture Action Plan, resulting in significant improvement in the five relevant staff survey areas.</li> <li>Development and implementation of PHA's first Learning Strategy.</li> <li>Staff survey conducted April 2023 – improvement across all areas.</li> <li>Review of corporate/governance functions, resulting in creation of Chief Operating Officer role and enhanced succession and contingency arrangements for critical functions, such as CFO and Company Secretary.</li> <li>Continued enhancement of the Performance Review and Development Plan process.</li> <li>Continued enhancement of recruitment processes and increased internal recruitment capability.</li> </ul> </li> <li>The 2023 financial statements contained in the 2023 Annual Report received a clean audit report from Bentley's (previously Synergy).</li> <li>An internal audit on Cyber Security was completed in December 2022 with a second internal audit on Business Continuity to commence in the new financial year.</li> <li>The 2023–24 budget and AOP presented to Members prior to the General Meeting in May 2023 for discussion with a subscription increase approved by Members.</li> <li>Cooperation between the two companies continues with a strong partnership in the areas of emergency response training, the Farm Biosecurity Program, FMD preparedness and general communication.</li> <li>Work with Members and the Commonwealth to establish and amend statutory biosecurity levies as required is ongoing.</li> <li>Amendments to the <i>Plant Health Australia (Plant Industries) Funding Act 2002</i>, received Royal Assent in December 2022.</li> </ul>

## OPERATIONAL PRIORITY 2:

# Enhance communication & engagement

Enhance PHA's reputation to support company sustainability and growth.

## MEASURES AND OUTCOMES

- ✓ Informed and active Members.
- ✓ A professional and consistent brand with strong brand recognition.
- ✓ Increased levels of staff satisfaction, participation and collaboration.
- ✓ Increased awareness of Member obligations.
- ✓ Effective integration of new Members.

SUBS  
100%



**21%**

Increase in newsletter subscriptions



**3,091**

New social media followers



**88**


Internal news items published



**1,135**

Intranet page views of news items


### Action 5.1 Developing a targeted PHA communications and engagement strategy and plan.

Portfolio	KPIs	Status	Achievements
Communications and engagement strategy and plan	<ul style="list-style-type: none"> <li>Increased stakeholder engagement tracked via media mentions, media coverage, page views, social engagement, open and click through rates, event/meeting attendance.</li> </ul>		<ul style="list-style-type: none"> <li>Refer to current communications and engagement metrics included under Strategic Priority 2, Action 2.2 Corporate Communications.</li> </ul>


### 5.2 Maintaining a contemporary corporate style guide.

Portfolio	KPIs	Status	Achievements
Corporate identity guide	<ul style="list-style-type: none"> <li>Publish and maintain a contemporary and practical guide supported by a full suite of easy-to-use templates on the company intranet.</li> <li>Inclusion in employee induction process.</li> </ul>		<ul style="list-style-type: none"> <li>Developed a corporate style guide to provide consistent standards for the production of marketing and communications materials to maintain a consistent, recognisable and professional identity.</li> <li>Full suite of Microsoft Office templates developed, distributed, and published internally.</li> </ul>


### 5.3 Developing and implementing an internal communications strategy and plan.

Portfolio	KPIs	Status	Achievements
Internal communications strategy and plan	<ul style="list-style-type: none"> <li>Increased employee engagement rates tracked via open rates, intranet reads, page views, staff turnover rate, internal promotion rate, active social ambassadors.</li> <li>Response rates to annual staff survey.</li> </ul>		<ul style="list-style-type: none"> <li>Developed internal communications strategy and implementation plan rolled out.               <ul style="list-style-type: none"> <li>company intranet developed and launched</li> <li>88 news items written and published</li> <li>1,135 page views</li> </ul> </li> <li>Launched the Learning Strategy internally.</li> <li>The staff satisfaction survey was conducted in May 2023 with an increase of positive results from staff from the last survey conducted.</li> <li>Survey conducted with 29 responses received.</li> </ul>

### 5.4 Improving member onboarding process.

Portfolio	KPIs	Status	Achievements
Improving member onboarding process	<ul style="list-style-type: none"> <li>Produce a new Member onboarding information package to support government, industry and associate members.</li> </ul>		<ul style="list-style-type: none"> <li>Onboarding pack developed.</li> </ul>

