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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 have been a cornerstone of PHA's mission for over 24 years."

I am pleased to present Plant Health Australia's (PHA) Annual Report for 2023-24, highlighting PHA's achievements and milestones against our key performance indicators (KPIs) as set out in the 2023-24 Annual Operational Plan (AOP) and captured in the 2023–24 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.

In November 2023, I commenced my term as Chair of the Board, taking over from Steve McCutcheon who held the Chair role for six years and who served on the PHA Board for a total of eight years. At the same time, we welcomed four new Board Directors: Roslyn Baker, Jolyon Burnett, Dr Jeremy Burdon and Dr Ron Glanville.

Partnerships have been a cornerstone of PHA's mission for over 24 years. By further developing our partnerships with industry, government, and stakeholders, we have continued to build better outcomes in preparedness, response and recovery. Over the past year PHA has continued to cultivate strong Member relationships through various Member engagements and by encouraging Members to participate in the setting of company activities. Through this partnership approach, we remain committed to strengthening Australia's plant biosecurity system by maintaining open trade pathways and coordinated systems.

During 2023–24, we continued to develop cohesive networks among our Members, the supply chain and the science and

technology community. Highlights include presenting at the Northern Australian Plant Capacity and Response Network (NAPCaRN) network roundtable, developing biosecurity plans for the grains, rice and production nursery industries that were endorsed, renewing our Memorandum of Understanding (MoU) with the Plant Biosecurity Research Initiative (PBRI), publishing a FMD quick guide for mixed producers, drafting a National Action Plan for Pests of Trees and Timber, and updated the Biosecurity Preparedness Portal.

In particular, our close working relationship with the Grains Research and Development Corporation (GRDC) on the Grains Industry Biosecurity Plan is note-worthy. The Grains Industry Biosecurity Plan was finalised and launched in conjunction with GRDC, Grain Producers Australia and Grain Growers Limited at the Australian Grains Industry Conference in July. This is a significant step forward and we hope to form similar partnerships with other Research and Development Corporations (RDCs) in future.

As the custodian of the Emergency Plant Pest Response Deed (EPPRD), we continue to administer the EPPRD, enhance policy and operations to promote early pest reporting, and manage Emergency Plant Pest (EPP) responses. During the year, two eLearning courses were launched; more than 15 individually tailored biosecurity response and preparedness training sessions were delivered to Members; four new guidelines were developed to support understanding and implementation of response procedures under the EPPRD; two National Debriefs were held to capture learnings from the *Varroa destructor* and the Polyphagous shot hole borer incidents; we achieved 10,000+ Biosecurity Online Training (BOLT) enrolments across 12 eLearning courses with 82 per cent completion rate; and we collectively worked over 1,070 hours (141 days) on incursion management.

Earlier this year, we also farewelled Dr Susanna Driessen who made a significant contribution to PHA with her dedication to and operational knowledge of the EPPRD.

Preparedness is a key component of biosecurity and during the year, PHA undertook biosecurity planning activities and strategic post-border activities for specific plant industries to identify, prepare and manage pest threats. These included maintaining the exotic pest database, updating the Biosecurity Capability Index and developing and revising biosecurity plans for the lychee, papaya, passionfruit and viticulture industries.

The early detection of exotic plant pests is a focus and coordinating components of the surveillance system to increase early detection remains a priority. This is supported by developing surveillance strategies and plans, expanding surveillance data collection, establishing surveillance programs for high priority pests, and facilitating regional surveillance reporting systems.

Surveillance highlights from the past year include coordinating the delivery of 2023-24 surveillance activities under the Forest Watch Australia Program: 165 traps deployed and serviced monthly; over 6,072 visual tree assessments undertaken to detect exotic forest pests; and delivering 12 stakeholder training workshops. We also coordinated the Forest Watch Australia Expert training workshop in November 2023. Under the CitrusWatch program, PHA supported the development of Early Detector Network (EDN) updates and the 2022-23 Annual Activity Report to raise biosecurity awareness and promote program achievements. We also ensured the delivery of surveillance activities across government agencies under the National Bee Pest Surveillance Program.

To enable the fast and accurate identification of pests, PHA provides diagnostic resources to support and improve capability of Australia's network of diagnosticians. Focused activities included developing a data sharing container feature for AUSPest*Check®*; two new super content contributors added to the Pest and Disease Image Library (PaDIL); over 7 million records in AUSPest*Check®* covering nearly 70 surveillance targets; endorsement of National Diagnostic Protocol (NDP) 51 Pine wood nematode (*Bursaphelenchus xylophilus*); endorsement of National Surveillance Protocol (NSP) 4 Khapra beetle (*Trogoderma granarium*); and completing the Nationally Integrated Surveillance System for Plant Pests consultation.

Other key milestones and achievements from the past 12 months are detailed in the timeline on pages 30-31 and in the Performance section. Delivery of this portfolio of work would not have been possible without our skilled staff and efficient business systems.

During the last financial year, total revenue decreased by 3.57 per cent to \$13,695,328. Member subscription revenue increased by 3.5 per cent to \$2,851,392 whilst project income decreased by 7.94 per cent to \$10,212,503.

PHA has a well-established role as the trusted coordinator of the plant biosecurity system, bringing expertise, knowledge, and stakeholders together to create solutions. Although PHA's role and organisational structure has evolved over the years, our focus remains on keeping the system future-focused and solutions-orientated.

During the past 12 months, the Board has formed a new Business Model Committee to undertake a review of PHA's business model to explore alternative funding and revenue streams to ease the pressure on Member subscriptions. The success of PHA is a direct reflection of the excellent work that Sarah Corcoran has done during her time as Chief Executive Officer (CEO). As CEO, Sarah has ensured PHA's strategy, direction and delivery remains on course to provide Member value. Sarah and the PHA team have undertaken an extraordinary amount of work this year. This includes the selection and introduction of a new Enterprise Resource Planning (ERP) software system in a relatively short timeframe, and we look forward to finalising the new program to support running the business, supporting automation and processes in finance, human resources, services and procurement. Board Director Kathy Kelly is commended for her instrumental role in supporting this project. Kathy has also voluntarily taken on the Company Secretary role until a longer-term solution can be implemented.

Our appreciation also goes out to our Members for their continued support and commitment to improving the Australian plant biosecurity system.

I look forward to our continued collaboration in strengthening and transforming the plant biosecurity system.

Kim Halbert

Kf Shillest

Kim Halbei Chair

Overview

FROM THE CEO



Welcome to the 2023—24 Annual Report (AR), 80 pages reflecting our progress against the strategic and operational priorities outlined in PHA's Strategic Plan 2022-27. The AR highlights our performance during the

second year of our five-year Strategic Plan and outlines the activities delivered since the release of the 2023—24 Mid-Year Performance Report.

For over 24 years PHA has made significant efforts to strengthen government and industry partnerships to ensure a collective vision and a united purpose to build a robust and resilient plant biosecurity system that is future-focused and results-driven. During this time our Members have faced many pest and disease incursions with changing scope, scale, complexity, severity and impact, requiring strengthened systems and processes to respond more effectively and efficiently.

In line with Strategic Priority 1: Respond effectively, PHA continues to advance Australia's ability to respond and recover from plant pest incursions through shared commitment to the EPPRD, fit-for-purpose response arrangements and capability building. To strengthen response readiness and resilience, we launched two new eLearning courses and reinvigorated the existing *Growers Pest Reporting and Responding* course.

To improve Signatories knowledge and understanding of the EPPRD and biosecurity incident responses, we provided Board training to plant industry Members and launched the *Industry* Resource Toolkit; a series of 12 articles covering national biosecurity arrangements and responses under the EPPRD. Another highlight was spearheading the development and launch of the National Biosecurity Training Hub.

In October 2023 we celebrated 18 years of the EPPRD and the unique and valuable partnership it brings for plant industries and all of Australia's governments. Co-design, co-funding and joint decision-making are key features of the EPPRD that allows parties to stand side by side in response to exotic incursions and deliver priority outcomes.

Under Strategic Priority 2: Strengthen partnerships; we work with industry, government, the supply chain and science community to address future and emerging risks, develop best practice solutions for preparedness, response and recovery and drive the adoption of these biosecurity practices to reduce risk, and collaborate on targeted communications, extension and training. Within this portfolio highlights include; collaborating with the Australian Research Council (ARC) Training Centre in Plant Biosecurity to support programs that focus on extension, adoption and science communication and presenting at the Future of High Throughput Sequencing (HTS) Technologies in Biosecurity workshop in New Zealand.

CEO's top 5 highlights











Biosecurity preparedness and planning is key within this portfolio and our work on the consolidated High Priority Pest (HPP) list and implementation of national programs such as the Farm Biosecurity and Grains Farm Biosecurity programs continues to drive the adoption of biosecurity practices.

During the year, we also welcomed two new Associate Members; the Australian Centre for International Agricultural Research (ACIAR) and the Australian Seed Federation (ASF).

In Strategic Priority 3: Enhance integration, we aim to improve Australia's ability to identify and detect biosecurity threats through the use of innovative technologies, knowledge brokering and increased community engagement. This body of work included system enhancements to AUSPestCheck® and establishing operational tenancies for animal and aquatic biosecurity surveillance, further augmenting AUSPest*Check*® as the national repository and provider for biosecurity surveillance data. Our digital diagnostic systems, PaDIL and the Australian Plant Pest Database (APPD) were maintained and continue to model the use of technologies in plant biosecurity. Our expansion and coordination of the National Plant Biosecurity Diagnostic Network (NPBDN) and Plant Surveillance Network Australasia-Pacific (PSNAP) activities such as the Annual Diagnostics Workshop and Annual Surveillance Workshop as well as professional development opportunities and residential placements continues to strengthen scientific rigour and capability.

Our two operational priorities enable the implementation of our strategy by building operational efficacy, and supporting company sustainability and growth. Milestones for each are also documented in the Performance section.

Under Operational Priority 1: Improve governance and administration, we focused on effective and efficient processes that deliver good governance and management. As part of these efforts we commenced an Essential Eight cyber security uplift project to protect our IT networks from cyber threats while implementing an ERP system to improve our management systems and processes. Internally, we continued our transformation focus with a range of new project and corporate support staff appointments and development opportunities undertaken by existing staff.

Within our People and Culture portfolio, our staff survey performance indicators showed a 14 per cent increase in staff satisfaction, morale and performance. Work is ongoing to embed a continuous culture of learning and development to motivate and empower our staff.

Regular Board meetings play a crucial role in supporting and ensuring the company's performance while a strong focus on governance and risk mitigation continues to position PHA well to achieve our long-term goals.

In Operational Priority 2: Enhance communication and engagement we focused on enhancing PHA's reputation through the management of our external and internal communications channels. During the year we launched our new PHA website which was designed with our stakeholders in mind, is engaging and intuitive with a responsive mobile-friendly design and is optimised for different devices and screen sizes, ensuring easy on-the-go access.

One of the most memorable accomplishments this year was receiving the 2024 Emergency Media & Public Affairs (EMPA) Award for Excellence in Communication in the Risk and Resilience category for the National Biosecurity Training Hub campaign. This award is not only a recognition of the work by our MarComms team but is also a testament of the significant contribution of PHA and our project partners to emergency communications.

Implementation of our internal communications plan champions and supports our organisational change journey and is key in keeping staff informed, increasing functional area collaboration and fostering a values-based culture.

Shared values, agility, focus and teamwork are key components behind the success of PHA and I'm grateful to my Executive Management Team (EMT) for their drive and commitment to fulfill PHA's role as the trusted coordinator of the plant biosecurity system. I am also appreciative of the contributions made by every staff member and our performance is a reflection of their diligence. Thank you to our Members for their continued support and commitment to partnerships that ensure the plant biosecurity system is connected, resilient and shared.

Over the coming 12 months, we will maintain our focus on the future, enhancing Member value and strengthening the plant biosecurity system for the benefit of the economy, environment, and the community.

Sarah Corcoran

1.26

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

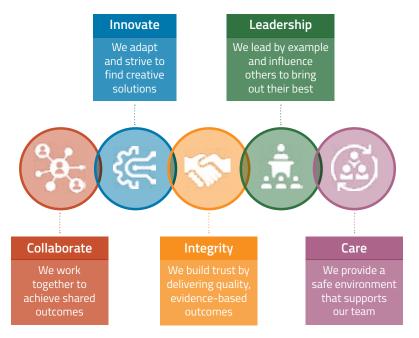
PHA is the trusted coordinator of the Australian plant biosecurity system.

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



NORTHERN

TERRITORY

Government









Government





























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, relatable 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 18-23.

The Board is chaired by the PHA Chair.

Chair – Mr Kim Halbert

Deputy Chair - Mr Doug Phillips

Board Director - Ms Roslyn Baker

Board Director – Dr Jeremy Burdon

Board Director - Mr Jolyon Burnett

Board Director - Dr Ron Glanville

Board Director – Ms Kathy Kelly

Board Director - Ms Susan Petrellis

Company Secretary – Ms Kathy Kelly

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 and Committee meeting.

Board meetings

The PHA Board meets formally at least four times during the year, holds a separate strategy meeting, and additional meetings are scheduled as required.

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 independent judgment 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.

Committee meetings

Board committees are responsible for considering detailed issues and making recommendations to the Board. All members are non-executive Directors and the F&AC and P&CC Committees meet up to or at least four times a year, as required.

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 systems as well as areas of risk.

