

GLENELG HOPKINS CMA

# Annual Report

2024

2025



Glenelg Hopkins



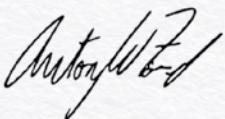
**VICTORIA**  
State  
Government



# Formation & CMA's role

## RESPONSIBLE BODY DECLARATION

In accordance with the *Financial Management Act 1994*, I am pleased to present Glenelg Hopkins Catchment Management Authority's (CMA) Annual Report for the year ending 30 June 2025.



**Antony Ford**

Chairperson, Glenelg Hopkins CMA

## MANNER OF ESTABLISHMENT AND MINISTERS

Glenelg Hopkins Catchment Management Authority is established under the *Catchment and Land Protection Act 1994*. The Act is jointly and severally administered by the Minister for Water and the Minister for Environment.

The responsible Ministers were:

- the Hon. Harriet Shing, Minister for Water from 1 July 2024 to 18 December 2024, and the Hon. Gayle Tierney, Minister for Water from 19 December to 30 June 2025 and
- the Hon. Steve Dimopoulos, Minister for Environment from 1 July 2024 to 30 June 2025.

## NATURE AND RANGE OF SERVICES PROVIDED

Glenelg Hopkins CMA is responsible, with others, for natural resource management within the region. It takes an integrated, whole-of-catchment approach by combining strategic planning with co-ordination for management of natural resources. Glenelg Hopkins CMA is an important link between community and government, supplying advice to the Federal and State Governments on environmental conditions, priorities, and direction within the Glenelg Hopkins region.

## OBJECTIVES, FUNCTIONS, POWERS AND DUTIES

The objectives, functions, powers and duties of Glenelg Hopkins CMA are largely contained within the following Victorian Acts:

- *Catchment and Land Protection Act 1994*;
- *Water Act 1989*;
- *Financial Management Act 1994*;
- *Audit Act 1994*;
- *Freedom of Information Act 1982*;
- *Information Privacy Act 2000*;
- *Public Administration Act 2004*;
- *Public Interest Disclosures Act 2012*.

The functions, powers and duties of Glenelg Hopkins CMA under Section 12(1) – (4) of the *CaLP Act* are:

Each Authority has the following functions in respect of the region for which it has been appointed, to —

- Prepare a Regional Catchment Strategy (RCS) for the region and to coordinate and monitor its implementation;
- Prepare special area plans for areas in the region and to coordinate and monitor their implementation;
- Promote the cooperation of persons and bodies involved in the management of land and water resources in the region in preparing and implementing the RCS and special area plans;
- Advise the Minister, and if requested by any other Minister, that other Minister on:
  - Regional priorities for activities by, and resource allocation to, bodies involved in the management of land and water resources in the region;
  - Guidelines for integrated management of land and water resources in the region;
  - Matters relating to catchment management and land protection;
  - The condition of land and water resources in the region.
- Promote community awareness and understanding of the importance of land and water resources, their sustainable use, conservation and rehabilitation;
- Make recommendations to the Minister about the funding of the implementation of the RCS and any special area plan;
- Make recommendations to the Minister and the Secretary about actions to be taken on Crown Land managed by the Secretary to prevent land degradation;
- Advise the Minister and provide information to the Minister on any matter referred to it by the Minister;
- Carry out any other functions conferred on the Authority by or under this Act or any other Act.

Each Authority has power to do all things that are necessary or convenient to be done for or in connection with, or as incidental to, the performance of its functions, including any function delegated to it.

Subsection (2) is not to be taken to be limited by any other provision of this Act that confers a power on the Authority. Each Authority has the duties conferred on it by or under this or any other Act.

The Authority has additional objectives, functions, powers and duties for waterway management, floodplain management and regional drainage conferred under Part 7 and Part 10 of the *Water Act 1989*.

### Glenelg Hopkins CMA

79 French St, Hamilton Vic 3300

Ph: 03 5571 2526

E: [ghcma@ghcma.vic.gov.au](mailto:ghcma@ghcma.vic.gov.au)

W: [www.ghcma.vic.gov.au](http://www.ghcma.vic.gov.au)

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# Acknowledgement of Country

*We express our deep respect and recognition of the Traditional Owners, along with the Aboriginal communities and organisations, within the Glenelg Hopkins region. We celebrate their rich cultural diversity and profound bond with the land. Our homage extends to the Elders who have passed, those who are present, and those who are yet to guide us. We acknowledge the vested interests, rights, and responsibilities that the Traditional Owners and Aboriginal communities hold in the stewardship of land and water.*

*The Traditional Owners have consistently upheld their rights to their land, water, and other natural resources, as well as their cultural duty to protect the land.*

*Four Traditional Owner groups are entrusted with the preservation of cultural landscapes across the Glenelg Hopkins region – these include the Gunditj Mirring Traditional Owners Aboriginal Corporation, Eastern Maar Aboriginal Corporation, Wadawurrung Traditional Owners Aboriginal Corporation, and Barengi Gadjin Land Council. The Burrandies Aboriginal Corporation, representing the Boandik Traditional Owners, also have significant ties and interests in the western part of the Glenelg River catchment.*

*We cherish our collaborative efforts, which contribute to the wellbeing of both people and the land.*





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# Year in review

## Report from the Chairperson and Chief Executive Officer



**As we reflect on the past year, it is clear that 2024-25 has been a period of significant challenges and achievements for our organization, partners and the wider community.**

Much of the Glenelg Hopkins CMA region has experienced or been impacted by extreme weather events over the last 12 months. This has created significant pressure on biodiversity, agriculture, waterways, coastal environments and also our communities. The entire region has experienced the worst drought on record, which has impacted the agricultural industry and our natural environments – particularly our waterways. Low streamflows and coastal storm surges and king tides have created challenges for our estuaries this year, which has resulted in many instances of dry-weather flooding in our estuaries and an unprecedented number of Artificial River Mouth Openings to avoid environmental, social and infrastructure impacts. Bushfires impacted most of the Gariwerd National Park in December and January as well as 19,000ha of private land to the east of the Gariwerd.

The challenge for the CMA has been responding and adapting to these extreme events and helping to support our other partners and communities.

The drought conditions have exacerbated the state of our waterways, with many areas experiencing severe water shortages. Despite these challenges, our team has worked tirelessly to manage and improve the condition of our land and water resources. We have implemented

various projects aimed at enhancing water quality, supporting river connectivity, and improving habitat for native species. Notably, our Environmental Water program on the Glenelg River delivered significant outcomes for the Glenelg River system, including the release of environmental water to support river health and connectivity. In addition, by being able to release environmental water in conjunction with compensations flows, this has enabled landholders along the Glenelg River to keep their stock alive during the drought.

A highlight for the year was playing a major role in securing funding for the statewide Platypatch initiative. This is a \$24 million program across urban waterways in Victoria that aims to reverse the decline of the platypus and threatened species in our waterways over the next four years. In the Glenelg Hopkins CMA region the Platypatch site is the Merri River with weed control, revegetation and monitoring work already underway.

Our Regional Works Crew is a vital part of our waterway program, helping farmers and communities right across our region. This year our Regional Works Crew were called on again to respond to the impacts of the Gariwerd bushfires. The crew worked with Landcare groups to install 14 temporary sediment control structures across 7 properties. This effort proved timely with a 70mm plus rainfall event in the Mirranatwa area in March.

Our Floodplain management team was incredibly busy this year, a significant number of Works on Waterways

applications, and progressing flood studies and planning scheme amendments, many of which have now incorporated recommendations from the Australian Rainfall and Runoff Version 4.2 release.

Our land health programs have also adapted to the drought conditions, focusing on supporting farmers and landholders through these tough times. The Sustainable Agriculture Facilitator program has been instrumental in providing workshops and support for farmers, helping them to build climate resilience and manage their resources more effectively. Despite the challenges, we have made progress in promoting sustainable agricultural practices and improving land management across the region.

Protecting our region's biodiversity remains a priority, and we have made significant strides in protecting and restoring habitats for threatened species, which will help build resilience in the face of climate change and extreme events. Projects such as the "Reversing Decline of the Critically Endangered Southern Bent-wing Bat" and the "Restoring the Victorian Volcanic Plains" have achieved important milestones in habitat protection and species recovery. A highlight this year was the Saving 17 species project on the Volcanic Plain which has not only created new populations of these 17 endangered species, but also featured in the Age and on ABC Television, further promoting the importance of these threatened grasslands to the wider community.



## Report from the Chairperson and Chief Executive Officer (continued)

Our commitment to community engagement has been unwavering. We have seen increased participation in our programs and events, with a growing number of partners and community members actively involved in our initiatives. The Regional Landcare Coordinator and Victorian Landcare Grants programs have supported numerous projects and groups and our grants are always oversubscribed. We welcomed the additional funding this year that helped support Landcare projects that were impacted by the Gariwerd Bushfires.

The CMA continues to show regional leadership by taking action on climate change, to commit to reaching net zero emissions for our own operations. The CMA is on the path to achieve this and recorded a 27% reduction in fuel usage over the past 12 months.

The CMA has implemented key priorities from its Natural Capital Roadmap including training and upskilling staff in natural capital, planning for a Natural Capital Forum in October 2025 and the creation of the Victorian Volcanic Plains Alliance which is investigating opportunities for blended investment.

These past twelve months have provided our Board with an opportunity to visit several of our local municipalities and engage with a number of communities.

Between August 2024 and June 2025, the Glenelg Hopkins CMA Board held 9 meetings on-location including Port Fairy, Ballarat, Portland, Casterton, Warrnambool and Hamilton. During these meetings the Board has received briefings on the Business Growth Strategy, Floodplain Management, the development of the Regional Waterway Strategy and Landcare.

The Board has also approved the Corporate Plan, reviewed Strategic Policies and Procedures and received briefings on the implementation of TechOne as the CMA financial operating system, and received reports from the VAGO-appointed External Auditor and Audit and Risk Committee Chairperson on the Annual Financial Accounts.

In addition, the Board Accommodation Steering Committee oversaw the Hamilton Office Refurbishment project and provided regular updates to the Board during these meetings, along with approving the successful tender. We look forward to moving back into the refurbished office in late 2025 which now has improved accessibility, and more collaborative and modernised workspaces.

While on location for these meetings, the board has engaged with Council representatives, Traditional Owners and Community. Of significance, the Board received a briefing from Vic Catchments Executive Officer and Board Chair in September 2024, and received a Cultural Awareness and Educational session in Ballarat in April 2025, hosted by Wadawurrung Traditional Owners Aboriginal Corporation. Many of the location meetings also included a community lunch hosted by the Board with local government, members of the community and other agency representatives invited.

We are incredibly proud of the dedication and hard work of our team and partners over the last 12 months. Together, we have made significant progress despite the challenges, and we are confident that we will continue to achieve great things in the year ahead.



**Antony Ford**  
Chairperson  
Glenelg Hopkins CMA



**Adam Bester**  
Chief Executive Officer  
Glenelg Hopkins CMA

*A highlight for the year was playing a major role in securing funding for the statewide Platypatch initiative.*

*This is a \$24 million program across urban waterways in Victoria that aims to reverse the decline of the platypus and threatened species in our waterways over the next four years.*



# Operational & Budgetary Objectives

PERFORMANCE AREA	PERFORMANCE TARGET	COMMENTS
<b>BUSINESS MANAGEMENT AND GOVERNANCE</b>	A board performance assessment report according to any guidelines issued. Submitted annually.	Submitted electronically on 18 August 2024 to Minister for Water.
	A risk management strategy/ plan approved by the board and being implemented.	The CMA has a Risk Management Plan that is approved by the Board and is being implemented. The Plan is updated annually and was last approved by the Board in May 2025.
	100% of the CMA's policies and procedures reviewed every three financial years.	A detailed audit of the CMA Board and Operational Policies was undertaken during the 2021-22 financial year.  These processes have included staff, Audit and Risk Committee, and Board. Over the last three years, the Board (and Audit and Risk Committee) received 100% of Board Policies. The Board Policies Operational Review Schedule Guideline was finalised in December 2022 and a new rotation schedule has been implemented.
	Full compliance with all applicable Standing Directions under the Financial Management Compliance Framework Checklist.	Generally compliant with all standing directions, with updates required for annual procurement planning process.
<b>REGIONAL PLANNING AND COORDINATION</b>	A Regional Catchment Strategy (RCS) approved by the Minister.	The new Glenelg Hopkins RCS 2021-2027 was approved by the Minister and gazetted on 28 April 2022. A mid-term review is being conducted for submission in September 2025.
	A stakeholder and community engagement framework/plan approved by the Board.	The Glenelg Hopkins CMA Community Engagement and Partnership Strategy 2019-2024 was developed in 2019-20. A renewal of the strategy was completed in June 2025, resulting in the Glenelg Hopkins CMA Community Engagement and Partnership Strategy 2025-2030.
	A Regional Landcare support plan approved by the Board.	The Glenelg Hopkins Regional Landcare Support Plan 2021-2026 was completed by 30 June 2021.
	A Regional Waterways Strategy approved by the Minister.	The Glenelg Hopkins Waterway Strategy 2014-2022 was approved by the Minister in August 2014. A new Regional Waterway Strategy is being prepared at present.
	Regional Floodplain Strategy approved by the Board.	The Glenelg Hopkins Regional Floodplain Management Strategy was approved by the Board in December 2017 and was accepted by DELWP in April 2018.
<b>REGIONAL DELIVERY</b>	Progress with implementation of the RCS (and its major sub-strategies) is reviewed by the Board annually.	The new Glenelg Hopkins RCS 2021-2027 was gazetted and commenced operation on 28 April 2022. Annual Implementation Reports have been presented to the Board in August 2023 and 2024. The results of the mid-term review will be presented to the Board in September 2025.
	Projects/activities to implement the RCS are delivered and reported according to associated funding agreements.	The results of the mid-term review will be presented to the Board in September 2025.



PERFORMANCE AREA	PERFORMANCE TARGET	COMMENTS
<b>REGIONAL DELIVERY</b> (CONTINUED)	Projects/activities to implement the regional waterways strategy and the regional floodplain management strategy delivered and reported according to associated funding agreements.	<p>Projects to implement the Regional Waterway Strategy and the Regional Floodplain Management Strategy have been delivered and reported on according to associated funding agreements.</p> <p>The Glenelg Hopkins Waterway Strategy is reviewed annually by the Board. All actions are to be completed over the life of the Strategy.</p> <p>The Regional Floodplain Management Strategy was completed in 2018. The RFMS identified 74 actions that were considered a priority for investment over the 2018-2028 period within the Glenelg Hopkins region. These 74 actions were split across several categories with 80% of actions now completed or underway. With the ongoing consultation with municipalities and the completion of the mid-term review, further refinement of projects is now underway, including an addition of 14 new projects to the list.</p>
<b>STATUTORY FUNCTIONS UNDER PART 10 OF THE WATER ACT</b>	90% of statutory requirements (permits, referrals, advice, and licences) associated with waterway and floodplain management are responded to within the prescribed period.	<p>91.5% of Flood Advisories were responded to within the prescribed period.</p> <p>91.5% of Flood Referrals were responded to within the prescribed period.</p> <p>85.9% of Works on Waterways Licences were issued within the prescribed period.</p> <p>82.6% of Works on Waterways Advice were issued within the prescribed period.</p>
<b>STATUTORY FUNCTIONS UNDER PART II OF THE WATER ACT</b>	90% of statutory requirements (permits, referrals, advice, and licences) associated with irrigation management are responded to within the prescribed period.	100% of irrigation management responses were issued within the prescribed response period.



# Five-year summary

## - financial performance at a glance

	2025 (\$ '000)	2024 (\$ '000)	2023 (\$ '000)	2022 (\$ '000)	2021 (\$ '000)
Victorian Government contributions	7,947	7,750	9,109	7,517	7,305
Federal Government contributions	1,236	1,602	4,653	3,030	3,090
Other revenue	863	892	596	264	128
Total revenue	10,047	10,244	14,358	10,811	10,523
Total expenditure	10,113	11,427	10,926	9,001	9,334
Surplus/(deficit) for the year	(66)	(1,183)	3,432	1,810	1,189
Financial assets	13,040	13,917	14,562	11,000	8,889
Total assets	14,393	15,020	15,718	12,169	10,338
Liabilities	1,886	2,446	1,961	1,845	1,824
Net assets	12,508	12,574	13,756	10,324	8,514

### CURRENT FINANCIAL REVIEW

#### OVERVIEW

In 2024-25 Glenelg Hopkins CMA achieved a net operating deficit of \$66k, a \$1.12 million positive variance to 2023-24. This is primarily due to lower expenditure than 2023-24. In 2023-24, expenditure was at a higher rate as EC5 projects in their final year were completed.

#### BALANCE SHEET

Net Assets have decreased slightly by \$66k. Total financial assets were down approximately \$880k partially offset by a decrease in liabilities. Payables were down \$523k due to timing of processing invoices at year-end and Employee Provisions down \$147k with additional leave taken during the year by staff.

#### CASH FLOW

The cash position increased only slightly to \$12.99 million for the 2024-25 financial year, a \$129k increase from the previous year. This again related to the timing of expenditure on projects and revenue receipts as highlighted above.



# Glenelg Hopkins CMA

2024-2025 year in review



Total Investment:  
**\$10.0 MILLION**

**11**

PARTNERSHIPS  
ESTABLISHED

**417**<sup>HA</sup>  
REVEGETATED



**95**  
MANAGEMENT  
AGREEMENTS



**18,103**<sup>HA</sup>  
PEST ANIMAL  
CONTROL

**664**<sup>HA</sup>  
WEEDS  
CONTROLLED



**44**<sup>KMS</sup>  
FENCING



**9,355** PEOPLE  
ENGAGED WITH  
AT EVENTS





# Media

## BROADCAST MEDIA:

**298**  
MEDIA ITEMS

**4,781,297**  
AUDIENCE



**\$2,828,299**  
ADVERTISING SPACE RATE  
EQUIVALENT



## PRINT & ONLINE NEWS HIGHLIGHTS:



**SATURDAY, JUNE 28, 2025**  
**THE AGE NEWSPAPER**

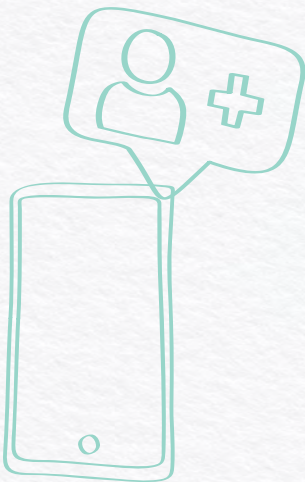
## ONLINE MEDIA: FACEBOOK/X/INSTAGRAM:



**803**  
posts

**3,138,672**  
profile impressions

**54,416**  
followers

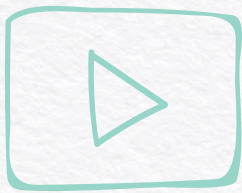


**934,090**  
engagements

**5.7%**  
average post  
engagement rate

**743,441**  
video views





## YOUTUBE:

**16,854**

You Tube video views

**1,477.8**

hours watched

**507**

channel Subscribers



## WEBSITE:

**25,730**

website visitors

**212**

daily visitor peak

## HIGHLIGHTS:

### TOP CONTENT FACEBOOK POST:



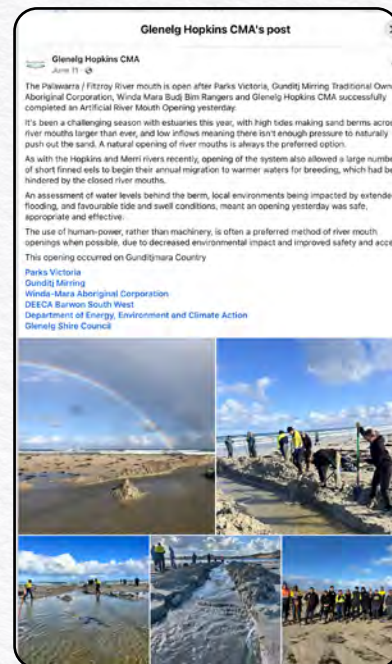
**Posted:** May 6, 2025

**Views:** 240,209

**Comments:** 47

**Likes:** 2.8K

### MOST ENGAGED FACEBOOK POST:



**Posted:** June 11, 2025

**Reactions:** 329

**Comments:** 43

**Likes:** 329

### TOP CONTENT INSTAGRAM POST:



**Posted:** December 11, 2024

**Views:** 286

**Comments:** 1

**Likes:** 286



# About the CMA

## Our Vision and Purpose

The Glenelg Hopkins CMA seeks to align its Vision and Purpose with undertaking activities that will achieve these strategic outcomes. It does so by utilising the framework outlined below:



**VISION:** Achieving a healthy and sustainable relationship between the natural environment and the community's use of land and water resources.

**DOMAIN:** There are sufficient people and resources committed to actively improving the health, protection and sustainability of the environment and natural resources.

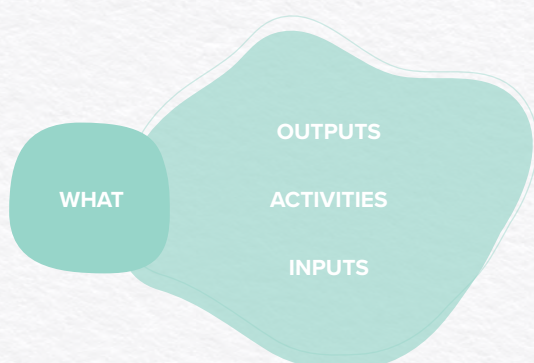
**OUTCOMES:** Climate change policy implementation, waterway and catchment health, water and sustainable agriculture, community engagement and partnerships, resilient and liveable cities and towns, Aboriginal cultural values and inclusion in the water sector, recreation values, floodplain management, environmental water, leadership diversity and culture and financial sustainability.

**OUR PURPOSE:** Working in partnership with landholders and the community to protect and enhance our region's land, water and biodiversity resources.



**OUR APPROACH:** Enabling, collaboration and inclusion, sustainability, learning and continuous improvement, health and wellbeing, leadership, VPS values and behaviours.

**OUR STRATEGIES:** Build capability and capacity, effective and demonstrated delivery, attract investment, regional leadership, people and safety. Knowledge growth, breadth and depth of participation, partnerships, integration and coordination, broad base of resourcing, regional MER and planning, adapting for climate change, staff and organisational development, considered risk taking, strong governance and business management.



**OUTPUTS:** DEECA standard outputs, letter of expectation measures and business strategy performance indicators.

**ACTIVITIES:** Programs and projects.

An **INPUT** is the resources used to produce activity and output.



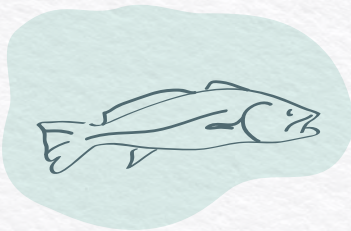
# Strategic Objectives

The following key strategies guide Glenelg Hopkins CMA in establishing and undertaking its core business and activities.



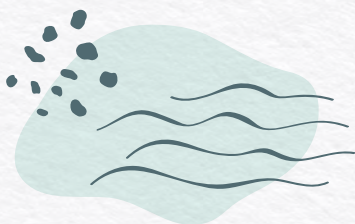
## PRODUCTIVE PARTNERSHIPS FOR A HEALTHY CATCHMENT

- Foster active partnerships to strengthen the region's capacity in natural resource and waterway management;
- Strengthen structures and processes for community engagement in regional strategies and plans;
- Promote adaptation and knowledge-sharing to build stakeholder capacity and resilience.



## INTEGRATED AND SUSTAINABLE CATCHMENT MANAGEMENT

- Facilitate and coordinate the management of catchments in an integrated and sustainable way;
- Target investment to enhance biodiversity, sustainable production and community resilience;
- Advise on natural asset condition trends to inform resource allocation and management actions.



## EFFECTIVE WATERWAY AND FLOODPLAIN MANAGEMENT

- Manage environmental water effectively;
- Provide efficient business processes for statutory functions;
- Provide regional leadership in floodplain management;
- Be a respected and accountable organisation.



## RECRUIT AND SUSTAIN A PROFESSIONAL, PROACTIVE, AND INNOVATIVE WORKFORCE

- Deliver investment programs effectively and efficiently;
- Manage business risk conservatively;
- Optimise funding for NRM projects by minimising corporate overheads.



# Minister's Letter of Expectations

## RECOGNISE ABORIGINAL VALUES

We have a commitment to mitigating risks and collaborating with agencies, landowners and Traditional Owners through activities such as carbon sequestration in soils and plantings, protection and improvement of blue and teal carbon habitats and increasing resilience of agricultural land. Glenelg Hopkins CMA has been working with Traditional Owners and Aboriginal Corporations for over 15 years, recognising and supporting important cultural values in the water sector. A mid-term review of the Glenelg Hopkins Aboriginal Partnership Framework was undertaken in 2022-23. The Framework was updated in early 2023-24, and partnerships with Traditional Owners will continue to be strengthened.

## RESILIENT AND LIVEABLE CITIES AND TOWNS

Glenelg Hopkins CMA continues to support and promote this focus in our region through collaboration and partnerships with respect to river restoration along the Merri, Hopkins and Grange Burn rivers; activities in line with Wannon Water; local governments and local communities.

## CLIMATE CHANGE, ENERGY AND NATURAL CAPITAL

This is a key focus for the next 5 years and a priority of the Business Growth Strategy. We have a commitment to mitigating climate risks and collaborating with agencies, landowners and Traditional Owners through activities such as carbon sequestration in soils and plantings, protection and improvement of blue and teal carbon habitats and increasing resilience of agricultural land. Natural capital and nature markets are emerging opportunities to diversify investment sources, inform land and water management, and help track impact. A Natural Capital Roadmap was developed in 2024 to help the organisation prepare and position for these opportunities.

# Glenelg Hopkins CMA

## CUSTOMER, COMMUNITY & ENGAGEMENT

Glenelg Hopkins CMA will continue to build on it's relationships through the Catchment Partnership Agreement, Glenelg Hopkins Partnership and Engagement Strategy and the Regional Catchment Strategy. We will also support, strengthen and collaborate for improved catchment management performance through Vic Catchments.

## RECOGNISES RECREATIONAL VALUES

Glenelg Hopkins CMA will work towards delivering shared benefits along the Glenelg River and engaging with the community to identify recreational opportunities along the region's waterways and we will support communities and agencies developing social and recreational outcomes for well-being in line with the Victorian Government's Water for Victoria Strategy through the Regional Waterway Strategy. The CMA will work with agencies and community to develop recreational infrastructure along key waterways to improve recreational access to water.

## LEADERSHIP, DIVERSITY AND CULTURE

Glenelg Hopkins CMA will continue to position itself over the next five years as a provider of high-quality professional services, an employer of choice and an example to the region in line with its Diversity and Inclusion Plan and through the CMA's succession planning strategy, GH EQUIP.