### 5.5 Developing a member training strategy and program.

Portfolio	KPIs	Status	Achievements
Developing member training strategy and program	<ul style="list-style-type: none"> <li>Consultation with Members on the process and timeline for development of a PHA training strategy and program.</li> </ul>		<ul style="list-style-type: none"> <li>Work in progress with Member consultation deferred to early 2023-24.</li> </ul>







# Financial statements

## STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2023

	Notes	2023 \$	2022 \$
<b>Revenue</b>			
Revenue from operating activities	4	13,846,295	12,163,788
Revenue from non-operating activities	4	356,340	68,024
<b>Total revenue</b>		<b>14,202,635</b>	<b>12,231,812</b>
<b>Expenses</b>			
Assist members to manage biosecurity risks		6,256,540	5,991,042
Enhance national biosecurity response agreements and implementation		823,688	838,598
National strategies and policy coordination		3,267,181	2,746,025
Building capacity and capability		1,375,291	419,294
Board and governance		582,330	481,256
Effective partnerships		732,912	718,507
Company management		762,760	693,147
Corporate communications		445,124	364,824
<b>Total expenses</b>	2.15	<b>14,245,826</b>	<b>12,252,693</b>
<b>Deficit before tax</b>		<b>(43,191)</b>	<b>(20,881)</b>
Income tax expense	2.8	-	-
<b>Deficit for the year from continuing operations</b>		<b>(43,191)</b>	<b>(20,881)</b>
<b>Other comprehensive income</b>		<b>-</b>	<b>-</b>
<b>TOTAL COMPREHENSIVE LOSS FOR THE YEAR</b>		<b>(43,191)</b>	<b>(20,881)</b>

This statement should be read in conjunction with the accompanying notes.

## STATEMENT OF FINANCIAL POSITION

as at 30 June 2023

	Notes	2023 \$	2022 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	10	24,488,351	16,801,576
Investments	10	1,821,607	8,577,807
Trade and other receivables	5	872,016	271,771
Prepayments		21,943	122,897
<b>Total current assets</b>		<b>27,203,917</b>	<b>25,774,051</b>
<b>Non-current assets</b>			
Property, plant and equipment	6	261,017	278,477
Right of use assets	9	527,792	714,071
<b>Total non-current assets</b>		<b>788,809</b>	<b>992,548</b>
<b>TOTAL ASSETS</b>		<b>27,992,726</b>	<b>26,766,599</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	7	1,347,968	917,904
Unexpended funding	11	22,813,928	21,684,745
Provisions	8	514,472	637,190
Right of use lease liability	9	169,482	175,370
<b>Total current liabilities</b>		<b>24,845,850</b>	<b>23,415,209</b>

	Notes	2023 \$	2022 \$
<b>Non-current liabilities</b>			
Provisions	8	88,562	83,968
Right of use lease liability	9	400,060	565,977
<b>Total non-current liabilities</b>		<b>488,622</b>	<b>649,945</b>
<b>TOTAL LIABILITIES</b>		<b>25,334,472</b>	<b>24,065,154</b>
<b>NET ASSETS</b>		<b>2,658,254</b>	<b>2,701,445</b>
<b>Equity</b>			
Accumulated surplus		2,658,254	2,701,445
<b>TOTAL EQUITY</b>		<b>2,658,254</b>	<b>2,701,445</b>

This statement should be read in conjunction with the accompanying notes.



## STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2023

	Accumulated surplus \$	Total equity \$
Balance at 1 July 2021	2,722,326	2,722,326
Operating deficit for the year from continuing operations	(20,881)	(20,881)
<b>Balance at 1 July 2022</b>	<b>2,701,445</b>	<b>2,701,445</b>
Operating deficit for the year from continuing operations	(43,191)	(43,191)
<b>Balance at 30 June 2023</b>	<b>2,658,254</b>	<b>2,658,254</b>

This statement should be read in conjunction with the accompanying notes.