People and Culture Committee (P&CC)

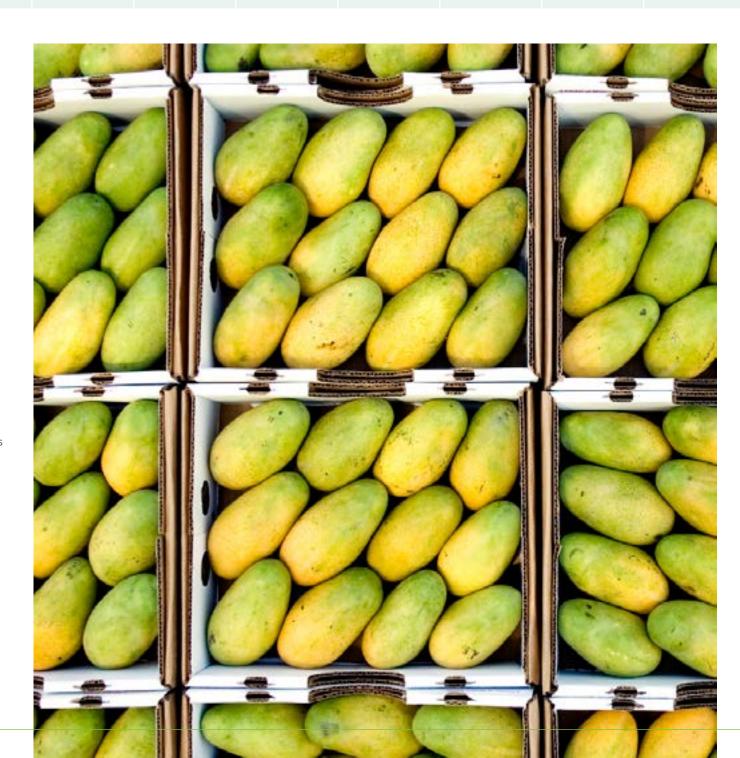
The P&CC operates under terms of reference reviewed and approved annually by the Board. The Committee provides the Board with additional assurance regarding PHA Human Resources including the performance, remuneration and recruitment of the CEO, work health and safety framework and company culture.

Business Model Committee (BMC)

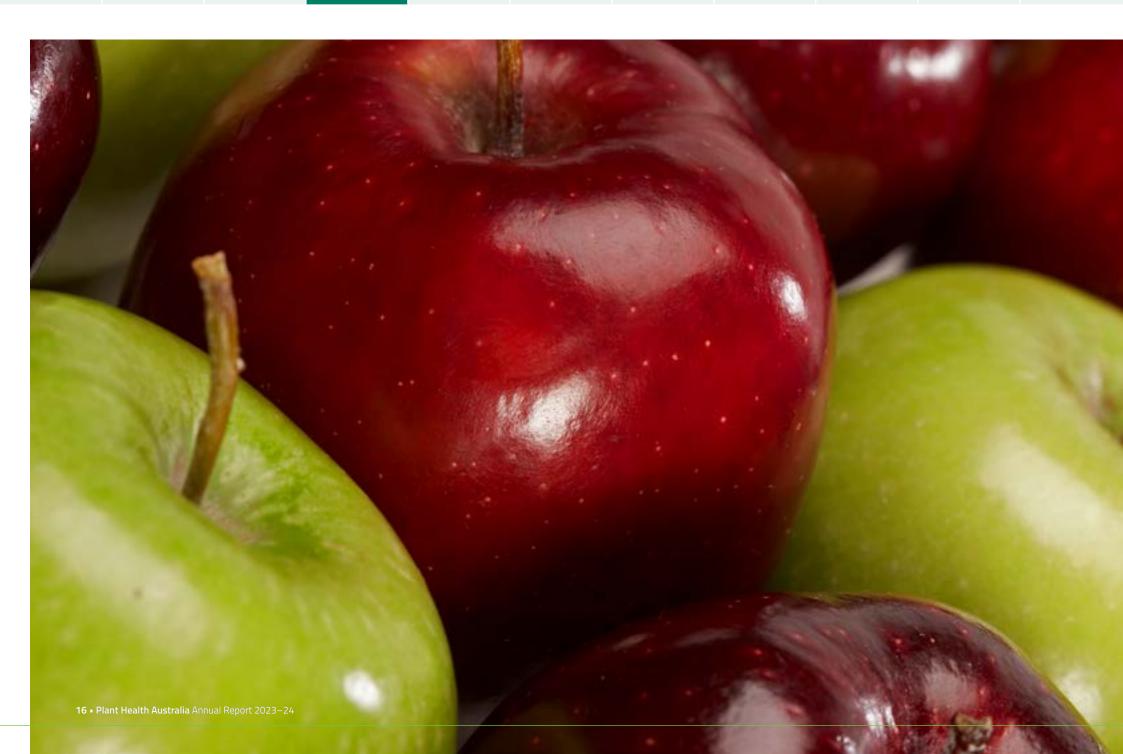
The BMC is a new committee first convened in April 2024, with terms of reference currently under review by the Board. The Committee assists the Board to ensure that PHA's business model, lines of business and strategic considerations regarding business development are best practice and fit for purpose. With ongoing needs still to be determined, it may be convened as needed or formalised as a Board Committee in due course.

Board Selection Committee

Board Directors are appointed for a four-year term. Every two years a Board Selection Committee is convened to handle upcoming Director vacancies. The selection considers all candidates and puts forward recommendations. Where a casual vacancy arises, Directors can select and recommend a candidate. All Director recommendations are put forward to Members for voting and approval at the next General Meeting of the Company.



OVERVIEW ABOUT PHA CORPORATE GOVERNANCE CORPORATE INFORMATION REPORT DECLARATION REVIEW PERFORMANCE FINANCIAL STATEMENTS REPORT ACRONYMS





Corporate information

ABN

97 092 607 997

Directors

- K. Halbert (Chairperson)
- D. Phillips (Deputy Chairperson)
- R. Baker
- J. Burdon
- J. Burnett
- R. Glanville
- K. Kelly
- S. Petrellis

Company Secretary

K. Kelly

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

Nexia Canberra (Duescount Pty Ltd) Level 5, 17 Moore Street, Canberra, ACT 2601

Directors' report

Your Directors submit their report on Plant Health Australia Limited (PHA or the Company) for the financial year ended 30 June 2024.

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.



Kim Halbert (Chair)

(Appointed Director on 22 November 2017, appointed Deputy Chair on 1 December 2022, appointed Chair on 30 November 2023)

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.



Roslyn Baker

(Appointed Director on 28 November 2023)

Roslyn is an experienced Non-Executive Director and CEO with more than 15 years' senior executive and governance experience gained in the sector and government-owned organisations.

She has broad industry experience spanning agriculture, research and development, energy and water, information technology, local government and vocational education and training. She was born and raised in North Queensland, and is a passionate advocate for developing regional economies. Her background provides her with a solid understanding of regional and remote communities having previously worked on various regional economic development initiatives and serving as a committee member for Regional Development Australia (Townsville and Northwest). Roslyn recently served as Chief Executive Officer for Sugar Research Australia (SRA) and brings a deep understanding of the plant biosecurity policy environment and the need for national coordination of plant biosecurity activities, data, and intelligence. During her time with SRA Roslyn developed a keen awareness of the importance of research and technology as a means of uncovering new ways to understand, monitor, detect and manage plant biosecurity threats, together with the importance of international, cross-sectoral and industry partnerships and intelligence sharing to effectively manage risks.

She is currently a Non-Executive Director with EcoMarkets Australia and holds formal qualifications including a Bachelor of Commerce, a Master of Business Administration (MBA), a Diploma Financial Markets, a Diploma of Corporate Governance (GAICD), and is a Certified Practicing Accountant (CPA).



Kathy Kelly

(Appointed Director on 17 November 2020, re-appointed 28 November 2023, appointed interim Company Secretary 18 March 2024)

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 an Executive Director of the Mulloon Institute Limited, a leading research, education and advocacy charity focused on landscape and water cycle restoration. She is also a Director and Chair of the Finance Audit and Risk Committee of Landcare NSW Limited. Through these companies Kathy has developed an appreciation of natural capital and biodiversity and the links to biosecurity.

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 both corporate and family farms.

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 brings her financial skills, governance and widespread agricultural experience to the role.



Jeremy Burdon

(Appointed Director on 28 November 2023, having filled a casual vacancy from 29 September 2023)

Jeremy Burdon has extensive experience as a Non-Executive Director and international reputation as a scientist, research manager and strategic planner. His broad interests across all plant-based agricultural industries developed through a previous role as Chief, Division of Plant Industry, CSIRO (2003-12). Subsequently those interests were further developed through serving on the Board of Trustees of Bioversity International (2009-15), on the Board of the Grains Research and Development Corporation (2011-17), as Chair of the Australian Academy of Science's National Committee for Agriculture, Fisheries and Food (2015-17), and on the Boards of the Cotton Research and Development Corporation (2017-20) and Sugar Research Australia (2019-22).

Currently Jeremy is a Non-Executive Director of the Australian Pesticides and Veterinary Medicines Authority (2022-present); and a special advisor to the Australian Plant Phenomics Facility.

To his role as a non-executive director, Jeremy brings extensive practical knowledge of Australia's R&D chain and international linkages, extensive strategy and business management development skills, a deep understanding of the complexities of plant pathogen associations in both agricultural and natural settings, and considerable experience in governance and compliance. He has been a member of the Australian Institute of Company Directors since 2004.

As an evolutionary biologist, Jeremy was elected to the fellowship of Australia's two leading science bodies, the Australian Academy of Science (AAS) and the Australian Academy of Technological Sciences and Engineering (ATSE) and made a foreign fellow of the Royal Swedish Academy of Science. He has published extensively and has received numerous national and international science awards and recognition.



Jolyon Burnett

(Appointed Director on 28 November 2023)

Jolyon Burnett has a 40 year career in industry leadership, association management, agriculture, environmental science and as a Non-Executive Director and Board Chair.

Jolyon is currently Chair of the National Farmers Federation Horticulture Council, the peak body for horticulture in Australia. He is a Board Member of Local Land Services, the NSW government agency charged with servicing natural resource management. He has served on boards and represented horticulture at local, national and international level for both government and industry. These include the Australian Nut Industry Council, the International Nut and Dried Fruits Council, Horticulture Australia Council and NSW Business North Coast Regional Advisory Council.

Jolyon has led the Australian macadamia, irrigation and nursery and garden industries as CEO of the national bodies. He has managed multi-million dollar research and development programs and overseen the global marketing of Australian macadamias, one of the most iconic food exports. He has been involved in the development of a number of national programs including National Tree Day and Smart Approved WaterMark.

Through PHA he has been involved in numerous exotic pest and disease responses including myrtle rust, chestnut blight, red fire ant and varroa mite.

Jolyon has degrees in Agricultural Science, Environmental Science and is a graduate of the Australian Institute of Company Directors Diploma course.



Ron Glanville

(Appointed Director on 28 November 2023)

Dr Ron Glanville brings a wealth of biosecurity systems experience to the Board, given his over 46-year career working in biosecurity in Australia, including the positions of Chief Biosecurity Officer and Chief Veterinary Officer for Queensland. His government career highlights included establishment of Biosecurity Queensland as an integrated biosecurity agency, leadership roles in over 30 biosecurity emergency responses; and key roles in a range of other state and national programs.

Since 2011 he has established a successful consultancy business in biosecurity. Plant biosecurity related projects conducted include efficiency advocate reviews of the Giant Pine Scale response in Victoria and South Australia, Exotic Fruit Flies in Torres Strait (twice), and Red Witchweed in Queensland; writing the initial response plan for the Panama disease outbreak in bananas in Queensland; a feasibility study into enhanced management of black Sigatoka with a view to eradication in Torres Strait; and industry consultation to assist development of a nationally integrated plant pest surveillance program in Australia.

Ron currently Chairs the National Horse Traceability Implementation Taskforce and the Australian Pork Limited Emergency Animal Disease Technical Advisory Panel. He was previously Chair of the Queensland Biosecurity Ministerial Advisory Committee.

Ron was awarded the David Banks Biosecurity Lifetime achievement award in 2020. The catalyst for this nomination was his work since 2016 to improve biosecurity systems in Torres Strait and Northern Peninsula Area. This included development of the Biosecurity Strategy for the region, with a focus of making biosecurity more meaningful for indigenous communities.

Ron has degrees in Science, Veterinary Science and a Masters in Veterinary Studies.



Susan Petrellis

(Appointed Director on 24 May 2022)

Susan Petrellis, BSc. MBA GAICD is a Chair, Non-Executive Director and former CEO. She offers international experience in industry, research, government, and education, building capability in organisations, industries, and economies across the agrifood, health, 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 senior leadership 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. She offers subcommittee experience in strategy, investment, finance audit and risk and nominations, and has been honoured by Federal Ministerial, Governor-General and public sector appointments to state and national innovation system boards since 2013.



Doug Phillips

(Appointed Director on 22 November 2017, appointed Deputy Chair on 30 November 2023)

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.

DIRECTORS WHO RETIRED DURING THE FINANCIAL YEAR

Joanne Daly

(Appointed Director on 25 November 2015, ceased 29 November 2023)

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.

Simon McKirdy

(Appointed Director on 23 November 2021, ceased 4 September 2023)

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.

Robert Prince

(Appointed Director on 25 November 2015, ceased 28 November 2023)

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 holds a Bachelor of Science degree and has served in senior roles, including CEO at Yates and Nursery and Garden Industry Australia. His years of direct experience with incursions managed under the EPPRD and his involvement as a member of the National Management Group have been instrumental to his expertise.

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.

Steve McCutcheon

(Appointed Director on 25 November 2015, appointed Chair on 23 November 2017, ceased Director 28 November 2023)

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 CEO 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.

CORPORATE CORPORATE **DIRECTORS' AUDITOR'S** YEAR IN FINANCIAL **AUDITOR'S OVERVIEW ABOUT PHA** PERFORMANCE **ACRONYMS REPORT REVIEW STATEMENTS** GOVERNANCE INFORMATION **DECLARATION** REPORT

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	
Director	Attended	Eligible to Attend	Attended	Eligible to Attend	Attended	Eligible to Attend
Ms. R. Baker	5	5	2	2		
Dr J. Burdon	3	5	1	2		
Mr J. Burnett	5	5			2	2
Dr J. C. Daly	1	1				
Dr R. Glanville	4	5			2	2
Mr K. G. Halbert	6	6	1	2	3	4
Ms K. M. Kelly	5	6	4	4		
Mr S. D. McCutcheon	1	1	2	2	2	2
Dr S. J. McKirdy						
Ms S. L. Petrellis	5	6	4	4		
Mr D. J. Phillips	6	6	1	1	3	3
Mr R. W. Prince	1	1			2	2

Notes:

- Directors held two out-of-session Board meetings in the 2023-24 financial year to address urgent items of business. These are included in the table above.
- Directors held a joint Board meeting with Animal Health Australia (AHA) on 26 July 2023 to facilitate a closer working relationship between the two companies.
- Although the PHA Chair 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 four Director retirements and four Director appointments 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 profit for the year ended 30 June 2024 was \$78,772 (2023: \$43,191 deficit). The operating profit was an improvement on the budgeted deficit of \$11,530 approved by Members for the financial year.