## WATERWAY AND CATCHMENT HEALTH

This is a foundational responsibility of Glenelg Hopkins CMA. Our regional priorities align strongly with the Victorian Government's priorities. Through investment received, the CMA will continue to provide leadership to improve the health of waterways, catchments, biodiversity and coastal and marine areas.

## WATER FOR AGRICULTURE

We will improve agricultural productivity in line with the Glenelg Hopkins Regional Catchment Strategy by building strong community commitment to sustainable farm practices, through supporting innovative practice and technology, and by implementing irrigation development guidelines in partnership with rural water corporations.



# The Glenelg Hopkins CMA at a glance

## THE GLENELG HOPKINS REGION LIES SOUTH OF THE GREAT DIVIDING RANGE IN VICTORIA'S SOUTH WEST.

The region is renowned for its scenic beauty, dramatic coastline and rich biodiversity. The boundaries of the region include marine and coastal waters out to the state limit of three nautical miles.

The region is characterised by flat volcanic plains in the south, while the Gariwerd, Dundas Tablelands and Central Highlands are dominant in the north.

With a favourable climate and rich soils, 81% of the Glenelg Hopkins CMA region is used for agriculture.

Based mostly on sheep, dairy, cattle, cereals and oil seeds, the region has the 3rd highest value of agricultural production of any NRM region in the nation and the highest in Victoria. The Glenelg Hopkins region contains natural features that are of national and international significance.

The Glenelg and Hopkins rivers and their tributaries, and the smaller rivers and creeks in the Portland and Millicent basins, are great locations for recreational water use including boating and fishing.



### GARIWERD (GARIWERD NATIONAL PARK)

#### KANAWINKA GEOPARK

Sites of geologic significance such as Wannon Falls, Tower Hill, Mt Noorat and Princess Margaret Rose Cave.

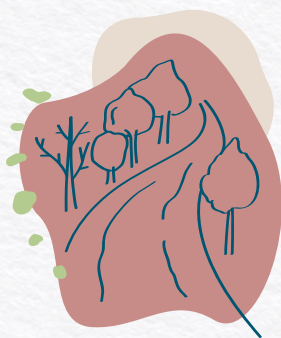
### BUDJ BIM CULTURAL LANDSCAPE

Incorporating Budj Bim National Park and the Budj Bim UNESCO World Heritage Landscape recognised for its Aboriginal cultural values.



## GLENELG RIVER

The lower section is heritage-listed due to its environmental significance.



## WESTERN DISTRICT RAMSAR LAKES

Recognised as internationally important under the Ramsar Convention on Wetlands. Lake Bookar is the only one of nine in the complex that occurs in the Glenelg Hopkins region.



## GLENELG ESTUARY AND DISCOVERY BAY RAMSAR SITE

Stretching more than 22,000ha and known for its rare dunes and a variety of threatened plant, waterbird and fish species.



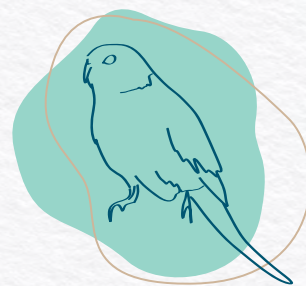
## DISCOVERY BAY MARINE NATIONAL PARK

Situated 20km west of Portland, this park covers 3,050ha and consists of basalt reefs and a high diversity of intertidal and shallow subtidal invertebrates such as rock lobster and abalone. It is an important site for whale watching.



## IMPORTANT BIRD AREAS (IBA)

Between Port Fairy and Warrnambool, and on the Discovery Bay coast we support a non-breeding population of the critically endangered Orange-bellied Parrot, a breeding population of the vulnerable Hooded Plover, and some significant migratory shorebird populations.



## 31 CRITICALLY ENDANGERED ANIMAL SPECIES

Including the Australasian Bittern (*Botaurus poiciloptilus*), the Bent-wing Bat (*Miniopterus bassanii*) and the Orange-bellied Parrot (*Arenaria interpres*).



## 74 CRITICALLY ENDANGERED PLANT SPECIES

Including the Wrinkled Cassinia (*Cassinia rugata*), the Western Purple Diuris (*Diuris daltonii*) and the Langi Ghiran Grevillea (*Grevillea montis-cole subsp. brevistyla*).



## THE REGION

Also has the Lower Glenelg National Park and Cobboboonee National Park and Forest.





# Annual Catchment Condition & Management Reporting

## OVERVIEW

This section of the annual report provides an assessment of the condition and management of the region's environment and a reflection on the likely impact of annual scale actions, events, and observed change within the previous year, and three prior years. A key purpose of monitoring changes in the operating context is to help identify opportunities for adapting and changing the way we manage the environment.

The report is structured in line with the state-wide outcomes framework that links the regional outcomes sought by catchment communities, to the high-level policy outcomes of the Victorian and Australian Governments. These are outlined in each Regional Catchment Strategy ([rca.vic.gov.au](https://rca.vic.gov.au)).

In 2024-25, reporting has a focus on assessing the CMA's contribution to the management of land and water resources, reporting on condition indicators will be undertaken as part of the mid-term and final reviews of the Regional Catchment Strategies.

## HOW TO INTERPRET THIS REPORT

The assessment is based on a set of state-wide indicators outlined in the RCS outcomes framework, augmented with regionally specific indicators that have been selected based on criteria including availability and quality of data, and the linkages back to regional and policy outcomes.






Three types of indicators make up catchment condition and management reporting, these are: contextual, management, and condition.

- **Contextual** indicators help to identify how external environmental factors may have influenced program delivery.
- The **management** assessment for each theme assesses the delivery of CMA programs and activities.

Reporting on management and contextual indicators is undertaken annually.





Reporting on **condition** indicators is undertaken less frequently, reflecting the timeframes to observe changes in the natural environment and the availability of the supporting data. The 2024-25 annual report includes a summary rating for catchment condition building on previous years' assessments.

As much as possible, the reporting format attempts to provide a transparent path between the evidence and the assessment. It is not a definitive assessment but an assessment at a point in time, based on the best available evidence.




MANAGEMENT* RATING	DESCRIPTION
<b>Above expectations</b> 	Delivery of activities and programs associated with this indicator is assessed as above expectations for the 12-month period (i.e. majority of activities delivered/targets met or exceeded).
<b>Satisfactory</b> 	Delivery of activities and programs associated with this indicator is assessed as satisfactory for the 12-month period (i.e. targets for some activities were not achieved or the majority were almost achieved).
<b>Below expectations</b> 	Delivery of activities and programs associated with this indicator is assessed as below expectations for the 12-month period (i.e. some critical activities/targets not delivered, or the majority of activities/targets not delivered).
<b>Not applicable</b> 	A management rating is not applicable for this indicator.
<b>Unknown</b> 	The rating for this indicator is not known and/or assessable.

\***Management** – where appropriate, a management rating is provided that is based on the delivery of planned activities and targets relevant to the theme.



CONDITION* RATING	DESCRIPTION
<b>Good</b> 	The condition is classified as good.
<b>Moderate</b> 	The condition is classified as moderate.
<b>Poor</b> 	The condition is classified as poor.
<b>Not applicable</b> 	A condition rating is not applicable for this indicator.

**\*Condition** – where appropriate, a condition rating is provided that is based on the current state of the theme. A condition rating is based on assessments of the assets and pressures represented by the theme. The assessment is based on available science and expert advice as well as evidence gained during the preceding year.

6 YEAR* CONDITION TREND	DESCRIPTION
<b>Positive</b> 	The condition is moving in a positive direction over the short to medium term pending ongoing management and environmental impacts.
<b>Neutral</b> 	The condition is in a neutral state over the short to medium term and is considered stable pending ongoing management and environmental impacts.
<b>Concerned</b> 	The condition is cause for concern over the short to medium term, and will continue to decline pending ongoing management and environmental impacts.

The 6 Year **\*trend** reflects change in condition over the short to medium term. The trend is assessed against the direction required to contribute to the achievement of regional outcomes.
















*Three types of indicators make up catchment condition and management reporting, these are: contextual, management, and condition*



# 2024-25 Catchment condition & management report

## 2.0 REGIONAL CATCHMENT CONDITION AND MANAGEMENT SUMMARY

The table below provides a high level summary of condition and management over the past 12 months under the themes of **Water, Land, Coast and Marine, Biodiversity, and Community**.

THEME	CONDITION 2022-2023		MANAGEMENT 2024-2025	SUMMARY COMMENT
	Condition rating	Trend	Management rating	
<b>WATER</b>	<b>Poor</b> 	<b>Positive</b> 	<b>Satisfactory</b> 	Severe drought conditions in most of the catchment have impacted the conditions in the waterways. This has resulted in some waterways including wetlands being manipulated to the benefit of the land holder, rather than for land and waterway health. Areas previously protected for revegetation have been utilised as a source of feed for stock during this drought.
<b>LAND</b>	<b>Moderate</b> 	<b>Neutral</b> 	<b>Below Expectations</b> 	Due to severe drought conditions across the catchment, soil moisture has been significantly reduced. The drought conditions experienced in the region during 2024 and 2025 have caused significant stress for landholders, with pressures on stock feed and water. In response to this, our land management programs have shifted focus to incorporate support for farmers.
<b>COAST AND MARINE</b>	<b>Poor</b> 	<b>Concerned</b> 	<b>Satisfactory</b> 	Managing intermittently closed and open estuaries (ICOLLS) in Southwest Victoria continues to present significant challenges due to competing adjacent land uses, seasonal variability, and the increasing unpredictability of climate conditions. During 2024-25, the Glenelg Hopkins region experienced one of the driest 18-month periods on record, profoundly influencing estuarine dynamics and management responses. The extended dry period with very low freshwater inflows meant estuaries could not be maintained as open tidal systems.
<b>BIODIVERSITY</b>	<b>Poor</b> 	<b>Positive</b> 	<b>Satisfactory</b> 	Current investment continues to be insufficient to offset habitat loss and degradation. The erosion of ecological resilience is exacerbated by extreme events and the changing climate; reducing overall biodiversity in terms of presence and abundance and increasing the risk of extinction and ecological collapse.
<b>COMMUNITY</b>	<b>Moderate</b> 	<b>Neutral</b> 	<b>Satisfactory</b> 	Overall, community participation and engagement increases annually. Tree planting and school student engagement activities are popular. A focus on increased youth engagement included support for several environmental leadership forums for primary and secondary students. Drought conditions and months of summer bushfires have put farmers and agriculture related industries under immense stress. In response to this, engagement has been adapted to focus on wellbeing and support. Traditional Owner engagement has remained strong both in project partnership activities and relationship meetings aimed at working towards partnership agreements. The review and update of the Glenelg Hopkins Community Engagement and Partnership Strategy was a robust process, with 284 individuals engaged in providing feedback and developing the updated strategy.

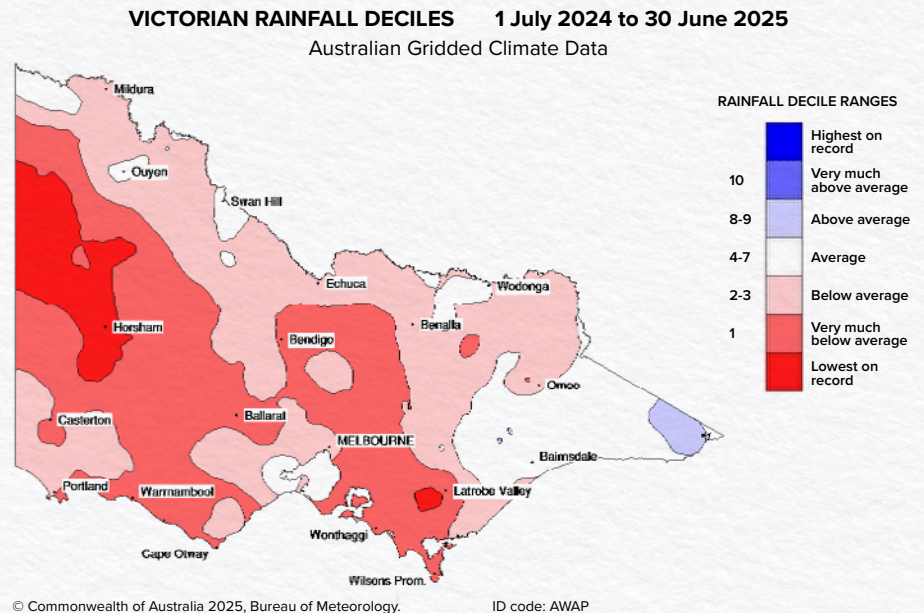


## CONTEXTUAL INFORMATION

Climatic conditions and climate related events have had a significant influence on both condition and management activities across the catchment in 2024-25.

### ANNUAL RAINFALL

The Glenelg Hopkins region has experienced “below average” to “very much below average” rainfall over the period July 2024 – June 2025 (BOM, 2025), following similar rainfall shortages in the previous year. Rainfall recorded in the region in 2024 was 494mm (569mm for the Portland Coast region, 497mm for the Glenelg River region, and 461mm for the Hopkins River region). This extended period of reduced rainfall has had significant impacts on soil moisture, soil cover, and river inflows across the landscape, as well as impacting land management and conservation activities.



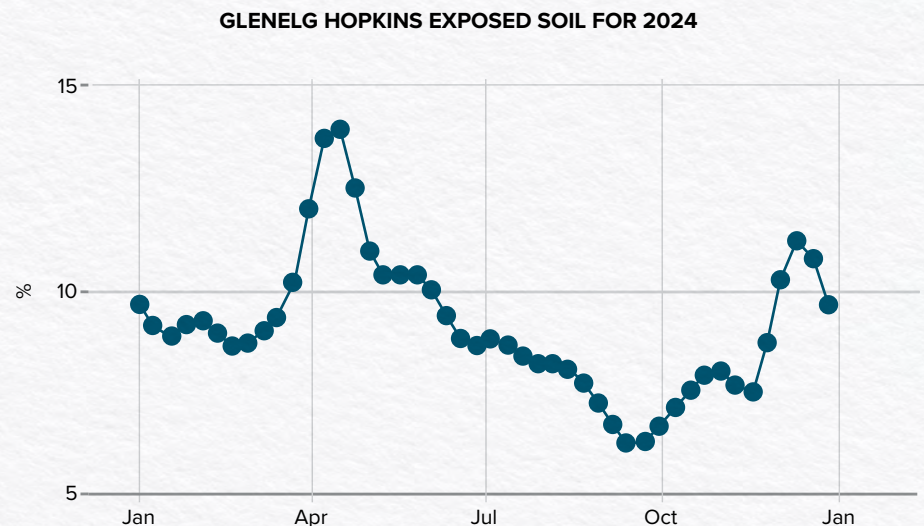
**Figure 1** - Victorian rainfall deciles from 1 July 2024 to 30 June 2025 (Bureau of Meteorology, 2025).

Sources: Bureau of Meteorology, 2025; TERN, 2025 - Australia's Environment – 2024 Report Card

### EXPOSED SOIL

In 2024, mean percentage groundcover in the Glenelg Hopkins region was 90.8% (9.2% exposed soil). This is consistent with the average since 2000 of 91.44% groundcover (8.56% exposed soil). Exposed soil peaked at 13.8% in April. The majority of exposed soils were reported for land designated as grazing on modified pasture, followed by dryland cropping. This is consistent with previous years. While data has not been released for 2025 yet, drought conditions continued to impact the region into 2025.

Source: Australia's Environment – 2024 Report Card.



**Figure 2** - Exposed soil for 2024

Source: Australia's Environment – 2024 Report Card.

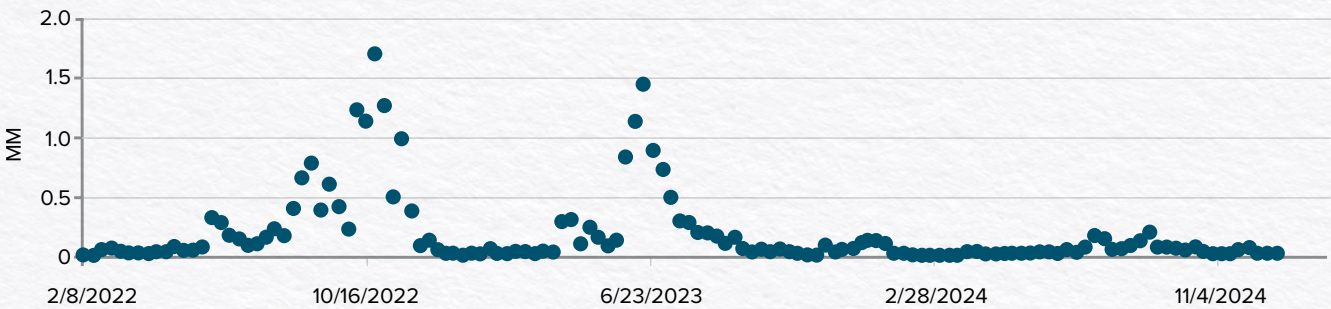


CONTEXTUAL INFORMATION - CONTINUED

Climatic conditions and climate related events have had a significant influence on both condition and management activities across the catchment in 2024-25.

RIVER INFLOWS

River inflows in 2024 were 18.1mm (TERN, 2025). The graph below illustrates an extended period of minimal river inflows that is impacting the region. Decreased seasonal stream flows across the region have resulted in low flows and cease-to-flow conditions in many refuge pools and all estuaries of the region. The lack of rainfall over the past two years has had significant impacts on the typical annual flushing cycles of the region's estuaries (typified by cycles of closing and opening). Environmental flows for the Glenelg River during this period were unaffected as they were pre-planned, and sourced additional water in the catchment as a result of high rainfall during the 2022-23 period. Future management decisions for E-Water may be impacted by the current dry conditions and lack of inflows.



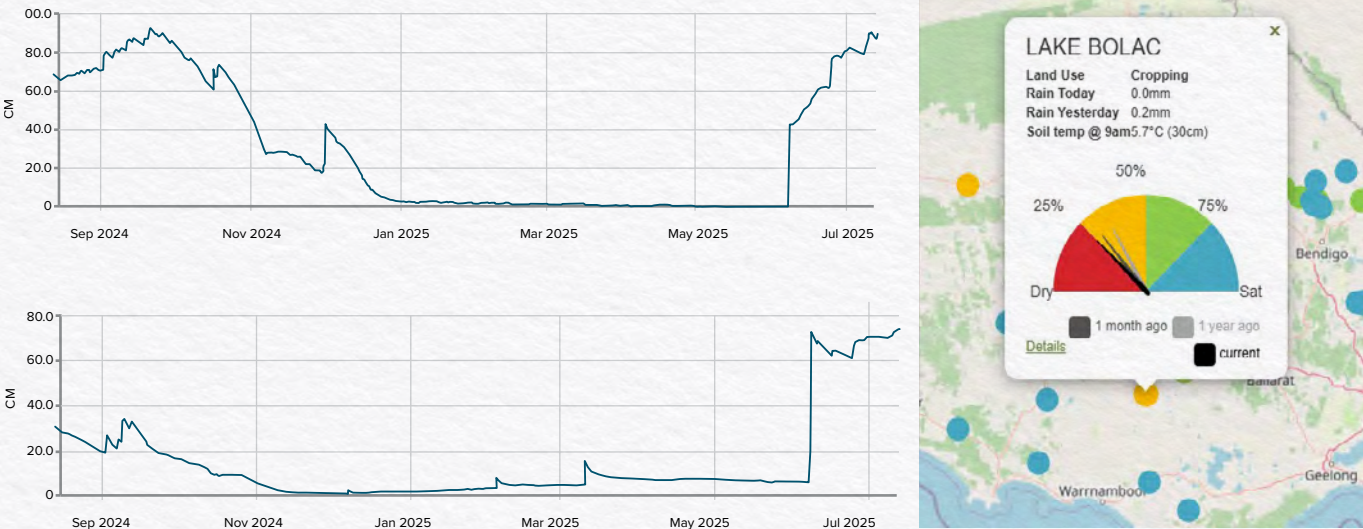
**Figure 3** - River inflow (mm) in Glenelg Hopkins catchment 2022-2024  
Source: Australia's Environment – 2024 Report Card; Australia's Environment Explorer (<https://ausenv.tern.org.au/>); Glenelg Hopkins CMA

SOIL MOISTURE

Ongoing drought in the region has resulted in soil profiles with low to no moisture to significant depths. This impacted land managers' decisions around managing stock, sowing crops and managing pastures. Examples of the decisions required included when to sow and what to sow, and how to manage grazing rotations, with decision making partially driven by individual risk appetite. For livestock managers, decisions also extended to when to wean lambs, and how to ensure subsequent ewe recovery. Pasture growth has been extremely limited and availability of supplementary feed and prohibitive costs have driven decisions by some to destock, which will have long-term impacts for recovery post-drought.

SOIL MOISTURE

Summed Soil Moisture



**Figure 4** - Soil moisture % (summed from 0 – 80cm depth) in permanent pasture at Bessiebelle (top) and cropping soils at Hamilton (bottom) and Lake Bolac (right). These sites are indicative of the impacts of drought in the catchment (Source: Agriculture Victoria, 2025).  
Source: Agriculture Victoria, 2025 – extensionAUS™ information hub



## CONTEXTUAL INFORMATION - CONTINUED

**Climatic conditions and climate related events have had a significant influence on both condition and management activities across the catchment in 2024-25.**

### NATURAL / EXTREME EVENTS

Over the past 12 months most areas of the Glenelg Hopkins CMA region have experienced or been impacted by extreme events.

The entire region has experienced low rainfall, minimal flows and drought-like conditions throughout the entire period, with some reprieve due to late winter rainfall, but this was mostly too late to support farms sowing feed for summer 2025 so the impacts will be prolonged.

Coastal storm surges and king tides in late August 2024 comprising gale force winds and large swells (peaking at 8m) caused coastal erosion, localised estuarine flooding and triggered official severe weather advice for coastal areas including

Warrnambool, Port Fairy, Portland, Dutton Way and Cape Bridgewater, with subsequent recovery works to repair coastal infrastructure.

Further severe storms in August 2024 brought damaging winds and large hail, affecting the south west region including an unprecedented and highly damaging hailstorm in Casterton.

Bushfire impacted the Gariwerd twice. Yarram Gap fire ignited on 17th December 2024 affecting the southern park and adjacent private lands near Dunkeld/ Halls Gap. These fires burned for months and Bellfield and Stapylton fires ignited in February 2024, closing tracks and burning much of the National Park.

On 9th March 2025 a lightning strike

ignited a bushfire in Budj Bim National Park. Campers and visitors were evacuated safely and the fire was contained almost a week later. It burned approximately 2,200 hectares of the park, with some private agricultural land affected. A significant animal welfare response followed, with specialist teams conducting aerial assessment of wildlife finding many with severe burns, injuries and suffering the impacts of the lack of food.

*Coastal erosion along Viaduct Road Warrnambool, Merri River estuary mouth, September 3, 2024.*


*Source: Glenelg Hopkins CMA | Facebook*










## WATER

Overall management rating:

**Satisfactory** 

The overall management rating for water is satisfactory. Severe drought conditions in most of the catchment has exacerbated the conditions in the waterways. This has resulted in some waterways including wetlands being manipulated to the benefit of the land holder rather than for land and waterway health.

### Water indicators used in the assessment:

INDICATOR	MANAGEMENT RATING	COMMENT
<b>Extent of protected or improved riparian land (ha)</b>	<b>Satisfactory</b> 	Aggregate of fencing, weed control, pest animal control and revegetation activities in 2024-25 in riparian zone is 206ha, which includes vegetation: 70.2ha, weed control 106.3ha, and 16km of new riparian fencing installed. Assuming a 20m riparian corridor, this equates to 51km of riparian protection and enhancement work.  Additionally, 18,178ha of pest animal control works, the majority of which occurred at the Glenelg Estuary and Discovery Bay Ramsar site with a specific focus on feral pig and European fox.
<b>Waterway Structure (no.)</b>	<b>Satisfactory</b> 	3 Sills installed to restore wetlands in timber plantations. 15 fish hotels were installed on the Merri River for the Platy Patch project. The hotels provide habitat and refugia.
<b>Environmental flow compliance</b>	<b>Satisfactory</b> 	The Water for the Environment project delivered 11,653ML of environmental water and 1,301ML of passing flow. Compliance against objectives varied greatly across all reaches, baseflow compliance was a low of 68% in Reach 1a and a high of 98% in Reach 1b. Fresh compliance was 50% across all reaches due to one event falling short of its target.
<b>Water Act licences (no.)</b>	<b>Satisfactory</b> 	426 Works on Waterways Licences.
<b>Statutory advice (no.)</b>	<b>Satisfactory</b> 	Responses have increased significantly in recent years. Works on Waterway (WOW) Advice (46) and Flood Advice (180 and 213 via referral)

Source: Glenelg Hopkins CMA, 2025

### Activities contributing to management of water in the Glenelg Hopkins catchment for the 2024-25 period:

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Water for the Environment</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Victorian Environmental Water Holder, Grampians Wimmera Mallee Water</b> <b>Funder: State Government – EC6 Environmental Water</b>	
The project delivered key outcomes for the Glenelg River system, supporting river connectivity and improved water quality, particularly in Reach 1a and 1b where salinity was an issue. It delivered 11,653ML of environmental water and 1,301ML of passing flow. Environmental water was delivered through the Gariwerd National Park, in Reach 0 for the first time in 5 years. The release of 1,211ML Compensation Flow entitlement was used to benefit landholders and farms on the Glenelg River. A detailed survey of Reach 0 was also completed, and a suite of communication outputs was developed to enhance public understanding of the value of environmental water.	11 ISC reaches watered using environmental water holdings. Passing flows were released (1 - unregulated) and compensations flow was used (1 - consumptive). The team presented to 118 participants, engaged with 275 people in field days. 30 visual, audio, & written publications.
<b>Project Name: Glenelg River Low Flows Project</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC6</b>	
This small scoping study investigated the potential impacts of reducing environmental flows below the current baseflow target in Reach 2 of the Glenelg River. The project provided guidance on managing environmental water under resource-constrained conditions and enabled staff to reassess reference sites used in setting flow targets. Importantly, this project does not seek to change the existing targets — which are functioning well, but rather to build a knowledge base to inform decision-making during periods of prolonged drought.	
<b>Project Name: Rivers of Warrnambool Flagship Project</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC6 WH Flagship On-ground works</b>	
Under EC6 funding, the Rivers of Warrnambool Project is largely aligned and delivered jointly with the Platy Patch Project. Points of difference include works in collaboration with Eastern Maar Aboriginal Corporation at the Framlingham Streamside Reserve, including 10ha of machine mulched gorse control and follow up spraying. An eDNA sampling program was conducted across the Hopkins River basin.	14.6ha of revegetation, 171ha of non-woody weed control and 24.4ha of woody weed control, 23 property assessments completed, and 35 monitoring sites sampled for eDNA.



