



Diverse, healthy landscapes, vibrant communities.



**NORTH EAST
CATCHMENT
MANAGEMENT
AUTHORITY**



COVER PHOTO STORY

Farmers and crown land leaseholders in the north east are taking practical steps to protect the environmental health of one of Victoria's most significant heritage rivers - the Ovens

Land managers are utilising funding from a program called River Tender, a Victorian Government initiative that is funded through the Victorian Water Trust and managed by the North East Catchment Management Authority (CMA).

River Tender is an auction-style incentive program whereby landholders and leaseholders apply for funds by submitting a bid to undertake works that will improve river health along the Ovens, such as weed control, stock management and fencing, erosion control and planting of native trees, shrubs and grasses.

Cover Picture: Mr Bob Dunnett, owner of 'Beechworth Berries' at Reedy Creek, a River Tender site.

REPORT PROFILE

The North East CMA was established by the Victorian Government in July 1997 under the Catchment and Land Protection Act 1994.

The CMA has responsibilities under both the Catchment and Land Protection Act 1994 and the Water Act 1989. During the reporting period, the responsible Ministers were:

- The Hon. John Thwaites, Minister for Water, Environment and Climate Change from the commencement of the reporting period until 29 July 2007.
- The Hon. John Brumby, Minister for Water, Environment and Climate Change from 30 July to 2 August 2007.
- The Hon. Gavin Jennings, Minister for Environment and Climate Change from 3 August 2007 until the end of the reporting period.

This report of operations and associated financial statements has been prepared to meet statutory requirements and inform stakeholders of the CMA's activities for the 2007/08 period.

Further information on the CMA is available from the following sources:

- Previous annual reports
- Corporate Plan 2006/07 to 2010/11
- Regional Catchment Strategy
- North East Regional River Health Strategy
- Regional Catchment Investment Plan

ISSN 1836-3008

Copies of these documents may be obtained from our office, 1B Footmark Court, Wodonga or from our website, www.necma.vic.gov.au.

Our website is an excellent tool for obtaining information on the various activities that help us meet our objectives, current funding availability and general educational material.

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CONTENTS

COVER PHOTO STORY	ii
REPORT PROFILE	ii
CONTENTS	1
MESSAGE FROM THE CHAIR & CEO	2
HIGHLIGHTS	4
Summary of Results Against the 2007/08 Corporate Plan	4
Highlights from 2007/08	6
OUR VISION	8
OUR MISSION	8
OUR BUSINESS OBJECTIVES	8
ABOUT US	10
Who We Are	10
Our Role	11
Our Region	11
Our Stakeholders	12
How We Can Help You	13
OUR CATCHMENT	14
Facts & Figures	14
Report on the Condition and Management of Land & Water Resources	16
A Decade of Achievements	22
Future Challenges	23
OUR PROGRAMS	24
Water	24
Strategy & Partnerships	32
Corporate	38
Governance	44
COMPLIANCE	56
Freedom of Information	56
Powers and Duties	56
Statement of Obligations	56
Building Act Compliance	56
National Competition Policy	56
Availability of Other Information	56
Information Privacy Act	56
Contracts	56
Consultancies	56
Disclosure Index	57
FINANCIAL REPORT	58
Auditor General's Certification	59
Accountable Officer's Declaration	61
Operating Statement	62
Balance Sheet	63
Statement of Changes in Equity	64
Cash Flow Statement	65
Notes to and Forming Part of the Financial Statements	66
APPENDICES	78
Detailed Results Against the 2007/08 Corporate Plan	78
GLOSSARY OF TERMS	92



MESSAGE FROM THE CHAIR AND CEO

UNFORTUNATELY, DRY CONDITIONS CONTINUED THROUGHOUT 2007/08. THIS HAS HAD AN ONGOING IMPACT ON OUR NATURAL RESOURCES AND THE CAPACITY OF THE COMMUNITY TO PROTECT THESE RESOURCES FROM THREATENING PROCESSES. HOWEVER, DESPITE THESE CONDITIONS THE COMMUNITY AND STAFF HAVE PERSISTED WITH THE IMPLEMENTATION OF THE NORTH EAST REGIONAL CATCHMENT STRATEGY IN A SPIRITED AND PROFESSIONAL MANNER.

One of the key functions for successful natural resource management is the effective engagement of our community. Two strategic approaches to improve our community effort have been undertaken. The first is remodelling of the community engagement structure to create a Community Liaison Facilitator position and a Community Liaison Reference Group. This change will lead to better garnering of community intelligence and a more inclusive and comprehensive community liaison process.

The second form of engagement has been through the National Landcare Programme funded by the Australian Government. In particular soil health projects have resulted in over 1,000 farmer contacts and energy efficiency field days in over 250 contacts. These projects have re-energised the connection of the farming community with natural resource management. Success is in part from the generation of enthusiastic ideas by Landcare groups and the support and facilitation provided by CMA officers - partnership at work.

Significant changes that occurred in the year included the announcement of the Australian Government's new Caring for our Country programme. This has led to a reduction in future base funding and a reduction of staffing levels. However, whilst this presents a challenge the programme also provides new opportunities.

The CMA has introduced a new, two programme structure - protecting our strategic assets and sustainable catchments. These new programmes provide a more strategic approach to investment.

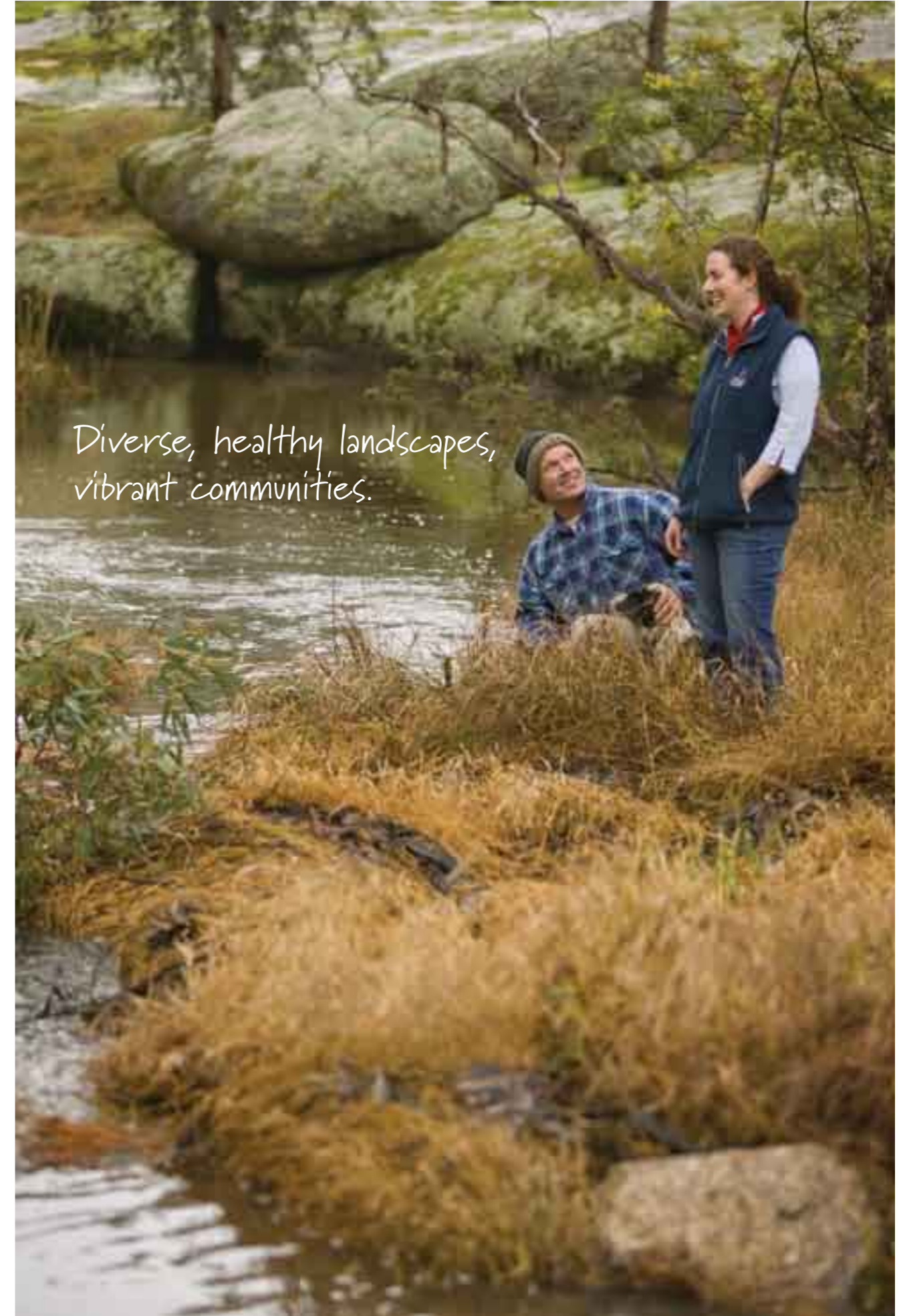
In the year ahead we look forward to working with the Victorian Government in the finalisation of the Land and Biodiversity White Paper and the Northern Sustainable Water Strategy. We also look forward to the implementation of our two new programmes - protecting our strategic assets and sustainable catchments.

In closing we would like to thank our outgoing Advisory Committee members who not only invested an enormous amount of effort in natural resource management activities, but also gave invaluable advice to the Board. We would also like to thank our dedicated staff for their enthusiastic approach to programme delivery.

In accordance with the Financial Management Act 1994, we are pleased to present the Report of Operations for the North East CMA for the year ending 30 June 2008.

Sarah Nicholas
Chairperson

John Riddiford
Chief Executive Officer



Diverse, healthy landscapes,
vibrant communities.

HIGHLIGHTS



SUMMARY OF RESULTS AGAINST THE 2007/08 CORPORATE PLAN

THE NORTH EAST CMA SETS ITS BUSINESS OBJECTIVES DURING THE CORPORATE PLANNING PROCESS EACH YEAR. WE HAVE BEEN BUSILY WORKING TOWARDS ACHIEVING THESE OBJECTIVES FOR THE 2007/08 PERIOD AND ARE PLEASED TO REPORT A POSITIVE RESULT WITH 101 OF OUR 116 TARGETS BEING MET (WITH VARIANCES BEING LARGELY ATTRIBUTED TO RESOURCE CONSTRAINTS).



A summary of our results against the Corporate Plan objectives follows. Please refer to the Appendices on page 78 of the Annual Report for our Detailed Results against the 2007/08 Corporate Plan.

TABLE 1
Summary of Results against the 2007/08 Corporate Plan

KEY RESULT AREA	KEY PERFORMANCE INDICATORS		RESULT
	TOTAL	ACHIEVED	
Governance			
CMA Operations	4	4	✓
Annual Report	3	3	✓
Performance Monitoring	2	2	✓
Management of CMA Funds	5	4	×
Managing Risks	2	2	✓
Managing Assets	2	1	×
Community Engagement			
General	9	7	×
Communication Advice to Minister	1	1	✓
Integrated Regional Planning and Coordination			
Regional Catchment Strategy	12	8	×
Regional Catchment Investment Process	1	1	✓
Land Stewardship – Landcare	2	2	✓
Land Stewardship – Native Vegetation	3	3	✓
Land Stewardship – Pest Management	4	3	×
Salinity	3	3	✓
Local Government Planning	3	3	✓
Caretaker of River Health			
Regional River Health Strategy	1	1	✓
River Health Action Plans	2	1	×
River Health Work Programs	3	3	✓
Approvals Referrals and Advice	5	5	✓
Heritage River Areas	1	1	✓
Management of Environmental Water Reserve	7	6	×
Water Allocation Process	8	8	✓
Floodplain Management	8	8	✓
Management of Regional Drainage	1	1	✓
Monitoring & Reporting on River Health	3	2	×
Responding to Natural Disasters, Incidents & Emergencies	6	4	×
Community Participation and Awareness	5	5	✓
Innovation & Knowledge Management	10	9	×

✓ All KPIs achieved
 × Not all KPIs were achieved



JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
Resnagging the Murray.	Community Catchment Workshops. CMA supports Environment Victoria launch of "Your River". Indigenous weaving workshops.	Climate change workshop and tours, Beechworth. CMA tree planting day.	National Water Week. CMA OH&S training. Launch of Restoration & Revegetation Guide.	Country cabinet/river funding news, field trip with Premier Brumby & Minister Holding.	10 Year CMA celebration at Queens Hall Melbourne.	Drought employment program open to north east community.	World Wetland Day - CMA commissions study.	Community consultation: environmental flow studies.	Wodonga head office staff reduce carbon emissions by almost 10 tonnes. Everton Depot staff reduced energy use by 43%.	Land & Biodiversity Green Paper info session.	Two CMA staff graduate from Alpine Valleys Leadership program.