## STATEMENT OF CASH FLOWS

for the year ended 30 June 2023

	Notes	2023 \$	2022 \$
<b>Cash flows from operating activities</b>			
Receipts from member subscriptions and project funding		15,188,992	16,339,253
Payments to suppliers and employees		(14,337,478)	(12,982,354)
Interest received		307,485	62,059
<b>Net cash flows from operating activities</b>		<b>1,158,999</b>	<b>3,418,958</b>
<b>Cash flows from investing activities</b>			
Purchase of property, plant and equipment		(56,619)	(43,516)
Sale of property, plant and equipment		0	2,465
<b>Net cash flows used in investing activities</b>		<b>(56,619)</b>	<b>(41,051)</b>
<b>Cash flows from financing activities</b>			
Principal repayment of capital lease obligation		(171,805)	(163,294)
<b>Net cash flows used in financing activities</b>		<b>(171,805)</b>	<b>(163,294)</b>
<b>Net increase in cash and cash equivalents</b>		<b>930,575</b>	<b>3,214,613</b>
Cash and cash equivalents at the beginning of the financial year		25,379,383	22,164,770
<b>Cash and cash equivalents the end of the financial year</b>	10	<b>26,309,958</b>	<b>25,379,383</b>

This statement should be read in conjunction with the accompanying notes.



# NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2023

## 1. Corporate information

Plant Health Australia Limited is a public company limited by guarantee, incorporated in Australia and domiciled in Australia.

The financial report for Plant Health Australia Limited for the year ended 30 June 2023 was authorised for issue in accordance with a resolution of the Directors on 19 September 2023.

## 2. Summary of significant accounting policies

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

### 2.1 Basis of Preparation

These financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001*.

The financial report has been prepared on the basis of historical cost.

The financial report is presented in Australian dollars and all values are rounded to the nearest dollar unless otherwise stated.

### 2.2 Statement of Compliance

The Company is a not for-profit, private sector entity which is not publicly accountable. Therefore, the financial statements of the Company are tier 2 general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures (including Australian Interpretations) adopted by the Australian Accounting Standards Board (AASB) and the *Corporations Act 2001*.

### 2.3 New Accounting Standards and Interpretations

#### 2.3.1 Changes in accounting policy, new and amended accounting standards and interpretations

All new/revised/amending standards and/or interpretations that were issued prior to the sign-off date and are applicable to the current reporting period have been adopted and did not have a material effect on the Company's financial statements.

### 2.4 Current vs non-current classification

The Company presents assets and liabilities in the statement of financial position based on current/non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading; and
- Expected to be realised within twelve months after the reporting period

Or

- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading; and
- It is due to be settled within twelve months after the reporting period.

The Company classifies all other liabilities as non-current.

### 2.5 Revenue recognition

#### 2.5.1 Revenue from contracts with customers

When the Company receives monies under a contract, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Company:

- identifies each performance obligation relating to the contract;
- recognises a contract liability (project income received in advance) for its obligations or contract assets for its rights (project prepayments) under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Company:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue, or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Company recognises income in profit or loss when or as it satisfies its obligations under the contract.

#### 2.5.2 Revenue from membership subscriptions

Revenue is recognised on a straight-line basis over the period to which the membership relates reflecting the progressive satisfaction of performance obligations.

### 2.5.3 Federal/state and industry project income and government grants

Revenue is recognised over the periods necessary to match the costs that it is intended to compensate provided all attaching conditions have been complied with and the performance obligations under the contract are sufficiently specific. Revenue received where the cost to which it relates has not yet been incurred is reflected as Unexpended Funding in the statement of financial position.

Where performance obligations under the contract are not sufficiently specific the Company recognises revenue when it gains control of (or has the right to receive) the asset (cash).

### 2.5.4 Interest

Revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

## 2.6 Leases

### Right-of-use assets

The Company recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Unless the Company is reasonably certain to obtain ownership of the leased asset at the end of the lease term, the recognised right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term. Right-of-use assets are subject to impairment.

### Lease liabilities

At the commencement date, the Company measures lease liabilities measured at the present value of the lease payments unpaid at that date. The lease payments include fixed payments (including in substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees.

In calculating the present value of lease payments, the Company uses the incremental borrowing rate at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset. 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.

## 2.7 Employee benefits

Liabilities for wages and salaries, annual leave and long service leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date. They are measured at the amounts expected to be paid when the liabilities are settled. Expenses for sick leave are recognised when the leave is taken and are measured at the rates paid or payable. Accumulated sick leave is not paid out on termination.

Liabilities recognised in respect of long-term employee benefits are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures, and periods of service.