**Activities contributing to management of water in the Glenelg Hopkins catchment for the 2024-25 period: (continued)**

<b>Project Name: Platy Patch - The Urban Rivers Platypus Recovery Initiative</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, DEECA, Melbourne Water, other CMAs and Eastern Maar Aboriginal Corporation and many others</b> <b>Funder: Australian Government funded, managed by DEECA</b>	
<p>Platy Patch has passed through its first 6 months with local-level planning and Crown consents completed on schedule.</p> <ul style="list-style-type: none"> <li>- Site 1 (Merri River, Wollaston Rd to McNamara Rd): instream habitat installations, a landholder EOI process leading to 14 EOIs and site scoping works, revegetation and weed control.</li> <li>- Site 2 (Merri River, Jubilee Park) removal of eight cypress trees, planned bank stabilisation and revegetation.</li> <li>- Site 3 (Merri River, Wollaston Way): woody weed control of Ash and Willow.</li> <li>- Site 4 (Hopkins River, Smiths Lane) scoping and planning sessions. eDNA monitoring confirmed platypus at all Merri sites and upstream of Hopkins site.</li> </ul>	<p>15 waterway structures, 2.5ha of revegetation, 5.2ha of weed control, 4 publications.</p>
<b>Project Name: Nursery fish habitat for the Hopkins River Estuary</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: VFA: Victorian Fish Habitat Fund – Stream 2</b>	
<p>The project sought to improve juvenile fish survival and recruitment in the Hopkins River Estuary through installing fish habitats throughout the estuary that are designed to support the early life stages of native fish species and contribute to long-term population stability. Two standardised fish surveys will be conducted to assess the effectiveness of the installed habitats and monitor fish recruitment.</p>	<p>80 waterway structures installed.</p>
<b>Project Name: Ramsar Site Management - Glenelg Estuary and Discovery Bay</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, PV, Gunditj Mirring TOAC, VFA, Glenelg Shire Council, Southern Rural Water. Lead contract support from Birdlife Australia, Nature Glenelg Trust, Australis Biological.</b> <b>Funder: State Government – EC6 WH – Ramsar</b>	
<p>Gunditjmara associate with the Ramsar site due to its great cultural significance. The site is part of their Koonang (sea) and Bocara Woorrowarook (river forest) country.</p> <p>Through this investment, the project supports year-round recreational and tourism activities, sightseeing, walking, camping, and recreational fishing. Specifically, the project provided:</p> <ul style="list-style-type: none"> <li>- Site coordination and governance across responsible agencies;</li> <li>- Ecological monitoring of critical Components, Processes and Services for the Site, prioritised annually;</li> <li>- Management effectiveness monitoring actions for two key assumptions underlying the program of work at the Site;</li> <li>- Implementation of weed control activities to protect adjoining wetland habitats; and</li> <li>- Completion of the Beach Road and Eel creek construction projects, leading to enhanced access for visitors and maintenance of natural estuary hydrological functions.</li> </ul>	<p>9 participants at engagement events - meetings</p> <p>22 participants engagement events - presentations</p> <p>1 RMS update, information management system - database</p> <p>9 surface water monitoring structures - measuring station</p> <p>6 samples monitoring structure - bores</p> <p>13 samples monitoring structure - measuring stations</p> <p>7.2ha weed control - woody</p>
<b>Project Name: GEDB Ramsar Site Management Plan Renewal</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC5</b>	
<p>The Site Management Plan was updated to reflect contemporary management practices and align to Australian Ramsar Site Management principles. The current plan expired in 2024, with significant progress in our understanding of the ecological character of the Glenelg Estuary and Discovery Bay site. A consultative and collaborative process was undertaken to review and update the Ramsar site management plan, working with responsible agencies, Traditional Owners, technical experts, and other stakeholders reviewed and analysed available data and evidence. Renewal of the plan included: reviewing progress and achievements from the 2017 plan; risk assessment; identification of priority threats; development of management strategies and targets; and a four week public engagement period. A response to consultation submissions is currently in preparation and will be used to inform changes to the draft Ramsar Site Management Plan prior to publication of a final version.</p>	<p>5 formal engagement events - Workshop with a total of 85 participants.</p>
<b>Project Name: Bromfield St Weir Removal</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Warrnambool City Council, Eastern Maar Aboriginal Corporation, Merri Alliance, Mad for the Merri, Warrnambool and District Angling Club, Allansford and District Angling Club, Koroit and District Angling Club</b> <b>Funder: State Government – EC5</b>	
<p>The Bromfield Street Weir, located on the lower Merri River in northern Warrnambool, was successfully removed, resulting in significant ecological benefits for native fish species including Estuary Perch, Black Bream, Australian Grayling, and Yellow-eye Mullet.</p> <p>Following the weir's removal, the site has undergone rehabilitation works to revegetate the disturbed riverbanks and install rock armouring to protect the banks from erosion. These efforts are helping to restore the natural river environment and support the recovery of aquatic habitats.</p>	



<b>Project Name: Budj Bim Connections Flagship Waterway Project</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Gunditj Mirring Traditional Owner Aboriginal Corporation</b> <b>Funder: State Government – EC6 WH – Flagship On-ground works</b>	
The Budj Bim Connections Flagship Waterway Project continues to protect, restore and connect priority waterways, wetlands and aquatic habitats within the World Heritage Listed Budj Bim Cultural Landscape, building on works completed under EC4 and EC5. The project supports the aspirations of the Gunditjmara for the Cultural Landscape and provides an integrated approach to waterway management. Refer to Water Case Study.	1 permit; 2 cultural assessments; 5 people at engagement event (meeting); 1 management plan; 3 written publications.
<b>Project Name: Regional Works</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Parks Victoria, SEA Landcare group, Friends of Forgotten Woodlands. Individual Land managers</b> <b>Funder: State Government – EC6 WH – On-ground works</b>	
Fire response and recovery was a significant feature of this project in the wake of both the Beaufort bushfires of autumn 2024, and the Gariwerd bushfires of summer 2025. The Works Crew installed 13 sediment control structures to prevent ash and sediments entering waterways and stock water sources. A small amount of fencing was undertaken to fire-damaged properties to retain livestock and prevent them entering waterways. Landholder Re-Engagement continued to secure the investment into riparian projects with 24ha of supplementary indigenous planting onto old project sites.	3.5km of fencing, 39.1ha indigenous revegetation, 38ha of non woody weed control, 87.5ha of woody weed control, 13 sediment control structures, 8 Property assessments and 3 social assessments.
<b>Project Name: Strategy and MERI (including Regional Waterway Strategy)</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC6 WH Water Statutory Functions</b>	
Significant progress was made on the new Regional Waterway Strategy, guided by DEECA and Ministerial Guidelines. A regional overview was developed, incorporating insights from the RCS and previous RWS. Traditional Owner and community values are presently being embedded through a targeted engagement program, including four workshops with Traditional owners, three with community groups and five internal stakeholder meetings. The waterway values prioritisation tool is supported as a basis for prioritisation of works landscapes. Glenelg Hopkins CMA's Community Advisory Groups have received briefings and contributed to outcome mapping and strategy refinement. In addition, this project has maintained critical datasets and assessed past project success.	50 participants at Engagement Event - Meeting 88 participants at Engagement Event - Workshop 1 Project Workplan 1 Engagement Plan 1 Information Management System - Spatial Database maintained.
<b>Project Name: Crawford River Fish Passage</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC5</b>	
The project has been successfully completed, significantly improving connectivity between two important waterways - the Crawford River and the Glenelg River. This initiative has enhanced fish migration capabilities along a 75 km stretch of river. The two new culvert designs, featuring effective baffle arrangements, have increased the proportion of time fish can move between upstream and downstream reaches. Fish surveys were carried out in late 2024.	2 waterway structures installed: 'fish friendly' culverts at two road crossings of the Crawford River.
<b>Project Name: Implementing the Regional Floodplain Management Strategy</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC5 - EC6</b>	
There are currently 104 actions in the strategy, of which 78 are either completed or underway (75%). In 2024-25 activities have focused around planning scheme amendments in Port Fairy to introduce flood controls on riverine flooding and coastal flooding, community education products led by VicSES in Warrnambool with the completion of the Warrnambool Flood Guide incorporating in the 2024 South Warrnambool and Dennington Flood Investigation modelling, and planning scheme amendment progression, flood warning systems and pursuing funding to complete critical investigations following the Australian Rainfall and Runoff Version 4.2 release.	
<b>Project Name: Flood Recovery 2022</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government</b>	
21 soil conservation projects were completed, combining land use changes, revegetation, fencing and inputs from landholders including excavation and levee repairs. These works aim to improve catchment resilience to future flood events, and to reduce the runoff of sediment into our catchment. Biodiversity outcomes include establishment of three new populations (totalling 460 plants) of the critically endangered Casterton wattle, <i>Acacia exudans</i> , and reintroduction of the culturally important Murnong, <i>Microseris lanceolata</i> , to the Wannon floodplain.	



## WATER CASE STUDY:

# Budj Bim Connections Flagship Waterway Project

The Budj Bim Connections Flagship Waterway Project continues to protect, restore and connect the priority waterways, wetlands and aquatic habitats within the World Heritage Listed Budj Bim Cultural Landscape. Building on the achievement of previous works, it complements the work and vision of the Gunditjmara for the region, and provides an integrated approach to waterway management across the landscape.

The Budj Bim Cultural Landscape is unique for the range of cultural, environmental, recreational and natural values it possesses. The landscape includes Palawarra/Fitzroy River from the estuary to Heywood, and Killara/Darlot Creek from the confluence with Palawarra/Fitzroy River to Tae Rak/Lake Condah. Since recognition of this landscape as a World Heritage area in 2019, Glenelg Hopkins CMA and Gunditj Mirring Traditional Owner Aboriginal Corporation have worked collaboratively to support actions to protect these two key waterways.

The landscape of wetlands, river and estuary shaped by the lava flow from Budj Bim about 36,000 years ago supports important cultural and ecological values, including nationally listed threatened species - Australasian bittern, Growling grass frog, South-west

Victorian blackfish, Glenelg spiny crayfish and Curly sedge. Federal and State listed Little Galaxias, Pygmy Perch, Musk duck and Blue-billed duck have also been recorded. Critically endangered Floodplain Violet and Shredded Spleenwort are located at Tyrendarra Flora Reserve, as well as the Reserve being the only known location of Swamp Shield-fern in Victoria. Threatened Swamp Scrub community (Woolly tea tree) is also present.

#### Key achievements include:

- Weed mapping with unmanned aerial vehicles using the red/green/blue (RGB) spectrum to identify target species for control and development of prescriptive spray files;
- Chemical spray trial with Australis Biological for Italian Buckthorn control, using both ground and aerial applications;
- Establishment of vegetation monitoring plots at Tyrendarra Flora Reserve to monitor Italian Buckthorn seedling growth following successful control of the mature plants;
- Cultural engagement and awareness tours with Budj Bim Cultural Landscape tourism with two regional schools, resulting in increased learning on Country;

#### PARTNERS/INVESTORS:

Gunditj Mirring Traditional Owners Aboriginal Corporation (GMTOAC), Winda-Mara Aboriginal Corporation, Budj Bim Cultural Landscape Tourism, commercial contractors, and private landholders.

#### FUNDING:

Victorian Government – DEECA EC6, building on works completed under EC4 and EC5.

*Below: Local schools supported to learn on Country with Budj Bim Cultural Landscape tourism (left); using drone technology to control woody weeds in Tyrendarra Flora reserve (right).*


*Source: Glenelg Hopkins CMA*





LAND

Overall management rating:

Below Expectations 

The overall management rating for Land is below expectations.

Delayed program establishment saw some key project activities commence later in the financial year. In combination with the impacts of drought, some management activities have been postponed until 2025-26.

The drought conditions experienced in the region during 2024 and 2025 have caused significant stress for landholders, with pressures on stock




feed and water. In response to this, land management programs have shifted focus to incorporate support for farmers. An example of the topics workshopped in the region in response included rehydrating land to build climate resilience. This topic is discussed further in the Community section of this report.

The Sustainable Agriculture Facilitator program has adapted accordingly and the planned farm tours, group gatherings and information sessions have been

modified to support landowners through these tough times.

There have been a number of mental health and wellbeing workshops, as well as stock and water management workshops held in the catchment. Other focus areas included understanding and responding to climate impacts, building farm resilience, regenerative agriculture, and carbon and natural capital markets.

Land indicators used in the assessment

INDICATOR	MANAGEMENT RATING	COMMENT
Area of improved Agricultural Practices (ha)	Below Expectations 	Just over 1,000ha of agricultural practices to protect soils and improve productivity, protect biodiversity, waterways and wetlands. No hectares delivered under the NHT program, due to delay in project commencement.
Management Agreement (no.)	Satisfactory 	80 Management Agreements established on private land through mechanisms such as Victorian Landcare Grants and stewardship agreements.
Number of Property Plans	Below Expectations 	The targets developed for delivery under the Australian Government NHT program were not delivered. This was due to delays in project commencement and exacerbated by drought conditions.

Source: Glenelg Hopkins CMA, 2025

Activities contributing to management of land in the Glenelg Hopkins catchment for the 2024-25 period:

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Sustainable Agriculture Facilitator</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: Australian Government Natural Heritage Trust</b>	
Supporting landholders to respond to ongoing drought by adjusting their grazing and livestock management in conjunction with farmer groups, government agencies, and service providers. The South West Regenerative Farmers group has expanded over the past financial year, and now has two branches and is supporting demonstration sites and field trips amongst members and others. The agricultural industry is increasingly focusing on biodiversity and carbon markets which the SAF is developing knowledge in to support landholders to explore the opportunities and navigate challenges.	<ul style="list-style-type: none"><li>- 7 communication materials</li><li>- 22 conferences and seminars; with 1,322 participants (ppl)</li><li>- 7 1:1 advice (94 ppl)</li><li>- 7 hosting workshops (104 ppl)</li><li>- 4 facilitating/hosting on-ground trials and demos (135 ppl)</li><li>- 3 negotiations with community (53 ppl).</li></ul>
<b>Project Name: South West Sustainable Irrigation Program</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Agriculture Victoria and Southern Rural Water</b> <b>Funder: State Government – EC6 Sustainable Irrigation Program</b>	
Glenelg Hopkins CMA was successful at gaining another four years of funding through the SIP as part of EC6. <ul style="list-style-type: none"><li>- Furthered partnership with Deakin University to work together on a nutrient and drainage project.</li><li>- Continued to attend and present at local Landcare events.</li><li>- Increased 1:1 communications/connections with landholders.</li><li>- Strengthening communications and interagency processes with Southern Rural Water.</li></ul> <i>Refer to the Land Case Study</i>	<ul style="list-style-type: none"><li>- Responded to 8 Take and Use water licensing referrals</li><li>- Facilitated 2 landholder workshops</li><li>- Represented Glenelg Hopkins CMA on 4 committees and 1 Statewide Forum.</li></ul>



**Activities contributing to management of land in the Glenelg Hopkins catchment for the 2024-25 period: (continued)**

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Our Catchments, Our Communities Sustainable Farming Landscape - protection, restoration and stewardship</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government – EC6</b>	
<p>Delivered with Landcare groups, landholders, agricultural industry and others within the RCS North Eastern Volcanic Plains Local Area. Promoting sustainable agricultural production and improving recognition and management of wetlands. On-ground stewardship in partnership with Birdlife has developed management plans for two wetlands (124ha) to improve habitat for Bitterns. The eight-year Swamp Stewardship agreements have been maintained with four landholders, supporting agricultural practice change and improved wetland management across seven wetlands (114ha). This includes the completion of 1.7km of fencing to exclude stock from stream and wetland. Field days and workshops were run, but this interaction was reduced in response to the stress the local farming community was under due to the Gariwerd fires and prolonged drought.</p>	<p>Improved management of 124ha of wetlands for Bittern habitat. Maintenance of eight-year Swamp Stewardship Agreements across eight Seasonal Herbaceous Wetlands covering 114ha.</p>
<b>Project Name: Sustainable Farms. Sustainable Futures</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: Australian Government – Natural Heritage Trust</b>	
<p>Since inception (November 2024), there has been a focus on communication activities to promote the project and opportunities for participation, and work with delivery partners to plan appropriate training and engagement events. The drought conditions mean the Glenelg Hopkins CMA has focussed on supporting workshops to help farmers capture rainfall to rehydrate land to build climate resilience, and to make informed fertiliser decisions that support profitable production and protect waterways.</p>	<p>2 Communication materials, 6 Community/stakeholder engagement events with associated pre/post skills and knowledge surveys and 1 land use transect.</p>
<b>Project Name: Supporting Victorian Farmers transition to low carbon future - Carbon farming outreach</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: State Government DEECA</b>	
<p>Through a partnership with Wimmera Catchment Management Authority, Glenelg Hopkins CMA is a delivery partner for the Carbon Farming Outreach Program funded project 'Supporting Victorian farmers transition to a low carbon future' in the region. The objectives of the project are:</p> <ul style="list-style-type: none"> <li>- support farmers and land managers to make decisions to reduce emissions.</li> <li>- build capacity of trusted advisers to deliver independent advice.</li> <li>- facilitate access to clear, consistent and culturally appropriate information on carbon farming and low-emissions technologies and practices.</li> </ul>	<p>8 CFOP events held with a total of 96 attendees.</p>





LAND CASE STUDY:

# The South West Sustainable Irrigation Program project

SUPPORTED BY VICTORIAN STATE GOVERNMENT – EC5-EC6, PARTNERS AGRICULTURE VICTORIA, SOUTHERN RURAL WATER

The Glenelg Hopkins catchment region holds an allocation of approximately 120,000 megalitres of consumptive water entitlement, primarily utilised for irrigation purposes to support dairy and livestock grazing, and horticulture. Groundwater from the Southwest Limestone Aquifer serves as the primary water source in the region. This aquifer, characterised by extensive coverage, generally high-water quality, and relative accessibility, plays a pivotal role in sustaining agricultural activities.

This region continues to face challenges from climate change, including the heightened frequency and intensity of extreme weather events such as droughts, heatwaves, and heavy rainfall, which profoundly impact water availability and quality. Despite these challenges, and potentially due to the uncertainty they create, there has been a substantial increase in interest in irrigation by the agricultural sector in the region. Take and Use Water License referrals have jumped from four referrals received in 2021 to 10 in 2024-25. The current and foreseeable risks of environmental impacts related to irrigation in the region are significant and cumulative. These include direct habitat destruction during development, changes in hydrology attributed to over-extraction of water resources, and degraded water quality stemming

from inefficient irrigation methods and inadequately designed drainage or buffer zones. The Long-Term Water Resource Assessment for Southern Victoria (DELWP, 2020) identified a trend for declining water levels in upper, middle, and lower aquifers in the Glenelg Hopkins region.

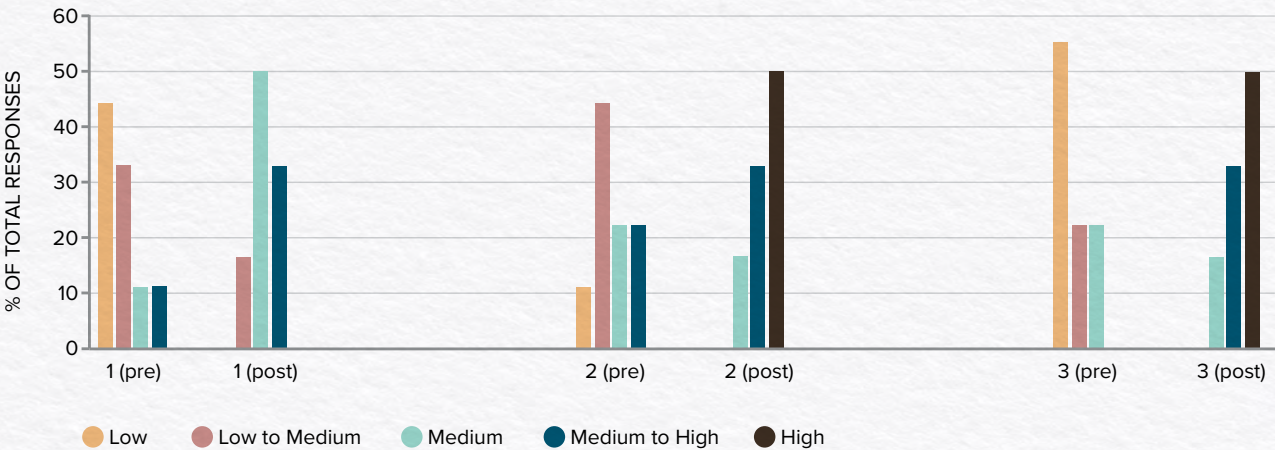
To address the risks associated with irrigation practices, the Southwest Sustainable Irrigation Program project started in 2021 with \$308,000 (under State Government EC5) and will continue through to 2028 with a further \$696,000 (under EC6). The project has provided for:

- The development, implementation and administering of the *Sustainable Irrigation Development Guideline*, and a Sustainable Irrigation Development Guidelines factsheet series
- Production of eight At-Home training videos for irrigators to undertake system checks
- Implementation of a SIP information subscription service
- A web-based dashboard identifying agricultural land and water use across the region
- Analysis of further public investment into sustainable irrigation across the region.

Workshops, presentations and farm visits have resulted in significant engagement (102 participants) and relationship building (40 new landholder relationships), while participation in various forums continues to enable collective sharing and learning about current states and forthcoming challenges and solutions.

Through the implementation of these projects, Glenelg Hopkins CMA intends to mitigate the environmental impacts associated with irrigation, while ensuring that new irrigation developments align with established water usage objectives and support the region's agriculture industry.

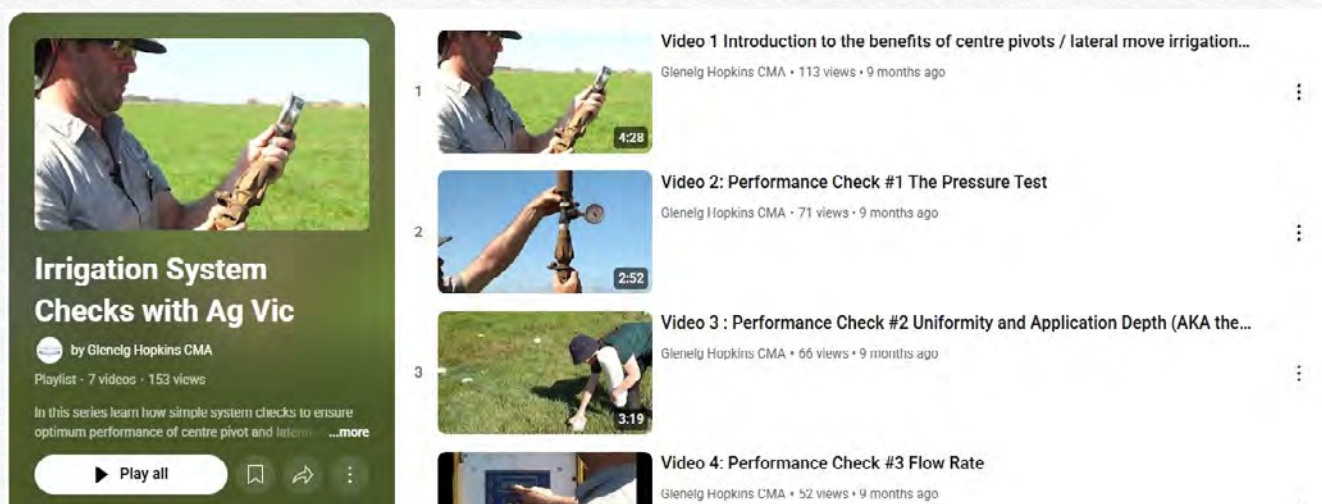
BELOW: Participants' levels of knowledge before and after completing training in 1. Systems Selection, 2. Soils and Infiltration Rate, and 3. Irrigation Scheduling through Glenelg Hopkins CMA's SIP project.







*BELOW: A series of 8 training videos have been developed to support irrigators to undertake irrigation system checks. Access here: [Southwest Victorian Irrigation Development Guidelines](#) | Glenelg Hopkins CMA*




*BELOW: From left to right: Participants learning about ‘catch can tests’ as a way of assessing water delivery from each sprinkler nozzle. A soil moisture probe and a demonstration of a variety of different sprinkler heads showing how water droplet size, distance and direction can be altered to maximise growth and minimise water loss/run off. Source: Glenelg Hopkins CMA.*





## COAST AND MARINE

Overall management rating:

**Satisfactory** 

The overall management rating for Coast and Marine is satisfactory. Managing intermittently closed and open estuaries (ICOLs) in Southwest Victoria continues to present significant challenges due to competing adjacent land uses, seasonal variability, and the increasing unpredictability of climate conditions. During 2024-25, the Glenelg Hopkins region experienced one of the driest 18-month periods on record, profoundly influencing estuarine dynamics and management responses. The extended dry period with very low freshwater inflows meant estuaries could not be maintained as open tidal systems.

### Coast and marine indicators used in the assessment

INDICATOR	MANAGEMENT RATING	COMMENT
<b>Extent of protected or improved land in the coastal zone (ha)</b>	<b>Below Expectations</b> 	Aggregate of fencing, weed control, pest animal control and revegetation activities in 2024-25 in coastal zone (specifically riparian protection works) is 110ha. In addition, 17,981ha of pest animal control work has occurred this year in the coastal zone. The majority of this work occurred at the Glenelg Estuary and Discovery Bay Ramsar site with a specific focus on feral pig and European fox.
<b>Estuary entrance management</b>	<b>Satisfactory</b> 	Estuary Entrance Management System (EEMS) maintained and implemented throughout the year across 6 intermittently-closed estuaries, and used to guide 9 safe, appropriate and effective Authorised River Mouth Openings (ARMOs)

Source: Glenelg Hopkins CMA, 2025

### Activities contributing to management of coast and marine in the Glenelg Hopkins catchment for the 2024-25 period:

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name:</b> Glenelg Hopkins Estuarine Seagrass Project <b>Lead/Partner/s:</b> Glenelg Hopkins CMA, DEECA, Deakin University <b>Funder:</b> State Government – Victoria's Resilient Coast (DEECA)	
Deakin University conducted sonar mapping of all eight Glenelg Hopkins region estuaries. Drop Camera pictures were used to validate the mapping. This non-destructive mapping was conducted under consent from DEECA for the <i>Marine and Coastal Act</i> , Parks Victoria and the two Traditional Owner groups Eastern Maar Aboriginal Corporation (EMAC) and Gunditj Mirring Traditional Owners Aboriginal Corporation. Staff from both Traditional Owner groups were able to come out and observe the mapping, with EMAC able to participate in their own boat.	Mapping of <i>Zostera</i> seagrass bed in eight regional estuaries. Traditional owner demonstration and participation in mapping.
<b>Project Name:</b> Estuarine Wetland Habitat Mapping Study <b>Lead/Partner/s:</b> Glenelg Hopkins CMA, ARI <b>Funder:</b> State Government – Victoria's Resilient Coast (DEECA)	
This study will increase knowledge, future management capacity and the ecological resilience of our region's estuarine wetland communities. It will provide essential information on wetland distribution, composition and ecological significance, while also providing vital information on the trajectory of change for these habitats under changing climatic conditions. In 2024-25, Arthur Rylah Institute (ARI) were contractually engaged to deliver fieldwork and Report in 2025/26.	1 Agreement (contract with ARI).
<b>Project Name:</b> Estuary Entrance Management <b>Lead/Partner/s:</b> Warrnambool City Council, Moyne Shire Council, Glenelg Shire Council, Gunditj Mirring Traditional Owner Aboriginal Corporation, Eastern Maar Aboriginal Corporation, Parks Victoria <b>Funder:</b> EC6 VWPIF / Waterway Health – Water Statutory Functions	
Coordination and delivery of Safe, Appropriate & Effective estuary entrance Management on six intermittently-closed estuaries in-line with state protocols and policy. Key achievements in 2024-25 include year-round estuary water level and water quality monitoring, along with mouth status and beach berm assessments. It also includes the CMA's responsibility as Waterway Manager to consider artificial river mouth openings (Authorised Artificial River Mouth Openings – ARMOs), along with associated stakeholder engagement, and the population and implementation of the Estuary Entrance Management Support System (EEMSS) database.	9 ARMOs 29 Estuary water quality profiles 63 Property & Beach Berm Assessments 7 Estuarine Telemetry Stations maintained and operated 45 Stakeholders and community members engaged throughout ARMO decision making meetings.