HIGHLIGHTS FROM 2007/08

PROTECTING THE OVENS RIVER

Our major waterway health programme along the Ovens River featured:

- large-scale river restoration works; our work crews removed 4.5 kilometres of willows along the banks of the Ovens River and replaced them with native vegetation to address a range of environmental issues; and
- a native fish demonstration reach project - we undertook fish surveys at the Wangaratta weir to gauge the effectiveness of by-pass channel works for the passage of fish upstream. (more details on page 30)

PROTECTING THE MITTA MITTA RIVER

In November 2007, ABC TV's 'Landline' highlighted innovative work undertaken by the North East CMA and Parks Victoria to control English broom along the Mitta Mitta River. During the year we also:

- undertook large-scale river works over approximately five kilometres of Mitta Mitta River frontage;
- worked with 11 landholders along the Mitta Mitta and its tributaries to reduce willow impact, undertake fencing and revegetation; and
- reviewed the Mitta Waterway Action Plan and continued the channel capacity works program for the Murray Darling Basin Commission. (more details on page 24)

RESNAGGING THE MURRAY

We continued to contribute to the largest 'resnagging' project ever undertaken in Australia - The Living Murray, One River, One Life, Our Future. The North East CMA managed the monitoring component of this project. A total of 270 radio transmitters were surgically implanted in fish to monitor their movements and their adoption of the improved habitat. (more details on page 26)

RESPONDING TO FIRE DAMAGE

Parts of the north east were devastated by extensive bushfires in 2003 and again in the summer of 2006/07.

We continued to focus on the recovery of fire affected waterways and communities in the region by undertaking direct works along fire affected reaches and targeting seeding willow populations that are, or have the potential to, colonise burnt areas. (more details on page 27)

UNDERSTANDING ENVIRONMENTAL FLOWS

We sought to quantify the Environmental Water Reserve (EWR) objective in the Kiewa Valley and the regulated Ovens Valley. Both studies involved a FLOWS assessment - a rigorous, clear and independent process that links environmental objectives with flow requirements. (more details on page 28)

INVESTMENT PLANNING

We took part in an Australian Government pilot that trialled Performance Story Reporting as a primary investment reporting tool. In supporting this national pilot CMA staff interviewed 50 landholders in the north east to determine the impacts of two key natural resource management programmes - Care of Remnant Incentives Scheme and Trust for Nature (Future Landscapes). (more details on page 32)

NEW COMMUNITY ENGAGEMENT STRUCTURE

Engaging with our communities continues to be a high priority. We undertook a review of our engagement processes during the year, resulting in the adoption of a new approach to engaging and seeking input from communities. (more details on page 32)

SUPPORTING SUSTAINABLE AGRICULTURE

We worked with a range of partners to promote and foster sustainable agriculture practices across the region primarily through the 'Sustainable Agriculture; Sustainable Catchments' programme funded by the Australian Government. Highlights included:

- Environmental Management System (EMS) training for local farmers and vignerons;
- partnering with the Alpine Valleys Agribusiness Forum to host a 'Tree Change Forum'; and
- contributing to a national Evergraze project (more details on page 34)

SUPPORTING RURAL COMMUNITIES DURING DROUGHT

We again offered practical support to landholders and rural contractors suffering hardship due to ongoing drought conditions, particularly via the Victorian Government's Drought Employment Program.

A total of 87 landholders participated in the program while a further 25 took up funding to erect stock containment areas. (more details on page 34)

REDUCING OUR ENERGY FOOTPRINT

In response to an independent energy audit of our offices and depots, we put in place a range of practical changes to reduce energy consumption.

- Wodonga head office staff reduced carbon emissions by almost 10 tonnes in the period from January to March 2008;
- Everton Depot staff reduced energy use by 43% in the period from January to March 2008; and
- we reduced our overall carbon emissions by 17.4 tonnes (12%) during 2007/08. (more details on page 43)

REGIONAL LANDCARE SUPPORT – IMPROVING SOIL HEALTH

We helped Landcare groups secure \$923,615 from the National Landcare Programme for works related to soil health, including:

- Ovens Landcare Network - a series of field days and a successful workshop attended by 65 landholders;
- Mitta and Upper Murray Landcare Groups - a range of soil, pasture and biodiversity field days including a focus on the value of dung beetles at Lucyvale; and
- Benambra Landcare: a Soil Health Forum attended by more than 50 landholders. (more details on page 35)

REDUCING GREENHOUSE AND BUILDING PROFITS IN NORTH EAST VICTORIA

In conjunction with the North East Greenhouse Alliance, we supported the Ovens Landcare Network to find new ways to simultaneously boost farm profits and reduce greenhouse emissions. The programme involved the development of the 'Energy Efficient Farm Practices' pilot project through which the network:

- ran a series of practical information workshops about alternative energy sources hosted by local Landcare groups throughout the Ovens Catchment; and
- selected and showcased two demonstration sites to monitor and highlight the savings that can be achieved by installing solar power. (more details on page 36)



*Diverse, healthy landscapes,
vibrant communities.*

OUR MISSION: TO WORK IN PARTNERSHIP WITH THE COMMUNITY AND GOVERNMENT AGENCIES TO MAINTAIN AND ENHANCE DIVERSE, HEALTHY LANDSCAPES AND THUS TO SUPPORT VIBRANT COMMUNITIES IN NORTH EAST VICTORIA.

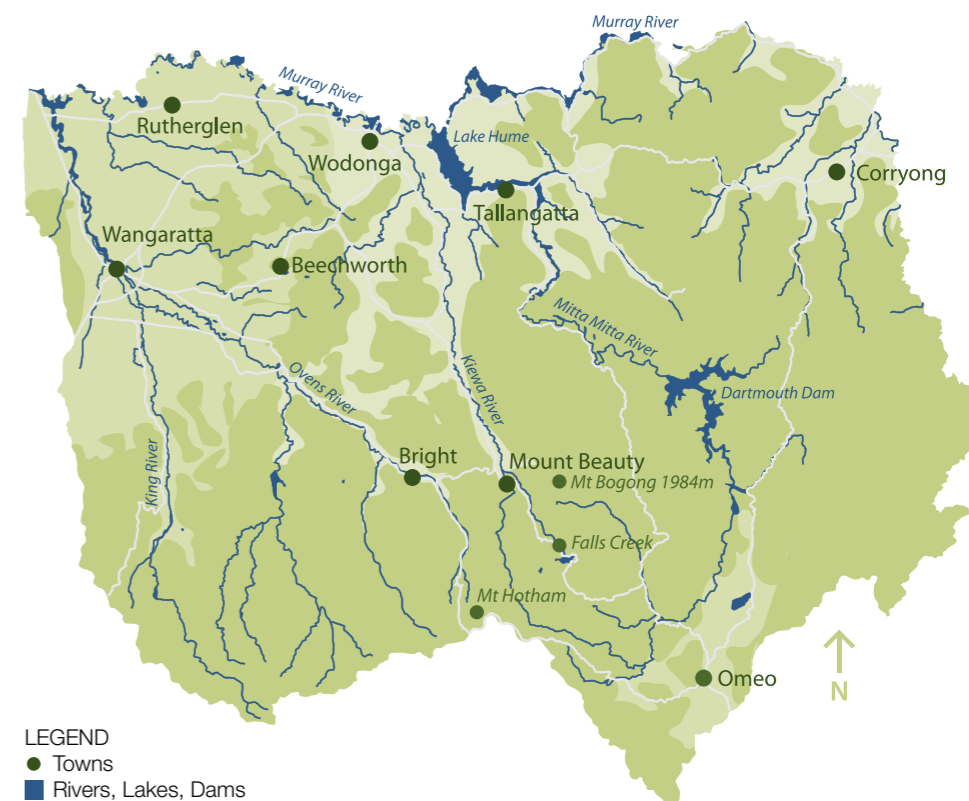
OUR BUSINESS OBJECTIVES:

We will achieve our mission by demonstrating leadership in providing a strategic overview of the environmental resources and needs of the region, and in attracting and directing resources that will help generate the knowledge and actions needed to progress towards the vision.

We operate by engaging the community and working in partnerships to initiate, coordinate and integrate catchment management programs whilst representing the interests of the region's natural resources locally, state-wide and nationally.

We work on behalf of the current and future generations of our region, as well as the downstream communities reliant on our resources.

Our ultimate purpose is to assist the north east catchment community protect and enhance the unique biodiversity of our region and achieve balanced use of the natural resources, consequently protecting the most valuable water resource in the Murray Darling Basin for the current and future generations.



The region covers nearly two million hectares and includes the Upper Murray, Kiewa and Ovens river basins.

We are primarily responsible for coordinating integrated catchment management and sustainable land and water use in Victoria's north east region.

- LEGEND**
- Towns
 - Rivers, Lakes, Dams
 - Ski Resorts
 - Roads
 - Private Land
 - Public Land

ABOUT US

WHO WE ARE

THE NORTH EAST CMA IS ONE OF TEN CATCHMENT MANAGEMENT AUTHORITIES OPERATING ACROSS THE STATE OF VICTORIA. THE CMA WORKS WITH THE COMMUNITY, GOVERNMENT AND FUNDING ORGANISATIONS TO PROTECT AND ENHANCE LAND, WATER AND BIODIVERSITY RESOURCES.

OUR ROLE

The North East CMA is directly responsible for:

- Managing river health
- Managing floodplains
- Coordinating water quality management
- Supporting Landcare and other community based natural resource management groups
- Administering grants
- Facilitating funding

The CMA assists in the development of regional natural resource management priorities. Our work in these areas is guided by the Regional Catchment Strategy (RCS), which is a twenty year strategy that sets the direction for investment in natural resource management across the region.

We track and report our progress towards achieving RCS targets through an annual report on the condition and management of land & water resources (refer to page 16 of the Annual Report).

OUR REGION

Victoria's north east is rich in natural assets; snow topped mountains, river valleys, open plains and natural forests.

The region is bounded by the Murray River in the north, the Victorian Alps in the south, the NSW border in the east and the Warby Ranges in the west. It takes in the local government municipalities of Wodonga, Indigo, Wangaratta, Alpine and Towong, plus parts of the Moira and East Gippsland shires.

Approximately 95,000 people live in the north east, contributing some \$3.24 billion a year to Victoria's economic wealth. The main industries in the region are agriculture (dairy, beef, lamb, wool, cropping and horticulture), forest products, tourism, value-added processing industries and manufacturing.

OUR STAKEHOLDERS

The North East CMA invests in the development and maintenance of its stakeholder relationships as a key tool for meeting its business objectives. Our stakeholders have been identified as follows:

TABLE 2
North East CMA stakeholders

STAKEHOLDER GROUP	KEY CHARACTERISTICS	RELATIONSHIP
Landholders	Rural property holders, farmers	Partner, natural resource management grants facilitation
Schools	Waterwatch participants	Education, partner, capacity building
Communities	All communities within our region	Education, grants facilitation
Government Departments	Includes: <ul style="list-style-type: none"> • Department of Sustainability & Environment (DSE) • Department of Environment, Water, Heritage and the Arts • Environment Protection Authority (EPA) • Department of Agriculture Fisheries and Forestry • Department of Primary Industries (DPI) 	Partner, compliance, investor
Other Natural Resource Management Organisations	Includes: <ul style="list-style-type: none"> • Landcare • Trust for Nature • Local environmental groups • DPI regional services • DSE regional services • Greening Australia • Parks Victoria 	Partner
Staff	Direct employees and contractors	Employer
Board	Nine member Board appointed by the Minister for Environment and Climate Change	Governance, policy, strategy
Other Water Organisations	Includes North East Water (NEW), Goulburn Murray Water (G-MW) and East Gippsland Water	Partner, customer
Local Government	Includes: <ul style="list-style-type: none"> • Wodonga • Indigo • Wangaratta • Alpine • Towong • Moira • East Gippsland 	Partner, customer



Indigo Valley Landcare Group
Indigenous weaving workshop.
From Left Rosemary Lavers,
Chris Dormer, Sharon Edwards,
Cheryl Cameron, Jackie Tansy.
(Photo: Border Mail)

HOW WE CAN HELP YOU

YOU CAN CONTACT THE NORTH EAST CMA FOR ADVICE AND ASSISTANCE IN THE FOLLOWING AREAS:

LANDCARE

Our Landcare Facilitators run education activities and assist groups with funding applications. If you are new to our region, we can put you in contact with your nearest Landcare group.