Contributions are made by the Company to employee superannuation funds and are charged as expenses when incurred.

## 2.8 Taxation

No provision has been made for income tax at balance date.

Pursuant to Section 50-40 of the *Income Tax Assessment Act 1997*, as amended, the Australian Taxation Office has issued a Private Binding Ruling exempting Plant Health Australia Limited from income tax as an association established for the purpose of promoting the development of agricultural and horticultural resources in Australia, and not carried on for the profit or gain of its individual members.

## 2.9 Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located where a present obligation to do so exists.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis. Useful lives are as follows:

Category of Property, plant and equipment	Useful life
Leasehold improvements	To end of current office lease
Computer equipment	Between 3 and 5 years
Office equipment	Between 4 and 10 years
Furniture and fittings	Between 5 and 10 years

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in profit or loss.

The cost of improvements to or on leasehold property is capitalised, disclosed as leasehold improvements, and depreciated over the unexpired period of the lease or the estimated useful lives of the improvements, whichever is the shorter.

## 2.10 Goods and Services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST except:

- a) where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- b) for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the statement of cashflows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified within operating cash flows.

Receivables and payables in the statement of financial position are shown inclusive of GST.

## 2.11 Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at bank, in hand and short-term deposits that are readily convertible to known amounts of cash within three months and which are subject to an insignificant risk of change in value.

For the purposes of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents and investments.

## 2.12 Unexpended funding

The Company receives grant monies and other funding to fund projects either for contracted periods of time or for specific projects irrespective of the period of time required to complete those projects. It is the policy of the Company to treat these amounts as unexpended funding in the statement of financial position where the Company has not satisfied its obligations under the contract.

The Company has assessed that it is acting as an agent in respect to most EPPR Levy Funds as statutory and contractual restrictions mean that the economic benefits associated with the funds will not flow to the Company unless those benefits are received under Part 3 section 10C(3) or 10C(6) of the Plant Health Australia (Plant Industries) Funding Act 2002 (The Act) (PHA's reimbursable costs).

The EPPR Levy Funds (excluding PHA's reimbursable costs) are restricted to be used to cover a Plant Industry Member's obligations under the EPPR Deed and cannot be used to meet any of the Company's obligations or further its objectives unless specified in The Act. These funds are therefore recognized as a liability and separately disclosed from the Company's cash and cash equivalents in Note 10. Movements in the EPPR Funds are not recognised in the Company's Statement of Comprehensive Income.

## 2.13 Provisions

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

When the Company expects some or all of a provision to be reimbursed the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of comprehensive income net of any reimbursement.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date. The discount rate used to determine the present value reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision resulting from the passage of time is recognised within finance costs.

## 2.14 Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

### *Financial assets*

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss. The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Company's business model for managing them. The Company's financial assets are all classified at amortised cost. The Company measures financial assets at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows, and;
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.



*Impairment of financial assets*

The Company recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at fair value through profit or loss. For trade receivables, the Company applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Company has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. The Company considers a financial asset in default when internal or external information indicates that the Company is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Company. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

*Financial Liabilities*

Financial liabilities are classified as financial liabilities at amortised cost or at fair value through profit or loss, as appropriate. All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs. The Company has no financial liabilities at fair value through profit or loss or derivatives designated as hedging instruments in an effective hedge.

**2.15 Total expenses**

Total expenses include defined contribution plan costs totalling \$453,291 (2022: \$403,629).

**3. Significant accounting judgements, estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenues and expenses. Management bases its judgements and estimates on historical experience and on other factors it believes to be reasonable under the circumstances, the results of which form the carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates under different assumptions and conditions.

Management has identified the following critical accounting policies for which significant judgements, estimates and assumptions are made. Actual results may differ from these estimates under different assumptions and conditions and may materially affect financial results or the financial position reported in future periods.

**3.1 Make good provisions**

A provision has been made for the present value of anticipated costs of future restoration of leased premises. The provision includes future cost estimates of restoring the premises to its original state. Uncertainties may result in future actual expenditure differing from the amounts currently provided. The provision recognised is periodically reviewed and based on the facts and circumstances available at that time.

**3.2 Estimation of useful lives of assets**

The estimation of the useful lives of assets has been based on historical experience. In addition, the condition of the assets is assessed at least once per year and considered against the remaining useful life. Adjustments to useful lives are made when considered necessary.