**Project Name:** Coastal Community Engagement  
**Lead/Partner/s:** Glenelg Hopkins CMA, EstuaryWatch, State CMAs  
**Funder:** State Government. EC5

The Coastal Community Engagement activity aims to increase community education and understanding of estuary dynamics and management decisions.

In 2024-25, this has included maintaining six estuary ARMO email notification groups throughout the year, engagement of 79 participants through community events, the distribution of six bi-monthly Coastal Connections newsletters, and the support and coordination of two citizen science EstuaryWatch groups on the Hopkins and Merri estuaries throughout the year.

79 participants engaged through educational events  
 2 Community EstuaryWatch groups supported  
 12 volunteers trained & engaged  
 6 Coastal Connections publications distributed.

**Project Name:** Coastal and Estuarine Risk Mitigation Program (CERMP) Stage 1  
**Lead/Partner/s:** DEECA, Coastal CMA's  
**Funder:** Australian Government coordination through State Government – Coastal and Estuarine Risk Mitigation Program 2022-23 and Victoria's Resilient Coast (DEECA)

Refer to the Marine and Coast Case Study – page 34.

**Project Name:** Coastal and Estuarine Risk Mitigation Program (CERMP) Stage 2  
**Lead/Partner/s:** DEECA, Parks Victoria, Local council (WCC, MSC, GSC), Traditional Owners (GM TOAC & EMAC)  
**Funder:** Coastal and Estuarine Risk Mitigation Program 2022-23 and Victoria's Resilient Coast (DEECA)

This project will survey, assess, and monitor the high value public socio-economic assets on our region's six intermittently closed estuaries. This will contribute to the mitigation of coastal hazard risk for a diversity of estuary values including public infrastructure and critical assets and help reduce the need for artificial estuary openings. In 2024-25, this project installed a Merri River estuarine Telemetry Station at Dennington, surveying the height of over 800 points of interest on public estuarine infrastructure.

1 Monitoring Structure installed and operational.





## COAST AND MARINE CASE STUDY:

# Estuary Management challenges in a changing climate: 'dry weather flooding'

The Estuary Management Project (State Government funding, EC5-EC6) delivers on the Glenelg Hopkins CMA's core statutory responsibilities to help protect and enhance priority estuaries through coordinated estuary entrance management, monitoring, and community engagement.

How our systems will respond under future climate change scenarios, particularly periods of reduced rainfall and runoff is uncertain, but following record breaking drought conditions throughout 2024 and 2025, we may have experienced a taste of what lies ahead: record low rainfall, extremely low inflows, record high berms, prolonged periods of estuary closure, significantly high estuary water levels, and the inability of our systems to open naturally and/or remain open once artificial openings were completed.

Our coastal towns and communities have grappled with the concept of 'dry weather flooding' - a situation where, despite drought conditions, estuary water levels rise behind a closed estuary mouth and cause flooding impacts. High berms prevent the system from draining naturally to the sea.

Importantly, seasonal closure of estuary mouths in our region is a natural process, which supports critical ecological processes. The Glenelg Hopkins CMA's preferred management approach is to allow natural estuary openings to occur. Under state policy however (VWMS 2013), the Glenelg Hopkins CMA as Waterway Managers must consider and coordinate Artificial River Mouth Openings (ARMOs) to balance the environmental, socio-economic and cultural values of each estuary.

During 2024 and 2025, the conditions meant that the Glenelg Hopkins CMA undertook twice as many ARMO's compared to our 15-year average, and significantly more supporting property and water quality assessment activities. All ARMOs were delivered under safe, appropriate and effective conditions, however high flooding impacts and public safety risk, along with challenging management decisions were experienced throughout this period.

The Coastal Estuarine Risk Mitigation Program Stage 1 (CERMP; Australian Government funding) is a project being undertaken by the Glenelg Hopkins CMA on behalf of DEECA with all coastal CMA's and Melbourne Water being part of the team delivering this project. This is a challenging space as Intermittently Open / Closed Estuaries (IOCEs) comprising >90 % of open coast estuaries in Victoria, and the potential ecological pressures with climate change impacts are complex, with many interacting processes and changes in extremes.

Overarching questions the project will address are:

- how will climate change (and sea level rise) impact on IOCE opening regimes, berm dynamics, and floodplain inundation?;
- when will we expect to see these changes?; and at what magnitudes will they occur?.

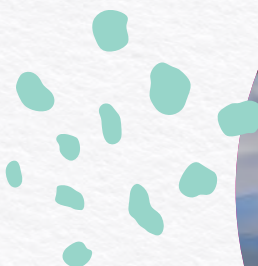
The work is planned for completion in June 2026.

### PARTNERS

DEECA, Parks Victoria, Gunditj Mirring Traditional Owner Aboriginal Corporation, Eastern Maar Aboriginal Corporation, Warrnambool City Council, Glenelg Shire Council and Moyne Shire Council.

### FUNDING:

Victorian State Government Environmental Contribution - Water Statutory Functions & On-Ground Works. Strategic alignment: Glenelg Hopkins Regional Catchment Strategy 2022-2027, Victorian Waterway Management Strategy 2013, Marine & Coastal Strategy 2022, Glenelg Hopkins Waterway Strategy 2014-2022, Glenelg Estuary and Discovery Bay Ramsar Site Management Plan, Water for Victoria – Water Plan.

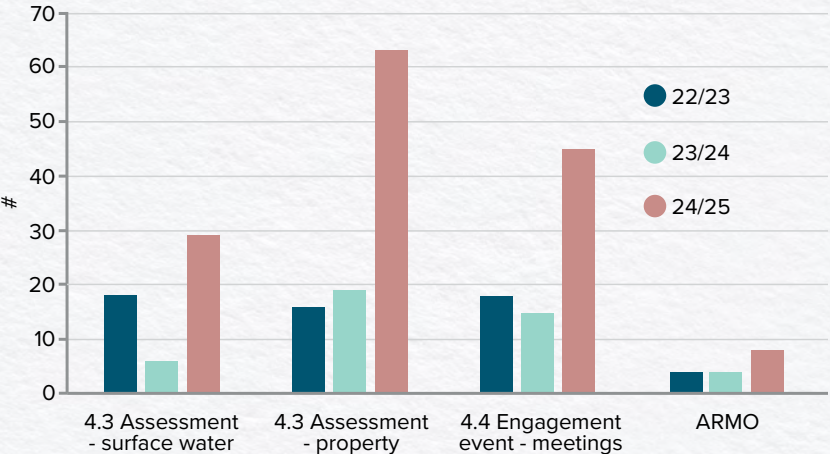


*RIGHT: Hopkins River Warrnambool. Proudfoots Restaurant and Boathouse with over-floor estuary flooding (@ 2.06m AHD) Warrnambool, 30th June 2025. Source: Glenelg Hopkins CMA.*





ABOVE: Glenelg Hopkins CMA, Parks Victoria and Gunditj Mirring TOAC staff required for the Fitzroy River estuary ARMO manual works, Tyrendarra East 10th June 2025. Source: Glenelg Hopkins CMA




LEFT: Estuary Management activities increase due to challenging climatic conditions. Source: Glenelg Hopkins CMA



BIODIVERSITY

Overall management rating:

Satisfactory 

The overall management rating for Biodiversity is satisfactory, as the majority of activities funded for this year have been achieved despite the drought conditions which have impacted native vegetation and revegetation.

Some highlights include the establishment of a seed production area which has allowed direct seeding of 10 of the most threatened species back into VVP grassland stewardship sites on private land; and working closely with Parks Victoria and Gunditj Mirring Traditional Owners Aboriginal Corporation to address feral pig invasion within the Discovery Bay and Glenelg Estuary Ramsar Site.

However, the achievements of the last year are insufficient to offset the pressures of habitat loss, degradation, climate change and extreme events.

Fires in the Gariwerd burnt over 135,000ha of native vegetation and farmland, including key habitat for Brush-tailed Rock Wallabies Long-nosed Potoroo, Southern Brown Bandicoot, Heath Mouse, and Smoky Mouse. Glenelg Hopkins CMA worked with ARI and Landcare to support the relocation of Wannon River Blackfish into farm dams; and has been working to support bushfire recovery and protect freshwater species from degradation caused by post-fire runoff.




The fires highlighted the ongoing risk of extreme events and climate change. In May, the Biodiversity team took the opportunity to work with Parks Victoria the National Environmental Science Program (NESP) and other regional stakeholders to undertake a scenario planning workshop to explore the

impact of future climate scenarios and compounding events on biodiversity. Long-term investment and planning for extreme events is essential in maintaining biodiversity and ecosystem functions.

There have been at least three incidents across 34 sites of degrading/clearing VVP grasslands contravening the FFG and EPBC acts. Exact area is currently unknown but covers at least 6ha.

We continue to be on alert for H5N1 Bird Flu, which has the potential to have a devastating impact on bird populations, not least of all at the Discovery Bay and Glenelg Estuary Ramsar Site.

Biodiversity indicators used in the assessment:

INDICATOR	MANAGEMENT RATING	COMMENT
Vegetation (ha)	Satisfactory 	Landcare activities supported over 90 ha of revegetation (over 27,000 trees planted). Across key biodiversity projects reported below, hectare targets are minimal, but impacts are significant across smaller spatial scales. Other vegetation activities are reported under the Water theme.
Weed control (ha)	Below expectations 	Due to ongoing drought conditions in the region, several weed control activities planned for 2024-25 have been postponed. Achievements include ~100ha of woody weed control to support the endangered Southern Bent-Wing Bat, 5.2ha to support platypus habitat.
Management Agreement (no.)	Below expectations 	Likewise, some conservation agreement work has been postponed while landholders focus on drought impacts and recovery.

Source: Glenelg Hopkins CMA, 2025



**Activities contributing to management of biodiversity in the Glenelg Hopkins catchment for the 2024-25 period:**

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Reversing Decline of the Critically Endangered Southern Bent-wing Bat</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b>	
<p>The project aims to protect and improve habitat for the endangered Southern Bent-wing Bat. Woody weed control across nine private land sites was completed. ARI completed a GPS tracking study, improving our understanding of SBWB foraging behaviour. Increasing community awareness of the Southern Bent-wing Bat and their habitat and needs is also supported by the Glenelg Hopkins CMA's extensive reach through its social media platforms. This included an introduction to iNaturalist and community monitoring during the Great Southern Bioblitz weekend in September 2024. Two community science Moth Mania events were conducted, with 58 observers making 1578 observations of 558 different species of moth, an important food source for the bats.</p>	<p>102.8ha woody weed control .</p> <p>1 study completed, published and presented to the local community.</p> <p>Over 70 people engaged in the three community engagement events.</p>
<b>Project Name: Restoring the Victorian Volcanic Plains</b> <b>Lead/Partners: Glenelg Hopkins CMA, ARI, EMAC, Wadawurrung TOAC, CFA</b> <b>Funder: Australian Government – NHT</b>	
<p>This is the fifth round of the VVP Stewardship Program. Eight landholders have 12 new sites protected. The quality of these sites is much higher than previous sites with the new ARI Grassland Model (created through NLP2 program) enabling us to find otherwise unknown sites. Monitoring has been established on 10/12 sites, and a seed mix with 10 threatened species having been added at these sites. Seed came from the Victorian Government funded 'Saving 17 species' project, highlighting the importance of leveraging funding from multiple sources. The fifth scalp site has been sown as part of the Penshurst Dunkeld Rd restoration project, leaving the four most southern sites to sow.</p> <p>There have been many community engagement opportunities, ranging from talking to university students to presentations being made to Statewide grassland conservation groups, and a Spring grassland bus trip.</p>	<p>168.92ha protected - Round 5 VVP Stewardship Program.</p> <p>1 scalped grassland site sown.</p> <p>11 grassland monitoring plots established on Stewardship sites.</p> <p>seed addition of 10 threatened species (8 daisies, 1 pea, 1 grass) into 11 monitoring plots.</p> <p>581 ha medium and high quality grassland burnt by CFA brigades.</p>
<b>Project Name: Glenelg Estuary and Discovery Bay Wetlands</b> <b>Lead/Partners: Glenelg Hopkins CMA</b> <b>Funder: Australian Government – NHT</b>	
<p>The GEDB Ramsar site supports the critical components: native vegetation, threatened plants; beach-nesting birds, waterbirds and shorebirds. The project will maintain or improve the ecological character of the Ramsar site, through site management actions and species monitoring. In the adjacent landscape, the project will support and secure future habitat and connectivity for the Southern Bent-wing Bat. A highlight was a Common Wombat sited on wildlife cameras.</p> <p>In 2024-25, activities have included control of pest animals (foxes and pigs) and weeds, and monitoring beach-nesting birds, waterbirds and shorebirds (including fitting trackers to Sanderlings).</p>	<p>Pest animal control – 600ha for pigs and 4,900ha for foxes.</p> <p>Weed control over 400ha of beach habitat.</p> <p>16 rounds of bird monitoring activities.</p>
<b>Project Name: Improving the trajectory of the Growling Grass Frog in the Glenelg Hopkins Region</b> <b>Lead/Partners: Glenelg Hopkins CMA, NGT</b> <b>Funder: Australian Government – NHT</b>	
<p>This project aims to improve the trajectory of the Growling Grass Frog (<i>Litoria raniformis</i>) through improved land management on private land, and protection and restoration of priority habitat. Preliminary works include production of a report which synthesises existing data, observations and habitat connectivity modelling for the GGF in the region. 10 key areas in the landscape were identified that underpin the current extent of <i>L. raniformis</i> in the region, identifying locations and associated actions which may enhance the trajectory of the species.</p>	<p>1 Publication.</p> <p>10 sites identified for assessment.</p>
<b>Project Name: Reducing the risk of extinction in Adamson's Blown-grass</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, RBGV, private consultant</b> <b>Funder: Commonwealth Government. DISER (Saving Native Species - Priority Species)</b>	
<p>Adamson's Blown-grass is a short-lived grass endemic to south-west Victoria, confined to inland saline habitats, that are severely threatened by drainage &amp; de-salinisation activities, over-grazing, cropping &amp; weed invasion. Key activities include: surveying populations, conducting field surveys for potential new sites, and enhancing the diversity and quality of the current seedbank collections. Approximately 266,615 seeds are now stored under various treatments in the Victorian Conservation Seedbank at the Herbarium, Royal Botanic Gardens Victoria. A detailed census of all previously known sites across the entire species range has provided a clear understanding of current trends with this species.</p>	<p>8 new populations sampled during 2024-25 flowering season.</p> <p>31 separate seed collections during 2024-25 seeding season.</p>



**Activities contributing to management of biodiversity in the Glenelg Hopkins catchment for the 2024-25 period: (continued)**

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Improving the trajectory of the Glenelg Freshwater Mussel</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, ARI</b> <b>Funder: Australian Government. DISER (Saving Native Species - Priority Species)</b>	
The critically endangered Glenelg Freshwater Mussel ( <i>Hyridella glenelgensis</i> ) is found in a small number of tributaries of the Glenelg River. The population has been in decline for the past 30 years. A population of GFM have been collected and moved to an ex situ location to attempt to breed the mussels to then re-introduce back into the wild. Sampling has been undertaken to look at the distribution of the mussels in 2024-25, and to collect specimens for the captive breeding program.	ARI collected 57 live specimens for the captive breeding program. Education events held to promote the Glenelg Freshwater Mussel engaging 35 people. Sampling of fish assemblages in 3 Glenelg River tributaries.
<b>Project Name: Red-tail Recovery</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Birdlife Australia, DEECA, Burrandies Aboriginal Corporation</b> <b>Funder: Australian Government – NHT</b>	
The project aims to improve existing and establish new habitat for the endangered South-eastern red-tailed Black Cockatoo. Sites have been identified for planting over winter 2025 and landholder agreements have been finalised. Long-term monitoring of population dynamics and food resources has continued, while 12 new nest boxes have been installed and 39 existing nest boxes maintained.	4 sites under management agreements for revegetation. 12 new nest boxes installed and 39 maintained. 1 range wide community volunteer population count. 1 survey of population recruitment across species range. 1 range wide food resource assessment.
<b>Project Name: Saving 17 Threatened Species on the Victorian Volcanic Plain</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Grassland Flora</b> <b>Funder: State Government – Nature Fund (DEECA)</b>	
This project supported development of a Seed Production Area (SPA) for 17 threatened plants that occur on the VVP. Seed produced through the SPA will be used to establish new threatened plant populations on private land and in grassland restoration sites. Excess plant stock produced in the development of the SPA was grown to tubestock and planted into the field, creating 43 new threatened plant populations. <i>ABC News story: saving Victoria's grasslands</i>	SPA established and producing seed for 17 threatened plants. 43 new threatened plant populations planted. 12 native grasslands seeded with threatened plant seed to create a potential 120 further threatened plant populations. 1 ABC news story.

*Highlights include the establishment of a seed production area which has allowed direct seeding of 10 of the most threatened species back into VVP grassland stewardship sites on private land*



## BIODIVERSITY CASE STUDY:

# 17 Threatened Species on the Victorian Volcanic Plain

The Victorian Volcanic Plain (VVP) is Glenelg Hopkins' largest bioregion (46% by area) and the most species-rich, providing habitat for 1,280 native species (67% of Glenelg Hopkins biodiversity) despite significant clearing and modification. For over a decade, the Glenelg Hopkins CMA has been running programs to support landholders in the management and conservation of critically endangered native grasslands. These programs have focused on controlling threats and modifying management to increase plant diversity. Unlike many Australian ecosystems, however, Victoria's native grassland plants lack the ability to store seed in the soil to support species recovery.

Funded by the Victorian State Government's Nature Fund program, Glenelg Hopkins CMA developed a Seed Production Area (SPA) for seventeen threatened plants, including the Button Wrinklewort, Hoary Sunray and Derrinallum Billy-button. Grassland Flora and the Woorndoo-Chatsworth Landcare Group have been key partners. The project is supporting establishment and management of threatened plant populations in native grasslands on

farms, with monitoring and landholder management supported through landholder stewardships secured under the Australian Government's Natural Heritage Trust Program project - Restoring the VVP.

During the development of the SPA, some species had high germination rates, resulting in more plants than were required. Working with various partners, these plants were grown into tubestock and planted across various grassland projects. Partners included Wadawurrung Traditional Owners Aboriginal Corporation and their restoration of the Mooramong grassland, Eastern Maar Aboriginal Corporation at Tozer Reserve, Nature Glenelg Trust at Mount Vandyke and the Woorndoo-Chatsworth Landcare Groups' grassland restoration at Woorndoo. In total, 43 new threatened plant populations were established in Year 1 of the project.

Year 2 of the project focused on working with private landholders. Through the NHT project (Restoring the VVP), landholders across 12 native grasslands agreed to implement conservation management plans. Approximately

66,000 native seeds from 10 species were added to each of the stewardship sites in autumn 2025, potentially resulting in up to 120 new threatened plant populations. The results of this are to be monitored from spring 2025 by Arthur Rylah Institute.

## PARTNERS:

Grassland Flora, Woorndoo-Chatsworth Landcare Group, Wadawurrung Traditional Owners, Eastern Maar Aboriginal Corporation, Arthur Rylah Institute, private landholders, La Trobe University, Department of Transport and Planning.

## INVESTMENT:

Co-financed through Victorian State Government - DEECA Nature Fund (2023-26) and the Australian Government's Natural Heritage Trust program (2023-28).

*BELOW: Comesperma polygaloides (Small Milkwort); a community tour of the SPA; and planting tubestock with Friends of the Forgotten Woodlands.*


*Source: Glenelg Hopkins CMA*





COMMUNITY





Overall management rating:

Satisfactory 

The overall management rating for Community is Satisfactory. Community participation and engagement activities increased on last year’s figures. The Glenelg Hopkins CMA commitment to engagement and partnership development has resulted in a growing cohort of partners and engaged community members as evidenced by significant and increasing social media following and participation in engagement activities.

Farmers and the agricultural sector have been significantly impacted by bushfire and drought. They have expressed the need to focus on their core farm work and income activities with limited to no ability to engage or support external activities. This change in focus has not negatively impacted engagement, however, some events have reported a reduction in attendance figures or an absence of people that would normally be interested. The State Government funding to support bushfire recovery has provided a great avenue for community participation providing the right support at the right time. Overall, targets for community have been exceeded although continuing impacts of drought have resulted in less on-ground activities such as community revegetation due to social and environmental conditions.

Community indicators used in the assessment

INDICATOR	MANAGEMENT RATING	COMMENT
Number of formal partnership agreements with Traditional Owners / First Nations	Satisfactory 	There are agreements or contracts in place with five Traditional Owner Groups. Wadawurrung Traditional Owner Aboriginal Corporation, Eastern Maar Aboriginal Corporation, and Gunditj Mirring Traditional Owner Aboriginal Corporation, Burrandies Aboriginal Corporation , Barengi Gadjin Land Council Aboriginal Corporation.
Number of partnership agreements	Satisfactory 	16 formal agreements (statements, contracts, MOUs) are in place with partners, including Deakin University, Eastern Maar Aboriginal Corporation, AGL, New Forrest, Nature Glenelg Trust, Southern Grampians Shire Council, Wannon Water, and two drainage scheme MOUs with local councils, committees and DEECA. Whilst some agreements are now expired, the relationships are still in place and new agreement discussions underway. New relationships have been formed beginning with less formal, transactional contracts including an agreement with Leadership Great South Coast with an aim to increase regional leadership and capacity in relation to Cultural knowledge and climate change response.
Number of participants in engagement events	Above Expectations 	A summary estimate of 9,355 people participated in 475 engagement events in the region in 2024-25.
Total quantum of grants awarded	Above Expectations 	\$433,709.45 allocated through Victorian Landcare Grants to support 23 projects and 18 support grants, effectively supporting 39 groups. This is higher than previous years due to some fund carryover from 2023-24 allocations.

Source: Glenelg Hopkins CMA, 2025

COMMUNITY CASE STUDY:

# Victorian CMAs Statewide Climate Change Forum

The Victorian CMA Climate Change Forum has been running since 2012 and provides a platform for Victoria’s 10 CMAs to share ideas and information related to climate change planning, mitigation and adaptation in the Natural Resource Management sector. It also fosters learning and encourages collaboration across all CMA regions. In 2024-25, the Glenelg Hopkins CMA chaired the forum, overseeing the following key activities and outputs:

Continuing collective funding of a Climate Change Coordinator to provide support for CMAs, facilitate joint projects, enhance knowledge exchange, and provide coordinated input into policy and

program design. This role focused on collaboration, stakeholder engagement, advocacy, project support, and research. Four climate change forums were held, enabling CMAs to share updates on key projects and engage with experts from a range of organisations including CSIRO, VicWater, RMIT, Parks Victoria, UTAS, and DEECA. Learning and development was supported through bi-monthly updates, guest presentations, and dissemination of opportunities. Submissions were made on behalf of the CMAs to DEECA on the Water Sector Emissions Transition Consultation paper and Victoria’s Climate Change Strategy 2026-2030 and information was provided to numerous groups interested in CMA activity relating

to climate change. Victorian CMAs were represented on various Communities of Practice and contributions were made to strategic initiatives. Research collaborations included work with ANU, La Trobe University, CSIRO, UTAS and RMIT. The Water Cycle Adaptation Action Program (WCAAP), funded by DEECA with \$1.95 million, was launched to advance climate adaptation. A program coordinator was appointed and following a gap analysis five priority projects were funded totalling \$1.15 million.

The forum continues to play an instrumental role in guiding and coordinating climate change strategies across the state.