FUNDING AND GRANTS

We can send you information about natural resource management funding programmes and link you into funding sources. Our website has regular updates about grants and incentive programs.

WORKS ON WATERWAYS

You can contact us for permits and planning advice.

SCHOOLS PROGRAMS

We can help you identify opportunities for your school to be involved in Waterwatch. You can conduct water quality tests on your local waterway, get involved in catchment activities, habitat surveys and annual water quality and macroinvertebrates snapshots along some of our rivers. Contact our Waterwatch team for information.

SEMINARS AND WORKSHOPS

We run seminars about current environmental issues and hold workshops to build the skills of our groups and individuals. Check our website for upcoming events.

INDIGENOUS SUPPORT

We facilitate indigenous community involvement in natural resource management, and can put you in contact with indigenous groups across the region.

OUR CATCHMENT



FACTS & FIGURES

RAINFALL AND STORAGE DATA

The CMA's rain gauge adjacent to our Wodonga office captured 579 millimetres for the 2007 calendar year, compared with 291 millimetres in 2006. While the official regional rainfall stations in north east Victoria recorded increased rainfall, the totals were still below average resulting in limited storage recovery.

TABLE 3
General Regional Statistics

Population	95,000
Area	1,957,000 ha
Public Land	55%
Length of Streams	10,602 km
Water Supply	Region provides 38% of the total water to the Murray-Darling Basin

TABLE 4
Major Water Storages (at capacity)

STORAGE	CAPACITY (ML)
Dartmouth Dam	3,906,400
Lake Buffalo	24,000
Lake William Hovell	13,500
Hume Weir	3,038,000
Rocky Valley Dam	29,110

TABLE 5
Storage Capacity Comparison

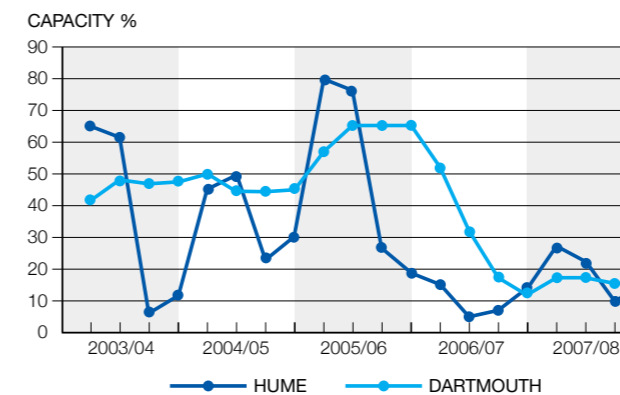
STORAGE	2007/08 (%)				2006/07 (%)				2005/06 (%)				2004/05 (%)				2003/04 (%)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Hume	28	22	10	16	15	5	6	13	80	77	26	19	45	50	22	30	65	61	6	11
Dartmouth	17	17	16	16	52	32	18	11	58	65	65	65	50	45	44	45	41	48	47	48

Note: Q1 = 30 September, Q2 = 31 December, Q3 = 31 March, Q4 = 30 June

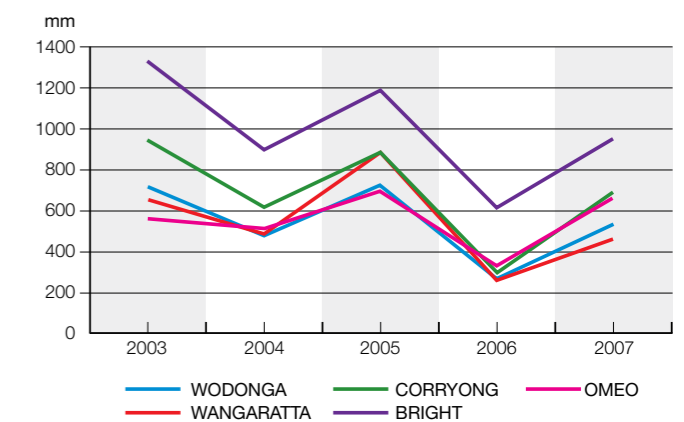
TABLE 6
Rainfall Data

TOWN	ANNUAL RAINFALL CALENDAR YEAR (MM)					AVERAGE RAINFALL (MM)	LOWEST YEAR PRIOR TO 2003 (MM)
	2007	2006	2005	2004	2003		
Wodonga	528	287	728	498	715	758	348 (2002)
Wangaratta	442	283	846	492	658	670	385 (1998)
Corryong	679	339	846	609	955	778	344 (1967)
Bright	955	606	1,197	893	1,326	1,169	578 (1982)
Omeo	663	365	698	518	585	675	430 (1938)

GRAPH 1
Storage capacity Hume & Dartmouth



GRAPH 2
Rainfall data





REPORT ON THE CONDITION AND MANAGEMENT OF LAND & WATER RESOURCES

ABOUT THE NORTH EAST REGIONAL CATCHMENT STRATEGY

THE DEVELOPMENT OF AN RCS IS A LEGISLATIVE REQUIREMENT OF THE CATCHMENT AND LAND PROTECTION ACT 1994 WHICH SETS OUT HOW OUR CATCHMENT IS TO BE MANAGED. THE RCS IS THE PRIMARY INTEGRATED PLANNING FRAMEWORK FOR LAND, WATER AND BIODIVERSITY IN THE NORTH EAST OF VICTORIA, AND ACTS AS AN OVERARCHING STRATEGIC DOCUMENT FROM WHICH ACTION PLANS ARE FORMED.

A shared vision was established by the north east community during the RCS renewal in 2004. The vision is to achieve diverse, healthy landscapes and vibrant communities not only for those involved now but for generations to come. The strategy sets out an integrated catchment management approach to realise this vision, tackle priorities and achieve the natural resource management objectives of the north east community.

A copy of the North East RCS can be obtained by contacting our Wodonga office.

MONITORING AND EVALUATION

During 2007/08 we have developed processes and tools to improve our capacity for monitoring, evaluating and reporting on progress towards targets identified in the RCS. This included developing standards and protocols for collecting data that can be used to identify contributions to targets and improving information management systems to capture, store and retrieve information.

Current reporting against RCS targets depend on assumptions that link project outputs to resource condition outcomes. We will continue to place significant emphasis on testing these assumptions to ensure the greatest reliability possible for reporting on progress towards targets.

We anticipate that improved use of spatial systems for recording outputs achieved will also provide a clearer indication of where progress towards targets is being made across the catchment. We intend on implementing these improvements throughout 2008/09 as part of the RCS review and through developing capacity for community groups to spatially capture management interventions that impact on resource condition.

The table tracking against the Regional Catchment Strategy on page 19 of the Annual Report is an interim report on our progress towards the RCS targets. We intend on publishing a full Catchment Condition Report on a triennial basis, in order to match the RCS and investment cycles. The most recent full Catchment Condition Report was undertaken in 2006/07, a copy of which can be obtained by contacting the our Wodonga office.

FIGURE 2
Index of stream
conditions 2004



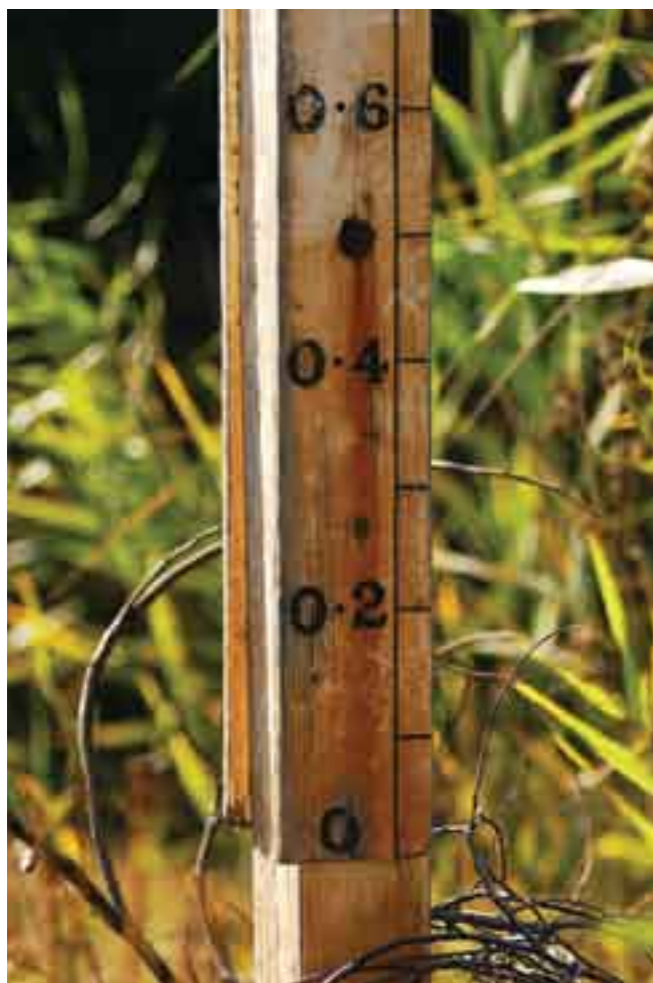
RCS EXPENDITURE

The implementation of the RCS is largely funded by the Australian and Victorian Governments. The CMA also partners with industry groups, landholders, local government and other government agencies to invest in natural resource management across the region.

TABLE 7
Federal and Victorian Governments Investment
– RCS Implementation 2007/08

ASSET	EXPENDITURE 2007/08 (\$)
Inland Waters	
River Health	5,538,777
Water Quality	247,170
Other Water	1,042,180
Sub Total	6,828,127
Biodiversity	563,725
Envirofund*	445,238
Sub Total	1,008,963
Land	665,481
National Landcare Programme*	2,646,312
Sub Total	3,311,793
Statutory Operations	1,541,518
Monitoring and Evaluation	36,183
Sub Total	1,577,701
Total	12,726,584

* These Australian Government programmes are not necessarily delivered through the CMA and may not be included in the Regional Catchment Investment Plan (RCIP).















The RCS is the primary integrated planning framework for land, water and biodiversity in the north east of Victoria, and acts as an overarching strategic document from which action plans are formed.