**3.3 Long service leave provisions**

The liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at balance date. In determining the present value of the liability, attrition rates and pay increases through promotion and inflation have been taken into account.

**3.4 Revenue recognition**

The Company has applied AASB 15 and AASB 1058 using the cumulative effective method. Refer to Note 2.5 for further information.

**3.5 Significant judgement in determining the lease term of contracts with renewal options**

The Company determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Company applies judgement in evaluating whether it is reasonably certain to exercise the option to renew. That is, it considers all relevant factors that create an economic incentive for it to exercise the renewal. After the commencement date, the Company reassesses the lease term if there is a significant event or change in circumstances that is within its control and affects its ability to exercise (or not to exercise) the option to renew.

## 4. Revenue

The following is an analysis of the Company's revenue for the year from continuing operations.

	2023 \$	2022 \$
<b>Revenues from contracts with customers</b>		
Revenue from member subscriptions	2,752,900	2,660,500
Federal/State government project income	4,071,532	2,965,595
Industry project income	7,021,863	6,537,693
<b>Total revenues from contracts with customers</b>	<b>13,846,295</b>	<b>12,163,788</b>
<b>Revenues from non-operating activities</b>		
Interest income	356,340	67,166
Profit on sale of assets	-	858
<b>Total revenues from non-operating activities</b>	<b>356,340</b>	<b>68,024</b>
<b>Total revenues from ordinary activities</b>	<b>14,202,635</b>	<b>12,231,812</b>

Member subscriptions are recognised over time (over the period of the membership subscription). Project income is recognised at a point in time (when eligible project expenditure is incurred).

The Company also makes payments to the Commonwealth and other Australian governments on behalf of Members in relation to agreed cost-sharing arrangements as part of various emergency responses. These payments are made from funds received by PHA from Statutory Levies and are not included in Revenue. In the 2023 financial year these payments totalled \$4,062,774 (2022: \$2,277,835).

## 5. Trade and other receivables

	2023 \$	2022 \$
<b>Current trade and other receivables</b>		
Trade receivables from customer contracts	650,636	256,088
Goods and Services Tax	156,842	-
Interest receivable	64,538	15,683
<b>Total Trade and other receivables</b>	<b>872,016</b>	<b>271,771</b>

Trade receivables are non-interest bearing and are generally on terms of 30 days. No receivables are impaired (2022: \$nil)

## 6. Property, plant and equipment

	2023 \$
<b>Leasehold improvements</b>	
At cost	197,586
Accumulated amortisation	(195,068)
	<b>2,518</b>
<b>Computer equipment</b>	
At cost	268,946
Accumulated depreciation	(182,248)
	<b>86,698</b>
<b>Office equipment</b>	
At cost	106,022
Accumulated depreciation	(62,994)
	<b>43,028</b>
<b>Furniture and fittings</b>	
At cost	245,592
Accumulated depreciation	(116,819)
	<b>128,773</b>
<b>Total property, plant and equipment</b>	
At cost	818,146
Accumulated depreciation and amortisation	(557,129)
<b>Total written down amount</b>	<b>261,017</b>

## 6. Property, plant and equipment (continued)

Reconciliation of the carrying amounts of property, plant and equipment at the beginning and end of the current financial year follows:

	2023 \$
<b>Leasehold improvements</b>	
Carrying amount at beginning	3,407
Depreciation expense	(889)
	<b>2,518</b>
<b>Computer equipment</b>	
Carrying amount at beginning	82,051
Additions	37,642
Disposals	(131,771)
Depreciation written back	131,771
Depreciation expense	(32,995)
	<b>86,698</b>
<b>Office equipment</b>	
Carrying amount at beginning	51,442
Additions	11,716
Depreciation expense	(20,130)
	<b>43,028</b>
<b>Furniture and fittings</b>	
Carrying amount at beginning	141,577
Additions	7,261
Depreciation expense	(20,065)
	<b>128,773</b>
<b>Total property, plant and equipment</b>	
Carrying amount at beginning	278,477
Additions	56,619
Disposals	(131,771)
Depreciation written back	131,771
Depreciation expense	(74,079)
	<b>261,017</b>