**Activities contributing to management of community in the Glenelg Hopkins catchment for the 2024-25 period:**

MANAGEMENT ACTIVITY	OUTPUTS 2024-25
<b>Project Name: Regional Landcare Coordination (2023-25)</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Landcare</b> <b>Funder: Victorian Government – Landcare</b>	
A Regional Landcare Coordinator (RLC) supported Landcare and volunteering across Glenelg Hopkins during 2024-25, strengthening NRM sector relationships. Glenelg Hopkins CMA partnered with Wimmera and Mallee CMAs to host a two-day training event in Halls Gap, involving 30 participants including facilitators, CMA staff, and DEECA representatives. The peer-learning format received positive feedback. DEECA held a valuable Q&A session with facilitators. The Best of the West 2025 event promoted collaboration and future planning. Following a bushfire in the Gariwerd, the RLC supported impacted landholders by gathering data and applying insights from the 2019 Gippsland fires.	1 Engagement event – training attended by 30 people.
<b>Project Name: Victorian Landcare Grants</b> <b>Lead/Partner/s: Glenelg Hopkins CMA, Landcare</b> <b>Funder: Victorian Government – Landcare</b>	
The Glenelg Hopkins CMA delivers a devolved grants program for Landcare and environmental volunteer groups and networks on behalf of the Victorian Government. This is part of a coordinated and consistent approach across the State, and routinely attracts many applications from across the Glenelg Hopkins region. The 2024-25 program was vastly oversubscribed with 39 applications totaling over \$628,583. The Glenelg Hopkins CMA received \$337,250 from DEECA. The 18-month program was conducted from 30/06/2023 to 30/11/2025. Two categories of grants were available - project grants (<\$20,000) and administration support grants (\$500 for groups). There were 23 groups who received project grants with a further 18 groups receiving support grants. Group projects are due for completion on the 30 November 2025.	Project grants were allocated to 23 groups to the value of \$344,953. <ul style="list-style-type: none"> <li>• 24.04km fencing</li> <li>• 93.78ha revegetation</li> <li>• 27,865 trees planted.</li> </ul>
<b>Project Name: Our Catchments Our Communities - Regional Partnerships for Catchment Health in the Glenelg Hopkins region</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: Victorian Government – EC5-EC6</b>	
This project supports the maintenance and strengthening of relationships across the catchment to build capacity and support partnerships for enhanced integrated catchment management. Supporting regional community members and partners to build their capacity to lead natural resource management outcomes was achieved through two programs supported in 2024-25: "A Day on Country" for the Leadership Great South Coast Community Leadership Program 2024 and 2025 participants, and a Youth Environment Summit and Green Futures Now Program run by the Warrnambool City Council Youth Engagement Team. Significant partner engagement supported renewal of the Community Engagement and Participation Plan and Regional Catchment Strategy mid-term review.	3 Advisory groups maintained. 2 social assessments. 250 attendees at engagement events – meetings. 39 people attended engagement events – training . 1 publication – strategy. 10 Partnerships maintained.
<b>Project Name: Sustainable Agriculture Facilitator – South West Regenerative Farming Group</b> <b>Lead/Partner/s: Glenelg Hopkins CMA</b> <b>Funder: Australian Government - NHT</b>	
The Sustainable Agriculture Facilitator in recognition of increasing interest and expanding trials in regenerative agricultural practices supported the establishment of peer network in 2024. The network met a clear gap in community access to information and like minded peers and over the past 12 months has formalised and expanded to function as an active community of practice with ever increasing membership and participation. Recently the group has also identified the need to form two special interest groups to support a focus on geographic and enterprise-type practices. An unexpected benefit has been the increased socialisation and relationship development experienced by participants that have found it particularly supportive during the drought conditions of the last 12 months.	80 active participants Four formal meetings Multiple informal gatherings and network activities. 4 participants attended a NZ regenerative agriculture study tour Two special interest groups – Woolsthorpe/Panmure and Dunkeld/Morella Groups



## COMMUNITY CASE STUDY:

## The Glenelg Hopkins CMA Regional Works Crew – supporting our communities through fire and floods

The Regional Works Crew (RWC) is a two person crew designed to provide added capacity to land managers, community groups and partner organisations to deliver works consistent with the *Glenelg Hopkins Regional Waterway Strategy*. Specifically, they will assist land managers to protect and enhance their waterways and wetlands through fencing for stock exclusion, riparian weed eradication and planting of indigenous vegetation as riparian habitat and buffer strips.

The RWC have played an important regional community and landholder support role in response to fire, flood and drought events over the last three years. Helping our farmers and other rural landholders in these stressful times is our most rewarding work. It is the most appreciated and meaningful work when we help them retain livestock for welfare purposes and help protect their natural assets from further degradation. It is often part of the first step in getting their farms and lives back on track.

**2022-23** – In October 2022 there was a significant flood event across the Hopkins Basin. Prolonged extreme high water levels, especially in the upper and middle sections of the catchment meant the damage and destruction of many hundreds of kilometres of livestock

fences along the waterways and adjoining areas of the region. The RWC were able to support farmers struggling to manage livestock by cleaning (debris removal), standing up and re-straining fences. This assisted in managing livestock welfare and protected the creeks and rivers of the area at the same time. In total, 39 kilometres of fencing was maintained and re-established, across 30 very grateful landholder properties.

**2023-24** – In late summer, two bushfires ripped through the north of the catchment, that subsequently became known as the Pomonal and Bayindeen fires. The February/March Bayindeen fire burnt easterly across several hundred private landholder farms in the Raglan and Beaufort areas. The RWC were on site within days to assist farmers retain wandering and foraging livestock on property by reinstating one or two key pieces of fencing on each farm. This enabled farmers to provide food and water, and in some cases veterinarian treatments to livestock. Nine kilometres of fencing across eight landholder properties was repaired before this work was handed over to the larger incoming Blazeaid effort.

The RWC were then able to swing over and concentrate on the important work

of establishing temporary sediment controls. This was the first time the crew had undertaken this task. As a result of the fire there were significant sediment and ash loads on the slopes surrounding farm stock water points and important natural waterbodies. The crew established 12 sediment control structures across nine landholder sites. One of these sites included establishing 300m of coir log barrier protecting the pristine waters of the Cavehill Creek on DEECA managed land. A downpour of over 50mm on Easter Sunday meant these invaluable structures were put to good use.

**2024-25** – After a busy spring of assisting seven landholders with 15 hectares of riparian revegetation, focus then turned to riparian weed control (mostly gorse) along the Hopkins River and Fiery Creek. This work was again cut short by the need to respond to bushfire, this time in the Gariwerd National Park and surrounds. On this occasion the community demand was to go straight to sediment control, and 14 temporary structures were established across seven properties, mostly protecting important livestock water points (dams). Again, this effort proved timely with a 70mm plus rainfall event in the Mirranatwa area in March.



ABOVE: In the wake of the Bayindeen Bushfire, RWC get to work establishing stock containment areas; Galen (crew leader) and Landcare facilitator Lisa McIntyre, together with farmer Lizzie Marcus plan sediment control installation post-fire. Source: Glenelg Hopkins CMA

ABOVE: In between assisting in recovery from fires, the RWC get back to core work of protecting and enhancing riparian values. Here helping Pannyabyrr Landcare Group create a frog friendly dam. Source: Glenelg Hopkins CMA



# Regional actions and achievements reporting

The table below presents the total outputs achieved for 2024-25

OUTPUT	VICTORIAN GOVERNMENT	AUSTRALIAN GOVERNMENT	TOTAL
<b>I. STRUCTURAL WORKS</b>			
1.1 Channel (km)			
1.2 Water storage (no.)	1		1
1.3 Pump (no.)			
1.4 Irrigation structure (ha)			
1.5 Waterway structure (no.)	23	15	38
1.6 Terrestrial structure (no.)	13		13
1.7 Terrestrial feature (no.)			
1.8 Monitoring structure (no.)	76		76
1.9 Fence (km)	42.4	1.2	43.6
1.10 Visitor facility (no.)			
1.11 Road (km)			
1.12 Crossing (no.)			
<b>2. ENVIRONMENTAL WORKS</b>			
2.1 Vegetation (ha)	413.5	3.7	417.2
2.2 Weed control (ha)	258.0	406.3	664.4
2.3 Pest animal control (ha)	91.3	18,103.2	18,194.5
2.4 Over-abundant wildlife control			
2.5 Threatened species response (no.)		2	2
2.6 Emergency species response (no.)			
2.7 Soil treatment (ha)			
2.8 Earth works (no.)	1		1
2.9 Rubbish removal (ha)			
<b>3. MANAGEMENT SERVICES</b>			
3.1 Grazing (ha)	168.8		168.8
3.2 Agricultural practices (ha)	1,113.3	137.5	1,250.8
3.3 Water (no.)	12		12
3.4 Fire regime (no.)		609.8	609.8
<b>4. PLANNING AND REGULATION</b>			
4.1 Approval and advice (no.)	574		574
4.2 Management agreement (no.)	73	22	95
4.3 Assessment (no.)	213	91	304
4.4 Engagement event (no. participants)	7,513	1,842	9,355
4.5 Partnerships (no.)	11		11
4.6 Plan (no.)	6		6
4.7 Publication (no.)	142	8	150
4.8 Information management system (no.)	9		9



# Our Governance, Our People, Our Business

## Board structure and purpose

### **A Board of community representatives governs Glenelg Hopkins CMA.**

Directors are appointed by the Minister following a public call for people with skills and catchment experience.

The Chairperson, Antony Ford was re-appointed in October 2021 until 30 September 2025 (inclusive).

The Board is responsible and accountable for the good governance, strategic direction, and effective and efficient operation of the organisation.

Key objectives for the Board are to:

- Represent the interests of the community in natural resource management;
- Achieve integrated catchment management (as measured by improvement in resource condition);
- Act as a steward for the natural resource base;
- Create effective partnerships;
- Develop appropriate action plans and support their implementation, including development of targets;
- Provide regional leadership in natural resource management.

### **OVERVIEW OF THE BOARD**

**Chairperson, Antony Ford** has over 40 years' experience in Australian and international agribusiness, 28 of those at senior executive level, and on the boards of food manufacturing, horticultural, aquaculture, and other institutions. In the recent past he has been a CEO, senior executive, and board member in production horticulture and large fin fish aquaculture.

Tony is also involved in industry development, strategic planning, and action delivery across the region.

### **Deputy Chairperson, Dr Michelle**

**Casanova** has a PhD in Botany and is Principal at Charophyte Services, a consultancy aimed at providing best practice, scientific research, information, and assessment concerning water plants and wetlands.

Michelle lives and works on a fine-wool merino and cropping farm near Lake Bolac. She was voted Deputy Chairperson at the November 2021 Full Board meeting.

**Chris Giles** has considerable experience as a leader and manager of Regional, rural, and remote public health services.

She holds a Post Graduate Diploma in Health Management, along with nursing and midwifery qualifications. Chris has a background in agriculture and currently has an interest in an irrigation property, with experience in sheep, dairy, and poultry farming. She has worked with local Traditional Owners on Land and Sea Management and Health initiatives.

**Professor Gerry Quinn** holds a Bachelor of Science (Honours) in Zoology, a PhD in Marine Biology, and has completed the Australian Institute of Company Directors Course. Before his retirement from Deakin University, he was Chair in Marine Biology and served a term as Head of the Warrnambool Campus. He has also been part of several statutory bodies, advisory committees, and government public entities.

Gerry's research background has focused on the ecology of marine, freshwater and estuarine habitats and the effect of human activities on the environmental condition of these ecosystems.

**Karrinjeet Singh-Mahil** is a dairy farmer and teacher who has a Master of Education degree and a Certificate IV in Governance. She has previously worked in diverse fields such as banking and finance, venue management, and sports development across four countries.

Karrinjeet has communication and collaboration skills and is a creative thinker.

### **Celia Tucker** holds a Bachelor of

Applied Science (Parks, Recreation, and Heritage) and lives and works as a sheep and broadacre cropping farmer with her husband at Willaura North. She is interested in both the environmental and agricultural sectors, and has previously worked at both local and state government level in these fields. The farming enterprise Celia and her husband operate places a strong focus on protecting and enhancing the natural capital and biodiversity to ensure profitability for future generations. She serves on several committees and is an active 'Landcarer', supporting other primary producers in her community who wish to undertake Landcare work.

### **Catherine Redwood AM** is an

experienced director having been a board member of Melbourne Health, State Trustees Limited and MacKillop Family Services among a number of board appointments over the last 25 years. Ms Redwood has also served as an elected local government councillor for four terms including serving as mayor and deputy mayor. Ms Redwood lives within the Glenelg Hopkins catchment on a farm, Chepstowe, located on Baillie's Creek in the upper East of the catchment, and which is run with a strong focus on protecting its western plains grassland.

Ms Redwood chairs the Accommodation Committee which is now in recess. Ms Redwood was appointed to the Board on 1 October 2023.

**Rowan Mackenzie** has held strategic management and consulting roles focused on environment, sustainability, waste, public health and emergency management challenges. Mr Mackenzie holds qualifications in civil engineering and natural resource management.

Mr Mackenzie was appointed to the Board on 1 October 2023.

The Board also has two Board Observers, Ms Amber Briggs (Independent Aboriginal Delegate) and Ms Hannah Beks (Associate Board Member) who participate with board for meetings and activities, but do not have voting rights.




**Glenelg Hopkins CMA Board Attendance for 2024-2025:**

NAME	NUMBER OF MEETINGS	EXPLANATORY NOTE
<b>Antony Ford</b>	8/8	Appointed to the Board 27 October 2015 to 30 September 2017 Appointed Board Chairperson 27 October 2015 to 30 September 2017 Re-appointed to the Board and as Chairperson 1 October 2017 to 30 September 2021 Re-appointed to the Board and as Chairperson 1 October 2021 to 30 September 2025
<b>Michelle Casanova</b>	8/8	Appointed to the Board 27 October 2015 to 30 September 2019 Re-appointed 1 October 2019 to 30 September 2023 Re-appointed to the Board 1 October 2023 to 30 September 2025
<b>Christine Giles</b>	5/8	Appointed to the Board 1 October 2017 to 30 September 2021 Re-appointed to the Board 1 October 2021 to 30 September 2025
<b>Gerry Quinn</b>	8/8	Appointed to the Board 1 October 2019 to September 2023 Re-appointed to the Board 1 October 2023 to 30 September 2027
<b>Karrinjeet Singh-Mahil</b>	7/8	Appointed to the Board 1 October 2019 to September 2023 Re-appointed to the Board 1 October 2023 to 30 September 2027
<b>Celia Tucker</b>	7/8	Appointed to the Board 1 October 2019 to September 2023 Re-appointed to the Board 1 October 2023 to 30 September 2027
<b>Rowan Mackenzie</b>	8/8	Appointed to the Board 1 October 2023 to 30 September 2027
<b>Catherine Redwood</b>	8/8	Appointed to the Board 1 October 2023 to 30 September 2027



# Audit and Risk Committee

The Audit and Risk committee consisted of the following members in 2024-25:

- **Brian Densem** (Independent Chair)
- **Karrinjeet Singh-Mahil** (Director)
- **Gerry Quinn** (Director)
- **Rowan Mackenzie** (Director)
- **Richard Ainio** (Independent)
- **George Ambrose** (Independent)

The Audit and Risk Committee comprises three Board Directors and three independent representatives.

Independent representatives are the Committee Chair, Brian Densem, Richard Ainio and George Ambrose.

Board representatives from 1 July 2024 to 30 June 2025 were Directors Karrinjeet Singh-Mahil, Gerry Quinn and Rowan Mackenzie.

The Executive Officer role is held by a non-voting staff member, Executive Manager – Corporate Services.

The responsibilities of the Audit and Risk Committee are set out in Standing Direction 3.2.1.1. Key responsibilities of the Committee are to:

- Review and report independently to the Board on the annual report and all other financial information published by Glenelg Hopkins CMA;

- Assist the board in reviewing the effectiveness of Glenelg Hopkins CMA's internal control environment covering:
  - Effectiveness and efficiency of operations;
  - Reliability of financial reporting; and
  - Compliance with applicable laws and regulations.
- Determine the scope of the internal audit function and ensure its resources are adequate and used effectively, including coordination with the external auditors; and
- Oversee the effective operation of the risk management framework.

In 2024-25, the committee met four times. Attendance of committee members is detailed in the table below.

Audit and Risk Committee Attendance for 2024-2025:

AUDIT AND RISK COMMITTEE MEMBER	AUG 2024	NOV 2024	FEB 2025	MAY 2025	NO. OF MEETINGS ATTENDED	% OF MEETINGS ATTENDED
Brian Densem	1	1	1	0	3/4	75%
Karrinjeet Singh-Mahil	1	1	1	1	4/4	100%
Gerry Quinn	1	1	1	1	4/4	100%
Rowan Mackenzie	1	1	1	1	4/4	100%
Richard Ainio	1	1	1	1	4/4	100%
George Ambrose	1	1	1	1	4/4	100%



# Remuneration and Performance Committee

From 1 July 2024 to 30 June 2025, the Chair of the Remuneration and Performance Committee was Board Chairperson, Antony Ford.

Director Kate Redwood and Director Chris Giles continued as members of the Committee.

The Committee's primary objective is to advise the Board on senior staff appointments, remuneration, and performance evaluation.

In particular, the committee advises the Board on:

- Appropriate executive level remuneration and employment agreements;
- Specification of CEO performance measures;
- Evaluation of CEO performance; and
- Succession planning.

In the last 12 months, the Remuneration and Performance Committee have focused on CEO performance evaluation and contract negotiations for some of the members of the executive team.

There is no Executive Officer for this Committee, however CEO, Adam Bester and Executive Manager – Corporate Services, Faye Lee attend via invitation.

Administration support is provided by Executive Office Coordinator, Janette Albert.

There were four scheduled meeting for the Board Remuneration and Performance Committee in September 2024.

## Remuneration and Performance Committee Attendance for 2024-2025:

REMUNERATION AND PERFORMANCE MEMBER	SEP 2024	MAR 2025	APR 2025	MAY 2025	NO. OF MEETINGS ATTENDED	% OF MEETINGS ATTENDED
Antony Ford	1	1	1	1	4/4	100%
Kate Redwood	1	1	1	1	4/4	100%
Chris Giles	1	0	1	1	3/4	75%

*The Committee's primary objective is to advise the Board on senior staff appointments, remuneration, and performance evaluation*



# Accommodation Steering Committee

From 1 July 2024 to 30 June 2025 the Board representatives for the Accommodation Steering Committee were Director Kate Redwood as Chair and Director Rowan Mackenzie being a Committee member.

The Committee was formed to consider and develop options for future accommodation for the organisation.

The Executive Officer role for this Committee is Executive Manager – Corporate Services, Faye Lee.

Administration support is provided by Executive Office Coordinator, Janette Albert.

The Accommodation Steering Committee has focused on Hamilton office design and refurbishing, including sourcing a designer and considering building design options for the CMA office.

Accommodation Steering Committee Attendance for 2024-2025:

ACCOMMODATION STEERING COMMITTEE MEMBER	JUL 2024	AUG2024	SEP 2024	OCT 2024	NO. OF MEETINGS ATTENDED	% OF MEETINGS ATTENDED
Kate Redwood	1	1	1	1	4	100%
Rowan Mackenzie	0	1	1	1	3	75%

# Community Advisory Group

**The Glenelg Hopkins Community Advisory Group is a valued advisory body that helps connect the community and CMA.**

The group has fourteen members with strong representation across the Glenelg Hopkins region in terms of geography, skills, and experience. This year the group has provided valued strategic input into the Regional Waterway Strategy, Regional Catchment Strategy, and Community Engagement and Partnership Strategy reviews.

The group visited Lake Bolac and Chatsworth for their annual field visit. Members were able to see and hear from a landholder and their farm advisor who participated in the Our Catchments Our Communities Precision Agriculture trial. The group then visited the David Franklin Nursery at Chatsworth, where they saw the successful nursery Seed Production Area funded by the Victorian Governments Nature Fund and Federal Government NHT program aimed at Saving 17 Species on the Victorian Volcanic Plain.

The Community Advisory Group will continue to play an important role in providing feedback to the CMA on strategic planning, adaptive management, reporting of catchment achievements, and identifying current NRM and Integrated Catchment Management issues and opportunities.

The group also helps implement the CMA's Catchment Partnership Agreement. It is supported by funding from the Victorian Government's Our Catchments Our Communities program.



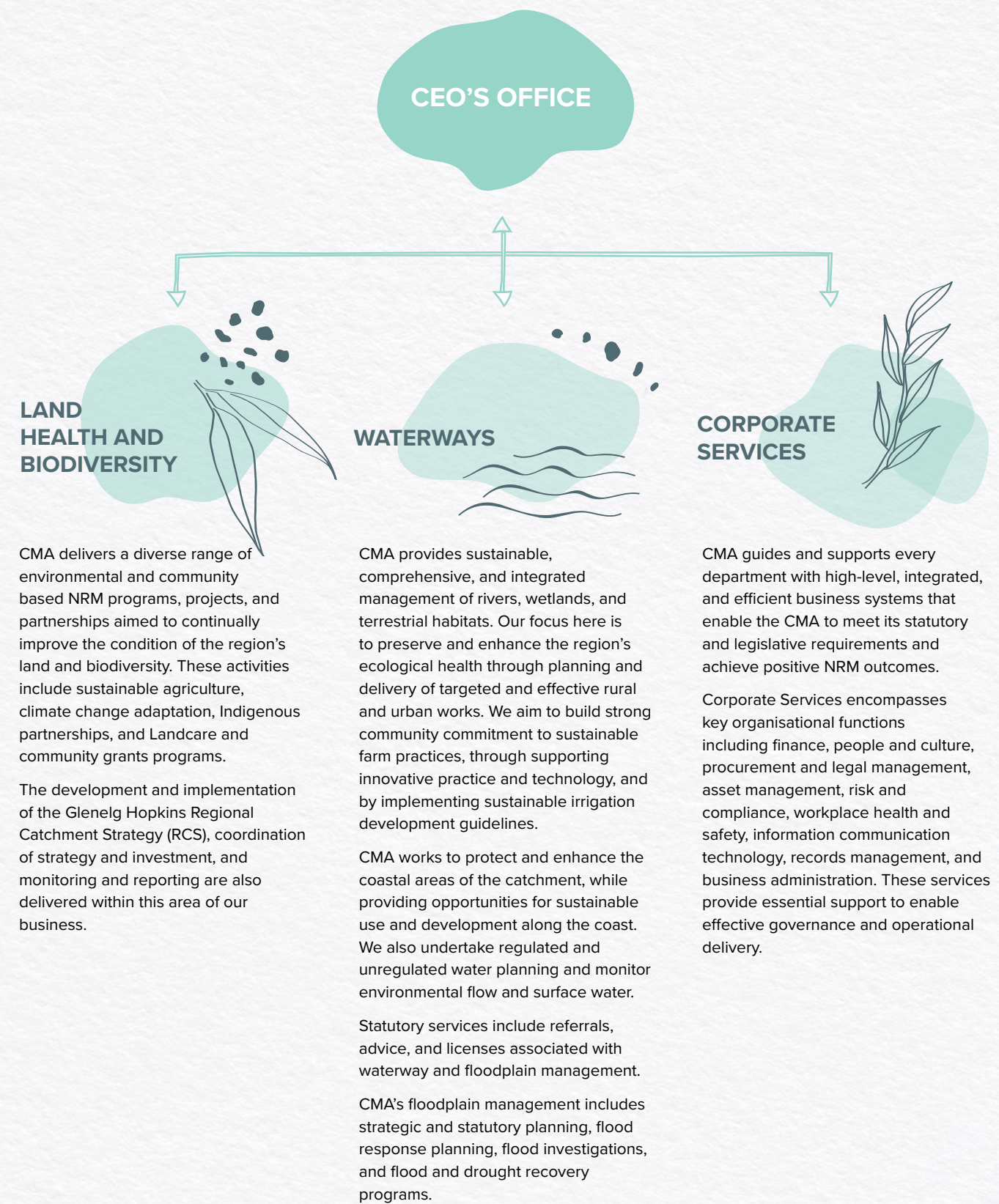
# Organisational Chart





# Reporting Requirements

There are three core programs within the CMA: Land Health and Biodiversity, Waterways, and Corporate Services. The CEO's Office oversees the flow of activity within and between these programs, manages the relationship with the Board, and provides cross-organisational support relating to our involvement and reputation.





## WORKFORCE DATA STATISTICS

The following table discloses the head count and full-time staff equivalent (FTE) of all active public service employees of the Glenelg Hopkins CMA employed in the last full pay period in June (2025) of the current reporting period, and in the last full pay period in June (2024). Employees have been correctly classified in workforce data collections.

### Details of employment levels in June 2024 and 2025.

	JUNE 2025:							
	ALL EMPLOYEES		ONGOING			FIXED TERM AND CASUAL		
	Number (headcount)	FTE	Full-time	Part-time	FTE	Full-time	Part-time	FTE
			Number (headcount)	Number (headcount)		Number (headcount)	Number (headcount)	
GENDER								
Men	20	18.58	11	7	16.58	2	0	2.00
Women	25	19.07	5	14	14.88	2	4	4.19
Self-described	2	2.00	2	0	2.00	0	0	0.00
AGE								
15-24	1	1.00	1	0	1.00	0	0	0.00
25-34	4	3.70	1	2	2.70	1	0	1.00
35-44	12	9.18	6	4	8.29	0	2	0.89
45-54	21	17.58	4	12	13.28	3	2	4.30
55-64	8	7.19	5	3	7.19	0	0	0.00
65+	1	1.00	1	0	1.00	0	0	0.00
CLASSIFICATION								
1	0	0.00	0	0	0.00	0	0	0.00
2	3	2.18	1	1	1.79	0	1	0.39
3	3	2.80	1	1	1.80	1	0	1.00
4	5	4.00	2	2	3.50	0	1	0.50
5	4	3.50	3	0	3.00	0	1	0.50
6	22	18.37	8	14	18.37	0	0	0.00
7	1	0.80	0	1	0.80	0	0	0.00
8	5	4.00	2	2	3.20	0	1	0.80
9	1	1.00	1	0	1.00	0	0	0.00
Exec	3	3.00	0	0	0.00	3	0	3.00
Total employees	47	39.65	18	21	33.46	4	4	6.19



## JUNE 2024:

ALL EMPLOYEES		ONGOING			FIXED TERM AND CASUAL		
Number (headcount)	FTE	Full-time	Part-time	FTE	Full-time	Part-time	FTE
		Number (headcount)	Number (headcount)		Number (headcount)	Number (headcount)	

## GENDER

Men	24	21.39	10	4	13.19	6	4	8.20
Women	23	18.95	5	9	11.45	4	5	7.50
Self-described	2	2.00	1	0	1.00	1	0	1.00

## AGE

15-24	2	1.91	0	0	0.00	1	1	1.91
25-34	4	4.00	3	0	3.00	1	0	1.00
35-44	16	12.93	3	5	6.44	5	3	6.49
45-54	16	13.81	3	7	8.41	4	2	5.40
55-64	9	7.79	6	1	6.79	0	2	1.00
65+	2	1.90	1	0	1.00	0	1	0.90

## CLASSIFICATION

1	1	1.00	0	0	0.00	1	0	1.00
2	5	3.21	0	0	0.00	1	4	3.21
3	2	1.90	0	0	0.00	1	1	1.90
4	5	4.60	2	0	2.00	2	1	2.60
5	2	2.00	2	0	2.00	0	0	0.00
6	23	19.93	9	12	18.13	1	1	1.80
7	0	0.00	0	0	0.00	0	0	0.00
8	6	4.70	2	1	2.51	1	2	2.19
9	1	1.00	1	0	1.00	0	0	0.00
Exec	4	4.00	0	0	0.00	4	0	4.00
Total employees	49	42.34	16	13	25.64	11	9	16.7



# People & Culture

## INDUSTRIAL RELATIONS

In June 2024, we successfully obtained approval from the Fair Work Commission for a new four-year Enterprise Agreement. The Glenelg Hopkins CMA Enterprise Agreement 2023-2027 remains in place for the 2024-25 period, continuing to provide a range of benefits for staff.

This achievement was the result of collaborative efforts between the Staff Management Work Group, People and Culture Team, and Management. The negotiation process involved seeking approval through DEECA, Industrial Relations Victoria (IRV) and DTF, culminating in approval by the Fair Work Commission.