TRACKING AGAINST THE REGIONAL CATCHMENT STRATEGY






OUTCOME STATEMENT	RESOURCE CONDITION TARGET	CONDITION BENCHMARK ¹	PROGRESS TOWARDS TARGET ²	ANNUAL ACTIVITY ³	RATING ⁴
Resilient agriculture sector maximising productivity.	Improve surface soil (0-10cm) acidity levels of all agricultural land to better than pH 4.5 (measured in CaCl2 extract) by 2023.	195,000 ha of agricultural land below 4.5 pH.	24% of target achieved to 30 June 2008. 100% of annual rate required. 18% of target required at this stage to achieve target.	600 participants involved in 19 field days, workshops training and education events with soil health focus.	
Sustainable land management practices achieved.	Reduce the number of active gullies as at December 2005 in priority areas defined in the North East Soil Health Action Plan (NESHAP 2001) by a minimum of 30% by 2023.	At the date the target was set there were 4,690 active gullies in the north east.	12% of target achieved to 30 June 2008. 70% of annual rate required. 28% required at this stage to achieve target.	38 gullies covering 458 ha treated in 2007/08.	
	Reduce the annual impact of priority and ecologically significant pest animals (rabbits, wild dogs, foxes) infestations in high priority areas on all private land by 2013.	793,000 ha of private land potentially impacted by pest animals. No benchmark data on current impact available.	No target linking annual activity to resource condition established.	79,795 ha covered in baiting programs including 4,315 ha private land (wild dogs, rabbits, foxes). 2,054 baits laid.	
Water salinity levels do not impact on key regional and downstream assets.	Zero change in contribution to salinity at Morgan from the Ovens River as measured at Peechelba East by 2015 Murray Darling Basin Commission (MDBC 2001). Based on 2000 conditions, utilising 1975-2000 climatic benchmark.	Approximately 56,000 tonnes is exported to the Murray River annually.	550 tonne reduction in salt loads (2,200 ha revegetation in recharge areas for north east streams since 1997). Target of 337 tonnes exceeded.	99.5 ha of revegetation with native species. 17 ha of non-indigenous perennial species established.	
	Zero change in contribution to salinity at Morgan from the Kiewa River as measured at Bandiana by 2015 (MDBC 2001). Based on 2000 conditions, utilising 1975-2000 climatic benchmark.	Approximately 21,000 tonnes is exported to the Murray River annually.	550 tonne reduction in salt loads (2,200 ha revegetation in recharge areas for north east streams since 1997). Target of 337 tonnes exceeded.	99.5 ha of revegetation with native species. 17 ha of non-indigenous perennial species established.	
Significant reduction in the number of blue-green algal blooms within the region and the Murray River to the South Australian border.	Mean annual Total Phosphorus load from the Ovens Catchment into the Murray River reduced from 179 to 71 tonnes (40%) before 2033 Ovens Basin Water Quality Working Group (OBWQWG 2000).	Phosphorus load as at 2001 of 179 tonnes.	Total Phosphorus reduction estimated at 15.5 tonnes for 12 months to 30 June 2008.	1.4 km riparian fencing. 38 gullies treated. 983 ha improved irrigation practices. 4.1 km stream bank stabilised.	
	Mean annual Total Phosphorus load from the Upper North East Catchment to be reduced by 75 tonnes from 235 tonnes to 160 tonnes (32%) before 2033 (from Kiewa River by 38 tonnes; from Lake Hume by 37 tonnes).	Phosphorus load as at 2001 of 235 tonnes.	Total Phosphorus reduction estimated at 15.5 tonnes for 12 months to 30 June 2008. 24.4 tonnes required to achieve target.	1.4 km riparian fencing. 38 gullies treated. 983 ha improved irrigation practices. 4.1 km stream bank stabilised.	

Evidence of target being achieved or exceeded
 Evidence of progress
 Evidence of no progress
 Evidence of regress
 Insufficient evidence to assess

OUTCOME STATEMENT	RESOURCE CONDITION TARGET	CONDITION BENCHMARK ¹	PROGRESS TOWARDS TARGET ²	ANNUAL ACTIVITY ³	RATING ⁴
Natural systems understood, appreciated and protected whilst still permitting responsible public access.	Maintain the 1999 Index of Stream Condition (ISC) rating of good and excellent condition for the 830 km of stream reaches at least until 2009.	830 km stream ISC rating excellent condition in 1999.	2004 ISC results show no decline in river health. Next ISC rating in 2009.	16 ha under voluntary management agreements. 3km remnant overstorey protected. 4km river revegetated with native species. 74km riparian zone weeds managed. 4.2km stream bed and bank stabilised.	
	Maintain the 1999 ISC rating of moderate condition for the 1,100 km of stream reaches by 2013.	1,100 km stream ISC rating good and moderate condition in 1999.			
	By 2013, improve 20% of the 1,100 km of stream reaches classified as good and moderate ISC condition by at least one ISC category.	1,100 km stream ISC rating good and moderate condition in 1999.			
	By 2013, improve 10% of the 302 km of stream reaches classified as poor and very poor ISC condition by at least one ISC category.	302 km stream ISC rating poor and very poor condition in 1999.			
Maintain the quality of all Ecological Vegetation Classes (EVCs).	Improve the quality of priority EVCs (as determined by the North East Native Vegetation Strategy) by 10% of 2005 levels measured by habitat hectares (North East CMA 2000) by 2023	Condition and trend for native vegetation condition including assumptions associated with management action impacts and incremental decline are subject of current research to improve confidence and understanding in relation to this target.	Achieved 533 habitat ha improvement less assumed incremental decline of 2,086 habitat ha since 2001 (net loss of 1,553 habitat ha).	490 ha under voluntary conservation management agreements. 227 ha protected by legal conservation covenants. 207 ha native vegetation protected by fencing. 99.5 ha native vegetation re-established.	
Achieve net gain in biodiversity across the region.	Achieve on-going "net gain" for all EVCs ensuring a positive gain in extent, distribution and quality at any time as measured against the previous year (North East CMA 2000) until at least 2023.	Actual extent of vegetation subject to new data released in 2007.	2,080 ha of native vegetation re-established of 13,600 ha target (14%). Target to be reviewed taking into account new extent data.	490 ha under voluntary conservation management agreements. 227 ha protected by legal conservation covenants. 207 ha native vegetation protected by fencing. 99.5 ha native vegetation re-established	
Decrease in number of most highly threatened flora/fauna species and communities to levels that support self-sustaining ecosystems.	Maintain or improve (by at least one Victorian Rare or Threatened Species (VROTS) status level) the 2003 conservation status of 80% of threatened flora and 60% of threatened fauna species by 2023.	357 Victorian rare or threatened species listed in the north east.	Threatened Species Recovery Plans and Action Statements being implemented for 12 fauna and 14 flora species, which is 27% and 11% of the number of species.	80,000 ha of habitat was managed for threatened flora and fauna.	

 Evidence of target being achieved or exceeded  Evidence of progress  Evidence of no progress  Evidence of regress  Insufficient evidence to assess

OUTCOME STATEMENT	RESOURCE CONDITION TARGET	CONDITION BENCHMARK ¹	PROGRESS TOWARDS TARGET ²	ANNUAL ACTIVITY ³	RATING ⁴
Eradicate regionally prohibited weeds, and prevent growth and spread of regionally controlled weeds.	Reduce the impact of ecologically significant weeds on private land by 20% from 2003 to 2023.	793,000 ha of private land potentially impacted by pest plants. No benchmark data on current impact available.	Positive improvement observed where effective containment of target species in priority areas has been achieved.	800 ha priority weeds treated across 150 sites.	
A net decline in impacts of pest plants on private and public land.	Reduce the impact of ecologically significant weeds on public land by 20% from 2003 to 2023.	No benchmark data on current impact available.	Positive improvement observed where effective containment of target species in priority areas has been achieved.	800 ha priority weeds treated across 150 sites.	
A net decline in impacts of pest animals on private and public land.	Reduce the impact of pest animals on private land by 20% from 2003 to 2023.	793,000 ha of private land potentially impacted by pest animals. No benchmark data on current impact available.	No target linking annual activity to resource condition established.	79,795 ha covered in baiting programmes including 4,315 ha private land (wild dogs, rabbits, foxes). 2,054 baits laid.	
	Net decline in impact of pest animals on biodiversity assets from 2003 to 2013.	No benchmark data on current impact available.	No target linking annual activity to resource condition established.	79,795 ha covered in baiting programmes including 4,315 ha private land (wild dogs, rabbits, foxes). 2,054 baits laid.	

 Evidence of target being achieved or exceeded  Evidence of progress  Evidence of no progress  Evidence of regress  Insufficient evidence to assess

¹ Benchmark data from RCS for the outcome target/indicator (area).

² Determined using outputs x assumptions from Catchment Condition Report database for cumulative years of annual activity since benchmark established and relates to outcome statement/Resource Condition Target.

³ A summary of activity recorded through annual investment planning processes & projects.

⁴ Determined using outputs x assumptions from Catchment Condition Report database. Trend relates to progress towards resource condition target.

Note: Various assumptions are used in determining the CMA's progress towards meeting the RCS targets details of which are recorded in the North East RCS and may be obtained by contacting our Wodonga office.



FOSTERING SUSTAINABLE AGRICULTURE

We have a long-term commitment to encouraging EMS because of the many ways they support sustainable agriculture.

A DECADE OF ACHIEVEMENTS

Since 1997, the North East CMA has:

- Secured more than 400 partnership agreements with landholders in our catchment.
- Planted more than 2.6 million trees to control erosion and attract biodiversity.
- Revegetated 2,400 hectares of the catchment to improve water quality and encourage biodiversity.
- Erected more than 253 kilometres of fencing to protect waterways and encourage regeneration of trees and grasses.
- Measured 554 sites for the Statewide Index of Stream Condition (the benchmark of river health in Victoria).
- Processed more than 1,300 floodplain referrals to ensure that development does not occur in areas prone to flooding or that the development occurs in a manner that minimises effects on adjacent properties and to the development itself.

INNOVATION IN THE NORTH EAST – RIVER TENDER

River Tender is a tender-style, incentive programme pioneered in the north east. It has helped farmers and crown land licence holders to take practical steps to protect the environmental health of one of Victoria's most significant heritage rivers - the Ovens River. To date, 62 land owners and managers have utilised funding from River Tender to protect/manage almost 140 kilometres of frontage equating to more than 1,300

hectares of floodplain and Ovens River frontage. River Tender is a Victorian Government initiative that is funded through the Victorian Water Trust and the Australian Government's Natural Heritage Trust and is managed by the CMA.

FIRE RECOVERY

Bushfires in 2003 and 2006 caused major damage to a number of catchments in the north east region. In partnership with DSE, and DPI, the CMA has assisted in the rehabilitation of the fire ground, particularly the rehabilitation in, and adjacent to, our waterways. This has included works in the upper Kiewa, Buckland Valley, areas upstream of Lake Buffalo and works along the upper King River and its tributaries.

In addition the CMA has partnered with Parks Victoria to assist in crucial works to protect and restore alpine bogs and moss beds damaged by the fires.

SUPPORTING LANDCARE

The north east has the highest rate of Landcare membership among farmers in the State. Some 50 Landcare groups and four Landcare Networks operate in the region. The North East CMA provides a regional Landcare coordination service to support Landcare groups. Coordinators run education activities, assist groups with funding applications and put new residents in touch with their nearest Landcare group.

FUTURE CHALLENGES

We will continue to encourage landholders, community groups and government to address the 'big' natural resource management issues facing the region.

ADAPTING TO CLIMATE CHANGE

In response to community interest, we have conducted seminars and field days about climate change.

The CMA is a member of the North East Greenhouse Alliance and is progressively implementing the recommendations of an independent audit of all offices and depots with the aim of reducing energy use and greenhouse gas pollution (refer to page 43 of the Annual Report).

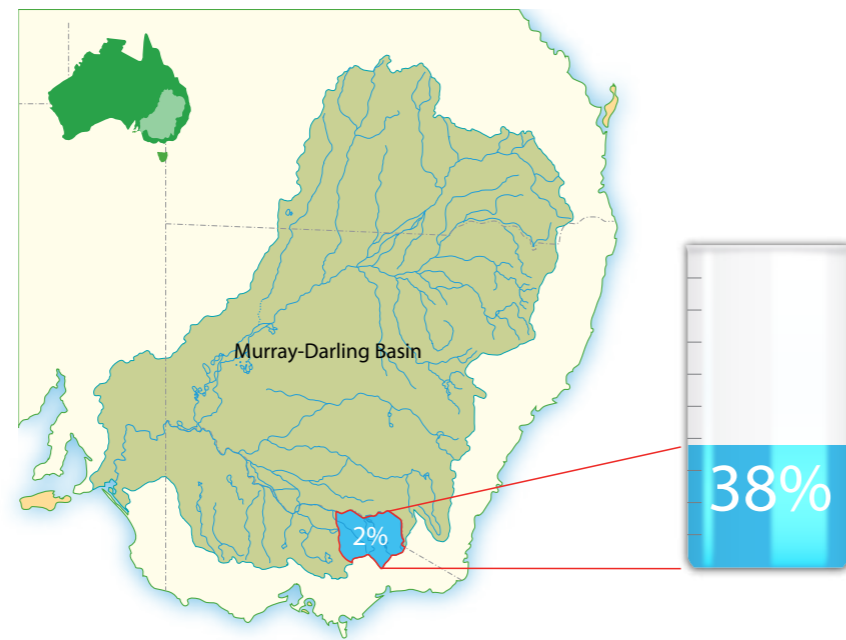
MANAGING INDIGENOUS CULTURAL HERITAGE

More than 90 percent of CMA staff and Board have attended indigenous cultural awareness or site identification training, in order to better understand and comply with the requirements of the Aboriginal Heritage Act 2006.