## 7. Trade and other payables

	2023 \$	2022 \$
<b>Current liabilities</b>		
Trade payables	1,225,453	624,632
Goods and Services Tax	-	122,394
Fringe Benefits Tax	12,620	20,717
Salaries and wages	109,895	150,161
<b>Total current liabilities</b>	<b>1,347,968</b>	<b>917,904</b>

## 8. Provisions

	2023 \$	2022 \$
<b>Provisions</b>		
Employee benefits	564,868	682,992
Make good provision	38,166	38,166
<b>Total provisions</b>	<b>603,034</b>	<b>721,158</b>
Carrying amount at end of financial year – Current	514,472	637,190
Carrying amount at end of financial year – Non-Current	88,562	83,968
<b>Total provisions</b>	<b>603,034</b>	<b>721,158</b>



## 9. Right of use asset and liability

### Right of Use Assets

PHA's lease portfolio consists of an office building, with an initial term of 5 years.

The option to extend or terminate are contained in the property lease of the Company. An extension clause provides the Company the opportunity to manage the lease in a manner that aligns with its strategies. The extension or termination options are only exercisable by the Company. The extension or termination options which are probable to be exercised have been included in the calculation of Right of Use asset.

### Lease

The Company entered a five-year concessionary lease from 1 May 2021 with the owner of premises at 1 Phipps Close, Deakin, for the exclusive use of office space and car parks. The previous lease, for the same premises was not extended and the accounting treatment was to reverse the lease in accordance with AASB 16.

The Company may not use this space for any purpose other than office space and associated car parking, during the lease term without prior consent of the owner. Lease payments are payable monthly. The Company has been provided with an incentive equivalent to 15% of the gross lease commitment over the lease term.

This lease is measured at cost in accordance with the Company's accounting policy as outlined in Note 2.6.

### i) AASB 16 related amounts recognised in the statement of financial position

	2023 \$	2022 \$
<b>Right of use assets</b>		
Leased building	931,397	931,397
Accumulated depreciation	(403,605)	(217,326)
<b>Total Right of use asset</b>	<b>527,792</b>	<b>714,071</b>

### Movement in carrying amounts:

#### Leased building:

Opening balance	714,071	900,351
Depreciation expense	(186,279)	(186,280)
<b>Net carrying amount</b>	<b>527,792</b>	<b>714,071</b>

### Future minimum lease payments

The future minimum lease payments arising under the Company's lease contract at the end of the reporting period is as follows:

Not later than one year	207,516	202,847
Later than one year and not later than five years	392,536	600,051
	<b>600,052</b>	<b>802,898</b>

The Company has one lease contract which relates to the offices at 1 Phipps Close, Deakin, ACT 2600. The lease commenced on 1 May 2021 and terminates on 30 April 2026. There is an opportunity to exercise an option for an additional five years.

### ii) AASB 16 related amounts recognised in the statement of comprehensive income

	2023 \$	2022 \$
<b>Movement in carrying amounts:</b>		
Interest expense on lease liabilities	31,042	34,690

## 10. Cash and cash equivalents

	2023 \$	2022 \$
<b>Cash and cash equivalent balance comprises:</b>		
Cash on hand	350	350
Cash at bank	601,076	419,867
Short term deposits	14,340,504	7,090,149
Cash at bank and short-term deposits (EPPR)	9,546,421	9,291,210
<b>Closing cash balance</b>	<b>24,488,351</b>	<b>16,801,576</b>
<b>Long term deposits</b>	<b>1,821,607</b>	<b>8,577,807</b>
<b>Total Cash and cash equivalents</b>	<b>26,309,958</b>	<b>25,379,383</b>

Cash at bank earns interest at floating rates depending on daily bank deposit rates. Short term deposits are made for varying periods between one and three months. Long-term deposits are made for periods in excess of three months.

## 11. Unexpended funding

	2023 \$	2022 \$
EPPR levy funds	9,560,087	9,304,915
Project income received in advance (contract liabilities)	13,253,841	12,379,830
<b>Total Unexpended funding</b>	<b>22,813,928</b>	<b>21,684,745</b>

## 12. Related party transactions

Because of the nature of the skills and other interests related to agriculture there is potential for a Director to have a conflict of interest given the range of projects undertaken by the Company. The Company keeps a register of Directors' declared conflict of interest with Directors' declaring at the start of each Board meeting any possible conflict that has not been previously disclosed.