Review of operations

PHA fulfilled the majority of its operational objectives and performance measures in 2023-24. Main highlights of achievements and highlights appear within the Annual Report.

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.

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:

- (a) wilful breach of duty; or
- (b) 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, Nexia Canberra 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 Nexia Canberra 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 F&AC 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 (2023: 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, Nexia Canberra 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.

RI shillest

K.G.Halbert
Director
24 October 2024

Auditor's Independence Declaration



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Auditor's Independence Declaration
Under Section 307C of the Corporations Act 2001 to the Directors of Plant Health Australia Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

- i. no contraventions of the independence requirements of the Corporations Act in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Nexia Duesburys (Audit) Canberra, 24 October 2024



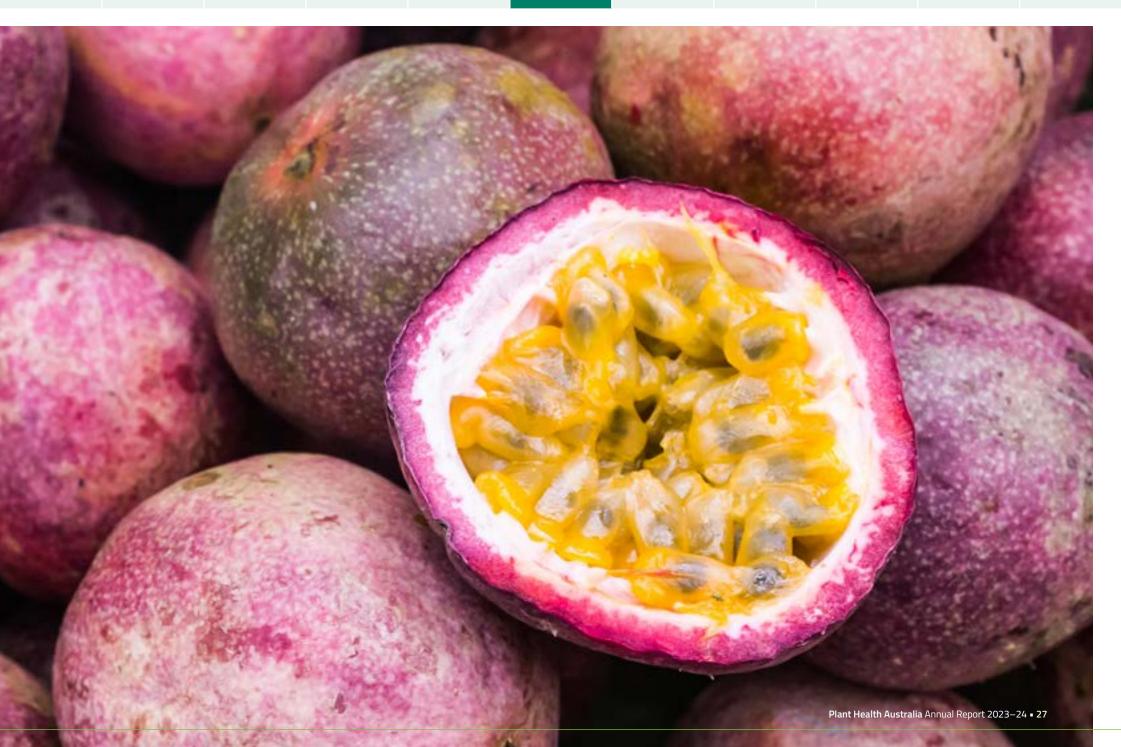


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Year in review

TIMELINE

- National Fruit Fly Symposium
- National Action Plan for Pests of Timber and Trees workshop
- Queensland On-Farm Biosecurity Summit
- New biosecurity regulatory fees and charges came into effect
- Plant biosecurity lecture at Australian National University (ANU)
- Annual Operational Plan (AOP) Addendum published
- Memorandum of Understanding (MoU) with Vegetable industry renewed

- Victorian Grapevine Biosecurity workshop presentation
 - Biosecurity Surveillance: Protecting Australia's Forests BOLT course released
 - Refreshed National Plant Biosecurity Diagnostic Network (NPBDN) website published
 - Refreshed Plant Surveillance Network Australasia-Pacific (PSNAP) website published

- 23rd Annual General Meeting (AGM)
- 2nd Government Members Forum
- 36th Plant Industry Forum Committee (PIFC)
- 13th PHA Members Forum
- 38th EPPRD Signatories Meeting
- Pest and Disease Image Library (PaDIL) Future Directions workshop
- Canadian National Horticulture and Invasive Species Conference presentation
- Participated in National Forest Pest Surveillance training
- Australasian Plant Pathology Society (APPS) Conference
- CitrusWatch Activity Report published
- NPBDN Xylella Workshop

July November **August** September October December National Action Plan for Pests of Timber and Exercise Proteger National Biosecurity Trees workshop Training Hub launched Australia New Zealand Institute of Forestry (ANZIF) Avocado Industry On-Farm Biosecurity Vegetable Industry conference Practices workshop Biosecurity and EPPRD 18th birthday **Business Continuity** Citrus Industry Market Familiarisation Tour National Biosecurity Response Team (NBRT) Cadet training Strategy meeting Seed Business Convention presentation MyPestGuide® Trees App released Exercise Aggregate Virtual Annual Diagnostics and Surveillance Workshop CSIRO Health and Biosecurity Advisory Group Inaugural Parliamentary Friends of Biosecurity event MoU with Melon industry renewed Australian Centre for International Agricultural Research (ACIAR) joined as Associate Member Updated Rubus industry statutory levy came into effect

Annual Report (AR) published

Senate Estimates Rural and Regional Affairs and Transport (RRAT) Legislation Committee appearance

 CitrusWatch planning meeting 	(HTS) for Pri AOP v Parlia Nation for Pla Annua Annua MYPR Senat Inaug		The Future of High Throughput Sequencing (HTS) Technologies presentation to Ministry for Primary Industries New Zealand AOP webinar Parliamentary Friends of Biosecurity event Nationally Integrated Surveillance System for Plant Pests (NISSPP) workshop Annual Diagnostics Workshop Annual Surveillance Workshop MYPR published Senate Enquiry into Red Imported Fire Ants Inaugural Australian Citrus Congress New BOLT course for Australian Plant Pest Database launched		 New PHA website launched Apple and Pear Biosecurity Plan meeting FutureAg Exhibition and Conference 23rd PHA General Meeting 12th PHA Members Forum 14th PHA Members Meeting 3rd Government Members Forum 39th EPPRD Signatories Meeting 37th PIFC International Day of Plant Health Plant Biosecurity Research Initiative (PBRI) Symposium Senate Estimates Rural and Regional Affairs and Transport (RRAT) Legislation Committee appearance 	
January	February	March	April	May	June	
 Safeguarding Indigenous-led For planning meeting AgForce Queensland Biosecurity Senate Estimates Rural and Reg Transport (RRAT) Legislation Co Revised Biosecurity Protection Foot and Mouth Disease Quick (Enterprises published Queensland Biosecurity Mates a selection panel convened Industry Liaison Officer training 		Biosecurity Committee meeting al and Regional Affairs and slation Committee appearance rotection Levy design announced se Quick Guide for Mixed Farming by Mates Ambassador Program need	Forestry project rity Committee meeting Regional Affairs and Committee appearance In Levy design announced Regional For Mixed Farming Res Ambassador Program		 EMPA award for the National Biosecurity Training Hub National Action Plan for Pests of Trees and Timber opened for consultation Virtual Annual Diagnostics and Surveillance (ADSW) Workshop Industry resource toolkit released AOP published Hort Connections 	

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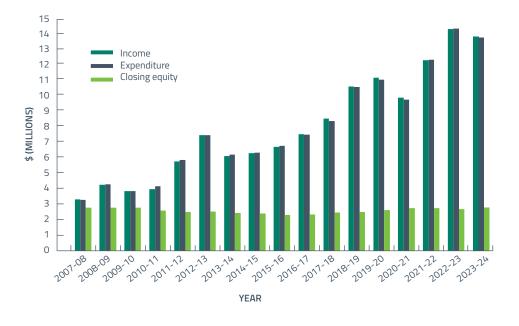
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COMPANY TRENDS

Company income, expenditure and equity

There was a 3.57 per cent decrease in PHA's revenue to \$13.6m in 2023-24 compared to \$14.2m in 2022-23. The decrease was due to a decrease 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 2024



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 2023 GM it was agreed with Members agreed to a 3.5 per cent increase in subscriptions for the 2023-24 year.

During 2023-24, subscription funding was \$2.85m (2022-23: \$2.75m), as shown in Figure 2.

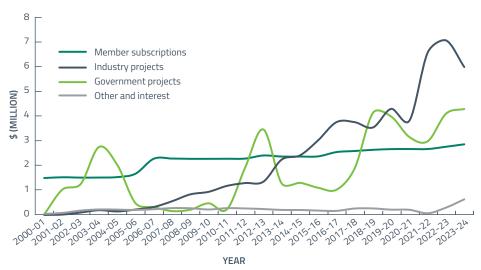
Non-subscription funding

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 2023–24, government project funding was \$4.2m, up 4.66 per cent compared to the \$4.1m received in 2022–23. Industry project funding at \$5.9m for 2023–24 was down 15.2 per cent on the \$7m received in 2022–23, 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 2024, by source



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Statutory levy funding

PHA levy

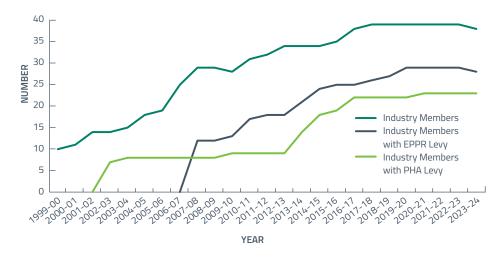
23 Member industries have implemented a PHA levy to pay for their PHA Member subscriptions and fund additional biosecurity preparedness activities. They include the grains, potato onion and vegetable, citrus, honey bee, nursery, banana, wine grape, sweet potato, mango, melon, apple and pear, rice, avocado, raspberries and blueberries, 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 2024. 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 19 industries that can be activated if required.

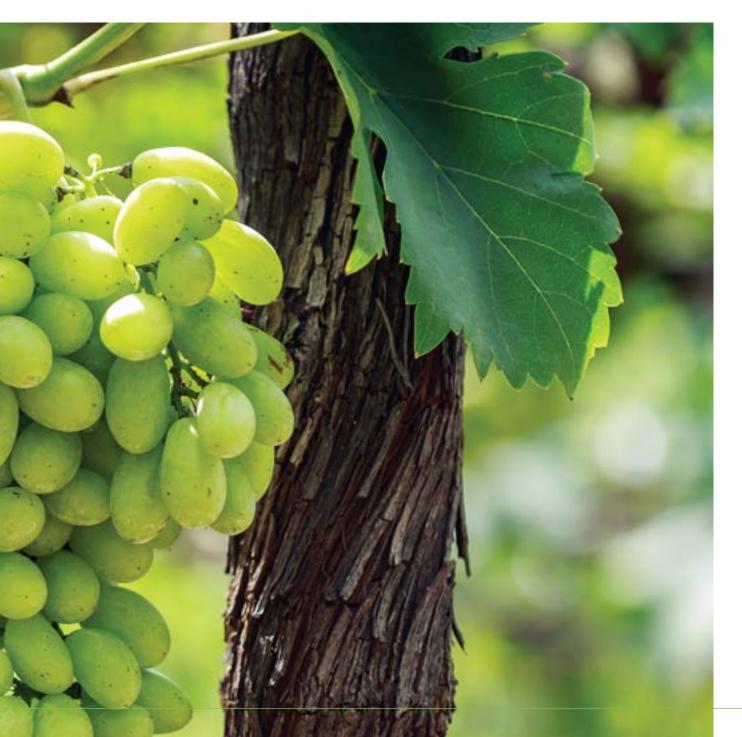
Figure 3. Number of PHA industry members with biosecurity levies established, 1999 to 2023





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Performance

ABOUT THIS REPORT

The 2023–24 AR summarises and tracks PHA's achievements from 1 July 2023 to 30 June 2024 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 2023–24.

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



MEASURES AND OUTCOMES

- ✓ Continued shared commitment to the Emergency Plant Pest Response Deed (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.





eLearning courses launched, one upgraded and one near completion



individually tailored biosecurity response and preparedness training sessions delivered to Members



new guidelines developed to support understanding and implementation of response procedures under the EPPRD



National Debriefs held to capture learnings from the Varroa destructor and the Polyphagous shot hole borer incidents



12 eLearning courses with 82 per cent completion rate



collectively worked on incursion management

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

Portfolio	KPIs	Status	Achievements
Plant biosecurity response arrangements	 Implement priority outcomes from the 2020 review of the EPPRD and provide progress reports to Parties in November 2023 and May 2024. Improve awareness and capability of Parties to implement their responsibilities in respect of Owner Reimbursement Costs (ORC). Review the categorisation processes underpinning the EPPRD. Develop and improve guidance material to enhance Parties' understanding and implementation of the EPPRD. 		As custodian of the EPPRD and to facilitate effective plant biosecurity response policy and arrangements, we have progressed the review of: categorisation through an Issue Resolution Group (IRG), with substantial work completed, presented and discussed with Signatories in November 2023 and May 2024 the Guidelines for Owner Reimbursement Costs Under the Plant Pest Deed (2004), with the final report presented to Signatories in May 2024 normal commitments through an IRG, with support from EPPRD Signatories to further examine the proposed approach to refining these commitments in May 2024. We have enhanced Parties' understanding of, and ability to implement the EPPRD while addressing several priority actions from the 2020 review of the EPPRD by: rolling out a new Confidentiality Deed Poll and accompanying guideline appropriate for all personnel who may have access to confidential information developing a Managing Conflict of Interest Guideline for activities under the EPPRD progressing the development of a Financial Management of Response Plans Guideline.

Action 1.2 Strengthening response readiness and resilience.