IDENTIFYING THE IMPACTS OF 'TREE CHANGE'

The CMA is working with local government to identify the best ways of managing natural resources in the face of changing population trends in the north east region.

OUR PROGRAMS



WATER

THE NORTH EAST REGION OF VICTORIA SUPPLIES 38 PERCENT OF THE TOTAL SURFACE WATER FOR THE MURRAY-DARLING BASIN, DESPITE FORMING ONLY 2 PERCENT OF THE TOTAL LAND AREA.

This water resource is critical for agribusiness, industry, town water supply and environmental flows in the Murray River.

The North East Regional River Health Strategy provides broad-level, strategic direction for the future management of waterways in the region.

In response to this strategy, the North East CMA's Water Program has four areas of responsibility:

- River Health, which includes strategic and on-ground works;
- Management of the region's EWR;
- Floodplain management, providing referral advice and ensuring that development does not compromise the storage functions of floodplains; and
- Research projects.

RIVER HEALTH PROTECTING THE MITTA MITTA

In November 2007, ABC TV's Landline highlighted innovative work undertaken by the North East CMA and Parks Victoria to control English broom along the Mitta Mitta River, including:

- Using rafts and dinghys to transport portable boom sprays, allowing easy and safe access to remote areas;
- Undertaking aerial spraying along the extensive banks of Dartmouth Dam, well away from the waterline; and
- Conducting trials to determine the best ways to defeat English Broom.

During the year we also undertook large-scale river works over approximately five kilometres of Mitta Mitta river frontage.

These works included removal of willows that collapsed in the river. Work teams sought to improve in-stream habitat by placing large root butts along banks to create fish habitat and help stabilise the banks.

The CMA also worked with 11 landholders along the Mitta Mitta and its tributaries to reduce willow impact, undertake fencing and revegetation.

From a planning perspective, we have reviewed the Mitta Waterway Action Plan and drafted a channel capacity works program for the MDBIC. These findings will be used to assist in the development of a new works agreement, part of which will include a detailed monitoring and works evaluation process.



The heritage-listed Upper Mitta Mitta River flows out of the Victorian Alps and through rocky gorges and steep hills near Omeo. It has significant natural values, is an unregulated system and is surrounded by special flora and fauna. The Mitta and its tributaries flow into Dartmouth Dam, Victoria's largest reservoir and a critical water reserve for the Murray River system.



Woody habitat is vital for the survival and growth of many native fish species, such as Golden Perch, Murray Cod and Trout Cod – many of which are threatened species due to lack of habitat and shelter in this section of the Murray River.



Parts of the north east were devastated by extensive bushfires in 2003 and again in the summer of 2006/07.

RESNAGGING THE MURRAY - THE LIVING MURRAY, ONE RIVER, ONE LIFE, OUR FUTURE

In conjunction with our partners, we continued to contribute to the largest 're-snagging' project ever undertaken in Australia.

The re-snagging project is a collaboration between the North East CMA, the Victorian DSE, the New South Wales DPI, The New South Wales Department of Natural Resources, the MDBC and a local steering committee comprising both community and agency staff. The Australian, New South Wales, Victorian, and South Australian governments have provided funding through The Living Murray programme for this project.

Launched in 2006, the three-year Living Murray project seeks to improve the river environment for native fish by returning trees, branches and logs to key sections of the Murray River channel.

Traditionally, snags were removed from rivers to make them navigable or because it was believed that they caused additional flooding at times of peak flow. Between 1976 and 1987 more than 24,000 woody habitats were removed from the Murray River between the Hume Dam and Yarrawonga.

Three sections of the Murray will be resnagged by 2009 - all up, a length of 35 kilometres. This will provide around one hundred kilometres of connected habitat for fish to swim and breed between Lake Mulwala and Howlong.

Throughout 2007/08, the North East CMA managed the monitoring component of this project which was undertaken by the Arthur Rylah Institute for Environmental Research. A total of 270 radio transmitters were surgically implanted in fish to monitor their movements and their adoption of the improved habitat.

Fish are tracked as they pass fixed in stream monitoring stations and by radio tracking from boats. In May 2008 a helicopter was used to monitor and track fish in the Murray River between Tocumwal and Lake Hume and the lower Ovens River between Lake Mulwala and Wangaratta.

We have continued our involvement as a member of the Steering Committee.

An Angler Monitoring Programme provides community involvement into this project with fishermen encouraged to contribute to the monitoring by collecting valuable data on the location and numbers of tagged fish caught.

RESPONDING TO FIRE DAMAGE

The North East CMA continued to focus on the recovery of fire affected waterways and communities in the region by undertaking direct works along fire affected reaches and targeting seeding willow populations that are, or have the potential to, colonise burnt areas.

These works delivered extensive environmental benefits and gave us an opportunity to engage directly with landholders and communities who were impacted by fire, helping them overcome some of the post fire impacts on their properties and livelihoods. Examples include:

- Addressing seeding willow and fire debris blockages throughout a three kilometre reach of Stony Creek, a tributary of the King River near Cheshunt;
- Targeting seeding willow infestations in cooperation with Parks Victoria throughout remote reaches of the upper King and west Kiewa Rivers in the Alpine National Park. These works uncovered, and treated, extensive post fire invasions of seeding willows (particularly *Salix cinerea* and *S. nigra*) in riparian areas, alpine bogs and wetlands; fire related sediment provides an ideal seed bed for the germination and establishment of these species;
- Clearing of debris blockages in the upper Fifteen Mile and Middle Creeks, protecting high value horticulture and improving river health; and
- Addressing seeding willow and fire damage along approximately one kilometre of Devils Creek, a tributary of the Buckland River.

CHECKING STREAM HEALTH

2008 is the final year of the sentinel site programme. The CMA has assessed the same 15 sentinel sites across the region for the last four years, providing a snapshot of annual variation in condition. The full State wide application is scheduled to roll out again in 2009.

ASSESSING THE SOCIAL HEALTH OF RIVERS

Victoria is the national leader in observing the physical health of its rivers by monitoring river flows, stream bank vegetation, water quality, erosion and the animals, like fish, that live in the rivers.

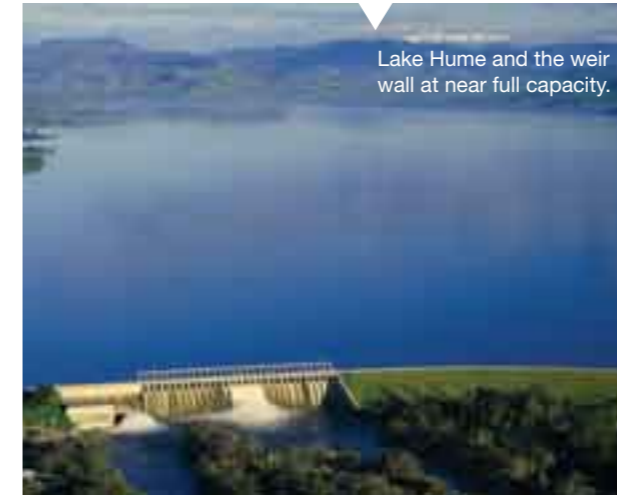
However, until 2008, little was known about the people who live, work and play around Victoria's lakes, rivers, creeks, wetlands and estuaries.

The North East CMA supported a survey launched by the University of Queensland that sought to find answers to questions like: What do people use our rivers for? How well do Victorians understand what makes a healthy river? How involved are people with rivers? And who do they think is responsible for looking after Victoria's rivers?

The survey was piloted through a telephone survey of 900 people in three of Victoria's ten catchment management areas, including the north east region - Wodonga, Indigo, Wangaratta, Alpine, Towong and surrounds.



The measurements of the pH tells us a lot about the natural condition of a water body as well as indicating whether any pollution impacts are occurring.



Lake Hume and the weir wall at near full capacity.

The results of the study will be used to develop a tool to monitor how Victorians use, value and look after their rivers. The University hopes to run the survey every five years, in a similar way to how ecological factors are currently monitored.

The information provided in the survey will help Victorian government agencies to better understand community views and involvement in rivers. This will influence policies and programmes seeking to improve or maintain the health of Victoria's waterways.

We will use the information to help ensure we meet community expectations for protecting and improving the condition of key rivers in the region.

This information will become available in late 2008 and will be used to help ensure we meet community expectations for protecting and improving the condition of key rivers in the region.

ENVIRONMENTAL WATER RESERVE

IDENTIFYING/UNDERSTANDING ENVIRONMENTAL FLOWS

Environmental flows aim to supply water for the environmental needs of a river to ensure that it continues to be healthy.

The timing, volume and quality of environmental flows are all critical aspects. Like the natural flow of rivers, different combinations provide a range of benefits for each ecosystem.

During 2007/08 we sought to quantify the EWR objective in the Kiewa Valley and the regulated Ovens Valley.

Both studies involved a FLOWS assessment - the Victorian endorsed method for determining the environmental water requirements for a healthy river. This method is a rigorous, clear and independent process that links environmental objectives with flow requirements.

In March 2008, Peter Cottingham & Associates and the Murray Darling Freshwater Research Centre submitted a final report on the Lower Ovens River. Also in March 2008, Earth Tech Engineering Pty Ltd submitted a final report on the Kiewa River. Both reports identified the timing, frequency, magnitude and duration of flow requirements needed to achieve long-term ecosystem objectives for the regulated Ovens, Buffalo and King Rivers and the Kiewa River system. This included consideration of minimum flows in drought conditions and the importance of overbank/flooding flow.

The North East CMA region now has updated environmental flow recommendations for the whole Ovens and Kiewa River Valleys. Future water resource management decisions will need to take these into account to ensure that our rivers continue to be healthy and productive.

FLOODPLAIN MANAGEMENT

The North East CMA is responsible for floodplain management in the region. We play an important role in developing floodplain studies and floodplain management plans by providing referral advice and ensuring development does not compromise the environmental functions of floodplains.

FLOODPLAIN CONFERENCE 2009

The North East CMA, with assistance of Albury & Wodonga City Councils, State Emergency Services (SES), the NSW Department of Environment and Climate Change and the Victorian DSE is organising the first combined Victorian and New South Wales floodplain management conference in Albury from 16-20 February 2009. This Conference is expected to provide a framework to a national approach to floodplain management.

To emphasise the conference theme One Floodplain One Unified Approach (Bridging the States), the technical papers will focus on the following subthemes:

- Unified approach to emergency management (planning & response)
- Flood mitigation
- Planning
- Environmental management (water for flooding)
- Dealing with climate change - changing standards
- Risk management

MURRAY CORRIDOR FLOODPLAIN REHABILITATION PROJECT

The high summer irrigation flows between Lake Hume and Lake Mulwala have had environmental, community and social impacts along the reach. The North East CMA in partnership with the MDBC, and the Living Murray Project have undertaken works to mitigate these impacts.

Two major projects were completed in June 2008:

1. Hiskins Bend/Lake Moodemere Regulator

The project involved the construction of a concrete regulating structure with aluminium gates that can be manually opened and closed. The purpose of the structure is to facilitate control of the water level into the wetland, ensure a more natural flow regime that mimics natural flows with a resultant environmental benefit and to minimise the losses of vital irrigation water through evaporation and seepage.

2. Richardson's Bend

An existing concrete pipe culvert provided vehicular access across a waterway near Richardson's Bend. This crossing was replaced with a new structure which provides improved vehicular access and facilitates the passage of fish and other aquatic species along this waterway (refer to page 28 photo).

PROTECTING THE OVENS RIVER



Sand extraction to protect then the lower ovens.

ISSUE

The Lower Ovens River is a Victorian Heritage River due to its status as one of the last unregulated rivers in the State, its active floodplain, intact riparian vegetation and healthy native fish community.