### *Service milestones during 2024-25:*

*Graeme Jeffery (20 years)*

*Stacey Grace (15 years)*

*Gavin Prentice (10 years)*

## SERVICE AWARDS

The Glenelg Hopkins CMA values the contribution and dedication of its long service staff members.

The following staff reached service milestones during 2024-25:

- Graeme Jeffery (20 years)
- Stacey Grace (15 years)
- Gavin Prentice (10 years)

## REWARD AND RECOGNITION

Individual staff and teams were also recognised by their colleagues for their positive contributions towards the organisation's achievement of its goals and objectives.

A total of 33 reward and recognition nominations were approved for outstanding effort by staff who performed above-and-beyond their roles.

## LONG-TERM STRATEGY DEVELOPMENT AND IMPLEMENTATION

In October 2023, the CMA Board approved our first People and Culture Strategy. The five-year Strategy is in effect from 2023-2028 and is a comprehensive, overarching, measurable plan that prioritises our people. It highlights our three core values; Professional, Collaborative and Innovative and addresses our four priorities; A Great Place to Work, A Skilled and Capable Workforce, Working Together and Diversity and Inclusion.

The Strategy sets out our commitment to embed the best possible programs, systems and solutions to enable everyone to enhance their job satisfaction and work together to deliver our business goals.

This is a long-term commitment by us, in us. The purpose is to enable growth, engagement, and wellbeing of our people through a skilled and adaptable workforce that effectively addresses complex environmental challenges.





# Workforce Inclusion Policy

Glenelg Hopkins CMA actively promotes and recognises days of cultural and societal significance. We report the progress annually. Outlined below is a comparison of our progress in the current and previous years.

PEOPLE AND CULTURE STRATEGY – DIVERSITY AND INCLUSION PLAN 2023-2028	MEASURE	ACTUAL PROGRESS IN 2024-2025	ACTUAL PROGRESS IN 2023-2024	ACTUAL PROGRESS IN 2022-2023
We value and support diversity and inclusion	At least 5 days celebrating diversity and inclusion are supported annually (Year 1: 3 days)	Met	Met	Not captured

## PUBLIC SECTOR VALUES AND EMPLOYMENT PRINCIPLES

Glenelg Hopkins CMA has introduced policies and practices consistent with the Victorian Public Sector Commissions (VPSC) employment standards. They provide for fair treatment, career opportunities, and the early resolution of workplace issues.

We have advised employees on how to avoid conflicts of interest, how to respond to offers of gifts, and how the CMA deals with misconduct. We provide online training for new employees, and in-person training 3-yearly, for all staff on Workplace Obligations, with a focus on Public Sector values, employment principles, and the VPSC Code of Conduct.

### Public sector values (section 7, PAA)

The public sector values are Responsiveness, Integrity, Impartiality, Accountability, Respect, Leadership, and Human Rights.

### Public sector employment principles (section 8, PAA)

Public entities are required to have in place employment processes that will ensure that:

- Employment decisions are based on merit;
- Public sector employees are treated fairly and reasonably;
- Equal employment opportunity is provided;
- Human rights as set out in the Charter of Human Rights and Responsibilities are upheld;
- Public sector employees have a reasonable avenue of redress against unfair or unreasonable treatment.

### Codes of conduct and standards issued by the VPSC, include:

- The Code of Conduct for Victorian Public Sector Employees;
- The Conflict of Interest Policy Framework and the Gifts Benefits and Hospitality Policy Framework.

For further information, please refer to the VPSC’s website: ([www.vpsc.vic.gov.au](http://www.vpsc.vic.gov.au)).

*We have advised employees on how to avoid conflicts of interest, how to respond to offers of gifts, and how the CMA deals with misconduct*



## WORKPLACE HEALTH AND SAFETY (WHS)

### Workplace Health and Safety Policy Statement

The CMA continues to strengthen our understanding of Workplace Health and Safety (WHS) to achieve positive safety outcomes for all workers and workplaces.

We are proactive in enhancing the health and safety of our people.

We are committed to:

- Ensuring the provision of a safe workplace for our employees, contractors, and subcontractors who operate in the CMA workplace, as far as reasonably practicable;
- Implementing a robust WHS management system;

- Continuing to identify, manage and eliminate WHS risks for all our people;
- Supporting the early, safe, and productive return to work of ill or injured staff;
- Engaging with staff and their representatives to support a positive culture of awareness and responsibility for safety and continuous safety improvement;
- Inspiring employees to support and use a range of programs to care for their physical and mental health, safety, and wellbeing;

- Providing training and guidance to staff, relative to their roles and responsibilities;
- Coordinating, monitoring, and evaluating health and safety initiatives and activities as part of the CMA's WHS management system.

Achievement of the CMA's WHS objectives depends on the cooperative efforts of everyone concerned. We all have a responsibility to keep our workplace safe and to help foster a positive safety culture.



## HEALTH AND SAFETY COMMITTEE 2024-2025

**4**  
meetings

**4**  
designated  
work groups

**4**  
health and  
safety reps

**3**  
management  
reps

**1**  
people and  
culture reps

## WORKPLACE HEALTH AND SAFETY ACHIEVEMENTS 2024-2025

- Completion of annual WHS Action Plan, including Mental Health Comply Program recommendations;
- Promotion and optimisation of Workplace Health & Safety reporting platform;
- Increased Incident Reporting;
- Development of Operational Risk Assessment for physical and psychosocial hazards;
- Review of 50% of key operational policies and procedures.



### “SAFETY FIRST” CAMPAIGN:

Glenelg Hopkins CMA's “Safety First” Campaigns provide employees and management with topical information on a variety of health and safety matters, keeping WHS at the forefront of our daily activities.

**NO. POSTS 2024-25: 11**

**AVERAGE VIEWS PER POST: 27**





EOY 2024-25 METRICS	2022-2023	2023-2024	2024-2025
Hazards reported, no.	5	1	2
Rate per 100 FTE	12	2	5
Total incidents, no.	16	10	24
Rate per 100 FTE	37	24	61
Incidents requiring first aid and/or further medical treatment, no.	6	2	7
No. of Standard claims	1	1	0
Rate per 100 FTE	2	2	0
No. of lost time Standard claims	1	0	0
Rate per 100 FTE	2	0	0
Fatality claims	0	0	0
Average cost per Standard claim	\$763	\$0	\$0
Percentage of claims with RTW plan <30 days	0%	100%	0%

## Compliance with Relevant Legislation

### EXECUTIVE OFFICER DATA

An Executive Officer (EO) is defined as an executive under Part 3 of the PAA, or a person to whom the Victorian Government's Policy on Executive Remuneration in Public Entities applies.

All figures reflect employment levels at the last full pay period in June of the current year and corresponding previous reporting year.

The definition of an EO does not include a statutory office holder or an Accountable Officer.

No EO disclosure is required for fewer than three executives.

### LOCAL JOBS FIRST

#### *Local Jobs First Act 2003*

There were no tenders over \$1,000,000 entered into by Glenelg Hopkins CMA during 2024-2025.

### GOVERNMENT ADVERTISING EXPENDITURE

In the 2024-2025 reporting period, Glenelg Hopkins CMA's expenditure on government campaigns did not exceed \$100,000.

### SUBSEQUENT EVENTS

No matters or circumstances have arisen since the end of the 2024-25 reporting period which significantly affected or may significantly affect the operations of the authority, the results of those operations, or the state of affairs of the authority in future financial years.

### CONSULTANCY EXPENDITURE

#### **Details of consultancies (valued at \$10,000 or greater)**

In 2024-2025, there were 26 consultancies where the total fees payable to the consultants were \$10,000 or greater. The total expenditure incurred during this period in relation to these consultancies was \$1,187,389 (excl. GST). Details of individual consultancies are outlined on Glenelg Hopkins CMA's website at: [www.ghcma.vic.gov.au](http://www.ghcma.vic.gov.au)

#### **Details of consultancies (valued at less than \$10,000)**

In 2024-2025, there were 30 consultancies engaged during the year, where the total fees payable to the consultants was less than \$10,000. The total expenditure incurred during this period in relation to these consultancies was \$82,069 (excl. GST).



## SOCIAL PROCUREMENT

The Glenelg Hopkins CMA undertook capability and awareness activities to support our first Social Procurement Strategic Plan.

While the three prioritised SPF objectives guide our procurement delivery, the CMA is committed to pursuing any opportunities to advance social and sustainable outcomes for Victorians.

To address the Opportunities for Victorian Aboriginal people objective, we:

- Commenced tracking expenditure with Victorian Government suppliers that provide opportunities for Aboriginal people in the region.

To address the Sustainable Victorian regions objective, we:

- Commenced tracking our expenditure amongst local businesses in our region.

To address the Sustainable Victorian social enterprises and Aboriginal business sectors objective, we:

- Commenced tracking the number of Victorian Aboriginal businesses engaged.

The majority of individual procurement activities undertaken in 2024-25 fell within the 'below threshold' band of Victoria's Social Procurement Framework where social procurement approaches are encouraged but not mandatory.

## EMERGENCY PROCUREMENT

In 2024-25, the Glenelg Hopkins CMA did not activate Emergency Procurement in accordance with the requirements of government policy and accompanying guidelines.

## ICT EXPENDITURE

For the 2024-25 reporting period, Glenelg Hopkins CMA had a total ICT expenditure of \$729,167 with the details as shown below:

- ICT expenditure refers to Glenelg Hopkins Catchment Management Authority's costs in providing business enabling ICT services within the current reporting period. It comprises Business As Usual (BAU) ICT expenditure and Non-Business As Usual (Non-BAU) ICT expenditure.
- NON-BAU ICT expenditure \$247,375 relates to extending or enhancing Glenelg Hopkins Catchment Management Authority's current ICT capability. In 2024-25 this primarily related to the costs of implementing new Finance and HR system Technology One.
- BAU ICT Expenditure \$481,792 is all remaining ICT expenditure which primarily relates to ongoing activities to operate and maintain the current ICT capability.

## MAJOR CONTRACTS

Glenelg Hopkins CMA did not award any major contracts during 2024-25.

A major contract is a contract entered into during the reporting period valued at \$10m or more.

## DISCLOSURE OF PROCUREMENT COMPLAINTS

FRD 22 applies to all entities that are within the scope of the Victorian Government Purchasing Board (VGPB) goods and services supply policies.

Under the VGPB Governance Policy, entities must disclose in their annual report key details in relation to each complaint received.

Nil complaints were received during the 2024-25 Financial year.

## REVIEWS AND STUDIES EXPENDITURE

During 2024-25, there were nil reportable reviews and studies undertaken.

### OVERALL SOCIAL PROCUREMENT ACTIVITIES 2024-25

Number of social benefit suppliers engaged during the reporting period:	5
Total amount spent with social benefit suppliers (direct spend) during the reporting period (\$ GST exclusive):	\$29,577
Total number of mainstream suppliers engaged that have made social procurement commitments in their contracts with the Victorian Government:	235
Total number of contracts that include social procurement commitments:	\$7.8m



## FREEDOM OF INFORMATION OPERATION

Glenelg Hopkins CMA is considered a 'Government Agency' under the terms of the *Freedom of Information Act 1982*.

Accordingly, Glenelg Hopkins CMA complies with the procedures prescribed under which members of the public may gain access to information held by agencies.

Requests for information should be forwarded to the:

Freedom of Information Officer,  
Janette Albert, PO Box 502 or  
79 French Street Hamilton 3300,  
or via [foi@ghcma.vic.gov.au](mailto:foi@ghcma.vic.gov.au),  
accompanied by an application  
fee of \$33.60.

Glenelg Hopkins CMA received one request for information during 2024-2025 under the *Freedom of Information Act 1982* from community members, and there were no resulting appeals to VCAT.

## COMPLIANCE WITH BUILDING ACT 1993

Glenelg Hopkins CMA owns one and operates two regional offices located in Hamilton and Warrnambool.

Glenelg Hopkins CMA complies with the *Building Act 1993*, Building Regulations 2018, and the National Construction Code, and retains a copy of occupancy permits required for its owned building. Glenelg Hopkins CMA conducts and reports on scheduled inspections of its owned building to ensure compliance with building standards and regulations. The internal control system allows Glenelg Hopkins CMA to satisfactorily manage risks.

Glenelg Hopkins CMA's offices in Hamilton and Warrnambool (Deakin University) conformed with building standards during 2024-25. There were no emergency orders or building orders issued in relation to the buildings.

There were renovation works started during 2024-25 in our Hamilton premises.

## COMPETITIVE NEUTRALITY POLICY

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

Government businesses are required to cost and price these services as if they were privately owned. Competitive neutrality policy supports fair competition between public and private businesses and provides government businesses with a tool to enhance decisions on resource allocation.

This policy does not override other policy objectives of government and focuses on efficiency in the provision of service. Glenelg Hopkins CMA continues to comply with the requirements of the Competitive Neutrality Policy.

## PUBLIC INTEREST DISCLOSURES ACT 2012

*Compliance with the Public Interest Disclosures Act 2012.*

The *Public Interest Disclosures Act 2012* (PD Act) enables people to report improper conduct by public officers and public bodies.

The Act aims to ensure openness and accountability by encouraging people to make these disclosures and protect them when they do.

### WHAT IS A PUBLIC INTEREST DISCLOSURE?

A Public Interest Disclosure is a complaint of corrupt or improper conduct about a public officer or a public body.

Glenelg Hopkins CMA is a public body for the purposes of the *Act*.

### What is improper or corrupt conduct?

Improper or corrupt conduct involves substantial:

- Mismanagement of public resources;
- Risk to public health or safety or the environment;
- Corruption.

The conduct must be criminal in nature or a matter for which an officer could be dismissed.

### How do I make a Public Interest Disclosure?

You can make a Public Interest Disclosure about Glenelg Hopkins CMA or its board members, officers, or employees by contacting IBAC on the contact details provided.

Please note that Glenelg Hopkins CMA is not able to receive Public Interest Disclosures.

### How can I access Glenelg Hopkins CMA's procedures for the protection of persons from detrimental action?

Glenelg Hopkins CMA has established procedures to protect someone from detrimental action in reprisal for making a Public Interest Disclosure about Glenelg Hopkins CMA or its employees.

You can access Glenelg Hopkins CMA's procedures on its website at:  
[www.ghcma.vic.gov.au](http://www.ghcma.vic.gov.au)

### Contacts

Independent Broad-Based Anti-Corruption Commission (IBAC) Victoria  
Address: Level 1 North Tower,  
459 Collins Street, Melbourne  
Victoria 3000

Mail: IBAC, GPO Box 24234,  
Melbourne Victoria 3001

Internet: [www.ibac.vic.gov.au](http://www.ibac.vic.gov.au)

Phone: 1300 735 135

Email: See the website above for the secure email disclosure process, which also provides for anonymous disclosures.





## Additional Information Available on Request

- Glenelg Hopkins CMA has the following documents available as specified in the *Financial Management Act 1994*, subject to the *Freedom of Information Act 1982*;
- Publications produced by Glenelg Hopkins CMA and the places where the publications can be obtained;
- Declarations of pecuniary interests by relevant officers. These are treated as confidential documents;
- Major external reviews;
- Changes in prices, fees, charges, rates, and levies charged;
- Major research and development activities undertaken;
- Overseas travel undertaken, including a summary of the objectives and outcomes of each visit;
- Major promotional, public relations and marketing activities undertaken by the CMA to develop community awareness of the organisation and its services;
- Assessments and measures to improve the OH&S of employees;
- Statement of Industrial Relations within the CMA, including time lost through industrial accidents and disputes;
- List of major committees sponsored by the entity, the purposes of each committee, and the extent to which the purposes have been achieved;
- Details of all consultancies and contractors including those engaged, services provided, and expenditure for each engagement.





# Disclosure of Grants and Transfer Payments

**The CMA delivers a devolved grants program for Landcare and environmental volunteer groups and networks on behalf of the Victorian Government.**

This is part of a coordinated and consistent approach across the State, and routinely attracts many applications from across the Glenelg Hopkins region.

The 2024-25 program was vastly oversubscribed with applications totalling over \$628,500. The CMA received \$337,250 from DEECA. Additionally the CMA utilised \$51,000 of returned funds from abandoned projects from previous years.

The 2023-24 grant program was conducted from May to August 2024. Two categories of grants were available - project grants (<\$20,000) and administration support grants (\$500 for groups). There were 62 applications submitted from groups/networks to the value of \$628,583.

Support grants were provided to 18 groups/networks, totalling \$9,000. Project grants were allocated to 23 groups to the value of \$353,953. Group projects are due for completion on the 30 November 2025.

- 18.93km fencing
- 111.94ha revegetation
- 33,940 trees planted



GROUP NAME	TOTAL PAYMENT
Dunkeld Arboretum Development Group Inc.	\$8,124
Warrnambool Coastcare Landcare Network Inc.	\$19,171
Beyond Bolac Catchment Action Group	\$13,000
Friends of Yatmerone Reserve Inc.	\$7,400
Culla-Pigeon ponds Land Management Group	\$19,827
Mt Cole - Pyrenees Nature Group	\$14,925
The Gringe Improvement Group	\$12,824
Mooralla Landcare Group	\$16,166
Bulart Land Management Group	\$19,636
Pierrepont Land Protection Group	\$6,250
Hamilton to Coleraine (Railway Line) Landcare Group Inc.	\$16,739
Hamilton Coleraine Rail Reserve Committee Inc.	\$4,960
Gazette Land Action Group	\$14,987
Upper Hopkins Land Management Group	\$9,861
Mirranatwa Landcare Group	\$17,222
Bunnugal Landcare Group	\$19,825
Panyyabyr Landcare Group	\$19,275
Glenthompson Catchment Group	\$19,019
Woorndoo Chatsworth Landcare Group	\$14,527
Upper Glenelg Landcare (Wando River Landcare Group Inc.)	\$19,646
Friends of Forgotten Woodlands Inc.	\$19,308
Panyyabyr Landcare Group	\$12,600
Panyyabyr Landcare Group	\$19,661



# Environmental Reporting

The data reported in this section is in line with the reporting requirements under *Financial Reporting Direction 24 Reporting of environmental data by government entities*. The environmental data captured in 2022-23 is used as a baseline for reporting of these indicators.

The operational boundary for this reporting period includes a fleet of 9 vehicles plus Glenelg Hopkins CMA 3 offices and 1 shed as outlined below:

- Warrnambool (Office) – Princes Hwy Warrnambool - space leased from Deakin University.
- Hamilton (Office) – 66 Gray St, Hamilton - space rented from Wannon Water (temporary).
- Hamilton (Office) – 79 French Street, Hamilton - owned property.
- Hamilton (Shed) – 55 Portland Road, Hamilton - leased.

As per the Glenelg Hopkins CMA Organisational Environmental Footprint Policy, the CMA is committed to ensuring the protection of the environment through a range of practices and initiatives including minimising environmental impacts through reduction of its own environmental footprint.

To support this commitment, Glenelg Hopkins CMA formalised in early 2024 it's Organisational Environmental Sustainability Plan 2024-2030. Aligned with the Sustainable Development Goals, the plan provides a roadmap to:

- Reach Net Zero emissions by 2030 (Scope 1 and 2 emissions)
- Increase use of renewable energy
- Transition its fleet to increase the mix of hybrid/electric vehicles
- Reducing waste to landfill by 30% by 2027
- Strengthening its biosecurity protocols by 2025

- Improving environmental outcomes through the Glenelg Hopkins CMA's supply chain by reviewing its procurement practices in line with ISO 20400:Sustainable Procurement by 2026.

To date Glenelg Hopkins CMA has completed 5 of 15 actions from its Environmental Sustainability Plan 2024-2030 with a further 5 in progress. Actions completed to date included a review of biosecurity protocols and vehicle fleet requirements.

For the 2024-25 period, Glenelg Hopkins CMA had no newly completed owned office buildings or substantial tenancy fit outs. The Hamilton Office is currently undergoing refurbishment and will become an accessible workspace upon completion.

## ELECTRICITY PRODUCTION AND CONSUMPTION

In 2024-25, purchased electricity consumption reduced significantly with the Hamilton Office undergoing renovations from December 2024. This was partially offset by consumption of

non-directly purchased electricity from its temporary office accommodation in Hamilton.

With the development of the Glenelg Hopkins CMA Sustainability Action Plan CMA, a range of initiatives to reduce and offset the emissions of its Offices will be implemented. In January 2024 Glenelg

Hopkins CMA moved its electricity across to 100% Greenpower at its Hamilton Office and the increase in Greenpower for 2024-25 reflects a full year in use.

Glenelg Hopkins CMA notes that future electricity usage will likely increase as it transitions its fleet to electric vehicles.

INDICATOR	2024-2025	2023-2024	2022-2023
<b>Total electricity consumption (MWh)</b>	45.6	47.4	49.1
<b>Purchased Electricity – Consolidated</b>			
Glenelg Hopkins CMA Offices <sup>(a)</sup>	20.7	31.1	32.0
<b>Not directly purchased but from outside the organisation (MWh)</b>			
Glenelg Hopkins CMA Offices <sup>(b)</sup>	24.9	16.3	17.1
<b>Total electricity offsets (MWh)</b>	36.6	25.2	17.1
Greenpower <sup>(c)</sup>	36.6	25.2	17.1

Notes:

(a) Hamilton offices. Data is taken directly from energy supplier invoices.

(b) Warrnambool office and temporary Hamilton office accommodation. Data is estimated based upon total usage received from lessors and proportioned based upon floor space. The electricity for the leased shed at 55 Portland Road is not available through invoices and is immaterial.

(c) 100% Green Power at Warrnambool and 100% Green Power at the Hamilton Office.



## GREENHOUSE GAS EMISSIONS

Glenelg Hopkins CMA reports its greenhouse gas emissions broken down into emission 'scopes' consistent with national and international standards. Scope 1 emissions are from sources that

Glenelg Hopkins CMA owns or controls such as fleet vehicles whilst Scope 2 are from indirect emissions from Glenelg Hopkins CMA's use of electricity from the grid.

A full year of 100% Greenpower at its Hamilton Office, plus the reduction in

fuel use account for the reduction in the emissions for 2024-25. Over the next 2 years, Glenelg Hopkins CMA plans to install solar panels at its Hamilton Office which will both increase its renewable energy usage and reduce its emissions.

INDICATOR	2024-2025	2023-2024	2022-2023
<b>Total Scope 1 greenhouse gas emissions (Tonnes CO<sub>2</sub>-e)</b>	48	65	78
<b>Total Scope 2 greenhouse gas emissions (Tonnes CO<sub>2</sub>-e)</b>	0	18	27
<b>Total greenhouse gas emissions (Tonnes CO<sub>2</sub>-e)</b>	48	83	105

## TRANSPORTATION

Glenelg Hopkins CMA's fleet comprises 9 vehicles. The vehicles are used for the purpose of employees commuting between offices, to meetings with other stakeholders and in going out into the field for site inspections and meeting landholders. As such it needs a mixture of

vehicles suited to main road and offroad driving that can carry equipment. The number of vehicles at Glenelg Hopkins CMA has decreased from 13 in 2022-23 to 9 in this reporting period due to a reduction in the number of executive vehicles and a consolidation of pool vehicles.

Through the implementation of its Sustainability Action Plan, Glenelg Hopkins CMA will firstly review its vehicle fleet requirements and then undertake a staged approach to the transition of its fleet to hybrid and/or electric vehicles by 2030.

INDICATOR	2024-2025	%	2023-2024	%	2022-2023	%
<b>Number and proportion of vehicles</b>	9	100	11	100	13	100
<b>Passenger vehicles<sup>(a)</sup></b>	9	100	11	100	13	100
Petrol	1	11	3	27	3	23
Diesel/Biodiesel	8	89	8	73	10	77

Notes:

(a) Passenger vehicles include all leased Glenelg Hopkins CMA vehicles used for its operations



## REDUCING OUR ENVIRONMENTAL IMPACT

### REDUCE ENERGY USE\*

kWh used per annum

**45,552** in 2024-2025

**47,418** in 2023-2024

**4%↓** 2024-2025

% Comparing one year prior

kWh used per FTE per annum

**1,149** in 2024-2025

**1,120** in 2023-2024

**3%↑** 2024-2025

% Comparing one year prior



### REDUCE PAPER USE

White A4 reams  
per annum

**25** in 2024-2025

**20** in 2023-2024

**25%↑** 2024-2025

% Comparing one year prior

White A4 reams  
per FTE

**0.63** in 2024-2025

**0.47** in 2023-2024

**33%↑** 2024-2025

% Comparing one year prior

White A3 reams  
per annum

**3** in 2024-2025

**6** in 2023-2024

**50%↓** 2024-2025

% Comparing one year prior

White A3 reams  
per FTE

**0.08** in 2024-2025

**0.14** in 2023-2024

**47%↓** 2024-2025

% Comparing one year prior

### INCREASE PAPER RECYCLING

240 Litres recycled per annum

**18** in 2024-2025(a)

**8** in 2023-2024

**125%↑** 2024-2025

% Comparing one year prior

240 Litres recycled per FTE

**0.45** in 2024-2025

**0.19** in 2023-2024

**140%↑** 2024-2025

% Comparing one year prior



(a) Note increase due to cleanout of Hamilton Office before renovations

### REDUCE FUEL USE

Litres fuel consumed per annum

**17,915** in 2024-2025

**24,700** in 2023-2024

**27%↓** 2024-2025

% Comparing one year prior

Litres fuel consumed per vehicle

**1,991** in 2024-2025

**1,900** in 2023-2024

**5%↑** 2024-2025

% Comparing one year prior

### REDUCED WATER CONSUMPTION\*

KLs consumed per annum

**235** in 2024-2025

**275** in 2023-2024

**15%↓** 2024-2025

% Comparing one year prior

Overall KLs consumed per FTE

**5.93** in 2024-2025

**6.54** in 2023-2024

**9%↓** 2024-2025

% Comparing one year prior



\*Note estimate for Warrnambool Office and temporary Hamilton Office accommodation based upon data provided from lessors and based upon % floor space.





# Financial Reports

<b>FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT</b>	<b>65</b>
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## FINANCIAL MANAGEMENT COMPLIANCE ATTESTATION STATEMENT

I Antony Ford on behalf of the Glenelg Hopkins Catchment Management Authority certify that the Glenelg Hopkins CMA has complied with the applicable Standing Directions of the Minister of Finance under the *Financial Management Act 1994* and Instructions.

The Glenelg Hopkins Catchment Management Authority Audit and Risk Committee verifies this.



**Antony Ford**  
Chairperson  
Glenelg Hopkins CMA  
24 September 2025





# How this report is structured

The Glenelg Hopkins Catchment Management Authority has presented its audited general purpose financial statements for the financial year ended 30 June 2025 in the following structure to provide users with information about the Authority's stewardship of resource entrusted to it.