Portfolio	KPIs	Status	Achievements		
Plant	Deliver four Industry Liaison Officer		Response readiness was supported and strengthened through the delivery of:		
biosecurity response preparedness			 three ILO workshops in Western Australia (WA), South Australia (SA) and New South Wales (NSW) attended by 60 industry participants across 21 plant industries, with 83 per cent of participants strongly agreeing that their knowledge of the ILO role had increased, and 66 per cent of participants feeling more confident in their ability to perform the role following the training 		
and training			 a Cotton Guardian workshop for Cotton Australia. The two half-day workshops brought together participants from NSW and QLD to gain a shared understanding of threats facing the cotton industry and explore ways to improve the adoption and implementation of biosecurity practices in the industry. 		
	Improve knowledge and understanding		To upskill and support PHA Members, we:		
	of the EPPRD and biosecurity incident responses, including roles and responsibilities of Signatories and		• delivered response plan financial management training to WA government staff, supporting their understanding of the EPPRD and their critical role in implementing cost sharing		
	other stakeholders through enhanced		• developed the Financial Management of a Response eLearning course to be launched in the 2024-25 financial year		
	accessibility of available training options.		 supported Citrus Australia and Avocados Australia Limited in the development and review of their Biosecurity Incident Standard Operating Procedure (BISOP) 		
			 delivered training to Melon Australia's Board, communication and biosecurity staff in April 2024 		
			 launched the Industry Resource Toolkit in May 2024. The toolkit is a series of 12 articles delivered over 12 months, written for growers to improve their understanding of national biosecurity arrangements and responses under the EPPRD. Articles are provided to national peak industry bodies to include in their existing communication networks. 		
eLearning	 Provide essential skills and expertise to assist Members to: 		 Launched the Biosecurity Surveillance: Protecting Australia's Forests eLearning course developed for the Australian Forestry Products Association (AFPA) to improve the understanding of pest and disease threats to Australia's forest industry. 		
	 develop their own courses utilise the functionality of PHA's eLearning platform and administration support to host their own biosecurity related courses. 		• Supported the Digital Systems team in the design and development of the <i>Australian Plant Pest Database (APPD) User Guide</i> eLearning course to support approved APPD users.		
			• Increased growers' accessibility to training resources by updating the <i>Grower Pest Reporting and Responding</i> eLearning course including optimisation for mobile devices. The updated course also allows for automatic translation into a wide range of languages for users who have English as a second language.		
			 Supported the development of the National Biosecurity Training Hub website, which provides an easy to navigate, centralised online Hub for courses. 		
			• Facilitated 10,000+ enrolments across 12 eLearning courses with an 82 per cent completion rate.		
(\$)			 Collaborated with the NSW Department of Primary Industries (DPI) to provide access to the Plant Biosecurity in Australia eLearning course and streamline the enrolment experience. This arrangement facilitates reporting transparency on enrolment and completion numbers and provides seamless course updates when needed. 		

Portfolio	KPIs	Status	Achievements
Simulation	Develop and deliver two simulation		Supported Members in testing and refining their systems and processes through exercises that include the:
exercises	exercises exercises (covering ORCs, industry liaison and decision making) as part of the Avocado Industry Biosecurity Strategy 2022-2026 project.		 development and successful delivery of three desktop exercises for Avocados Australia, one in October 2023 and two in June 2024. Exercises focussed on decision-making during a response, communication through the ILO role and implementation of ORC provisions. Post exercise feedback indicated a heightened understanding (4.75/5 score) of roles and responsibilities
			 delivery of Exercise Aggregate in August 2023. This joint exercise between Agriculture Victoria (AgVic) ILOs from local industries, to improve capability to integrate ILOs in a control centre. As an outcome of this exercise, 100 per cent of industry participants surveyed said that their understanding of the ILO role and responsibilities had improved or significantly improved with 93 per cent stating their confidence to take on the ILO role had improved or significantly improved
(\$)			• finalising the development of <i>Exercise Motus</i> scheduled for delivery in July and August 2024. The exercise will explore the impact on business continuity in the event of an incursion of Oriental fruit fly (<i>Bactrocera dorsalis</i> (OFF)) in Australia. The exercise will be delivered in two locations, Sydney and Cairns, with both government and industry participants.
Biosecurity response	 Effective engagement as a member of the National Biosecurity Response 		• The team has collaborated with Animal Health Australia (AHA) and the Advisory Group in supporting the management of the NBRT program and arrangements, including the following key activities:
preparedness	preparedness Team (NBRT) Advisory Group, leading to the successful planning and delivery of recruitment, induction, professional development and training activities.		- leading the review of the NBRT program and arrangements, the outcomes of which will inform advice to the National Biosecurity Committee (NBC) for the next iteration of the program
			 supporting the planning and delivery of the professional development workshop for the NBRT Mentor Cohort to expand and challenge the application of their mentoring skills to emergency responses
(\$)			 supporting the development of the 2024-2028 workplan and updating the Terms of Reference and National Arrangements.

Action 1.3 Cultivating collaborations that improve national response arrangements.

Portfolio	KPIs	Status	Achievements
National co-ordination and cross sectoral engagement	 Promote the needs and expectations of stakeholders in plant biosecurity by engaging in national government committees, such as the Biosecurity and Agricultural Emergency Network (BAEN). Develop and deliver applicable cross-sectoral training in collaboration with AHA. Develop collaborations and share insights with the New Zealand Government Industry Agreement (GIA NZ). 		 In supporting the national coordination and reform of Australia's emergency preparedness and response system for biosecurity incidents we: strengthened a connection with Members and EPPRD Signatories on biosecurity response and EPPRD issues and opportunities through active participation in BAEN worked collaboratively with AHA, supporting the review of the Emergency Animal Disease Response Agreement through participation in the review working group, and sharing training and deed related learnings and material fostered a relationship with GIA NZ, sharing learnings on categorisation and normal commitments, with GIA NZ attending May Member meetings led the development and launch of the National Biosecurity Training Hub website in partnership with the Queensland Department of Agriculture and Fisheries (QDAF), Department of Energy, Environment and Climate Action (DEECA VIC), NSW DPI, AHA and the Department of Agriculture, Fisheries and Forestry (DAFF).

Action 1.4 Reviewing and sharing learnings to improve responses.

Portfolio	KPIs	Status	Achievements
Portfolio Biosecurity response operations	 Ensure appropriately skilled and trained PHA personnel participate in notified incidents, in accordance with all specified terms and timeframes of the EPPRD. Actively support affected government and industry Parties throughout major incidents by providing: 	Status	 Facilitated effective and efficient responses to plant biosecurity incidents by providing skilled support to EPPRD Signatories throughout responses notified and actioned under the EPPRD. This included: providing specific technical EPPRD advice to individual Parties, the Consultative Committee on Emergency Plant Pests (CCEPP) and the National Management Group (NMG) through briefings, training and one-on-one engagement providing ongoing support for development and implementation of response plans delivering tailored just-in-time training on financial management, participation in NMG and CCEPP and other Deed
	 advice on the EPPRD targeted, just-in-time training support where appropriate. Conduct timely evaluation activities to support continual learning and improvement of national response arrangements. Collate findings and lessons and present to Parties by June 2024. 		related matters - collation and co-ordination of Cost Sharing - facilitating shared agreements on Funding Weights of Industry Parties - implementing ORC frameworks collaboratively with lead agencies - facilitating and managing the implementation of the National Khapra Beetle Response financial audit. Dedicated over 1,070 hours (141 days) on incursion management. In support of a continual improvement cycle we: - planned and implemented debriefs: - the initial Varroa destructor debrief - the initial Polyphagous shot hole borer debrief - held the 5th annual debriefing forum in May 2024, capturing insights from recent Cost Shared responses and developing recommendations for the continued improvement of the national response arrangements - progressed actions from the 2020 review of the EPPRD - worked with the Parties to investigate solutions to recurring issues that impact national arrangements (e.g. categorisation, normal commitments) through IRGs and cross-sectoral discussions with AHA and GIA NZ.



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.





Presented at the Northern Australian Plant Capacity and Response Network (NAPCaRN) network roundtable.



Biosecurity plans for the grains, rice and production nursery industries endorsed



MoU signed with the Plant Biosecurity Research Initiative



Publication of the FMD quick guide for mixed producers



Draft National Action Plan published on DAFF's Have your say platform



Biosecurity Preparedness Portal updated

Action 2.1 Building new partnerships to face future risks.

Portfolio	KPIs	Status	Achievements
New	Increase engagement and understanding		To build new partnerships to address future risks we attended:
partnerships to strengthen			- the Northern Australian Plant Capacity and Response Network (NAPCaRN) northern network roundtable
the Australian plant biosecurity	joint industry-government forums.		 Catalysing Australia's Biosecurity workshop in October 2023, a DAFF and Commonwealth Scientific and Industrial Research Organisation (CSIRO) initiative.
system	 Develop new partnership proposals to 		Submitted three new project proposals for:
	address biosecurity risks.		- diagnostic research project scope: <i>Minimal standards for validation and verification in plant pest diagnostics</i> , endorsed by the Subcommittee on Plant Health Diagnostics (SPHD) and Plant Health Committee (PHC)
			 Physical collections arising from Grains Research Development Corporation (GRDC) investments: Current status and future outlook to GRDC
			- Review of the Biosecurity Plan for the Ginger Industry.
			 Provided in-kind contributions to the Australian Research Council (ARC) Training Centre in Plant Biosecurity to support programs that focus on extension, adoption, and science communication. Participation in co-design workshop in May 2024.
			• Formed a new partnership with Cooperative Research Centre for Pollination Biosecurity (CRC) for the stage two bid.
			• Signed a Memorandum of Understanding (MoU) with the Plant Biosecurity Research Initiative (PBRI).
	 Deliver project milestones through the Australian Government's Biosecurity Business grant: Safeguarding Indigenous-led forestry, including engagement and training with Indigenous communities in northern Australia. Expand engagement and form new 		• Supported project partners and traditional owners from the Australian Government's Biosecurity Business grant: Safeguarding Indigenous-led forestry, including:
			 engagement and training with Indigenous communities in northern Australia to attend the Australia, New Zealand Institute of Forests Conference in October 2023
			- the delivery of four workshops in East Arnhem Land and the Tiwi Islands to promote biosecurity training and understand how to continue to develop partnerships with Indigenous communities.
(#)	partnerships at the Australasian Plant		• Delivered five presentations at the APPS conference and participated in the Xylella training workshop.
(*)	Pathology Society (APPS) Conference.		• Presented (online) at the Future of High Throughput Sequencing (HTS) Technologies in Biosecurity, in New Zealand.

Action 2.2 Improving our existing partnerships for emerging risks.

Portfolio	KPIs	Status	Achievements	
National committees and working groups	 Attend and contribute to meetings of national committees and working groups, such as: National Biosecurity Committee (NBC) Plant Health Committee (PHC) Subcommittee on Market Access, Risk and Trade (SMART) Subcommittee on Plant Health Diagnostics (SPHD) Subcommittee on National Plant Health Surveillance (SNPHS) Australian Fruit Fly Technical Advisory Committee (AFFTAC) Plant Biosecurity Preparedness Working Group (PBPWG) Environment and Invasives Committee (EIC) Northern Australia Biosecurity Framework Reference Group (NABS) PBRI. Other ad hoc committees and working groups as required.		 Attended and contributed to seven national committees and NBC attendance: NBC 39 (September 2023) NBC virtual (August 2023) NBC 40 (March 2024). Virtual meetings in June 2023, July 2023, September 2023, February 2024, and April 2024. PHC attendance: PHC 63 (July 2023) PHC 64 (November 2023) PHC 65 (July 2024) PHC intersessional (September 2023, March 2024 and Out of Session July 2024). SMART attendance: SMART 02 (September 2023) SMART 03 (March 2024). SPHD attendance: SPHD 37 (October 2023) SPHD 38 (May 2024). Attended other national committees and working groups such National Biosecurity Communications and Engagement CIRO Health and Biosecurity Advisory Group (August 2024). 	 SNPHS attendance: SNPHS 23 (October 2023) SNPHS 24 (May 2024). AFFTAC attendance: AFFTAC 13 (August 2023) AFFTAC 14 (November 2023) AFFTAC 15 (February 2024) AFFTAC 16 (May 2024). PBPWG attendance: PBPWG 02 (September 2023) PBPWG Extraordinary (June 2024). EIC attendance: EIC 12 (July 2023) EIC 13 (February 2024). NABS attendance: Technical Working Group (August 2023) Technical Working Group (March 2024).

Portfolio	KPIs	Status	Achievements
Strategic planning and reporting	 Present the 2023 Annual Report (AR) and end-of-year financial statements to Members at the 2023 Annual General Meeting (AGM). 		 Published the 2023 AR on the PHA website and distributed to all Members prior to the AGM.
	 Provide a progress report on the Annual Operational Plan (AOP) implementation via the Mid-Year Performance Report (MYPR). 		 Published the 2023 MYPR on the PHA website and distributed to all Members.
Collective	Develop and deliver the third Australian		Attended and participated in Management Committee meetings.
engagement	Biosecurity Symposium (mid-2024, Gold Coast, QLD).		Participated in the Program Advisory Working Group.
(\$)	33.2 33.3.4 \(\frac{1}{2} = \).		Submitted eight abstracts.
Member liaison	 Hold two general meetings annually to comply with legal requirements. 		 Member meetings (23rd AGM, 36th PIF, 13th PHA Members, 2nd Government Members and 38th EPPRD Signatories) were held in November 2023 with presentations and content shared.
	 Host at least two Plant Industry Forum (PIF) meetings and a joint PHA-AHA forum. 		 Member meetings (23rd GM, 37th PIF, 14th PHA Members, 3rd Government Members and 39th EPPRD Signatories) were held in May with presentations and content shared.
	 Conduct two PHA Member Forum 		Facilitated industry engagement at Biosecurity Planning reference panel meetings.
	meetings annually. Conduct one-on-one consultations with Member organisations at least once per		Contributed and provided secretariat support to:
			- Plant Industries Forum Committee (PIFC) in October and December 2023
	year and provide opportunities for input		- Plant Industries Biosecurity Committee (PIBC) meeting in September and December 2023
	into 2023-24 operational priorities.		- PIBC/PHC workshop in March 2024.
	 Participate in industry/ government meetings as requested by Members. 		 Supported the PIFC's submission to the Biosecurity Protection Levy (BPL) in October 2023 and April 2024.
	 Provide Board Meeting (BM) communiques 		Submitted responses to:
	in our Tendrils eNewsletter and on our		- the Modernising Levies legislation – Disbursement Bill consultation in June, December 2023 and April 2024
	website.		- BPL consultation in October 2023 and Senate Enquiry in April 2024
			- Red Imported Fire Ant Senate Enquiry in March 2024.
			 Hosted visits from
			- the Australian Forest Products Association (AFPA)
			- GRDC
			- PBRI
			- Hort Innovation
			- the National Fruit Fly Council (NFFC)
			- Australian Mango Industry Association (AMIA)
			- Timor Leste delegation
(¢)			- as well as government Members at a variety of meetings.
			BM communiques published on the PHA website and in Tendrils eNewsletter for BM 112, 113, 114 and 115.