The meandering lower part is the last largely unregulated lowland river in the Murray Darling Basin.

The Ovens supplies water for urban and agricultural uses, including horticulture, aquaculture and dairying. It is extremely popular for recreational angling, camping and other pursuits.

Its health is under threat from the impact of mining and unsustainable land clearing undertaken in the 19th and 20th centuries, ongoing unsustainable land uses in the riparian zones adjacent to the stream and its tributaries and the storm water, litter, invasive weeds and other pollutants from our urban centres.

APPROACH

The North East CMA has a major waterway health programme that aims to reduce environmental threats and deliver benefits to communities, flora and fauna living along the Ovens River. During 2007/08 this programme incorporated:

1. Large-scale river restoration works

Sand slugs on the 15 Mile and Reedy Creeks near Wangaratta are being actively managed to prevent them reaching the heritage section of the lower Ovens River. This is an ongoing project that will require the removal of over 50,000 cubic metres of sediment over the next five years. We also undertook stock exclusion fencing, planted native trees, grasses and shrubs to help stabilise river banks and restore riparian vegetation.

2. Native Fish Demonstration Reach project

The North East CMA and the Arthur Rylah Institute for Environmental Research (DSE) led a Demonstration Reach project for the Ovens River above Wangaratta.

This involved monitoring a series of works on 'demonstration reaches' with a view to assessing and demonstrating the benefits of integrated works.

We provided technical advice and completed removal of black willow to improve native fish habitat along the Ovens. Other CMA works included stock exclusion fencing and weed control to help improve vegetation along the Ovens, resnagging and improving fish passage.

RESULT

Our work crews removed 4.5 kilometres of willows along the banks of the Ovens River in 2007/08 and replaced them with native vegetation to address a range of environmental issues, including:

- Erosion and flooding damage to nearby infrastructure
- Quality and flow of water
- Habitat available for fish, birds and insects
- Access to streams for fishing and aquatic activities

In February 2008, we undertook fish surveys of the Ovens at the Wangaratta weir to gauge the effectiveness of by-pass channel works for the passage of fish upstream.

A small number of people from the Wangaratta community attended a native fish information session in March 2008 and later helped with on-ground works. A project reference group was formed as part of the demonstration reach project. This is an ongoing project and further community input is required. A number of community engagement activities are planned for 2008/09 to gain further community support for this project.

KEY PARTNERS

Arthur Rylah Institute for Environmental Research (DSE) and community members from Wangaratta area.



Willow removal and revegetation to improve river health.



Collecting data from tagged fish along the Murray River.



Controlling willow regrowth on gravel bar.



Guest Speaker Fleur Stelling, DSE Project Manager Sue Berwick, and DSE Native Vegetation Management Officer, Mary Titcumb.

STRATEGY & PARTNERSHIPS

THE NORTH EAST CMA IS RESPONSIBLE FOR DEVELOPING THE RCS – A BLUEPRINT FOR INVESTMENT IN PRIORITY ENVIRONMENTAL WORKS IN THE REGION.

Implementation of this Strategy is largely achieved through the strong partnerships we have developed with public and private land managers, water authorities, local government, Landcare and other government and semi-government authorities.

STRATEGY PLANNING

We had planned to undertake a review of the 2004 RCS and commence the renewal process, in addition to renewing the regional Pest Plant and Animal Plans during 2007/08. Work on the Strategy and Action Plans has been delayed under instruction from DSE pending outcomes of the Land and Biodiversity in a Time of Climate Change White Paper process.

INVESTMENT PLANNING

In 2007/08 we participated in an Australian Government pilot that trialled Performance Story Reporting as a primary investment reporting tool.

The Participatory Performance Story Reporting (PPSR) technique is a practical tool for telling the story of how a programme has contributed to outcomes.

A performance story is short and includes both qualitative and quantitative data in a five part structure. The results chart forms a key part of the report and is essentially a programme logic model that is populated with multiple lines of evidence to tell the story of how investment has contributed to long term goals.

In supporting the national pilot, we interviewed 50 landholders in the north east to determine the impacts of two key natural resource management programs; Care of Remnant Incentives Scheme and Trust for Nature (Future Landscapes).

We then joined with community representatives and agency staff at an evaluation summit to review all data collected during the project and develop recommendations to improve the delivery of native vegetation protection programmes in the region.

Community representatives and agency programme staff attending the summit evaluated key aspects of the most significant change stories that had been recorded and qualified statements regarding contribution to resource change.

COMMUNITY ENGAGEMENT

NEW COMMUNITY ENGAGEMENT STRUCTURE

Engaging with communities in the north east, continues to be a high priority for the CMA. To ensure engagement and consultation processes are as effective as possible, and to enable continuous improvement of these processes, we regularly review and evaluate how we engage with and seek input from communities.

Following a review and evaluation of the Advisory Committees, the Board has adopted a new approach to engaging and seeking input from communities. This new approach includes establishing a reference group consisting of suitably skilled community members, to advise the CMA about how best to tailor engagement and consultation processes to individual communities. It is envisaged that this new approach will lead to engagement and consultation processes that are more targeted to individual communities, more meaningful to community participants, and that capture knowledge and ideas from a broader cross-section of community members.

Refer to page 50 of the Annual Report for further information on the Land and Water Advisory Committees and future arrangements for community engagement.



Engaging with communities in the north east, continues to be a high priority for the CMA.

SUPPORTING SUSTAINABLE AGRICULTURE

We worked with a range of partners to promote and foster sustainable agricultural practices across the region.

Much of this work was undertaken through our Sustainable Agriculture; Sustainable Catchments programme, funded by the Australian Government.

Through this programme, almost 70 farmers attended EMS training courses run by the CMA in Corryong, Tallangatta and Wangaratta. We also collaborated with the King Valley Vignerons, with 12 vignerons undertaking EMS training after the 2008 grape harvest.

During this training, farmers and vignerons were shown how to prepare an EMS and taught how to use the spatial mapping tool E-farmer which is useful when planning spraying, fencing and tree planting projects.

In April 2008, 72 farmers attended an EMS forum convened by the CMA and the Australian Landcare Management. Three accredited landholders from the north east and representatives from Landcare Australia, Elders, the Australia Farm Institute and the North East CMA highlighted ways that farmers can use accreditation tools like EMS to access new markets for produce within Australia and overseas.

The forum also sought to help the region's farmers take a proactive approach to climate change by equipping them with ideas and information that could be used to improve business productivity and protect the environment into the future.

Land use planning is another important aspect of sustainable agriculture.

In November 2007, we partnered with the Alpine Valleys Agribusiness Forum to host a Tree Change Forum that focused on the environmental, social and business opportunities. The forum was well attended and attracted significant media interest from the ABC Country Hour, The Age and The Border Mail.

Finally, the CMA also contributed to a national Evergraze project that started in the region, with a proof site established on private land near Chiltern. Eight landholders throughout the north east agreed to set up trials on their properties that will run for two to three years.



SUPPORTING RURAL COMMUNITIES DURING DROUGHT

We again offered practical support to landholders and rural contractors suffering hardship due to ongoing drought conditions.

As in 2006/07, the CMA encouraged people to register for the Victorian Government's Drought Employment Programme and coordinated its roll-out across the region.

Farmers were paid for up to 200 hours of work and to attend EMS training and received up to \$1,400 for fencing materials, fuel, oil and other items purchased for environmental work.

A total of 87 landholders participated in the Drought Employment Programme in 2007/08 while a further 25 took up funding to erect stock containment areas.

The following works were achieved by participants in the Drought Employment Programme.

TABLE 8
Drought Employment Program Works

ACTIVITY	2007/08	2006/07
Funding	\$924,000	\$1,295,998
No. of off-stream watering points installed	49	110
Riparian fencing	15.9 km	14.1 km
Gullies fenced	7.6 km	5.1 km
Remnant vegetation fenced	9.0 km	3.8 km
Wild Dog Fencing	4.2 km	2.0 km
Weeds treated on public waterways	195.0 ha	95.0 ha
Weeds treated on roadsides	79.0 ha	Nil
Weeds treated on private land	241.0 ha	280.0 ha
No. of trees planted for erosion control	10,880.0	24,990
No. stock containment areas	44	235



Landscape Logic Tour

REGIONAL LANDCARE SUPPORT

IMPROVING SOIL HEALTH

Soil erosion, soil structure decline, organic matter loss and salinity are all significant soil health issues in the north east. The region also has some of the most acidic soils in Victoria.

Through our Landcare Support programme, the CMA's Landcare Coordinators helped a number of groups secure \$923,615 funding in 2007/08 from the National Landcare Programme for works related to soil health. These included:

- Ovens Landcare Network - Soil Health: involving a series of field days and a successful workshop attended by 65 landholders.
- Mitta and Upper Murray Landcare groups- these groups held a range of soil, pasture and biodiversity field days throughout the year, including a focus on the value of dung beetles at Lucyvale.
- Benambra Landcare - the group held a Soil Health Forum in March 2008, with more than 50 landholders from Omeo/Benambra and Gippsland attending.

INNOVATION AND KNOWLEDGE SHARING

LANDSCAPE LOGIC

The North East CMA is participating in Landscape Logic, a partnership research project involving six regional organisations, seven research institutions and State land management agencies. The project focus is on two major knowledge gaps in the current regional investment process.

1. Finding better ways to organise existing knowledge and assumptions about links between management actions and environmental outcomes (resource condition targets).
2. Improving our understanding of these links through historical studies of the effects of past private and public investment on environmental condition in two areas - water quality and native vegetation condition.

Decision networks are being developed with the aim of improving future rounds of investment plans. To establish causal links and improve the quality of information in those decision networks, the project will conduct historical studies that examine relationships between past changes in land use and land management to vegetation condition.

During the last twelve months the study area, survey methodology and criteria for examining the issues have been developed and data collection has started.

MAKING SUCCESSFUL INVESTMENTS IN NATURAL RESOURCE MANAGEMENT PRACTICE CHANGE

The North East CMA is one of ten regional natural resource management bodies participating in this national four year project funded by Land and Water Australia. The aim of the project is to enable regional natural resource management bodies to continually improve the way they manage their investment in natural resource management practice change. The project will develop a set of tools and processes, tested by the participating regions that will help them to plan and invest in practice change.

During the first year, we participated in the Strategic Review Theme. The objectives of the theme were to investigate current approaches to investing in practice change and the success of these approaches in achieving targets identified in regional catchment strategies. A Checklist tool for reviewing planning and evaluation processes was developed and tested during the year.

REDUCING GREENHOUSE AND BUILDING PROFITS IN NORTH EAST VICTORIA



The Arnold's were one of two farms selected as a demonstration site through an "Energy Efficient Farm Practices" pilot project.

ISSUE

Research by the North East Greenhouse Alliance highlighted that a lack of awareness was a key barrier to uptake of alternative methodologies and technologies in north east Victoria.

Members of the Ovens Landcare Network* wanted to find new ways to more efficiently use fossil fuels and electricity or replace these energy sources with alternatives. Network members were keen to investigate new technologies that they could use on their farms but realised that local information was lacking.

* The community-driven Network comprises 22 Landcare Groups and is supported by the North East Greenhouse Alliance and the North East CMA.

APPROACH

Traditionally, agricultural greenhouse projects have focussed on reducing farm emissions from soil or livestock management practices. But the Ovens Landcare Network wanted to find new ways to simultaneously boost farm profits and reduce greenhouse emissions.

This focus led to development of the Energy Efficient Farm Practices pilot project through which the Network:

- Ran a series of practical information workshops about alternative energy sources hosted by local Landcare groups throughout the Ovens Catchment.
- Selected and showcased two demonstration sites to monitor and highlight the savings that can be achieved by installing solar power.

The workshops focussed on solar, wind and micro-hydro power sources and highlighted energy efficient practices including compressors, pumps and invertors and alternative energy sources such as biofuels.

Speakers at the initial series of workshops included energy experts, local businesses who demonstrated products and discussed after-sales service and local landholders with first-hand knowledge and experience of alternatives.

Attendees were asked to complete detailed questionnaires relating to their farm enterprise and energy use.

The Network used this information to select two properties from which it could demonstrate the greatest energy savings by installing alternative technology.