All transactions are conducted using commercial arms-length principles and made under normal terms and conditions. There were two related party transactions during the year as follows:

	2023 \$	2022 \$
<b>Supply of services to related parties</b>		
<b>Membership subscriptions and project income:</b>		
Vinehealth Australia (Associate Member)	-	2,000
Horticulture Innovation Australia Limited (Associate Member)	1,128,848	-
<b>Total Income from related parties</b>	<b>1,128,848</b>	<b>2,000</b>
<b>Purchase of services from related parties</b>		
<b>Assist members to manage biosecurity risks:</b>		
Horticulture Innovation Australia Limited (Associate Member)	368,000	-
<b>Total Purchases from related parties</b>	<b>368,000</b>	<b>-</b>

No other amounts were owed by the Company to related parties and no other amounts were owed by related parties to the Company at 30 June 2023.

## 13. Key Management Personnel Compensation

The aggregate compensation made to directors and key management personnel of the Company is set out below.

	2023 \$	2022 \$
Compensation to directors and key management personnel of the Company	1,353,427	1,327,349

## 14. Audit Fees

	2023 \$	2022 \$
Auditors of the Company – Audit of the financial statements	29,400	28,600
Other Auditors – Internal audit(s)	13,657	12,000
<b>Total audit fees</b>	<b>43,057</b>	<b>40,600</b>

## 15. Events after the reporting date

In the opinion of the Directors, there has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the company, the results of those operations, or the state of affairs of the company in future financial year.



## DIRECTORS' DECLARATION

In accordance with a resolution of the Directors of Plant Health Australia Limited, I state that:

In the opinion of the Directors

- (a) The financial statements and notes of the Company are in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards – Simplified Disclosures (including the Australian Accounting Interpretations) and *Corporations Regulations 2001*; and
- (b) There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed on behalf of the Board

**S.D. McCutcheon**  
Director

19 September 2023



# Independent auditor's report



**Bentleys ACT Pty Ltd**  
ABN 45 104 227 063  
bentleys.com.au

## INDEPENDENT AUDITOR'S REPORT

To the members of Plant Health Australia Limited  
ABN 97 092 607 997

### Opinion

We have audited the financial report of Plant Health Australia Limited ('the entity'), which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the entity is in accordance with *Corporations Act 2001*, including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2023 but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that

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there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of the Directors for the Financial Report

The directors of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are 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 the directors either intend to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

### Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our 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, we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 our 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 directors.
- Conclude on the appropriateness of the directors' 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 we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our

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opinion. Our conclusions are based on the audit evidence obtained up to the date of our 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision, and performance of the entity audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

**Eric Hummer**  
Audit Director  
Bentleys ACT Pty Ltd  
Authorised Audit Company No. 301280

19 September 2023

# Acronyms

<b>ABA</b>	Australian Biosecurity Award
<b>ABARES</b>	Australian Bureau of Agricultural and Resource Economics and Sciences
<b>ACCPO</b>	Australian Chief Plant Protection Officer
<b>ACIAR</b>	Australian Centre for International Agricultural Research
<b>ADSW</b>	Annual Diagnostics and Surveillance Workshop
<b>ADW</b>	Annual Diagnosticians Workshop
<b>AFFTAC</b>	Australian Fruit Fly Technical Advisory Committee
<b>AFPA</b>	Australian Forestry Products Association
<b>AGM</b>	Annual General Meeting
<b>AHA</b>	Animal Health Australia
<b>AHBIC</b>	Australian Honey Bee Industry Council
<b>AIQ</b>	Australian Interstate Quarantine website
<b>AMA</b>	Australian Melons Association
<b>ANU</b>	Australian National University
<b>AOP</b>	Annual Operational Plan
<b>APPD</b>	Australian Plant Pest Database
<b>ARC</b>	Australian Research Council
<b>ASF</b>	Australian Seed Federation
<b>BAEN</b>	Biosecurity and Agricultural Emergency Network
<b>BBO</b>	Bee Biosecurity Officer
<b>BERTA</b>	Biosecurity Emergency Response Training Australia
<b>BP</b>	Biosecurity Plan
<b>BISOP</b>	Biosecurity Incident Standard Operating Procedure