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

Portfolio	KPIs	Status	Achievements
Biosecurity planning and review	 Maintain and update the consolidated High Priority Pest (HPP) list for Members and ensure access through the Biosecurity Preparedness Portal. Prepare proposals for development and review of three biosecurity plans. Share information arising from industry specific biosecurity plan reviews with wider Members via the Biosecurity Preparedness Portal. Commence a review of the Biosecurity Plan process and output to support continuous improvement. 		 Consolidated HPP list updated with each new biosecurity plan released and made available to Members through the Biosecurity Preparedness Portal. Developed proposals with contracts being negotiated for the development of biosecurity plans for the ginger, melon, olive and pineapple industries. Updated the Biosecurity Preparedness portal with new preparedness materials including endorsed biosecurity plans as they are created or updated. Commenced scoping work to improve the biosecurity plan document that maintains version control and optimises the use of existing and future pest data and information.
Biosecurity plans	 Develop and revise pest threat summaries for the sugarcane, tree nut, and apple and pear industries. Finalise endorsed biosecurity plans for grains, cotton, rice, and citrus industries. Hold reference panels for avocado, berry (rubus, strawberry and blueberry), ginger, mango, melon, mushroom, plantation forestry, production nursery, and tropical fruit (lychee, papaya and passionfruit) industries. Develop project proposals for biosecurity planning in the vegetable and melon industries. 		 Pest threat summary tables are being developed with technical experts from relevant jurisdictions for the sugarcane, tree nut, and apple and pear industries. Biosecurity plans for the grains, rice and production nursery industries were endorsed and uploaded to the Biosecurity Preparedness Portal. Biosecurity plans for cotton, citrus, and mushroom industries were finalised. These plans are pending final endorsement in 2024. Held seven Biosecurity Reference Panel meetings with industry stakeholders and technical experts for the rice, lychee, papaya, passionfruit, mango, plantation forestry, apple and pear, berry and mushroom industries. Contract being negotiated for biosecurity planning for the melon industry. Commenced vegetable biosecurity planning as part of the newly contracted VG22004 – Vegetable Industry Biosecurity and Business Continuity Strategy funded by Hort Innovation Vegetable Fund and led by AUSVEG.

Portfolio	KPIs	Status	Achievements
Portfolio Biosecurity programs	 Collaborate with Biosecurity Officers to support the delivery and implementation of PHA levy and industry-funded biosecurity programs (e.g. melon, vegetable, and grains). Regularly update and promote the Grains Farm Biosecurity website and the biosecurity page on the AUSVEG website. Continually review, update, and publish fact sheets and other information for critical exotic pests to increase awareness in our plant industries. Develop bi-monthly feature articles on key grain biosecurity risks for the grain industry's Groundcover magazine. 	Status	 Engaged Biosecurity Officers in the vegetable, potato, melons, nursery, citrus, grape and wine, and grain industries in regular planning and business meetings. Regularly updated and promoted <u>The Grains Farm Biosecurity Program (GFBP)</u> website and the biosecurity page on the <u>AUSVEG</u> website. Commenced review of the fact sheet for Guava root knot nematode. Developed and published a <i>Foot and Mouth Disease Guide for Mixed Producers</i>. Produced nine bi-monthly articles for the Groundcover publication. Developed a Grains Farm Biosecurity communication, engagement and training plan. Delivered two national workshops to inform the development of the National Action Plan for
(\$)	 Work with industry organisations to develop industry or program specific communication plans to support the promotion and extension of biosecurity awareness. Develop a National Action Plan for Pests of Timber and Trees and associated implementation schedule in consultation with stakeholders. 		Pests of Timber and Trees and its implementation schedule (July and August 2023). Published a draft National Action Plan on DAFF <i>Have Your Say</i> platform for review (7 June to 5 July 2024).

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

Portfolio	KPIs	Status	Achievements
National programs	 Provide a quarterly report on Farm Biosecurity Program (FBP) activities under the program strategy at Board meetings. 		■ Included FBP updates in Board packs.
	 Develop resources for agronomists, consultants, and veterinarians to help producers implement biosecurity measures. 		 Maintained and updated the FBP website with new resources: 186,658 page views 105,022 users.
	 Develop and distribute articles for the Farm Biosecurity newsletter and industry publications. 		 Six bi-monthly eNewsletters with 24 articles were produced and distributed to 3,333 subscribers (3.8 per cent increase in subscriptions).
	 Support the Australian Biosecurity Awards (ABA). 		 Sponsored the Farm Biosecurity Producer of the Year category for the ABAs due to be announced in the second half of 2024.
	 Collaborate with jurisdictions on behavioural change research. 		 Partnered with VIC, QLD and NSW governments on research to understand barriers farmers face in implementing biosecurity practices and reporting incidents.
Levy management	 Assist industry Members to establish and manage the PHA levy* as circumstances change. 		 Held 16 Program Management Committee meetings as part of the MoUs with levied plant industry Members. Developed eight project proposals under existing and new MoUs with levied plant industry Members.
	 Encourage the establishment of levy funded programs for industry members to improve grower management and preparedness for biosecurity risks and improve grower resilience following incursions. 		
(\$)	 Monitor and manage PHA levies and their use to implement programs against agreed deliverables. 		Monitored and promoted project milestones across the suite of industry-funded biosecurity programs.

Portfolio	KPIs	Status	Achievements
Fruit Fly	 Identify and prioritise key activities to improve 		• Finalised and published the 2023 NFFC Annual Report on the PFF website.
	the management of fruit flies across Australia.		 New industry members joined NFFC and new Executive Committee established.
	Plan and deliver NFFC meetings.		 Produced and distributed four eNewsletters and published them on the PFF website.
	 Monitor and report activities under the revised National Fruit Fly Strategy. 		 Published the National Fruit Fly Strategy Implementation Plan 2023-2024.
	 Plan and deliver workshops or symposia to 		 Held three NFFC Executive meetings in November 2023, March 2024, and May 2024.
	engage on key issues of concern, to report		 Held two NFFC full Council meetings in July and December 2023.
	R&D outputs, and to discuss emerging issues and risks. Regularly update and promote the Prevent Fruit Fly (PFF) website and produce a regular e-newsletter.		A new NFFC Research Working Group was created and met for the first time in June 2024 at Hort Connections. Key inputs include the development and implementation of:
			- NFFS RD&E Plan 2026-35
			- NFFS three-year rolling Operational Plan
	 Present the NFFC Annual Report to 		- NFFS Annual Priorities (gap analysis).
(\$)	stakeholders and publish on the PFF website.		Established a NFFC Fruit Fly Management Toolbox Task Group.

Portfolio	KPIs	Status	Achievements
Surveillance			• Coordinated delivery of 2023-24 surveillance activities under Forest Watch Australia:
projects and programs	delivery and reporting of surveillance activities for forest pests at high-risk sites		- 165 traps deployed and serviced monthly
programs	under the National Forest Pest Surveillance		- over 6,072 visual tree assessments undertaken to detect exotic forest pests
	Program (Forest Watch Australia).		- 12 stakeholder training workshops.
			• Coordinated the Forest Watch Australia Expert training workshop in November 2023.
	 Manage and coordinate surveillance activities for citrus pests through the CitrusWatch program. 		 Coordinated with Citrus Australia and Northern Territory (NT) Department of Industry, Tourism and Trade (DITT) to deploy 1,000 yellow sticky traps and conduct targeted surveys in key urban and production areas targeting exotic citrus pests.
			 Developed and submitted three draft National Surveillance Protocols (NSP) for citrus pests to the National Surveillance Protocol Working Group (NSPWG) for review.
			 Supported the development of Early Detector Network (EDN) updates and the <u>2022-23 Annual Activity Report</u> to raise biosecurity awareness and promote achievements under the CitrusWatch program.
	 Coordinate with participants to ensure delivery and reporting of surveillance activities under the National Bee Pest 		• Coordinated 2023-24 surveillance activities with state and territory government agencies through the NBPSP in 2023:
			- surveillance was conducted at 22 port locations across Australia
	Surveillance Program (NBPSP).		 over 4,080 surveillance activities were conducted, using a range of equipment, tools, activities, and diagnostic techniques to target different pests.
			• Consulted with stakeholders on the future design and funding options beyond funding conclusion.
			Wrote and published eight NBPSP promotional articles.
			 Provided secretariat support for November 2023 and April 2024 meetings of the National Bee Biosecurity Steering Committee (NBBSC) and for three meetings of the technical working group between March and May 2024.
(\$)			Developed BeeWatch foundational elements project proposal and submitted it to DAFF.

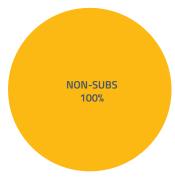
Action 2.5 Collaborating with partners to ensure targeted communication, extension, and training.

Portfolio	KPIs	Status	Achievements
Partnered training and	 Deliver the national Bee Pest Blitz campaign to increase awareness of bee 		• Secured PHC and CCEPP endorsement on a nationally consistent alcohol wash method for the detection of external mites on <i>Apis mellifera</i> .
resources	resources biosecurity.		 Developed alcohol wash training video to support promotion of the updated methodology.
			 Updated the BeeAware website bee pest and surveillance information.
			• Coordinated the roll out of the second campaign in April 2024.
(\$)			• Concluded the non-subscription funded project and commenced transition of delivery to the Australian Honey Bee Industry Council (AHBIC).



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.





Data sharing container feature developed for AUSPest Check®







NDP 51 Pine wood nematode (*Bursaphelenchus xylophilus*) endorsed



NSP 4 Khapra beetle (*Trogoderma granarium*) endorsed



The Nationally Integrated Surveillance System for Plant Pests consultation completed

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

Portfolio	KPIs	Status	Achievements
Digital surveillance systems	 Maintain and enhance AUSPestCheck® as an accessible national repository of plant biosecurity surveillance data. 		 Delivered system enhancements including increased mapping capability to enable transmission and distribution maps to be generated in support of trade and market access.
	 Work with Members and stakeholders to develop AUSPest Check® Programs to build surveillance capacity through collation, visualisation and sharing of data. 		 Uploaded an additional two million records with a total of over 6.5 million surveillance records in the plant tenancy of AUSPest Check®. Commenced development of a new data sharing container feature for AUSPest Check® following meetings between government and industry stakeholders to determine requirements for more flexible joint data-sharing capability. Developed a Strategic Roadmap for AUSPest Check® to define outcomes that demonstrate how the system facilitates greater data sharing between both government and industry organisations to support market access, enhance early detection and
	 Provide training and facilitate Application Programming Interface (API) connections to increase the amount of data available within the Australian Plant Pest Database (APPD). 		support proof of freedom. Developed an APPD Biosecurity Online Training (BOLT) course and user guide APPD Knowledge Base.
	 Develop AUSPestCheck® technology to provide a platform that can act as a national repository and provider of animal biosecurity surveillance data. 		 Established an operational aquatic animal tenancy for AUSPest<i>Check®</i>, supported the collation of aquatic animal tenancy for AUSPest<i>Check®</i>, and supported collation of aquatic health information with over 1,500 records uploaded, covering 50 diseases or disease-causing agents. Finalised a range of enhancements to support the upload of data for animal health surveillance programs, including development of PowerBI reporting, budgeting and scheduling features and improved mapping capability.
\$	 Facilitate new library creation and species uploads to the Pest and Disease Image Library (PaDIL) to increase its value as an accessible national repository of plant biosecurity diagnostic data. 		 Added three new species to PaDIL with high-resolution imagery and data sheets: Spotted lanternfly Mottled shieldbug Red palm mite.

Action 3.2 Strengthening scientific rigour and capability.

Portfolio	KPIs	Status	Achievements
Networks coordination	 Develop website content for the National Plant Biosecurity Diagnostic Network (NPBDN) and Plant Surveillance Network Australasia-Pacific (PSNAP) to ensure relevant and current information is available such as new tools, protocols, literature, employment and training opportunities. 		 Regularly updated network website content: PSNAP: 53 articles published NPBDN: 40 articles published.
	Coordinate professional development activities for NPBDN and PSNAP members, through delivery of annual workshops, skills-based training workshops and residential programs to address national capability gaps.		 Delivered the Annual Diagnostics Workshop (ADW) and Annual Surveillance Workshop (ASW) in March 2024: in-person attendance of 70 members at ADW 2024, and 74 members at ASW 2024 virtual attendance of 86 members at ADW 2024, and 35 members at ASW 2024 delivered three additional shoulder workshops at each event three invited speakers at each event. Delivered two virtual Annual Diagnostics and Surveillance Workshops (ADSW) including: virtual ADSW 2023 in October 2023 with over 130 NPBDN and PSNAP members joining from across the Australasia-Pacific region virtual ADSW 2024 in June 2024 with participation from over 320 NPBDN and PSNAP members from across the Australasia-Pacific region. Six NPBDN residential placements were awarded and five have been completed. Two PSNAP residential placements were awarded and one completed. Hosted PSNAP Dipteran Identification and Taxonomy in the Digital Age Workshop in Perth in February 2024, with 19 participants representing the state and federal governments of Australia. Submitted final project reports for DAFF-funded – National Plant Biosecurity Diagnostic and Surveillance and Protocols Projects.
\$	 Promote and expand networks to produce a stronger biosecurity system, measured by increased skilled expertise to accurately detect and identify priority plant pests. Develop a national diagnostics and surveillance capability plan to identify and prioritise activities for priority plant pests. 		 Increased network memberships: NPBDN: 715 members (increase of 129 members) PSNAP: 659 members (increase of 171 members). Produced, distributed, and published bi-monthly newsletters to over 1,370 subscribers: NPBDN: six newsletters PSNAP: six newsletters. Published 12 NPBDN/PSNAP articles in Tendrils. Secured 12-month interim funding from DAFF to support NPBDN and PSNAP professional development activities for the 2024/25 financial year while sustainable funding arrangements are being considered by the National Biosecurity Committee (NBC) beyond 2024/25. National diagnostics and surveillance capability plans endorsed by SPHD and SNPHS, respectively.