RESULT:

The Network showcased a commercial operation and a small farm/lifestyle operation to reflect the mix of farming enterprises within the area.

The Ovens Landcare Network will continue to monitor and report on energy savings derived through the Energy Efficient Farm Practices pilot.

SPAusNet installed SmartMeters at both demonstration properties before the installation of either solar system. These metres measure power consumption in half hour blocks. This data combined with previous billing history will provide comprehensive records against which the Network can measure energy and financial data prior to the installation of the solar systems.

KEY PARTNERS

The project was developed by the Ovens Landcare Network, supported by the North East CMA, the North East Greenhouse Alliance and funded by the Australian Government's National Landcare Programme.

	COMMERCIAL OPERATION	SMALL FARM/LIFESTYLE OPERATION
Description	Dairy farm, Wooragee	Fine wool merinos, Londrigan, north east of Wangaratta
Owner	Neil and Wendy Arnold	Rob and Jacky Reid
Energy problem	Significant energy costs incurred by heating water for cleaning dairy operations daily	Significant energy costs incurred by pumping well water to troughs for fine wool merinos
Changes made	Installed a solar pre-heating system for milking machine clean-up water after winning a comprehensive energy audit and \$10,000 towards a technology retrofit	Based on results of energy audit, decided to install a grid - connected solar system on their house
Energy result	Daily energy bill reduced, lower greenhouse emissions generated	Solar system reduced running costs on the farm. Reid's receive 61 cents per kilowatt for excess power generated and returned directly to the grid



CORPORATE

THE NORTH EAST CMA BELIEVES IN THE IMPORTANCE OF PROVIDING A SAFE WORKING ENVIRONMENT, AND INVESTING IN ITS PEOPLE AND THE SYSTEMS THAT THEY USE. THE CORPORATE SERVICES TEAM MANAGES THE FINANCIAL, HEALTH AND SAFETY, VEHICLES, HUMAN RESOURCES, INFORMATION TECHNOLOGY AND COMMUNICATION FUNCTIONS OF OUR ORGANISATION.

CUSTOMER/STAKEHOLDER SURVEY RESULTS

We commissioned statewide market research on behalf of nine Victorian CMAs. The research sought to monitor community awareness of CMA's, assess community understanding regarding CMA responsibilities and identify community priorities for the future. The 2008 survey built on data collected in 2001, 2004 and 2006.

A total of 1,802 respondents were surveyed across the State, with 201 from the north east.

Some of the key findings in the north east related to:

AWARENESS:

- Landcare – north east respondents showed strong top-of-mind awareness of Landcare at 39% (16% statewide average in 2008).
- CMA awareness - unprompted awareness of the North East CMA was 10% (compared with 16% average statewide). This figure was up from 7% in 2006, but down from 11% in 2004 and 10% in 2001. Prompted recall of the North East CMA was 52%, rising to 73% amongst those living on the land (slightly higher than the statewide average).

ISSUES OF IMPORTANCE

- Drought was the most prominent issue (61%) in the north east, higher than the statewide average for this issue (56%).
- Bushfire prevention was mentioned by 5% of north east respondents - significantly higher than 2% of mentions for CMAs overall.
- When prompted, 90% of those in the north east said it was important/extremely important to focus on managing the EWR and managing waterways.

PERFORMANCE PERCEPTION AND APPROVAL

- 73% of CMA-aware respondents expressed support and approval for the North East CMA – equal to the statewide average.
- Of those who had personal contact with the CMA, 79% gave a satisfied rating – higher than the state average.

TABLE 9
Comparison of Key Stakeholder Satisfaction Survey Results

	2008	2006	2004	2001
Unprompted Awareness of the CMA	10%	7%	11%	10%

FINANCES

This financial year we continued our planned program of ensuring completion of prior year committed projects as much as practicable. The driver behind this approach is a directive from DSE to reduce the cash held to 35% of current year revenue.

Late in the financial year we received funding of \$3.12 million from DSE in advance for 2008/09 and 2009/10 financial years. This late funding makes it difficult for the CMA to adhere to the Department's requests to reduce cash balances.

The CMA continues to remain in a healthy solvent cash position as reflected in the Cash Flow Statement.

There were no matters which changed our financial position during the reporting period.

TABLE 10
Summary of Financial Results

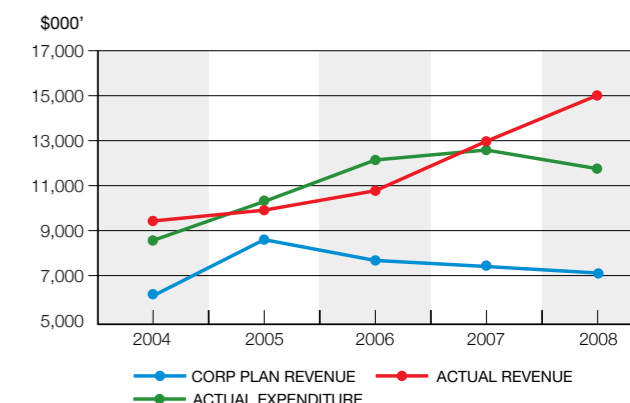
	2007/08	2006/07	2005/06	2004/05	2003/04
Operating Revenue	15,029,688	13,012,027	10,886,603	9,769,127	9,410,440
Operating Expenses	(11,919,430)	(12,606,306)	(12,027,761)	(10,231,862)	(8,654,989)
Surplus (Deficit)	3,110,258	405,721	(1,141,158)	(462,735)	755,451
Cash Held	9,452,762	6,227,071	5,693,088	6,606,305	8,932,434
Cash Held as a Percentage of Revenue	63%	48%	52%	68%	95%

The CMA received approximately \$15 million in revenue during the financial year from various funding sources and expended about the same. A breakdown of this revenue and expenditure by program is provided in the following table.

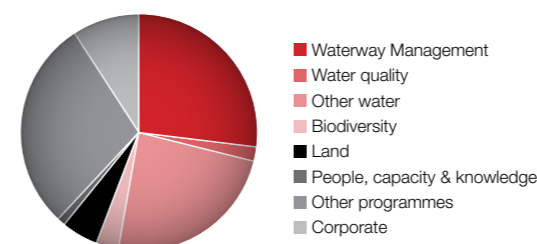
TABLE 11
Revenue and expenditure 2007/08

PROGRAM	REVENUE 2007/08	EXPENDITURE 2007/08
Waterway Management	4,028,884	4,342,189
Water quality	288,505	247,170
Other water	3,646,932	884,325
Biodiversity	515,658	563,725
Land	811,090	665,481
People, capacity & knowledge	116,000	513,517
Other programmes	4,318,849	3,511,069
Corporate	1,303,769	1,191,954
Total	15,029,688	11,919,430

GRAPH 3
Revenue/Expenditure Analysis



GRAPH 4
Revenue 2007/08



GRAPH 5
Expenditure 2007/08

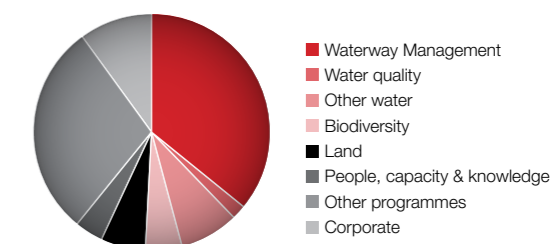


TABLE 12
People Matter Survey

PERCENTAGE AGREEMENT MEASURE	2007	2006	2005
Public Sector Values	85%	88%	81%
Public Sector Employment Principles	88%	87%	81%
Workplace Health & Safety	88%	97%	N/A
Workplace Wellbeing	85%	88%	83%
Commitment and Retention	75%	83%	N/A

N/A – Data not available

OUR STAFF

EMPLOYEE ASSISTANCE PROGRAM

We renewed our contract with our Employee Assistance Program provider IPS Worldwide® during the year. This service provides professional, confidential counselling services to our employees and their families, including members of the community participating in the Drought Employment Program.

TRAINING AND DEVELOPMENT

We are committed to providing training support and development for all employees, with particular emphasis on the development of employee skills to meet the CMA's business objectives and to recognise staff for their commitment to the organisation.

This year we are supporting three employees in their undergraduate and post graduate studies at University. Carolyn Humby (Community Liaison – Waterwatch Team Leader) and Greta Quinlivan (RCS Implementation Support Officer) completed the Alpine Valleys Community Leadership Programme. Natalie Ord (Waterways Project Officer) completed the Graduate Certificate in River Health.

Organisational wide training has included Level 1 and 2 First Aid, Integrated Management System, Website content management training and frontline management training for supervisors.

STAFF SATISFACTION

We participated in the People Matter Survey for the fourth year in a row. The Survey measures Victorian public sector employees' perceptions of how well the public sector values and employment principles are applied within the organisation. The Survey also gathers useful information on a broad range of people management issues, including levels of job satisfaction and the ways in which the CMA, managers and workgroups operate.

We had a fantastic response rate to the survey this year with 67% of staff participating, this compares to 64% last year. (see above table)

ENTERPRISE BARGAINING AGREEMENT AND STAFF CONSULTATIVE COMMITTEE

Enterprise Agreement

This year employees voted to renew the CMA's Enterprise Agreement 2005. Management submitted its log of claims to the Victorian Government in November 2007 with approval granted in February 2008 that negotiations between parties could commence. At the end of the reporting period the Enterprise Agreement Negotiating Committee met on four occasions with discussions progressing well.

Staff Consultative Committee

The CMA Staff Consultative Committee met twice during the year. This committee addresses issues relating to the enterprise agreement and provides advice on staff-related policies where applicable. The committee is made up of six employees and one management representative. This year the committee worked with management to prepare for the negotiation of a new Workplace Agreement 2008-2011, provide advice on the implementation of the Energy & Carbon Emission reduction strategy and a review and provision of feedback on the results of the People Matter Survey 2007.

INDUSTRIAL RELATIONS

The CMA has excellent industrial relations and has experienced no lost days due to action.

CULTURAL DIVERSITY AND WOMEN

We aim to ensure that women in our workplace, on our boards and our committees are supported in their role. The CMA is committed to a family friendly workplace, through workplace conditions such as paid pre natal leave, paid maternity leave, carer's leave and flexible working arrangements. As at 30 June 2008, women represented 45% of the workforce.

The CMA has noted government direction delivering culturally appropriate services and believes that its services, including community communications, adhere to this direction.

The CMA also employs an Indigenous Liaison Officer who works with local indigenous communities to coordinate natural resource management projects.



HEALTH AND SAFETY

We are committed to providing our employees, visitors and contractors with a working environment that is safe and without risks to health and welfare.

To enable an open and clear consultation process we have five designated work groups across the CMA. Group members elect their representative who sits on the Health and Safety Advisory Committee. Consultation is an ongoing, two way process between management and staff.

The functions of the Committee are to:

- Assist the CMA management in developing, updating and implementing measures to protect health and safety.
- Facilitate co-operation and dissemination of information between management and employees in relation to Occupational Health & Safety (OHS).
- Investigate matters that may be a risk to health and safety.
- Maintain information on OHS standards generally recommended or prevailing in workplaces of a comparable nature.
- Consider matters that have been referred to the committee from management, employees or OHS representatives with the view to making recommendations to management.
- Participate in training and consider measures for training and educating employees at work about health and safety matters.

The focus of the committee in the past year has been to ensure compliance with the Occupational Health and Safety Act 2004, and building a culture within the workplace that puts health and safety first.

This year the committee has continued to review our work practices and procedures. The Integrated Management System has been implemented and all staff are renewing their understanding of the CMA's Safety Policy, hazard identification and incident reporting. Two work practice notices were issued Travelling and Working in Alpine Regions and Buddy System. Medical examinations continued for all staff with hearing tests offered.

The committee met six times during the reporting period. All committee members completed the one-day OHS refresher course. A review of the committee structure and terms of reference was conducted in January 2008, by the outgoing committee. A new committee was elected in March 2008 and as at 30 June 2008 the members were as follows.