## FINANCIAL STATEMENTS

**Comprehensive operating statement**

**Balance sheet**

**Cash flow statement**

**Statement of changes in equity**

## NOTES TO THE FINANCIAL STATEMENTS

### 1. About this report

The basis on which the financial statements have been prepared and compliance with reporting regulations

### 2. Funding delivery of our services

Income recognised in respect of Government contributions and other income sources

- 2.1 Summary of income that funds the delivery of our services
- 2.2 Income from transactions

### 3. The cost of delivering services

Operating expenses of the Authority

- 3.1 Expenses incurred in delivery of services
- 3.2 Materials, maintenance, grants, contracts and consultancies
- 3.3 Other operating expenses

### 4. Key assets available to support output delivery

Land, buildings, and equipment

- 4.1 Total property, plant and equipment

### 5. Other assets and liabilities

Other key assets and liabilities

- 5.1 Receivables
- 5.2 Payables

### 6. Financing our operations

Lease Liabilities, Cash flow information, commitments for expenditure and carry forward project funding

- 6.1 Lease Liabilities
- 6.2 Cash flow information and balances
- 6.3 Commitments for expenditure
- 6.4 Carry forward project funding

### 7. Financial instruments, contingencies and valuation judgements

Financial risk management, contingent assets and liabilities as well as fair value determination

- 7.1 Financial instruments specific disclosures
- 7.2 Contingent assets and contingent liabilities
- 7.3 Fair value determination

### 8. Other disclosures

Additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report

- 8.1 Ex-gratia expenses
- 8.3 Responsible persons
- 8.4 Remuneration of executive officers
- 8.5 Related parties
- 8.6 Remuneration of auditors
- 8.7 Subsequent events



## DECLARATION IN THE FINANCIAL STATEMENTS

The attached financial statements for the Glenelg Hopkins Catchment Management Authority (the Authority) have been prepared in accordance with Direction 5.2 of the Standing Directions of the Minister for Finance under the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including interpretations, and other mandatory professional reporting requirements.

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

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

We authorise the attached financial statements for issue on 24 September 2025.



**Antony Ford**  
Chairperson



**Adam Bester**  
CEO and Accountable Officer



**Faye Lee**  
Chief Finance & Accounting Officer



# Independent Auditor's Report

## To the Board of Glenelg Hopkins Catchment Management Authority

<b>Opinion</b>	<p>I have audited the financial report of Glenelg Hopkins Catchment Management Authority (the authority) which comprises the:</p> <ul style="list-style-type: none"> <li>• balance sheet as at 30 June 2025</li> <li>• comprehensive operating statement for the year then ended</li> <li>• cash flow statement for the year then ended</li> <li>• statement of changes in equity for the year then ended</li> <li>• notes to the financial statements, including material accounting policy information</li> <li>• declaration in the financial statements.</li> </ul> <p>In my opinion, the financial report presents fairly, in all material respects, the financial position of the authority as at 30 June 2025 and its financial performance and cash flows for the year then ended in accordance with the financial reporting requirements of Part 7 of the <i>Financial Management Act 1994</i> and Australian Accounting Standards – Simplified Disclosures.</p>
<b>Basis for opinion</b>	<p>I have conducted my audit in accordance with the <i>Audit Act 1994</i> which incorporates the Australian Auditing Standards. I further describe my responsibilities under that Act and those standards in the <i>Auditor's responsibilities for the audit of the financial report</i> section of my report.</p> <p>My independence is established by the <i>Constitution Act 1975</i>. My staff and I are independent of the authority in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 <i>Code of Ethics for Professional Accountants (including Independence Standards)</i> (the Code) that are relevant to my audit of the financial report in Victoria. My staff and I have also fulfilled our other ethical responsibilities in accordance with the Code.</p> <p>I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p>
<b>Other information</b>	<p>The Board is responsible for the "Other Information" included in the authority's annual report for the year ended 30 June 2025. The Other Information in the annual report does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the Other Information included in the annual report. Accordingly, I do not express any form of assurance conclusion thereon.</p> <p>In connection with my audit of the financial report, my responsibility is to read the Other Information when it becomes available and, in doing so, consider whether the Other Information is materially inconsistent with the financial report, or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a materially misstatement of this Other Information, I am required to report that fact. I have nothing to report in this regard.</p>
<b>Board's responsibilities for the financial report</b>	<p>The Board is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures and the <i>Financial Management Act 1994</i>, and for such internal control as the Board determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the Board is responsible for assessing the authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is inappropriate to do so.</p>



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**Auditor's responsibilities for the audit of the financial report**

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

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

- identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the authority's internal control
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board
- conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the authority's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the authority to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

---

MELBOURNE  
29 September 2025

  
Timothy Maxfield  
as delegate for the Auditor-General of Victoria



**COMPREHENSIVE OPERATING STATEMENT****for the financial year ended 30 June 2025**

	Notes	2025 \$	2024 \$
<b>Income from transactions</b>			
Government contributions	2.2.1	9,183,253	9,352,576
Interest	2.2.2	526,130	605,443
Other income	2.2.3	337,334	285,997
<b>Total income from transactions</b>		<b>10,046,717</b>	<b>10,244,016</b>
<b>Expenses from transactions</b>			
Employee expenses	3.1.1	5,077,703	5,195,901
Depreciation and amortisation	4.1.3	592,588	192,156
Materials, maintenance, grants, and consultancies	3.2	1,976,138	1,969,258
Contractors	3.2	1,459,624	3,270,281
Interest expense	6.1.2	3,946	5,229
Other operating expenses	3.3	1,002,763	793,710
<b>Total expenses from transactions</b>		<b>10,112,762</b>	<b>11,426,535</b>
<b>Net result from transactions (net operating balance)</b>		<b>(66,045)</b>	<b>(1,182,519)</b>
<b>Net result</b>		<b>(66,045)</b>	<b>(1,182,519)</b>
<b>Other economic flows - other comprehensive income</b>			
<b>Items that will not be reclassified to net result</b>		-	-
		-	-
<b>Comprehensive result</b>		<b>(66,045)</b>	<b>(1,182,519)</b>

The accompanying notes form part of these financial statements.

Note: (i) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.



**BALANCE SHEET****as at 30 June 2025**

	Notes	2025 \$	2024 \$
<b>Assets</b>			
<b>Financial assets</b>			
Cash and deposits	6.2	12,989,727	12,860,463
Receivables	5.1	50,440	1,056,378
<b>Total financial assets</b>		<b>13,040,167</b>	<b>13,916,841</b>
<b>Non-financial assets</b>			
Property, plant and equipment	4.1	1,352,980	1,102,770
<b>Total non-financial assets</b>		<b>1,352,980</b>	<b>1,102,770</b>
<b>Total assets</b>		<b>14,393,147</b>	<b>15,019,611</b>
<b>Liabilities</b>			
Payables	5.2	538,081	1,051,056
Lease liabilities	6.1	165,158	65,868
Employee related provisions	3.1.2	1,182,302	1,329,035
<b>Total liabilities</b>		<b>1,885,541</b>	<b>2,445,959</b>
<b>Net assets</b>		<b>12,507,606</b>	<b>12,573,652</b>
<b>Equity</b>			
Accumulated surplus		8,344,118	8,410,163
Physical asset revaluation surplus		1,006,543	1,006,543
Contributed capital		3,156,946	3,156,946
<b>Net worth</b>		<b>12,507,607</b>	<b>12,573,652</b>

The accompanying notes form part of these financial statements.

Note: (i) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.



## CASH FLOW STATEMENT

### for the year ended 30 June 2025

	Notes	2025 \$	2024 \$
<b>Cash flows from operating activities</b>			
<b>Receipts</b>			
Receipts from government		9,896,201	9,707,578
Interest received		526,130	605,443
Goods and services tax received from the ATO (ii)		570,057	-
Other receipts		463,301	285,997
<b>Total receipts</b>		<b>11,455,690</b>	<b>10,599,018</b>
<b>Payments</b>			
Payments to suppliers and employees		10,579,637	10,517,460
Goods and services tax Paid to the ATO (ii)		-	218,671
Interest and other costs of finance paid		3,946	5,229
<b>Total payments</b>		<b>10,583,583</b>	<b>10,741,360</b>
<b>Net cash flows from operating activities</b>		<b>872,107</b>	<b>(142,342)</b>
<b>Cash flows from investing activities</b>			
Purchases of non-financial assets		(643,552)	(141,278)
<b>Net cash (outflow) from investing activities</b>		<b>(643,552)</b>	<b>(141,278)</b>
<b>Cash Flows from Financing Activities</b>			
Repayment of principal portion of lease liabilities (iii)		(99,291)	(10,769)
<b>Net cash provided by / (used in) financing activities</b>		<b>(99,291)</b>	<b>(10,769)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>129,264</b>	<b>(294,390)</b>
Cash and cash equivalents at the beginning of the financial year		12,860,463	13,154,853
<b>Cash and cash equivalents at end of financial year</b>	6.2	<b>12,989,727</b>	<b>12,860,463</b>

*The accompanying notes form part of these financial statements.*

**Notes:**

- (i) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.
- (ii) GST received from the Australian Taxation Office is presented on a net basis.
- (iii) The Authority has recognised cash payments for the principal portion of lease payments as financing activities; cash payments for interest portion as operating activities consistent with the presentation of interest payments and short-term lease payments for leases and low-value assets as operating activities.



**STATEMENT OF CHANGES IN EQUITY****for the financial year ended 30 June 2025**

	ACCUMULATED SURPLUS \$	PHYSICAL ASSET REVALUATION SURPLUS \$	CONTRIBUTED CAPITAL \$	TOTAL \$
Balance at 1 July 2023	9,592,682	1,006,543	3,156,946	13,756,171
Net result for the year	(1,182,519)	-	-	(1,182,519)
<b>Balance at 30 June 2024</b>	<b>8,410,163</b>	<b>1,006,543</b>	<b>3,156,946</b>	<b>12,573,652</b>
Net result for the year	(66,045)	-	-	(66,045)
<b>Balance at 30 June 2025</b>	<b>8,344,118</b>	<b>1,006,543</b>	<b>3,156,946</b>	<b>12,507,607</b>

*The accompanying notes form part of these financial statements.*

Note: (i) This format is aligned to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.



# Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2025

## NOTE 1 ABOUT THIS REPORT

The Glenelg Hopkins Catchment Management Authority is a government authority of the State of Victoria, established on 1 July 1997 by the state government.

Its principal address is:

Glenelg Hopkins Catchment Management Authority  
79 French Street  
Hamilton VIC 3300

A description of the nature of its operations and its principal activities is included in the Report of operations, which does not form part of these financial statements.

### Basis of preparation

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

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

These financial statements are in Australian dollars and the historical cost convention is used unless a different measurement basis is specifically disclosed in the note associated with the item measured on a different basis.

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

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

Unless otherwise stated, all accounting policies applied are consistent with those of the prior year.

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

Revisions to accounting estimates are recognised in the period in which the estimate is revised and also in future periods that are affected by the revision. Judgements and assumptions made by management in the application of AAS that have significant effects on the financial statements and estimates are disclosed in the notes under the heading: '**Significant judgement or estimates**', and relate to:

- employee benefit provisions (Note 3.1.2);
- accrued expenses (Note 5.2);
- estimating discount rate when not implicit in the lease (Note 6.1);
- determining whether the lease arrangement is in substance short-term arrangement (Note 6.1);
- lease terms (Note 6.1);
- determining whether the performance obligations are sufficiently specific so as to determine whether the arrangement is within the scope of AASB 15 or AASB 1058 (Note 2.2.1);
- the timing of satisfaction of performance obligations (Note 2.2.1);
- determining transaction price and amounts allocated to performance obligations (Note 2.2.1);
- fair value measurements of assets and liabilities (Note 7.3).

### Rounding

Unless otherwise stated, amounts in the report have been rounded to the nearest dollar. Figures in the financial report may not equate due to rounding.

### Compliance Information

These general purpose financial statements have been prepared in accordance with the *Financial Management Act 1994* (FMA) and applicable Australian Accounting Standards (AASs) which include Interpretations, issued by the Australian Accounting Standards Board (AASB). In particular, they are presented in a manner consistent with the requirements of AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

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



## NOTE 2 FUNDING DELIVERY OF OUR SERVICES

### Introduction

The Authority's overall objective is for the co-ordinated control of natural resource management within the broader catchments of Glenelg Hopkins. The role of the Authority is to ensure effective implementation of the Regional Catchment Strategy. Associated with this role the Authority carries out strategic planning and advises Government.

To enable the Authority to deliver on its objectives, it receives income predominantly through State and Commonwealth Government Contributions.

### Structure

- 2.1 Summary of income that funds the delivery of our services
- 2.2 Income from transactions

### 2.1 SUMMARY OF INCOME THAT FUNDS THE DELIVERY OF OUR SERVICES

#### Significant judgement: Grants Contributions

The Authority has determined that all grant income is recognised as income of not-for-profit entities in accordance with AASB 1058, except for grants that are enforceable and with sufficiently specific performance obligations and accounted for as revenue from contracts with customers in accordance with AASB 15.

	Notes	2025 \$	2024 \$
Government contributions	2.2.1	9,183,253	9,352,576
Interest income	2.2.2	526,130	605,443
Other income	2.2.3	337,334	285,997
<b>Total income from transactions</b>		<b>10,046,717</b>	<b>10,244,016</b>

### 2.2 INCOME FROM TRANSACTIONS

#### 2.2.1 Government contributions

	2025 \$	2024 \$
<b>State Government</b>		
Income recognised as income of not-for-profit entities under AASB 1058		
Catchment Planning	828,774	1,173,001
River Health	3,314,054	4,744,000
Floodplain Management	340,000	702,500
Floodplain Management	1,647,000	-
Other State Funding	1,817,567	1,130,957
	<b>7,947,395</b>	<b>7,750,458</b>
<b>Commonwealth Government</b>		
Revenue recognised as revenue from contracts with customers under AASB 15		
National Landcare Program	1,013,858	1,158,118
Other Commonwealth Funding	222,000	444,000
	<b>1,235,858</b>	<b>1,602,118</b>
<b>Total Government contributions</b>	<b>9,183,253</b>	<b>9,352,576</b>



### Grants recognised under AASB 1058

The Authority has determined that the grant income included in the table above under AASB 1058 has been earned under arrangements that are either not enforceable and/or linked to sufficiently specific performance obligations.

Income from grants without any sufficiently specific performance obligations, or that are not enforceable, is recognised when the Authority has unconditional right to receive cash which usually coincides with receipt of cash. On initial recognition of the assets, the Authority recognises any increase in liabilities, decrease in assets, and revenue ('related amount') in accordance with other Australian Accounting Standards.

Related amounts may take the form of:

- revenue or a contract liability arising from a contract with a customer, in accordance with AASB 15 *Revenue with Contracts from Customers*;
- a lease liability in accordance with AASB 16 *Leases*;
- a financial instrument, in accordance with AASB 9 *Financial Instruments*; or
- a provision, in accordance with AASB 137 *Provisions, Contingent Liabilities and Contingent Assts.*

### 2.2.2 Interest

	2025 \$	2024 \$
<b>Interest on bank deposits</b>	<b>526,130</b>	<b>605,443</b>

Interest income includes interest received on bank deposits. Interest income is recognised using the effective interest method which allocates the interest over the relevant period.

### 2.2.3 Other income

	2025 \$	2024 \$
Partnership Contributions	280,116	183,205
Sundry	57,217	102,792
<b>Total other income</b>	<b>337,334</b>	<b>285,997</b>

Partnership contributions consists of funds received from organisations as partners in major projects, and are recognised as income on receipt as they do not contain sufficiently specific performance obligations, and are disclosed in the comprehensive operating statement as other income.

All other income is recognised when the right to receive payment is established.



## NOTE 3 THE COST OF DELIVERING SERVICES

### Introduction

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

### Structure

- 3.1 Expenses incurred in delivery of services
- 3.2 Materials, maintenance, grants and consultancies
- 3.3 Other operating expenses

### 3.1 EXPENSES INCURRED IN DELIVERY OF SERVICES

	Notes	2025 \$	2024 \$
Employee expenses	3.1.1	5,077,703	5,195,901
Materials, maintenance, grants and consultancies	3.2	1,976,138	1,969,258
Contractors	3.2	1,459,624	3,270,281
Other operating expenses	3.3	1,002,773	793,710
<b>Total expenses incurred in the delivery of services</b>		<b>9,516,228</b>	<b>11,229,150</b>

#### 3.1.1 Employee benefits in the comprehensive operating statement

	2025 \$	2024 \$
Salaries & wages	3,634,756	3,803,852
Annual leave	438,785	290,146
Long service leave	156,774	55,167
Other leave	326,161	308,455
Defined contribution superannuation expense	535,057	483,064
Other employee expenses	154,032	135,681
Movement in provisions for employee benefits (i)	(167,862)	119,536
<b>Total employee benefit expenses</b>	<b>5,077,703</b>	<b>5,195,901</b>

Note: (i) The decrease in movement in provisions for employee benefits in 2025 is due to a number of staff utilising their Long Service Leave plus staff turnover. The provision is measured using the cash flows estimated to settle the present obligation, where the carrying amount is the present value of those cash flows, using a wage inflation and discount rate that reflects the time, value of money and risks specific to the provision.

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

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



### 3.1.2 Employee benefits in the balance sheet

#### *Significant judgement: Employee benefit provisions*

In measuring employee benefit provisions, consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using a single weighted average discount rate based on market yields of national government bonds in Australia that reflects the estimated timing and amount of benefit payment.

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

	2025 \$	2024 \$
<b>Current provisions:</b>		
Annual Leave	421,355	469,357
Time in lieu and RDO	32,189	31,563
Long service leave	597,951	640,202
Provision for on-costs	68,030	89,787
<b>Total current provisions for employee benefits</b>	<b>1,119,524</b>	<b>1,230,909</b>
<b>Non-current provisions:</b>		
Employee benefits	56,161	86,056
On-costs	6,616	12,069
<b>Total non-current provisions for employee benefits</b>	<b>62,777</b>	<b>98,125</b>
<b>Total provisions for employee benefits and on-costs</b>	<b>1,182,302</b>	<b>1,329,035</b>

#### **Wages and salaries and annual leave**

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

The annual leave liability is classified as a current liability, as the Authority does not have an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period. Annual leave balances of less than 6 weeks are measured at the undiscounted amount expected to be paid, whilst balances above 6 weeks are measured as at the present value of the estimated future cash outflows to be made by the entity.

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

Employment on-costs such as payroll tax and workers compensation are not employee benefits. They are disclosed separately as a component of the provision for employee benefits when the employment to which they relate has occurred.

#### **Long service leave (LSL)**

Regardless of the expected timing of settlement, unconditional LSL is classified as a current liability because the Authority does not have an unconditional right to defer the settlement of these liabilities.

Unconditional LSL liability amounts expected to be wholly settled within 12 months are measured at the nominal value. Unconditional LSL liability amount that are not expected to be wholly settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the Authority.

Unconditional LSL represents long service leave entitlements accrued for employees with more than 7 years of continuous service.

Conditional LSL is classified as a non-current liability and measured as the present value of the estimated future cash outflows to be made by the Authority.

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



### 3.2 MATERIALS, MAINTENANCE, GRANTS & CONSULTANCIES AND CONTRACTORS

	2025 \$	2024 \$
Materials	165,691	212,714
Repairs and maintenance	15,781	28,832
Grants paid	571,692	449,461
Consultants	1,222,974	1,278,251
Contractors	1,459,624	3,270,281
<b>Total materials, maintenance, grants and consultancies</b>	<b>3,435,762</b>	<b>5,239,539</b>

Grants are recognised in the period in which they are paid or payable.

Materials, maintenance and consultants are recognised as an expense in the reporting period in which they are incurred.

Contractors are recognised as an expense in the reporting period in which they are incurred.

### 3.3 OTHER OPERATING EXPENSES

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

	2025 \$	2024 \$
Other expenses	1,002,763	793,710
<b>Total other operating expenses</b>	<b>1,002,763</b>	<b>793,710</b>



## NOTE 4 KEY ASSETS AVAILABLE TO SUPPORT OUTPUT DELIVERY

### Introduction

The Authority controls property and other investments that are utilised in fulfilling its objectives and conducting its activities. They represent the key resources that have been entrusted to the Authority to be utilised for delivery of those outputs.

### Structure

4.1 Total property, plant and equipment

### 4.1 TOTAL PROPERTY, PLANT AND EQUIPMENT

	GROSS CARRYING AMOUNT		ACCUMULATED DEPRECIATION		NET CARRYING AMOUNT	
	2025 \$	2024 \$	2025 \$	2024 \$	2025 \$	2024 \$
Land at fair value	150,000	150,000	-	-	150,000	150,000
Buildings at fair value	1,008,346	966,659	(722,154)	(223,832)	286,191	742,827
Buildings Works in Progress at cost (i)	624,287	-	-	-	624,287	-
Plant and equipment at fair value	529,343	512,494	(385,513)	(333,478)	143,830	179,016
Office furniture and equipment at fair value	100,296	100,296	(87,726)	(87,334)	12,570	12,962
Motor vehicles at fair value	206,914	49,355	(70,812)	(31,391)	136,102	17,965
<b>Net carrying amount</b>	<b>2,619,186</b>	<b>1,778,804</b>	<b>(1,266,206)</b>	<b>(676,035)</b>	<b>1,352,980</b>	<b>1,102,770</b>

Note: (i) Represents costs to date of renovations at 79 French St Hamilton Office due for completion in August 2025.

#### 4.1.1 Total right-of-use assets

This note explores right-of-use assets, a subset of the Authority's total assets, where right-of-use assets represent the Authority's right to use an underlying asset for the lease term.

	GROSS CARRYING AMOUNT 2025 \$	ACCUMULATED DEPRECIATION 2025 \$	NET CARRYING AMOUNT 2025 \$	GROSS CARRYING AMOUNT 2024 \$	NET CARRYING AMOUNT 2024 \$	NET CARRYING AMOUNT 2024 \$
Buildings at fair value	158,346	(130,554)	27,791	116,659	(70,832)	45,827
Motor vehicles and equipment	206,914	(70,812)	136,102	49,355	(31,390)	17,965
<b>Net carrying amount</b>	<b>365,260</b>	<b>(201,367)</b>	<b>163,893</b>	<b>166,014</b>	<b>(102,222)</b>	<b>63,792</b>

	BUILDINGS AT FAIR VALUE \$	MOTOR VEHICLES & EQUIPMENT AT FAIR VALUE \$
Opening Balance - 1 July 2024	45,827	17,965
Additions	-	157,559
Right-of-use adjustment (i)	41,686	-
Depreciation	(59,722)	(39,422)
<b>Closing Balance - 30 June 2025</b>	<b>27,791</b>	<b>136,102</b>

Note: (i) The adjustment relates to an extension of the Warrnambool Office lease.



**Initial recognition**

Items of property, plant and equipment are measured initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment. Where an asset is acquired for no or nominal cost, the cost is its fair value at the date of acquisition. Assets transferred as part of a machinery of government change are transferred at their carrying amount.

Items with a cost or value in excess of \$1,000, or in the case of ICT equipment in excess of \$200, and a useful life of more than one year are recognised as an asset. All other assets acquired are expensed.

**Right-of-use asset acquired by lessees  
- Initial measurement**

The Authority recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost which comprises the initial amount of the lease liability adjusted for:

- any lease payments made at or before the commencement date less any incentive received; plus
- any indirect costs incurred; and
- an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located.

**Subsequent measurement**

Property, plant and equipment are subsequently measured at fair value less accumulated depreciation and impairment.

Non-specialised land is valued using the market approach, whereby assets are compared to recent comparable sales or sales of comparable assets that are considered to have nominal value.

Non-specialised buildings are valued using the current replacement cost method.

**Right-of-use asset - Subsequent measurement**

The Authority depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term.

As per the requirements of FRD103 *Non-Financial Physical Assets*, right-of-use assets are subject to revaluation to Fair Value, whereby management undertake an assessment to determine whether the current lease payments under the contract approximate current market rentals for equivalent properties that would be paid in the current environment.

Management has completed an assessment at 30 June 2025 comparing current lease payments against current market rentals for equivalent properties and has determined that no adjustment to the right-of-use asset or liability is required.

In addition, the right-of-use asset is periodically reduced by impairment losses, if any and adjusted for certain remeasurements of the lease liability.

**Revaluation of property, plant and equipment**

Non-financial physical assets are revalued at fair value every five years in accordance with the Government purpose classifications defined in Financial Reporting Direction 103 *Non-Financial Physical Assets* (FRD 103). The Valuer-General Victoria (VGV) is the Government's independent valuation agency and is used by the Authority to conduct these scheduled revaluations.

Revaluations may occur more frequently if fair value assessments indicate material changes in values. In such instances, interim managerial revaluations are undertaken in accordance with the requirements of FRD 103.

The Authority in conjunction with VGV, monitors changes in the fair value of each asset class through relevant data sources, in order to determine whether a revaluation is required.

The Authority's assets relating to land and buildings were independently valued by the VGV as at 30 June 2021.

The construction market is being impacted by the uncertainty caused by high inflation, rising interest rates and increased costs of construction due to continued supply chain issues. As at the date of the valuation of buildings, the valuer considers that there are market uncertainties resulting in significant valuation uncertainties. The value assessed at valuation date may therefore change over a relatively short time period.

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

**Accounting for revaluation movements  
- land and buildings**

Fair value is determined with regard to the asset's highest and best use (considering legal or physical restrictions imposed on the asset, public announcements or commitments made in relation to the intended use of the asset).

Revaluation increases or decreases arise from differences between an asset's carrying value and its fair value.

Revaluation increases and decreases relating to individual assets in a class of PPE, are offset against other assets in that class but are not offset against assets in different classes. An asset revaluation surplus is not transferred to accumulated funds on the de-recognition of the related asset.

Revaluation increments are credited directly to the asset revaluation reserve, except to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense, in which case the increment is recognised immediately as revenue. Revaluation decrements are recognised immediately as an expense, except to the extent that a credit balance exists in the asset revaluation reserve applicable to the same class of assets, in which case the decrement is debited directly to the asset revaluation reserve.



#### 4.1.2 Depreciation and amortisation

All buildings, plant and equipment and other non-financial physical assets that have finite useful lives are depreciated.

Land which is considered to have an indefinite life is not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period. Work in progress is also not depreciated.

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

ASSET	USEFUL LIFE
Buildings	8 - 47 years
Buildings - right-of-use	2 - 20 years
Plant and equipment	3 - 5 years
Office furniture & equipment	5 - 10 years
Right-of-use assets	2 - 5 years

#### Impairment

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

#### 4.1.3 Reconciliation of movements in carrying values of property, plant and equipment

	LAND AT FAIR VALUE \$	BUILDINGS AT FAIR VALUE \$	BUILDINGS WORKS IN PROGRESS AT COST \$	PLANT AND EQUIPMENT AT FAIR VALUE \$	OFFICE FURNITURE AND EQUIPMENT AT FAIR VALUE \$	MOTOR VEHICLES AT FAIR VALUE \$	TOTAL \$
<b>2024-25</b>							
Opening balance	150,000	742,827	0	179,015	12,963	17,966	1,102,770
Additions	-	-	624,287	17,755	1,510	157,559	801,111
ROU adjustment	-	41,686	-	-	-	-	41,686
Depreciation	-	(498,322)	-	(52,941)	(1,904)	(39,422)	(592,588)
Closing balance	150,000	286,191	624,287	143,830	12,570	136,102	1,352,980

Note: An independent valuation of the Authority's land and buildings was performed by the Valuer-General Victoria as at 30 June 2021.