CORPORATE CORPORATE **AUDITOR'S** YEAR IN FINANCIAL **AUDITOR'S DIRECTORS'** PERFORMANCE **OVERVIEW ABOUT PHA ACRONYMS** REVIEW **STATEMENTS REPORT GOVERNANCE** INFORMATION REPORT **DECLARATION**

Portfolio	KPIs	Status	Achievements
Protocols to support surveillance and diagnostics	 Coordinate the development and review of National Diagnostic Protocols (NDPs) and National Surveillance Protocols (NSPs) for agreed National Priority Plant Pests (NPPPs) and industry High Priority Pests, to improve efficiencies in the development processes. 		 NDPs: one endorsed NDP (NDP 51 – Pine wilt nematode (<i>Bursaphelenchus xylophilus</i>)) progression of 46 NDPs for development, review, and/or verification, including five-year review of endorsed NDPs four reference standards for NDP development and endorsement revised along with the Diagnostic Protocols Working Group (DPWG) and endorsed by SPHD
			- two International Plant Protection Convention (IPPC) Diagnostic Protocol topic proposals for Xylella vectors and Brown marmorated stink bug submitted
			 project proposal on minimum standard of verification submitted to SPHD and PHC for consideration compiled a national list of 20 NDPs for progression prioritisation based on jurisdictional pest priorities.
			 NSPs: one endorsed NSP (NSP 4 – Khapra beetle (<i>Trogoderma granarium</i>)) progression of technical reviews for nine NSPs
			 the number of NSPs under development has increased from 14 to 23, adding nine drafts to the NSP pool reference standard for NSP for development and endorsement was revised along with the NSPWG and was endorsed at SNPHS 24
(\$)			 twelve-month interim funding from DAFF to support the progression of SPHD-prioritised NDPs was secured for the 2024/2025 financial year while sustainable funding arrangements are considered by PHC.
Proficiency testing (\$)	Support NPBDN laboratories to participate in the national plant health proficiency testing program through the provision of specimens. Formal proficiency testing is essential to maintain National Association of Testing Authority (NATA) accreditation as well as good diagnostic laboratory practice to ensure robust, consistent and accurate diagnostic procedures are undertaken and provide confidence in the diagnostic system.		Round 12 sample preparations completed through Australian National Quality Assurance Program (ANQAP).

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

Portfolio	KPIs	Status	Achievements
National coordination and governance programs	sub-strategies and annual action plan.		 Worked with government subcommittees to incorporate reporting links to goals and sub-strategy annual action plans. Submitted a project proposal to implement the National Plant Biosecurity Strategy to the Federal Treasury Pre-Budget submission call in February 2024 for 2024-25. No outcome was received.

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

Portfolio	KPIs	Status	Achievements
Biosecurity portal	 Develop sustainable funding and implement operational outcomes for key biosecurity websites, such as the biosecurity portals and Plant Health Sub Committee Portals that ensures continual access, service and security for members. Provide technical website support to ensure service requirements are maintained. Maintain and improve digital security to protect PHA and Member organisations. Seek funding for the development of new online resources and enhancements to existing sites. 		 Project scoping for integration into the PHA digital systems environment completed. Submitted a project proposal for upgrades to the Biosecurity Portal to the Federal Treasury Pre-Budget submission call in February 2024 for 2024/2025. No outcome was received. Provided ongoing technical support. Maintained digital security under PHA security protocols. Submitted a project proposal to the Federal Treasury Pre-Budget submission call in February 2024 for 2024/2025 to enhance PHA's digital systems and develop a secure digital ecosystem. No outcome was received.
Digital Diagnostics systems	 Maintain access to critical biosecurity infrastructure through the APPD for records of vouchered specimens in Australian collections, to support market access and inform pest status in suspect Emergency Plant Pest (EPP) incidents. Manage the APPD to support aggregation of information from national reference collections. Maintain the Pest and Disease Image Library (PaDIL) as an online resource for diagnosticians, including those verifying border intercepts. Provide a fully scoped design and costed national plant pest high throughput 		 PaDIL and APPD commenced operation under a national cost- share arrangement in July, with jurisdictional representation on the PaDIL Steering Committee. Delivered the PaDIL Future Directions Workshop in November 2023 to set future action plan for 2023-24. Coordinated an APPD user experience (UX) project and delivered a report on how users engage with the APPD with recommendations for system development. Added two new super content contributors to PaDIL to provide new images and review existing content to capture high resolution imagery for priority pest species. Successfully completed DAFF-funded Phase 1 – National Coordination of high throughput sequencing (HTS) data for a connected diagnostic system project. Partnered with NSW DPIRD, AgVic, ANU, WA Department of Primary Industries and Regional Development (WA DPIRD) and University of Melbourne to submit tender to Hort Innovation for Biosecurity Trakka – Digital architecture for rapid and
Surveillance system reform	 sequencing database to support diagnostics. Develop model(s) for establishing and maintaining a self-sustaining national surveillance system for plant pests. This links strongly with the PHA initiative to identify future needs and funding for national digital systems. Finalise consultation with stakeholders in plant industries and governments to identify priorities and options for a national surveillance system. 		 Delivered the final workshop in March 2024. Final workshop held to complete consultation to develop a Nationally Integrated Surveillance System for Plant Pests (NISSPP). Developed a model and implementation plan for future coordinated delivery and resourcing of surveillance. Submitted a project proposal to the Federal Treasury Pre-Budget submission call in February 2024 for 2024/2025 and beyond for National bee biosecurity and plant biosecurity surveillance system reform and implementation. No outcome was received.

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

Portfolio	KPIs	Status	Achievements
Community engagement	 Participation in career expos or university career days to reach emerging scientists. 		Delivered two presentations at the Australia National University (ANU).
	Internship program.		Planning is underway for the next internship cohort.
	 Maintenance of Australian Interstate Quarantine (AIQ) website and associated Exotic Plant Pest Hotline. 		 Regularly updated the AIQ website and maintained the Exotic Plant Pest Hotline: a cost sharing proposal to update and maintain website, hotline and travellers' guide has been submitted to PHC for consideration.
(\$)	 Implementation of ongoing Spotted Anything Unusual campaign with increased community awareness of reporting mechanisms. 		 Produced collateral for the cherry, mango, citrus, avocado, cotton and melon industries. An additional print advertisement was produced for the sugarcane industry. Included existing collateral in ongoing communications channels.

Action 3.6 Capturing greater benefits from national and international initiatives.

Portfolio	KPIs	Status	Achievements
Initiatives	 Collaboration on the Australian celebrations of the International Day of Plant Health (IDPH). 		Sponsored a IDPH morning tea at PBRI Symposium in May 2024.
	 Participation in international events with a biosecurity focus. 		 Delivered a virtual plant biosecurity presentation at the National Horticulture Conference in Canada in November 2023. Participated in a WoodChat (UK) podcast interview on Forest Watch program in October 2023. Participated in the Vegaloque podcast on VG22004 – Vegetable industry biosecurity and business continuity strategy. Participated in a biosecurity panel at the inaugural FutureAg Conference in April 2024. Met with GIA NZ to discuss plant biosecurity arrangements and frameworks at Members meeting May 2024. Met with key representatives from the United State Department of Agriculture (USDA) to explore synergies in February 2024.
(\$)	 Collaboration on the inaugural National Biosecurity Week. 		• Led the development of the inaugural National Biosecurity Week campaign to be launched in August 2024.



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 and strategy tracking system.
- ✓ Attract and retain key staff.

- ✓ Develop a culture aligned with PHA values.
- ✓ Successful recruitment and management of the PHA Board.
- ✓ Maintain high levels of staff satisfaction.





Commenced Essential Eight cyber security uplift project



increase in staff rating of PHA as an employer of choice – 86.21 per cent (2023)



Revised Board induction and evaluation program implemented



Ongoing Member consultation regarding industry levy balances, response payment support and development of biosecurity programs

Action 4.1 Improving business, budgeting and contract management systems and processes.

Portfolio	KPIs	Status	Achievements
Company finance and	 Ensure PHA continues to meet all legal and constitutional obligations. 		Met all legal and constitutional compliance requirements.
corporate services	 Arrange for annual financial statements to be externally audited and declared compliant. 		 Successfully appointed a new external auditor Nexia Canberra at the May GM 2024.
	 Schedule and implement internal audit program and address findings. 		 Received a clean audit report of the financial statements contained in the 2023-24 Annual Report from external auditor, Nexia Canberra.
			 Completed a Financial Process and Banking Controls Audit undertaken by RSM with a final report provided in February 2024.
			 Launched the Essential Eight cyber security audit and subsequent uplift project in May 2024. The project prioritises recommendations from the Australian Signals Directorate (ASD) framework to protect our IT networks and sensitive data from evolving cyber threats. This initiative has significantly boosted our digital maturity and strengthened the security of our digital systems overall.
	 Present PHA's 2023–24 budget and AOP to Members and agree on annual Membership subscriptions in May 2023. 		■ Presented the 2024-25 budget and AOP at the GM in May 2024 which was subsequently approved.
	■ Continue to build on the PHA and AHA partnership.		• Continued to build upon the strong partnership between AHA and PHA in the areas of emergency response training, the Farm Biosecurity Program, AUSPest <i>Check</i> ® animal tenancies and general communication.
	 Assist Members to implement and manage statutory 		 Managed statutory levies as per the Plant Health Australia (Plant Industries) Act 2002.
	biosecurity levies.		 Facilitated ongoing Member consultation regarding industry levy balances, response payment support and development of biosecurity programs.

Action 4.2 Attracting and retaining key staff.

Portfolio	KPIs	Status	Achievements
People and Culture	 Positive evaluation of PHA's involvement in graduate career fairs during 2023. 		Captured and presented feedback from 12 PHA staff who attended four career fairs.
	 Actively promote understanding and engagement of PHA's employee value proposition (EVP) in relevant channels. 		 Inclusion of the Employee Value Proposition (EVP) in all recruitment activities, PHA's website and other opportunities identified, to promote PHA as an employer of choice.
	Improve staff sentiment in relevant areas identified in		Improved staff sentiment in the following areas:
	the employee engagement survey.		- would recommend PHA as an employer of choice: 71.88 per cent (2021) to 86.21 per cent (2023)
			- proud to work for PHA and work contributes to a sense of personal achievement: 84.38 per cent (2021) to 93.1 per cent (2023).

Action 4.3 Actively fostering and promoting a culture in line with PHA values.

Portfolio	KPIs	Status	Achievements
People and Culture	 Improve staff sentiment in relevant areas identified in the employee engagement survey. 		 Improved staff sentiment in the 2023 staff survey in a number of areas, including increases of positive feelings toward adaptability to change, immediate manager care, and seeking feedback.
			 Delivered workshops to staff on giving and receiving feedback and having difficult discussions, in preparation for the 2023 Performance Review and Development Plan (PRDP) process.
	 Develop and implement strategies to address areas for 		 Identified strategies to improve internal collaboration, which include:
	improvement/enhancement.		- encouraging greater information sharing between teams about projects and programs
			- significant increase in the number of staff working across teams.
	 Encourage adoption and demonstration of PHA values. 		 Created higher duties guidance material to foster opportunities for staff development. Increased focus on values in the 2023 PRDP process.
			• Developed a framework for an employee recognition program, which will be progressed in new financial year.

Action 4.4 Reviewing and implementing a Board succession and management plan.

Portfolio	KPIs	Status	Achievements
Corporate Performance	 Ensure PHA's performance continues to meet Members' expectations. 		No adverse Member feedback was received via the Member generic email or at PHA events.
	Ensure legal and constitutional compliance		Met all legal and constitutional compliance.
	requirements are met.		Reviewed the governance framework in November 2023.
	 Maintain adequate working capital and equity to ensure continued financial stability. 		 Maintained reserves above the minimum threshold throughout the year with term deposit investments attracting higher interest.
	 Provide secretariat support to the Board, Finance and Audit Committee, People and Culture Committee and other meetings attended by Directors. 		Provided secretarial support to ensure effective administration of all Board duties.
	 Ensure attendance of the PHA Board at over 80% of 		Planned a Board strategy workshop for July 2024.
	requested Member and stakeholder meetings.		 Achieved 100 per cent of PHA Board representation at requested Member meetings.
	 Assist the Board with the 2023 Board selection process. 		• Completed the Board selection process with new Directors appointed at the 23rd AGM.

Action 4.5 Reviewing and improving employee and Board induction, training and development processes.

Portfolio	KPIs	Status	Achievements
People and	 Implement actions in PHA's Learning Strategy, 		Enhanced the PRDP process and supporting documentation.
culture	including improved staff sentiment in relevant areas of the employee engagement survey.		• Enhanced and revised the Board induction program, including updated Director's Handbook.
	or the employee engagement survey.		• Fully revised the four-year Board Evaluation Program, which has been approved and implemented,
			• Provided staff access to Udemy, an online, just-in-time learning platform to address learning needs.
			Improved staff sentiment:
			 I am satisfied with the support PHA provides for learning and development: 50 per cent (2021) to 86.21 per cent (2023)
			- my immediate manager gives me practical support to attend training: 50 per cent (2021) to 79.27 per cent (2023)
			- I am satisfied with my opportunities for professional growth: 46.88 per cent (2021) to 82.76 per cent (2023).
	 Implement an online staff induction process. 		• Enhancement and digitisation of staff induction process is in development and anticipated to be launched in the new financial year.

OPERATIONAL PRIORITY 2:

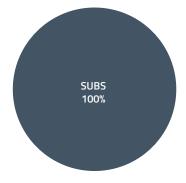
Enhance communication & engagement

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

MEASURES AND OUTCOMES

- ✓ Informed and active Members.
- \checkmark A professional and consistent brand with strong brand recognition.
- \checkmark Increased levels of staff satisfaction, participation and collaboration.