<b>BOLT</b>	Biosecurity Online Training
<b>CCEPP</b>	Consultative Committee on Emergency Plant Pests
<b>CIT</b>	Canberra Institute of Technology
<b>DAFF</b>	Department of Agriculture, Fisheries and Forestry
<b>DAF</b>	Department of Agriculture and Fisheries (QLD)
<b>DEECA</b>	Department of Energy, Environment and Climate Action
<b>DoB</b>	Decade of Biosecurity
<b>DPI</b>	Department of Primary Industries (NSW)
<b>DPIRD</b>	Department of Primary Industries and Regional Development (WA)
<b>EADRA</b>	Emergency Animal Disease Response Arrangement
<b>EIC</b>	Environment and Invasives Committee
<b>EMT</b>	Executive Management Team
<b>EPP</b>	Emergency Plant Pest
<b>EPPR</b>	Emergency Plant Pest Response
<b>EPPRD</b>	Emergency Plant Pest Response Deed
<b>EUPHRESCO</b>	European Plant Health Research Community
<b>F&amp;AC</b>	Finance and Audit Committee
<b>FBP</b>	Farm Biosecurity Program
<b>FMD</b>	Foot and Mouth Disease
<b>FWPA</b>	Forest and Wood Products Australia
<b>GBO</b>	Grain Biosecurity Officer
<b>GFBP</b>	Grains Farm Biosecurity Program
<b>GM</b>	General Meeting



<b>GPA</b>	Grain Producers Australia
<b>GRDC</b>	Grains Research and Development Corporation
<b>HTS</b>	High Throughput Sequencing
<b>IDPH</b>	International Day of Plant Health
<b>ILO</b>	Industry Liaison Officer
<b>KPI</b>	Key Performance Indicator
<b>MOU</b>	Memorandum of Understanding
<b>MCIA</b>	Medicinal Cannabis Industry Australia
<b>MYPR</b>	Mid-year Performance Report
<b>NABFWG</b>	Northern Australia Biosecurity Framework Reference Group
<b>NABS</b>	Northern Australian Biosecurity Strategy
<b>NAQS</b>	Northern Australia Quarantine Strategy
<b>NBCEN</b>	National Biosecurity Communication and Engagement Network
<b>NBBP</b>	National Bee Biosecurity Program
<b>NBC</b>	National Biosecurity Committee
<b>NBPSP</b>	National Bee Pest Surveillance Program
<b>NBRT</b>	National Biosecurity Response Team
<b>NDP</b>	National Diagnostic Protocols
<b>NFFC</b>	National Fruit Fly Council
<b>NFPSP</b>	National Forest Pest Surveillance Program
<b>NMG</b>	National Management Group
<b>NPBDN</b>	National Plant Biosecurity Diagnostic Network
<b>NPBS</b>	National Plant Biosecurity Strategy

<b>NPHPTP</b>	National Plant Health Proficiency Testing Program
<b>NPPP</b>	National Priority Plant Pests
<b>NSP</b>	National Surveillance Protocol
<b>NSPWG</b>	National Surveillance Protocols Working Group
<b>ORC</b>	Owner Reimbursement Cost
<b>PaDIL</b>	Plant and Disease Image Library
<b>P&amp;CC</b>	People and Culture Committee
<b>PBPWG</b>	Plant Biosecurity Preparedness Working Group
<b>PBRI</b>	Plant Biosecurity Research Initiative
<b>PFF</b>	Prevent Fruit Fly
<b>PHA</b>	Plant Health Australia
<b>PHC</b>	Plant Health Committee
<b>PIBC</b>	Plant Industries Biosecurity Committee
<b>PIFC</b>	Plant Industry Forum Committee
<b>PSNAP</b>	Plant Surveillance Network Australasia – Pacific
<b>RD&amp;E</b>	Research, development and extension
<b>RDC</b>	Research Development Corporation
<b>RRAT</b>	Rural and Regional Affairs and Transport Reference Committee
<b>SDQMA</b>	Domestic Quarantine and Market Access
<b>SMART</b>	Subcommittee on Market Access, Risk and Trade
<b>SNPHS</b>	Subcommittee on National Plant Health Surveillance
<b>SPHD</b>	Subcommittee on Plant Health Diagnostics






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