## NOTE 5 OTHER ASSETS AND LIABILITIES

### Introduction

This section sets out those assets and liabilities that arose from the Authority's operations.

### Structure

- 5.1 Receivables
- 5.2 Payables

### 5.1 RECEIVABLES

	2025 \$	2024 \$
<b>Receivables</b>		
<b>Contractual</b>		
Trade receivables	50,440	889,356
	50,440	889,356
<b>Statutory</b>		
GST input tax credits recoverable	-	167,022
	-	167,022
<b>Total receivables</b>	<b>50,440</b>	<b>1,056,378</b>
All receivables are current		

Receivables consist of:

- Contractual receivables, which are classified as financial instruments and categorised as 'financial assets at amortised cost'. They are initially recognised at fair value plus any directly attributable transaction costs. The Authority holds the contractual receivables with the objective to collect the contractual cash flows and therefore subsequently measures them at amortised cost using the effective interest method, less any impairment.
- Statutory receivables, which do not arise from contracts and are recognised and measured similarly to contractual receivables (except for impairment), but are not classified as financial instruments for disclosure purposes.

Details about the Authority's impairment policies, and the calculation of the loss allowance are set out in Note 7.1.

### 5.2 PAYABLES

*Significant judgement: Accrued expenses*

Accrued expenses represent goods or services that have been received or supplied but have not been invoiced by the supplier. In estimating the amount of an accrued expense, consideration is given to the stage of completion of the services being performed.

	2025 \$	2024 \$
<b>Payables</b>		
<b>Contractual</b>		
Accrued expenses	531,604	257,622
Other payables	-	427,152
	531,604	684,774
<b>Statutory</b>		
PAYG/GST payable	6,477	366,282
	6,477	366,282
<b>Total payables</b>	<b>538,081</b>	<b>1,051,056</b>
Represented by:		
Current Payables	538,081	1,051,056

Payables consist of:

- Contractual payables, classified as financial instruments and measured at amortised cost. Accounts payable represent liabilities for goods and services provided to the Authority prior to the end of the financial year that are unpaid; and
- Statutory payables, that are recognised and measured similarly to contractual payables, but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost, because they do not arise from contracts.
- Payables for supplies and services have an average credit period of 30 days.



## NOTE 6 HOW WE FINANCED OUR OPERATIONS

### Introduction

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

This section includes disclosures of balances that are financial instruments, such as cash balances. Note 7.1 provides additional, specific financial instrument disclosures.

### Structure

- 6.1 Lease Liabilities
- 6.2 Cash flow information and balances
- 6.3 Commitments for expenditure
- 6.4 Carry forward project funding

### 6.1 LEASE LIABILITIES

	Notes	2025 \$	2024 \$
<b>Current lease liabilities</b>			
Lease Liabilities (i)	6.1.1	84,190	60,889
<b>Total current leases liabilities</b>		<b>84,190</b>	<b>60,889</b>
<b>Non-current lease liabilities</b>			
Lease Liabilities (i)	6.1.1	80,968	4,979
<b>Total non-current lease liabilities</b>		<b>80,968</b>	<b>4,979</b>

Note: (i) Secured by assets leased. Leases liabilities are effectively secured as the right to the lease assets revert to the lessor in the event of default.

#### 6.1.1 Maturity analysis of interest-bearing lease liabilities

	WEIGHTED AVERAGE INTEREST RATE (%)			MATURITY DATES				
		CARRYING AMOUNT \$	NOMINAL AMOUNT \$	LESS THAN 1 MONTH \$	1-3 MONTHS \$	3 MONTHS - 1 YEAR \$	1-5 YEARS \$	5+ YEARS \$
2025								
Lease liabilities	3%	165,158	171,648	9,009	18,017	61,779	82,843	-
Total		165,158	171,648	9,009	18,017	61,779	82,843	-
2024								
Lease liabilities	3%	65,868	67,609	6,491	12,982	42,276	5,860	-
Total		65,868	67,609	6,491	12,982	42,276	5,860	-

Borrowings' refer to interest bearing liabilities for lease liabilities.

Borrowings are classified as financial instruments. Interest bearing liabilities are classified at amortised cost and recognised at the fair value of the consideration received less directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method.

#### 6.1.2 Interest expense

	2025 \$	2024 \$
Interest on leases liabilities	3,946	5,229
<b>Total interest expense</b>	<b>3,946</b>	<b>5,229</b>

Interest expense includes the interest component of the lease repayments, and is recognised in the period in which it was incurred through lease expenses in the comprehensive operating statement.



## 6.1 Leases

### *Significant judgement: Lease Terms*

In determining the lease term, the Authority considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option. The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment.

The Authority leases various properties. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. Rental contracts are typically for fixed periods of between 1 to 5 years, with up to extension options of between 1 to 10 years typically available.

Leases with a contract term of 1 year and a value of less than \$10,000 are either short-term and/or leases of low value and are recognised on a straight-line basis. The Authority has elected not to recognise right-of-use assets and lease liabilities for these leases.

### 6.1.3 Right-of-use assets

Right-of-use assets are presented in Note 4.1.1

### 6.1.4 Expense recognised for short-term leases

The following amounts are recognised as expense relating to short-term leases.

	2025 \$	2024 \$
Expenses relating to short term leases	101,695	65,241
<b>Total amount recognised as an expense</b>	<b>101,695</b>	<b>65,241</b>

The authority has elected to account for short-term leases using the practical expedients.

Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss included in "other operating expenses" (see note 3.3) on a straight-line basis over the lease term.

### 6.1.5 Recognition and measurement of leases as a lessee

For any new contracts entered into, the Authority considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'. To apply this definition the Authority assesses whether the contract meets three key evaluations:

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

### Lease Liability - Initial Measurement

The lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease if that rate is readily determinable or the Authority's incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments (including in-substance fixed payments) less any lease incentive receivable;
- variable payments based on an index or rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- payments arising from purchase and termination options reasonably certain to be exercised.

### Lease Liability - Subsequent Measurement

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

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



### Short-term and low value leases

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

### Presentation of right-of-use assets and lease liabilities

The authority presents right-of-use assets as 'property plant equipment' unless they meet the definition of investment property, in which case they are disclosed as 'investment property' in the balance sheet. Lease liabilities are presented as 'borrowings' in the balance sheet.

### Future lease payments

	Minimum future lease payments (a)	
	2025 \$	2024 \$
Not longer than 1 year	88,805	61,749
Longer than 1 year but not longer than 5 years	82,843	5,860
Longer than 5 years	-	-
<b>Minimum future lease payments</b>	<b>171,648</b>	<b>67,609</b>
Longer than 5 years	5,749	1,164
	<b>165,899</b>	<b>66,445</b>

Note: (a) Minimum future lease payments include the aggregate of all base payments and any guaranteed residual.

## 6.2 CASH FLOW INFORMATION AND BALANCES

Cash and deposits, including cash equivalents, comprise cash on hand and cash at bank, deposits at call and those highly liquid investments with an original maturity of three months or less, which are held for the purpose of meeting short-term cash commitments rather than for investment purposes, and which are readily convertible to known amounts of cash and are subject to an insignificant risk of changes in value.

The authority's bank accounts are held in the Central Banking System (CBS) under the Standing Directions 2018.

	2025 \$	2024 \$
<b>Cash and deposits disclosed in the balance sheet:</b>		
Cash at bank	6,189,112	6,352,906
Deposits at call	6,800,615	6,507,557
<b>Balance as per cash flow statement</b>	<b>12,989,727</b>	<b>12,860,463</b>

Note: (a) Cash and deposits bear variable interest rate with a weighted-average interest rate of 4% during the 2024-25 year.



### 6.3 COMMITMENTS FOR EXPENDITURE

Commitments for future expenditure include operating commitments arising from contracts. These commitments are recorded below at their nominal value and inclusive of GST. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

#### 6.3.1 Total commitments payable

	2025 \$	2024 \$
<b>Commitments payable</b>		
Less than 1 year	1,248,317	2,483,881
1 to 5 years	2,050,351	5,917,550
5 years or more	-	-
<b>Total commitments (inclusive of GST)</b>	<b>3,298,668</b>	<b>8,401,431</b>

External program commitments relate to contract for contractors, consultants and other project delivery costs required to complete current projects that funding has been received for. These contracts expire at the end of each project.

### 6.4 CARRY FORWARD PROJECT FUNDING

Catchment Management Authorities are responsible for the facilitation and coordination of catchments in an integrated and sustainable manner. This is achieved by undertaking projects funded by Victorian and Australian Government programs. The Authority received funding for specific projects which are guided by the Regional Catchment Strategy and delivered in line with the Authority's Corporate Plan approved by the Minister for Water.

The projects funded by the State and Commonwealth Governments can be undertaken over multiple financial years and is received at various stages of the project life based on contractual agreements. At the end of the financial year there are some projects that have not reached completion but will be completed within the contractual terms in future financial periods. At balance date the Authority has cash and cash equivalents that will be utilised to complete these projects in future financial years.



## 7. FINANCIAL INSTRUMENTS, CONTINGENCIES AND VALUATION JUDGEMENTS

### Introduction

It is often necessary for the Authority to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information, as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for the Authority relate mainly to fair value determination.

### 7.1 FINANCIAL INSTRUMENTS SPECIFIC DISCLOSURES

Financial instruments arise out of contractual agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Due to the nature of the Authority's activities, certain financial assets and financial liabilities arise under statute rather than a contract, and as such, do not meet the definition of financial instruments.

#### Categories of financial instruments

Financial Assets are measured at amortised cost if they are held by the Authority to collect contractual cash flows, the contractual terms give rise to cash flows that are solely payments of principal and interest, and if they not designated as fair value through net result. These assets are initially recognised at fair value plus any directly attributable transaction costs. Subsequent to initial measurement, these financial assets are measured at amortised cost using the effective interest method less any impairment. The financial assets at amortised cost category includes cash and deposits, and trade and other receivables (excluding statutory receivables).

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

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

Where the authority has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the authority's continuing involvement in the asset.

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

### Structure

- 7.1 Financial instruments specific disclosures
- 7.2 Contingent assets and contingent liabilities
- 7.3 Fair value determination

Financial instrument liabilities measured at amortised cost include all of the Authority's contractual payables, excluding statutory payables and borrowings (including lease liabilities).

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

#### Contractual receivables at amortised cost

The Authority applies AASB 9 simplified approach for all contractual receivables to measure the expected credit losses using a lifetime expected loss allowance based on the assumptions about the risk of default and the expected loss rates. The Authority has grouped contractual receivables on shared credit risk characteristics and days past due, and select the credit loss rate based on the Authority's past history, existing market conditions, as well as forward-looking estimates at the end of the financial year.

Under this approach, the expected loss rate for the year ending 30 June 2025 has been calculated at 0% (0% 30 June 2024), and as such no loss allowance has been recognised. The Authority has a low expected loss rate due to majority of funding sourced from State and Federal government.

#### Statutory receivables at amortised cost

The Authority's non-contractual receivables arising from statutory requirements are not financial instruments. However, they are nevertheless recognised and measured in accordance with AASB 9 requirements as if those receivables are financial instruments.

Statutory receivables are considered to have low credit risk, taking into account the counterparty's credit rating, risk of default and capacity to meet contractual cash flow obligations in the near term. As a result, the loss allowance recognised for these financial assets during the period was limited to 12 months expected losses.



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

	CARRYING AMOUNT \$	NET GAIN/LOSS \$	TOTAL INTEREST INCOME/ (EXPENSE) \$	FEE INCOME/ (EXPENSE) \$	IMPAIRMENT LOSS \$
<b>2025</b>					
<b>Financial assets at</b>					
Cash and deposits	12,989,727	-	526,130	(1,726)	-
Trade receivables (a)	50,440	-	-	-	-
Write-Offs	-	-	-	-	-
<b>Total financial assets at amortised cost</b>	<b>13,040,167</b>	<b>-</b>	<b>526,130</b>	<b>(1,726)</b>	<b>-</b>
Trade payables (a)	538,081	-	-	-	-
<b>Borrowings</b>					
Lease liabilities	165,158	-	(3,946)	-	-
<b>Total contractual financial liabilities</b>	<b>703,240</b>	<b>-</b>	<b>(3,946)</b>	<b>-</b>	<b>-</b>
<b>2024</b>					
<b>Financial assets at</b>					
Cash and deposits	12,860,463	-	605,443	(2,063)	-
Trade receivables (a)	889,356	-	-	-	-
Write-Offs	-	-	-	-	-
<b>Total financial assets at amortised cost</b>	<b>13,749,819</b>	<b>-</b>	<b>605,443</b>	<b>(2,063)</b>	<b>-</b>
Trade payables (a)	684,774	-	-	-	-
<b>Borrowings</b>					
Lease liabilities	65,868	-	(5,229)	-	-
<b>Total contractual financial liabilities</b>	<b>750,642</b>	<b>-</b>	<b>(5,229)</b>	<b>-</b>	<b>-</b>

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

**7.2 CONTINGENT ASSETS AND CONTINGENT LIABILITIES**

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

	2025 \$	2024 \$
<b>Contingent Assets</b>		
As at 30 June 2025, the Authority has no known contingent assets.	-	-
<b>Contingent liabilities</b>		
VCAT Cases	-	150,000



### 7.3 FAIR VALUE DETERMINATION

*Significant judgement: Fair value measurements of assets and liabilities*

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

The Authority's property, plant and equipment are carried at fair value.

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

The Authority determines the policies and procedures for determining fair values for both financial and non-financial assets and liabilities as required.

#### Fair value hierarchy

In determining fair values, a number of inputs are used. To increase consistency and comparability in the financial statements, these inputs are categorised into three levels, also known as the fair value hierarchy. The levels are as follows:

- Level 1 – Quoted (unadjusted) market prices in active markets for identical assets or liabilities;
- Level 2 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and
- Level 3 – Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

The Authority determines whether transfers have occurred between levels in the hierarchy by reassessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

#### 7.3.1 Fair value determination: Non-financial physical assets

##### Non-specialised land & non-specialised buildings

Non-specialised land and non-specialised buildings are valued using the market approach. Under this valuation method, the assets are compared to recent comparable sales or sales of comparable assets which are considered to have nominal or no added improvement value, and are classified as Level 2 fair value measurements.

Right-of-use non-specialised buildings are valued as per the requirements of AASB 16 Leases. This is detailed further in Note 4.1.3.

For non-specialised land and non-specialised buildings (excluding right-of use-assets), an independent valuation was performed by the Valuer-General Victoria (VGV) to determine the fair value using the market approach. Valuation of the assets was determined by analysing comparable sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From the sales analysed, an appropriate rate per square metre was applied to the subject asset. The effective date of the valuation was 30 June 2021.

##### Plant & equipment, office furniture & equipment and motor vehicles

Plant & equipment, office furniture & equipment and motor vehicles are held at fair value. When plant & equipment, office furniture & equipment or motor vehicles are specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the current replacement cost method.

There were no changes in valuation techniques throughout the period to 30 June 2025.

For all assets measured at fair value, the current use is considered the highest and best use.

#### Description of significant assumptions applied to the fair value measurement valuations

	VALUATION TECHNIQUE	SIGNIFICANT UNOBSERVABLE INPUTS
<b>Non-Specialised land</b>	Market approach	Recent comparable sales
<b>Non-Specialised buildings</b>	Current replacement cost VGV indexation factors	Direct cost per square metre Useful life of non-specialised buildings
<b>Plant and equipment</b>	Current replacement cost	Cost per unit Useful life of plant and equipment
<b>Office furniture and equipment</b>	Current replacement cost	Cost per unit Useful life of office furniture and equipment
<b>Motor vehicles</b>	Current replacement cost	Cost per unit Useful life of vehicles

There have been no significant changes to observable inputs for the 2024-25 year.



## NOTE 8 OTHER DISCLOSURES

### Introduction

This section provides additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

### Structure

- 8.1 Ex-gratia expenses
- 8.2 Responsible persons
- 8.3 Remuneration of executive officers
- 8.4 Related parties
- 8.5 Remuneration of auditors
- 8.6 Subsequent events

### 8.1 EX GRATIA EXPENSES

Ex gratia expenses are the voluntary payments of money or other non-monetary benefit (e.g. a write-off) that is not made either to acquire goods, services or other benefits for the entity to meet a legal liability, or to settle or resolve a possible legal liability of or claim against the entity.

The Authority had no ex gratia expenses for the year ending 30 June 2025 (2024: \$0).

### 8.2 RESPONSIBLE PERSONS

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

The names of the persons who were responsible persons of the Authority at any time during the financial year were:

NAME	POSITION	DATE HELD POSITION
The Hon. Harriet Shing, MP	Minister for Water	01 Jul 2024 to 18 Dec 2024
The Hon. Gayle Tierney, MP	Minister for Water	19 Dec 2024 to 30 Jun 2025
The Hon. Steve Dimopoulos, MP	Minister for Environment	01 Jul 2024 to 30 Jun 2025
Antony Ford	Chair	01 Jul 2024 to 30 Jun 2025
Adam Bester	CEO	01 Jul 2024 to 30 Jun 2025
Michelle Casanova	Board Member	01 Jul 2024 to 30 Jun 2025
Christine Giles	Board Member	01 Jul 2024 to 30 Jun 2025
Celia Tucker	Board Member	01 Jul 2024 to 30 Jun 2025
Gerry Quinn	Board Member	01 Jul 2024 to 30 Jun 2025
Karrinjeet Singh-Mahil	Board Member	01 Jul 2024 to 30 Jun 2025
Rowan Mackenzie	Board Member	01 Jul 2024 to 30 Jun 2025
Catherine Redwood	Board Member	01 Jul 2024 to 30 Jun 2025



**Remuneration**

Remuneration received or receivable from the Authority in connection with the management of the Authority during the reporting period was:

Income band	2025	2024
\$0 - \$9,999		2
\$10,000 - \$19,999	7	7
\$20,000 - \$29,999		1
\$30,000 - \$39,999	1	
\$250,000 - \$259,999		1
\$290,000 - \$299,999	1	
<b>Total number of Responsible persons</b>	<b>9</b>	<b>11</b>
<b>Total Remuneration \$</b>	<b>439,880</b>	<b>395,559</b>

The compensation detailed above excludes the salaries and benefits the Portfolio Ministers receive. The Ministers' remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

**8.3 REMUNERATION OF EXECUTIVE OFFICERS**

The number of executive officers, other than Ministers and accountable officers, and their total remuneration during the reporting period are shown in the table below. Total annualised employee equivalents provides a measure of full time equivalent executive officers over the reporting period.

Remuneration comprises employee benefits in all forms of consideration paid, payable or provided by the entity, or on behalf of the entity, in exchange for services rendered, and is disclosed in the following categories.

Remuneration (i)	2025 \$	2024 \$
<b>Total remuneration</b>	<b>583,742</b>	<b>511,627</b>
<b>Total number of executives (i)</b>	<b>3</b>	<b>3</b>
<b>Total annualised employee equivalents (ii)</b>	<b>3.0</b>	<b>3.0</b>

Notes:

(i) The total number of executive officers includes persons who meet the definition of Key Management Personnel (KMP) of the entity under AASB 124 *Related Party Disclosures* and are reported within the related parties note disclosure (Note 8.4)

(ii) Annualised employee equivalent is based on the time fraction worked over the reporting period.



## 8.4 RELATED PARTIES

Related parties of the Authority include:

- all key management personnel and their close family members and personal business interests (controlled entities, joint ventures and entities they have significant influence over);
- all cabinet ministers and their close family members; and
- all departments and public sector entities that are controlled and consolidated into the whole of state consolidated financial statements.

All related party transactions have been entered into on an arm's length basis.

### Transactions with government-related entities

Glenelg Hopkins CMA is a wholly owned and controlled entity of the state of Victoria. During the 2025 financial year, the Authority received funding from the following government-related entities:

Entity	NATURE OF TRANSACTION/S	PAYMENTS RECEIVED 2025 \$
Department of Energy, Environment and Climate Action	Service Level Agreements	7,685,969
Wimmera Catchment Management Authority	Reimbursement of Expenses / Service Level Agreement	81,601
Mallee Catchment Management Authority	Reimbursement of Expenses	4,915
Goulburn Broken Catchment Management Authority	Service Level Agreement	150,000
Victorian Fisheries Authority	Service Level Agreements	222,154
Parks Victoria	Service Level Agreements	20,000

The Authority received funding from the following government-related entities for the year ending 30 June 2024:

Entity	NATURE OF TRANSACTION/S	PAYMENTS RECEIVED 2024 \$
Department of Energy, Environment and Climate Action	Service Level Agreements and Lease Agreement	5,850,631
Department of Treasury and Finance	Service Level Agreements	300,586
Victorian Fisheries Authority	Service Level Agreements	45,420
North Central Catchment Management Authority	Service Level Agreements	10,000

During the 2025 financial year, the Authority made payments to the following government-related entities:

Entity	NATURE OF TRANSACTION/S	PAYMENTS MADE 2025 \$
Department of Energy, Environment and Climate Action	Reimbursement of expenditure and Service Supply Agreements	344,005
Royal Botanic Gardens Victoria	Service Supply Agreement	36,472
Department of Transport and Planning	Service Level Agreement	133,237
Corangamite Catchment Management Authority	Service Level Agreement	1,734
DTF VicFleet Lease Management	Lease Agreements	107,415
Victorian Managed Insurance Authority	Insurance payments	67,890
Goulburn Broken Catchment Management Authority	Reimbursement of expenditure	45,211
Wannon Water	Service Level Agreement	32,916
North Central Catchment Management Authority	Service Level Agreements and shared services	61,580
Wimmera Catchment Management Authority	Service Supply Agreement	34,329



During the 2024 financial year, the Authority made payments to the following government-related entities:

Entity	NATURE OF TRANSACTION/S	PAYMENTS MADE 2024 \$
Department of Energy, Environment and Climate Action	Reimbursement of expenditure and Service Supply Agreements	301,087
Royal Botanic Gardens Victoria	Service Supply Agreement	28,079
DTF VicFleet Lease Management	Lease Agreements	98,412
Wannon Water	Service Level Agreement	10,465
Goulburn Broken Catchment Management Authority	Reimbursement of expenditure	185,000
North Central Catchment Management Authority	Service Level Agreements and shared services	63,205
Wimmera Catchment Management Authority	Service Level Agreement	35,640

The compensation detailed below excludes the salaries and benefits the Portfolio Minister receives. The Ministers' remuneration and allowances is set by the *Parliamentary Salaries and Superannuation Act 1968* and is reported within the State's Annual Financial Report.

Compensation of KMPs	2025 \$	2024 \$
<b>Total</b>	<b>879,521</b>	<b>907,184</b>

There were no significant related party transactions or balances that involved key management personnel, their close family members and their personal business interest.

## 8.5 REMUNERATION OF AUDITORS

	2025 \$	2024 \$
Victorian Auditor-General's Office for audit of financial statements	17,800	17,200
Internal audit costs	29,520	25,350
<b>Total auditors' remuneration</b>	<b>47,320</b>	<b>42,550</b>

## 8.6 SUBSEQUENT EVENTS

No matters or circumstances have arisen since the end of the reporting period which significantly affected or may significantly affect the operations of the authority, the results of those operations, or the state of affairs of the authority in future financial years.



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**LEGISLATION***Building Act 1993**CALP Act 1989**Financial Management Act 1994**Freedom of Information Act 1982**Local Jobs First Act 2003**Public Interest Disclosures Act 2012*



# Glossary

ARI	Arthur Rylah Institute	NGT	Nature Glenelg Trust
ARRC	Australian River Restoration Centre	NLP	National Landcare Program
BA	Birdlife Australia	Non-BAU	Non-Business As Usual
CE	Community Engagement	NRM	Natural Resource Management
CEO	Chief Executive Officer	OCOC	Our Catchments, Our Communities
CeRDI	Centre for eResearch and Digital Innovation	PAA	<i>Public Administration Act</i>
CFA	Country Fire Authority	RAMSAR	Ramsar Convention on Wetlands of International Importance
CMA	Catchment Management Authority	RCS	Regional Catchment Strategy
DEECA	Department of Energy, Environment and Climate Action	RFMS	Regional Floodplain Management Strategy
EO	Executive Officer	RHD	Rabbit Hemorrhagic Disease
EPBC	<i>Environment Protection and Biodiversity Conservation Act</i>	RLC	Regional Landcare Coordinator
EWRO	Environmental Water Reserve Officer	RLF	Regional Landcare Facilitator
FFG	<i>Flora and Fauna Guarantee Act</i>	RWMS	Regional Waterway Management Strategy
FHR	Fisheries Habitat Restoration Program	SCA	Stock Containment Area
FTE	Full-Time Equivalent	SIP	Sustainable Irrigation Program
GH EQUIP	Glenelg Hopkins CMA Skills Development and Learning Strategy	TfN	Trust for Nature
GMT OAC	Gunditj Mirring Traditional Owners Aboriginal Corporation	UNESCO	United Nations Educational, Scientific and Cultural Organisation
GREWAG	Glenelg River Environmental Water Advisory Group	VAGO	Victorian Auditor-General's Office
GWMWater	Grampians Wimmera Mallee Water	VCMC	Victorian Catchment Management Council
IBA	Important Bird Areas	VFMS	Victorian Floodplain Management Strategy
IBAC	Independent Broad-based Anti-Corruption Commission	VicSES	Victoria State Emergency Service
ICT	Information Communication Technology	VLG	Victorian Landcare Grants
IPA	Indigenous Protected Area	VPS	Victorian Public Sector
IPCC	Intergovernmental Panel on Climate Change	VPSC	Victorian Public Sector Commission
IRV	Industrial Relations Victoria	VVP	Victorian Volcanic Plains
LAC	Limits for Acceptable Change	VWMS	Victorian Waterway Management Strategy
MERI	Monitor, Evaluate, Report and Improve	VWPIF	Victorian Water Program Investment Framework





79 FRENCH STREET, HAMILTON, VIC 3300

PH: 03 5571 2526 FAX: 03 5571 2935

EMAIL: [GHCMA@GHCMA.VIC.GOV.AU](mailto:GHCMA@GHCMA.VIC.GOV.AU)

[WWW.GHCMA.VIC.GOV.AU](http://WWW.GHCMA.VIC.GOV.AU)