- ✓ Increased awareness of Member obligations.
- ✓ Effective integration of new Members.





page views





followers



mentions



437,762 site visits



intranet news items published



Received 2024 Emergency Media & Public Affairs Award for Excellence in Communication for National Biosecurity Training Hub campaign

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

Portfolio	KPIs	Status	Achievements
Communications	 Increased stakeholder engagement tracked via 		 Produced and distributed 12 monthly editions of our corporate e-newsletter Tendrils:
and engagement strategy and plan	media mentions, media coverage, page views, social engagement, open and click through rates,		- 1,788 subscribers
strategy and plan	event/meeting attendance.		- 34.58 per cent open rate
			- 27.74 per cent click to open rate.
			Media monitoring captured PHA mentions:
			- 510 mentions in broadcast news
			- 197 mentions via digital news
			- more than 1,800 social media mentions.
			• Coordinated eight media interviews, wrote five media releases, arranged 19 speaking slots, and published 192 articles.
			• 3,289 social media posts across Twitter (X), Facebook, Instagram and LinkedIn:
			- 11.4 million impressions across all platforms
			- Twitter (X): 135 new followers
			- Facebook: 254 new fans
			- Instagram: 185 new followers
			- LinkedIn: 2,189 new followers.
			Corporate website maintained:
			- New website redeveloped and launched in May 2024
			- 84,567 users and 186,570 page views.
			Maintained nine program websites.
			 Produced, published, and promoted the 2022-23 AR and MYPR through multiple channels.

Action 5.2 Maintaining a contemporary corporate style guide.

Portfolio	KPIs	Status	Achievements
Corporate identity guide	 Maintain a contemporary and practical guide supported by a full suite of easy-to-use templates on the company intranet. 		 Regularly updated the corporate identity guide and templates to provide consistent standards for the production of marketing and communications materials to maintain a consistent, recognisable, and professional corporate identity.
	 Include the corporate identity guide as part of the employee induction process. 		• Published the corporate identity guide on the staff intranet and have earmarked this for inclusion in the digitised induction process.

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

Portfolio	KPIs	Status	Achievements
Internal communications strategy and plan	 Implement the internal communications strategy and plan: maintain and update the intranet produce news items to increase awareness of corporate policies, procedures and improve WH&S practices increase and track intranet engagement and usage via page views, staff turnover rate, internal promotion rate, active social ambassadors. 		 Maintained and regularly updated the intranet: 178 news items written and published 43,762 site visits captured.
	 Monitor and increase response rates to employee engagement survey. Develop and implement an internal campaign on PHA's values. 		 An employee engagement survey has been earmarked for late 2024. Created and launched an internal values campaign in October 2023 to support the cultivation of a positive culture, set behavioural standards aligned to these values, and unlock improved organisational performance through culture change.

Action 5.4 Improving Member onboarding process.

Portfolio	KPIs	Status	Achievements
Improving Member onboarding process	 Maintain and distribute the new Member onboarding information package to support government, industry and associate Members. 		 Developed and distributed the Member onboarding pack.

Action 5.5 Developing Member training strategy and program.

Portfolio	KPIs	Status	Achievements
Developing Member training strategy and program	 Develop a training strategy and implementation plan. 		This has been earmarked for development in the new financial year.

FINANCIAL STATEMENTS YEAR IN REVIEW AUDITOR'S REPORT CORPORATE CORPORATE **DIRECTORS' AUDITOR'S ABOUT PHA** PERFORMANCE ACRONYMS **OVERVIEW** GOVERNANCE INFORMATION REPORT **DECLARATION** 64 • Plant Health Australia Annual Report 2023–24



Financial statements

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

for the year ended 30 June 2024

Revenue from contracts with customers 2 13,063,895 13,846,295 Other income 2 631,433 356,340 Expenses 13,695,328 14,202,635 Expenses 468,406 393,474 Amortisation and office expenses 468,406 393,474 Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,		Notes	2024 \$	2023 \$
Other income 2 631,433 356,340 Expenses Expenses Administration and office expenses 468,406 393,474 Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Revenue			
Expenses 468,406 393,474 Administration and office expenses 468,406 393,474 Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Revenue from contracts with customers	2	13,063,895	13,846,295
Expenses Administration and office expenses 468,406 393,474 Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Taylus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Other income	2	631,433	356,340
Administration and office expenses 468,406 393,474 Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)			13,695,328	14,202,635
Amortisation on leased assets 186,280 186,279 Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Expenses			
Contractors and consultants 6,401,040 7,860,975 Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 5urplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Administration and office expenses		468,406	393,474
Depreciation 73,668 74,077 Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Amortisation on leased assets		186,280	186,279
Directors' fees 249,855 247,363 Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Ta,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Contractors and consultants		6,401,040	7,860,975
Insurance 49,526 42,964 Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Depreciation		73,668	74,077
Interest on leases 18,660 31,329 Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Directors' fees		249,855	247,363
Meetings and conferences 190,871 214,472 Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Insurance		49,526	42,964
Other staff costs 44,037 59,221 Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Interest on leases		18,660	31,329
Salary and wages 4,918,519 4,218,643 Superannuation 542,924 456,655 Travel expenses 472,770 460,374 13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Meetings and conferences		190,871	214,472
Superannuation 542,924 456,655 Travel expenses 472,770 460,374 13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Other staff costs		44,037	59,221
Travel expenses 472,770 460,374 13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Salary and wages		4,918,519	4,218,643
13,616,556 14,245,826 Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Superannuation		542,924	456,655
Surplus/(deficit) before income tax 78,772 (43,191) Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)	Travel expenses		472,770	460,374
Income tax expense 1(a) - - Surplus/(deficit) for the year 78,772 (43,191)			13,616,556	14,245,826
Surplus/(deficit) for the year 78,772 (43,191)	Surplus/(deficit) before income tax		78,772	(43,191)
	Income tax expense	1(a)		
Total comprehensive income/(loss) for the year 78,772 (43,191)	Surplus/(deficit) for the year		78,772	(43,191)
	Total comprehensive income/(loss) for the year		78,772	(43,191)

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

STATEMENT OF FINANCIAL POSITION

as at 30 June 2024

	Notes	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	17,605,627	24,426,744
Trade and other receivables	4	817,210	872,016
Financial assets	5	11,831,028	1,821,607
Other assets	6	66,607	83,550
TOTAL CURRENT ASSETS		30,320,472	27,203,917
NON-CURRENT ASSETS			
Property, plant and equipment	7	241,632	261,017
Right-of-use assets	8	341,512	527,792
TOTAL NON-CURRENT ASSETS		583,144	788,809
TOTAL ASSETS		30,903,616	27,992,726
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	2,248,984	1,347,968
Lease liabilities	8	181,887	169,482
Employee benefits	10	341,041	514,472
Contract liabilities	12	25,102,495	22,813,928
TOTAL CURRENT LIABILITIES		27,874,407	24,845,850

	Notes	2024 \$	2023 \$
NON-CURRENT LIABILITIES			
Employee benefits	10	51,201	50,396
Make good provisions	11	60,000	38,166
Lease liabilities	8	180,982	400,060
TOTAL NON-CURRENT LIABILITIES		292,183	488,622
TOTAL LIABILITIES		28,166,590	25,334,472
NET ASSETS		2,737,026	2,658,254
EQUITY			
Retained surplus		2,737,026	2,658,254
TOTAL EQUITY		2,737,026	2,658,254

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

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2024

2024	Retained Surplus \$	Total \$
Balance at 1 July 2023	2,658,254	2,658,254
Surplus for the year	78,772	78,772
Balance at 30 June 2024	2,737,026	2,737,026

2023	Retained Surplus \$	Total \$
Balance at 1 July 2022	2,701,445	2,701,445
Deficit for the year	(43,191)	(43,191)
Balance at 30 June 2023	2,658,254	2,658,254

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

STATEMENT OF CASH FLOWS

for the year ended 30 June 2024

	Notes	2024	2023
	Mores	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipt from Members and others		16,217,061	15,188,992
Payments to suppliers and employees		(13,310,383)	(14,337,478)
Interest received		560,742	307,485
Interest on lease liabilities		(18,660)	(31,329)
Net cash provided by/(used in) operating activities		3,448,760	1,127,670
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(54,283)	(56,619)
Payments for/proceeds from term deposits		(10,009,421)	6,694,594
Proceeds from sale of property, plant and equipment		500	-
Net cash provided by/(used in) investing activities		(10,063,204)	6,637,975
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of lease liabilities		(206,673)	(140,477)
Net cash provided by/(used in) financing activities		(206,673)	(140,477)
Net increase/(decrease) in cash		(6,821,117)	7,625,168
and cash equivalents held		(0,021,117)	7,023,100
Cash and cash equivalents at beginning of year		24,426,744	16,801,576
Cash and cash equivalents at end of financial year		17,605,627	24,426,744

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

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 30 June 2024

Plant Health Australia Limited (the Company) is a not-for-profit company limited by guarantee, incorporated and domiciled in Australia. The financial statements cover the Company as an individual entity.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, Interpretations of the Australian Accounting Standards Board and the Corporations Act 2001.

The financial statements are presented in Australian dollars which is the Company's functional and presentation currency. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

A number of new or revised Australian Accounting Standards are effective for the first time in the current financial year. These standards have had no material impact on the Company.

The following is a summary of the material accounting policies adopted by the Company in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

1. Material Accounting Policy Information

(a) Income tax

The Company is exempt from income taxation under the relevant provisions of Section 50-40 of the Income Tax Assessment Act 1997.

(b) Property, plant and equipment

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

The carrying amount of property, plant and equipment is reviewed at the end of the reporting period to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the entity and the cost of the item can be measured reliably. All other costs (e.g. repairs

and maintenance) are charged to the statement of profit or loss and other comprehensive income during the financial period in which they are incurred.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the profit or loss.

Depreciation

The depreciable amount of all property, plant and equipment including capitalised leased assets is depreciated on a straight-line basis from the time the asset is available for use. Leasehold improvements are depreciated over the shorter of the term of the lease and the asset's useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Leasehold improvements	20% - 27%
Computer equipment	20% - 33.33%
Furniture, fixtures and fittings	10% - 21.55%
Office equipment	10% - 33.33%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(c) Leases

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is considered to contain a lease if it allows the Company the right to control the use of an identified asset over a period of time in return for consideration.

Where a contract or arrangement contains a lease, the Company recognises a right-of-use asset and a lease liability at the commencement date of the lease.

A right-of-use asset is initially measured at cost, which is the present value of future lease payments adjusted for any lease payments made at or before the commencement date, plus any make-good obligations and initial direct costs incurred. Lease assets are depreciated using the straight-line method over the shorter of their useful life and the lease term. Periodic adjustments are made for any re-measurements of the lease liabilities and for impairment losses.

Lease liabilities are initially measured at the present value of future minimum lease payments, discounted using the Company's incremental borrowing rate if the rate implicit in the lease cannot be readily determined, and are subsequently measured at amortised cost using the effective interest rate. Minimum lease payments include fixed payments, amounts expected to be paid under a residual value guarantee, the exercise price of purchase options for which the Company is reasonably certain to exercise and incorporate the Company's expectations of lease extension options.

The lease liability is remeasured when there are changes in future lease payments arising from a change in rates, index or lease terms from exercising an extension or termination option. A corresponding adjustment is made to the carrying amount of the lease assets.

Short term leases (lease term of 12 months or less) and leases of low value assets (\$10,000 or less) are recognised as incurred as an expense in the statement of profit or loss and other comprehensive income.

(d) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Company becomes party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method. The subsequent measurement depends on the classification of the financial instrument as described below.

Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

The effective interest method is used to allocate interest income or interest expense over the relevant period.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is 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 that meet the following conditions are subsequently measured at fair value through other comprehensive income (FVTOCI):
- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; 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.

By default, all other financial assets are subsequently measured at fair value through profit or loss (FVTPL).

Despite the above, the Company may make the following irrevocable election/designation at initial recognition of a financial asset:

- the Company may irrevocably elect to present subsequent changes in fair value of an equity instrument in other comprehensive income if certain criteria are met; and
- the Company may irrevocably designate a financial asset that meets the amortised cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

Financial liabilities

All financial liabilities are subsequently measured at amortised cost using the effective interest method or at FVTPL.

Impairment of financial assets

The Company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or at FVTOCI. No impairment loss is recognised for investments in equity instruments. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

The Company recognises lifetime expected credit losses for trade receivables. The expected credit losses on these financial asset are estimated based on the Company's historical credit loss experience adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the future direction of conditions at the reporting date, including time value of money where appropriate.

(e) Impairment of non-financial assets

At the end of each reporting period the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the recoverable amount of the cash generating unit to which the asset belongs is estimated.

(f) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled plus related on-costs.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data.

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

(g) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, deposits held at call with financial institutions, and other short-term highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(i) Revenue and other income

Revenue is measured at the amount which the Company expects to receive in consideration for satisfying performance obligations to a customer. A performance obligation is the distinct good or service defined within the contract with a customer. The transaction price is allocated to one or more performance obligations contained within the contract, with revenue being recognised as or when the performance obligation is satisfied.

Where consideration comprises variable components, the amount recognised as revenue is constrained to that amount that would not result in a significant reversal of the cumulative revenue recognised when that uncertainty is resolved.

Timing of Revenue Recognition

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

If the Company satisfies a performance obligation before it receives the consideration, the Company recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

Revenue is recognised for the major business activities as follows:

Projects

Project funds received that are subject to specific conditions on the use of those funds are recognised as and when the Company satisfies its performance obligations by providing services under the funding agreements. A contract liability is recognised when project funds have been received but the Company has not yet satisfied its performance obligations under the funding

agreement. A financial liability is recognised for unspent project funds for which a refund obligation exists in relation to the funding period. General project funds that do not impose specific performance obligations on the Company are recognised as income when the Company obtains control of those funds, which is usually on receipt. Project funding may either be received up front or at the completion of milestones. Any deferred revenue arising from project funds is recognised as unexpended funding and included in contract liabilities on the statement of financial position

Membership Subscriptions

Subscriptions from Members are received by the Company on an annual basis in advance and are brought to account as revenue over the period that the Company is required to provide services to Members. Any membership income received in advance are recorded as part of income in advance on the statement of financial position.

Interest Income

Interest income is recognised on an accrual basis using the effective interest method. Where interest is earned on unexpended funds, and is to be treated as part of those funds, the interest is added to the unspent funds liability and will be recognised as revenue when the relevant performance obligations are met.

(j) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payable are stated inclusive of GST.

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

(k) Comparative amounts

Comparative figures have been adjusted, where necessary to conform to changes in presentation for the current financial year.

Critical Accounting Estimates and Judgments

The Directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

The Directors do not believe that there were any key estimates or key judgments used in the development of the financial statements that give rise to a significant risk of material adjustment in the future.

2. Revenue

	2024 \$	2023 \$
Revenue from contracts with customers		
Membership subscriptions	2,851,392	2,752,900
Federal and State government project income	4,251,208	4,071,532
Industry project income	5,961,295	7,021,863
	13,063,895	13,846,295
Represented by:		
Revenue recognised at a point in time	-	-
Revenue recognised over time	13,063,895	13,846,295
	13,063,895	13,846,295
Other income		
Interest income	630,933	356,340
Gain on disposal of fixed assets	500	-
	631,433	356,340

3. Cash and Cash Equivalents

	2024 \$	2023 \$
Cash at bank	1,356,184	601,076
Cash on hand	350	350
Cash at bank (EPPR)	12,088,551	9,546,421
Short-term deposits	4,160,542	14,278,897
	17,605,627	24,426,744

4. Trade and Other Receivables

	2024 \$	2023 \$
Trade and other receivables	608,784	650,636
Accrued income	134,729	64,538
GST receivable	73,697	156,842
	817,210	872,016

5. Financial Assets

	2024 \$	2023 \$
Term deposits	11,831,028	1,821,607

Term deposits have an initial term to maturity of between three and six months.

6. Other Assets

	2024 \$	2023 \$
Prepayments	5,000	21,943
Deposit paid	61,607	61,607
	66,607	83,550

7. Property, Plant and Equipment

	2024 \$	2023 \$
Leasehold improvements		
At cost	197,586	197,586
Accumulated depreciation	(195,960)	(195,068)
	1,626	2,518
Computer equipment		
At cost	322,866	268,946
Accumulated depreciation	(218,409)	(182,248)
	104,457	86,698
Office equipment		
At cost	104,722	106,022
Accumulated depreciation	(78,017)	(62,994)
	26,705	43,028
Furniture and fittings		
At cost	245,954	245,592
Accumulated depreciation	(137,110)	(116,819)
	108,844	128,773
	241,632	261,017

Movements in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Leasehold improvements \$	Computer equipment \$	Office equipment \$	Furniture and fittings \$	Total \$
Year ended 30 June 2024					
Balance at the beginning of year	2,518	86,698	43,028	128,773	261,017
Additions	-	53,920	-	363	54,283
Depreciation	(892)	(36,161)	(16,323)	(20,292)	(73,668)
Balance at the end of the year	1,626	104,457	26,705	108,844	241,632

8. Lease Assets and Liabilities

	2024 \$	2023 \$
Right-of-use assets		
At cost		
Balance at July 1	931,397	931,397
Additions during the year	-	-
Balance as at June 30	931,397	931,397
Accumulated amortisation		
Balance at 1 July	(403,605)	(217,326)
Amortisation for the year	(186,280)	(186,279)
Balance as at 30 June	(589,885)	(403,605)
Net book value - right-of-use asset	341,512	527,792
Lease liabilities		
Current	181,887	169,482
Non-current	180,982	400,060
	362,869	569,542

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

	2024 \$	2023 \$
Not later than one year	212,277	207,516
Later than one year and not later than five years	180,259	392,536
	392,536	600,052

The lease relates to office premises at 1 Phipps Close, Deakin, ACT 2600 which commenced on 1 May 2021 and terminates on 30 April 2026. The renewal option of five years is not included in the calculation of the right-of-use asset or lease liability.

The amount expensed in the statement of profit or loss and other comprehensive income in relation to short-term and low-value leases was \$ nil (2023: \$ nil).

9. Trade and Other Payables

	2024 \$	2023 \$
CURRENT		
Trade payables	25,988	705,806
Other payables	180,172	14,728
Accrued expenses	2,042,824	627,434
	2,248,984	1,347,968

10. Employee Benefits

	2024 \$	2023 \$
CURRENT		
Provision for long service leave	107,629	214,746
Provision for annual leave	233,412	299,726
	341,041	514,472
NON-CURRENT		
Provision for long service leave	51,201	50,396

11. Provisions

	2024 \$	2023 \$
Make good provision	60,000	38,166

12. Contract Liabilities

	2024 \$	2023 \$
Unexpended funds	13,043,217	13,253,841
EPPR levy funds	12,059,278	9,560,087
	25,102,495	22,813,928

13. Key Management Personnel

Key management personnel is defined by AASB 124 "Related Party Disclosures" as those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director of the Company.

The total of remuneration paid to the key management personnel of the Company during the year is:

	2024 \$	2023 \$
Total key management personnel compensation	1,619,039	1,353,427

In addition to the above compensation, the Company has paid insurance premiums of \$8,920 for Association Liability insurance which incorporates Directors' and officers' liability insurance. It is not practical to determine the details of the components of the insurance premiums that relate to key management personnel.

14. 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:

	2024	2023
	\$	\$
Supply of services to related parties		
Membership subscriptions and project income:		
Horticulture Innovation Australia Limited (Associate Member)	221,670	1,128,848
Total income from related parties	221,670	1,128,848
Purchase of services from related parties		
Assist members to manage biosecurity risks:		
Horticulture Innovation Australia Limited (Associate Member)	84,000	368,000
	84,000	368,000

15. Auditor's Remuneration

	2024	2023
	\$	\$
Audit of the financial statements	25,000	29,400
Other services	_	13,657
	25,000	43,057

Other services relate to provision of internal audit services.

16. Financial Risk Management

The Company's financial instruments consist mainly of deposits with banks, short and long term investments, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9: Financial Instruments as detailed in the accounting policies to these financial statements, are as follows:

		2024	2023
		\$	\$
Financial assets			
Financial assets held at amortised cost:			
Cash and Cash Equivalents	3	17,605,627	24,426,744
Trade and Other Receivables	4	743,513	715,174
Financial Assets	5	11,831,028	1,821,607
Total financial assets		30,180,168	26,963,525
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and Other Payables	9	2,248,984	1,347,968
Total financial liabilities		2,248,984	1,347,968

17. Contingent Liabilities and Contingent Assets

The Company currently has a contingent liability in regard to potential payroll tax owing where the application of charitable or non-beneficial organisation has not yet been determined. If there is an adverse decision the potential liability is estimated to be in the order of \$900,000.

The Company has no other contingent liabilities or contingent assets at the end of the financial year.

18. Events After the Reporting Period

These financial statements were authorised for issue by the Directors on the date of signing the attached Directors' Declaration. The Directors have the right to amend and re-issue the financial statements after they are issued.

No matters or circumstances have arisen since the end of the financial year which 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.

19. Company Details

The registered office and principal place of business is:

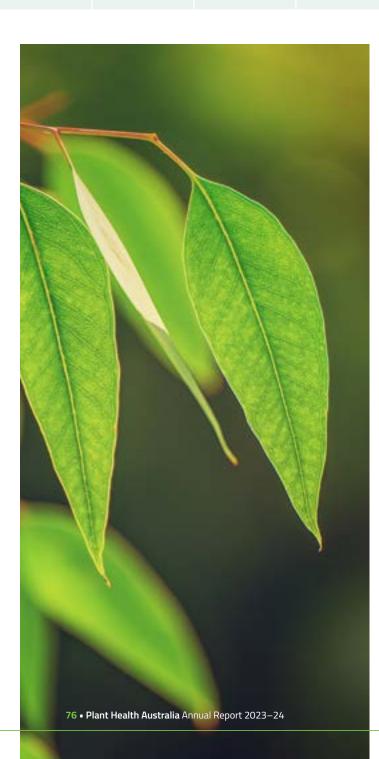
Plant Health Australia Limited Level 1, 1 Phipps Close Deakin ACT 2600

CONSOLIDATED ENTITY DISCLOSURE STATEMENT

for the year ended 30 June 2024

Subsection 295(3A)(a) of the *Corporations Act 2001* does not apply to the Company as the Company is not required to prepare consolidated financial statements by Australian Accounting Standards.

CORPORATE CORPORATE **DIRECTORS' AUDITOR'S** YEAR IN FINANCIAL **AUDITOR'S OVERVIEW ABOUT PHA** PERFORMANCE **ACRONYMS REVIEW STATEMENTS** REPORT **GOVERNANCE** INFORMATION REPORT **DECLARATION**



DIRECTORS' DECLARATION

The Directors of the Plant Health Australia Limited (the Company) declare that:

- 1. The financial statements and notes, as set out on pages 67 to 77, are in accordance with the *Corporations Act 2001* and:
 - a. comply with Australian Accounting Standards Simplified Disclosure Standard; and
 - b. give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the Company.
- 2. In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- 3. The information disclosed in the consolidated entity disclosure statement on page 77 is true and correct.

This declaration is made in accordance with a resolution of the Board of Directors.

Rf Smiller

Kim Halbert Chair

24 October 2024

Independent auditor's report



Independent Auditor's Report to the Members of Plant Health Australia Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Plant Health Australia Limited (the Company), which comprise the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement, and the directors' declaration.

In our opinion, the accompanying financial statements 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 2024 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards Simplified Disclosures and the Corporations Regulation 2001.

Basis for opinio

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibility for the audit of the financial statements section of our report. We are independent of the entity in accordance with the Corporations Act 2001 and the ethical requirements of the Corporations Act 2001 and 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 statements 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.

Other information

The directors are responsible for the other information. The other information comprises the information in the Company's directors' report for the year ended 30 June 2024 but does not include the financial statements and the auditor's report thereon,

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements 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 there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Audit, Tax. Advisory.

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Responsibilities of the directors for the financial statements

The directors of the Company are responsible for the preparation of:

- a) the financial statements (other than the consolidated entity disclosure statement) that give a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Corporations Act 2001; and
- b) the consolidated entity disclosure statement that is true and correct in accordance with the Corporations Act 2001, and

for such internal control as the directors determine is necessary to enable the preparation of:

- the financial statements (other than the consolidated entity disclosure statement) that give a true
 and fair view and are free from material misstatement, whether due to fraud or error; and
- the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company'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 Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.aussb.gov.au/puditors_responsibilities/art-pdf. This description forms part of our auditor's

report.

Nexia Duesburys (Audit)

R C Scott

Acronyms

ABA	Australian Biosecurity Award
ACIAR	Australian Centre for International Agricultural Research
ADSW	Annual Diagnostics and Surveillance Workshop
ADW	Annual Diagnosticians Workshop
AFFTAC	Australian Fruit Fly Technical Advisory Committee
AFPA	Australian Forestry Products Assocation
AGM	Annual General Meeting
АНА	Animal Health Australia
AHBIC	Australian Honey Bee Industry Council
AIQ	Australian Interstate Quarantine website
ANU	Australian National University
AOP	Annual Operational Plan
APPD	Australian Plant Pest Database
AR	Annual Report
ARC	Australian Research Council
ASF	Australian Seed Federation
ASW	Annual Surveillance Workshop
BAEN	Biosecurity and Agricultural Emergency Network
вво	Bee Biosecurity Officer
ВР	Biosecurity Plan
BISOP	Biosecurity Incident Standard Operating Procedure
BOLT	Biosecurity Online Training
CCEPP	Consultative Committee on Emergency Plant Pests

CEO	Chief Executive Officer
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DAFF	Department of Agriculture, Fisheries and Forestry
DAF	Department of Agriculture and Fisheries (QLD)
DEECA	Department of Energy, Environment and Climate Action
DoB	Decade of Biosecurity
DITT	Department of Industry, Tourism and Trade
DPI	Department of Primary Industries (NSW)
DPIRD	Department of Primary Industries and Regional Development (WA)
EDN	Early Detector Network
EIC	Environment and Invasives Committee
EMPA	Emergency Media and Public Affairs
EMT	Executive Management Team
EPP	Emergency Plant Pest
EPPR	Emergency Plant Pest Response
EPPRD	Emergency Plant Pest Response Deed
ERP	Enterprise Resource Planning
EVP	Employee Value Proposition
F&AC	Finance and Audit Committee
FBP	Farm Biosecurity Program
FMD	Foot and Mouth Disease
GBO	Grain Biosecurity Officer
GFBP	Grains Farm Biosecurity Program

GIA NZ	Government Industry Agreement New Zealand
GM	General Meeting
GRDC	Grains Research and Development Corporation
HPP	High Priority Pest
HTS	High Throughput Sequencing
IDPH	International Day of Plant Health
ILO	Industry Liaison Officer
IPPC	International Plant Protection Convention
IRG	Issue Resolution Group
КРІ	Key Performance Indicator
MOU	Memorandum of Understanding
MYPR	Mid-year Performance Report
NABFWG	Norther Australia Biosecurity Framework Reference Group
NABS	Northern Australian Biosecurity Strategy
NAPCaRN	Northern Australian Plant Capacity and Response Network
NATA	National Association of Testing Authority
Authorit	National Biosecurity Communication and Engagement Network
NBBP	National Bee Biosecurity Program
NBC	National Biosecurity Committee
NBPSP	National Bee Pest Surveillance Program
NBRT	National Biosecurity Response Team
NDP	National Diagnostic Protocols
NFFC	National Fruit Fly Council
NISSPP	Nationally Integrated Surveillance System for Plant Pests
NMG	National Management Group

NPBDN	National Plant Biosecurity Diagnostic Network
NPBS	National Plant Biosecurity Strategy
NPPP	National Priority Plant Pests
NSP	National Surveillance Protocol
NSPWG	National Surveillance Protocols Working Group
ORC	Owner Reimbursement Cost
PaDIL	Plant and Disease Image Library
P&CC	People and Culture Committee
PBPWG	Plant Biosecurity Preparedness Working Goup
PBRI	Plant Biosecurity Research Initiative
PFF	Prevent Fruit Fly
РНА	Plant Health Australia
PHC	Plant Health Committee
PIBC	Plant Industries Biosecurity Committee
PIFC	Plant Industry Forum Committee
PRDP	Performance Review and Development Process
PSNAP	Plant Surveillance Network Australasia – Pacific
RD&E	Research, development and extension
RDC	Research Development Corporation
RRAT	Rural and Regional Affairs and Transport Reference Committee
SMART	Subcommittee on Market Access, Risk and Trade
SNPHS	Subcommittee on National Plant Health Surveillance
SPHD	Subcommittee on Plant Health Diagnostics
WH&S	Work Health and Safety