TABLE 13
OHS Committee Membership June 2008

ELECTED REPRESENTATIVES	APPOINTED REPRESENTATIVES
Andrew Briggs	Matthew Fagence
Michael Broughton	Terry McCormack
Geoff McKernan	Peter Sacco
Natalie Ord	Fiona Shanks
Christopher Reid	

TABLE 14
OHS Statistics

PERFORMANCE INDICATOR	2007/08	2006/07	2005/06
Hazard Identification & Incidents Reported (Number)	17	9	10
Notifiable Incidents (Number)	0	2	2
Workcover Claims from Incidents (Number)	2	5	3
Lost Time Injuries (Hours)	38	N/A	N/A

N/A – Data not available

We encourage and support incident reporting as a method for continually improving and reviewing our safety systems.



WORKFORCE DATA

The CMA employed 46 people in 2007/08 (44.02 Full Time Equivalent (FTE)), this is a decrease on the previous figure of 46.4 FTE from the 2006/07 year. This reduction in staff numbers may be attributed to staffing cuts resulting from the new Caring for our Country funding arrangements. The breakdown in staff for the CMA is as follows.

TABLE 15
Workforce Data

POSITION	AS AT 30 JUNE 2008			AS AT 30 JUNE 2007		
	Male	Female	Total	Male	Female	Total
Executive Officers	1.0	0.00	1.00	1.0	0.0	1.0
Management	3.0	1.00	4.00	5.0	1.0	6.0
Water Programmes	12.0	7.12	19.12	13.4	9.2	22.6
Strategy & Partnerships	8.8	5.50	14.30	6.6	4.6	11.2
Corporate	0.8	4.80	5.60	1.0	4.6	5.6
Total FTE	25.6	18.42	44.02	27.0	19.4	46.4

INFORMATION TECHNOLOGY

Again this year the focus was on consolidating our information technology (IT) systems and processes. Out of this consolidation process we identified that our existing network speed required an upgrade to keep pace with an ever increasing demand and draw on technology resources. This is currently being undertaken in conjunction with Telstra and should be completed in early 2008/09.

Three years ago, we developed an IT Strategy. This was reviewed during the year to ensure currency and practicality for the CMA's future IT direction. Some rationalisation of projects was undertaken, with a view to focussing on knowledge management in the coming two year period.

We have been progressing with our three yearly IT asset replacement program ensuring that the hardware and software is kept current.

Our new Website went live in February 2008. This was a successful launch and culminated in some excellent work from staff and consultants. The site is managed by a team of staff which meet regularly to ensure that the website remains relevant and a useful means of communication with the community and our partners.

REDUCING OUR ENVIRONMENTAL IMPACT

Tree planting day

In September 2007, we attended a team building, tree planting day in which a major revegetation site was established on a property near Wangaratta. The day offered staff a great opportunity to get together and make a positive contribution to natural resource management, which we all feel passionately about.

Around the office

Our staff feel strongly about protecting the environment and continue to use resources wisely and recycle where possible. All of the CMA offices have recycle bins for paper, plastic, and cans with some staff even collecting compostable waste to take home for their chooks.

Further measures have been taken to reduce our environmental impact by reducing the number of hard copy annual reports we produce opting for larger quantities of an executive summary for distribution.

Additional initiatives aimed at reducing our energy use and greenhouse gas pollutions have also been undertaken and are detailed in the case study on page 43 of the Annual Report.

REDUCING OUR ENERGY FOOTPRINT



ISSUE

In December 2006 we commissioned an independent energy audit of the CMA's Wodonga offices and Everton and Kiewa Depots with the aim of reducing our energy use and greenhouse gas pollution. The audit concluded that our staff have good energy-conserving behaviour, but it also identified energy saving steps that we could undertake to reduce our greenhouse pollution.

APPROACH

In response to the audit, we put in place a range of practical changes, including changing air-conditioning running times, improving computer night time shut down, placing timers on hot water systems, installing occupancy sensors and phasing in the use of more energy efficient lighting.

We have also purchased two hybrid cars and have started switching to alternative fuels as these become more readily available or as the vehicle fleet is turned over on the asset replacement schedule.

The Corporate Services team monitors CMA energy use each quarter and provides feedback to staff, so helping to foster and encourage change.

RESULT:

In the period from January to March 2008, our Birralee office staff reduced energy consumption by 25%, while our Everton Depot staff achieved a massive 43% reduction compared to the same period last year.

These reductions in energy consumption and changes to our vehicle fleet have resulted in our carbon emissions undergoing a steady decrease since the programmes inception in 2006 (456 tonnes) to 432 tonnes in 2007 and 201 tonnes in 2008.

KEY PARTNERS

The North East CMA is an active member of the North East Greenhouse Alliance (NEGA). Through our involvement in the NEGA we aim to work with local stakeholders in a variety of greenhouse project areas such as carbon sinks, community energy efficiency, street lighting efficiency, climate change adaptation strategies, renewable energies and alternate fuels and vehicles.

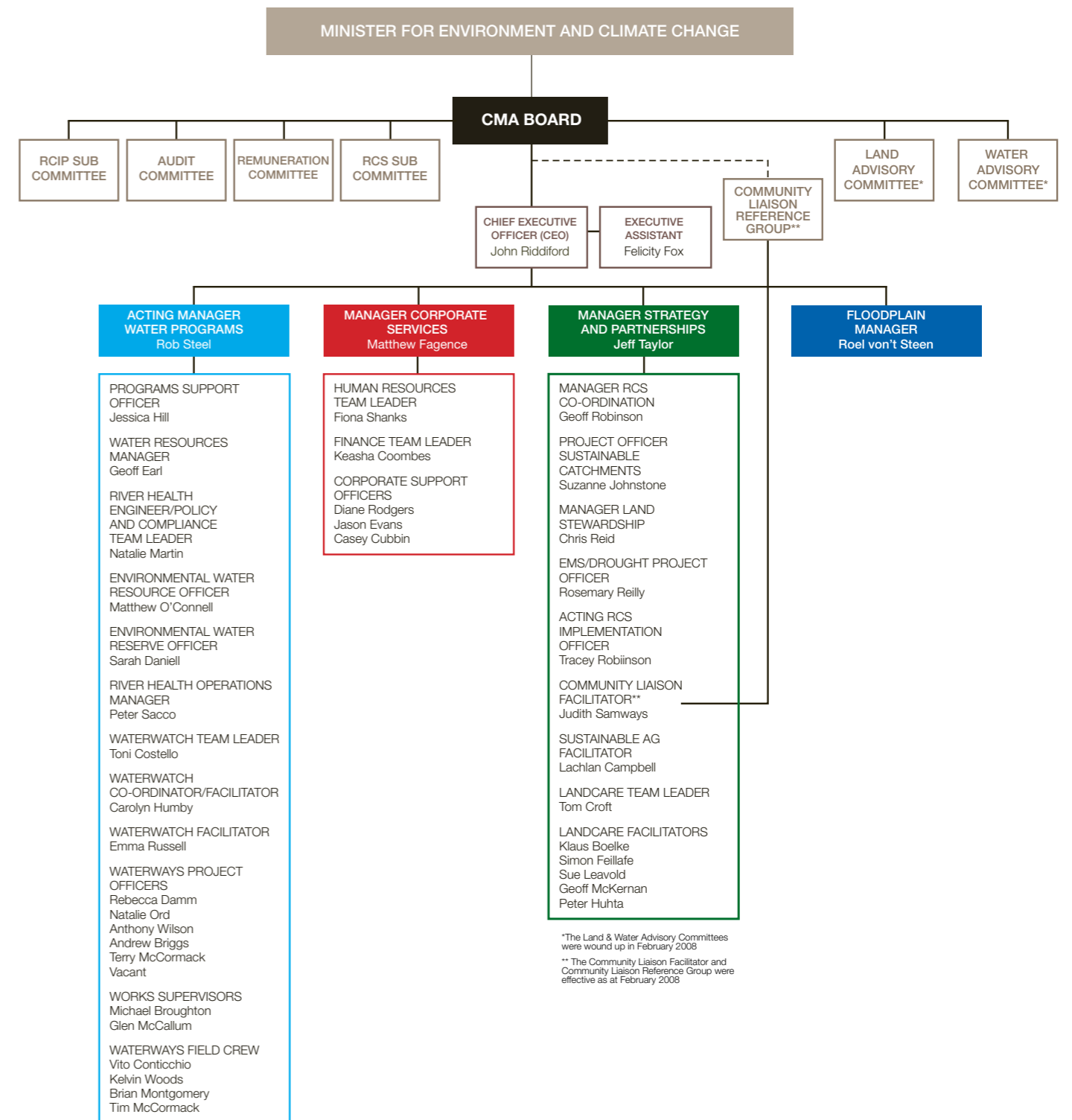
GOVERNANCE

THE NORTH EAST CMA
VALUES AND UPHOLDS
GOOD GOVERNANCE
PRACTICES BY:

- Enabling open interaction between its senior management team, Board and key stakeholders
- Setting strategic direction
- Managing risks
- Developing, monitoring and maintaining policies and procedures
- Managing the CMA's finances in accordance with the Financial Management Act 1994
- Board Members annual declaration of pecuniary interests

ORGANISATIONAL STRUCTURE

FIGURE 1
Organisational Structure as at 30 June 2008



OUR BOARD



SARAH NICHOLAS

BAGSci, Masters in Environmental Law, Management and Business, GAICD

Sarah, who lives in Wandiligong, has been Chair of the North East CMA since 2000. She has worked as a private consultant in natural resource management, focussing on strategic planning and community engagement. In a past life she was the ski patrol director at Mount Hotham and now has two small children to keep her enthusiastic and dynamic. She is also Deputy Chair of the Murray-Darling Basin Ministerial Council Community Advisory Committee and of The Living Murray Community Reference Group.

ANTHONY GRIFFITHS

Anthony is actively involved in his family's primary production business in the Greta district, where his family has been farming for generations. Anthony is Deputy Chair of the CMA and has been a Board Member since 2000. He is currently Secretary /Treasurer of the Greta Valley Landcare Group, having previously served as President and Vice President. He is also President of the local primary school council and a trustee of the Greta Cemetery Trust. Anthony is a graduate of the Alpine Valleys Community Leadership Program, based in north east Victoria and was also a Councillor with the Rural City of Wangaratta for six years.

PETER ROPER

Assoc Dip Farm Man

Peter is a primary producer at Tawonga and has been a member of the North East CMA Board since 2003. He has previously worked for Central Gippsland Water Authority, managing regional water supply catchments and wastewater treatment and re-use facilities.

LYN COULSTON

Lyn owns and operates a plant nursery in the upper Murray and is a primary producer. She has been a North East CMA Board member since 2000 and is a former Councillor and Mayor of the Towong Shire. She is Secretary of the Upper Murray Landcare Network, Chairperson of the Victorian Blackberry Taskforce, and a Board member of the Alpine Valleys Community Leadership Program and the Albury Wodonga Area Consultative Committee.

GREG HAYES

BAGSc, MSc

Greg, from Talgarno, is a beef producer and a planning consultant working in agriculture, natural resource management, agribusiness and regional development in Australia and overseas. He has been a member of the North East CMA Board since 2006. He is a member of the Wise's Creek Talgarno Landcare Group, the Albury-Wodonga Grasslands Society, Beef Improvement Association, Talgarno Fire Brigade and a Board member of Australian Alpine Valleys Agribusiness Forum.



ANTHONY JARVIS

Anthony is a fifth generation farmer at Cudgewa, whose main enterprise is beef cattle. He has been a member of the North East CMA Board since 2006. Anthony is president of the Upper Murray Landcare Network and the Victorian Farmers Federation Wodonga Livestock District Council, and Treasurer of the Cudgewa Landcare Group, and a Member of the Upper Murray Agribusiness Group.

DR TERRY HILLMAN

Dip Agriculture, BSc (Hons I), PhD

Terry is an Adjunct Professor at La Trobe University. He has been a CMA Board Member since its establishment in 1997. He chairs La Trobe University's Regional Advisory Board and is on the Board of the Murray Darling Association.

RAYMOND PARK

BBus(LG), Grad Dip Mant, MB, FCPA

Ray lives in Markwood, growing lucerne and beef cattle, and has been a member of the North East CMA Board since 2006. He has worked for 26 years in senior positions in local government in north east Victoria. He is currently the Director of Business Services at the Rural City of Wangaratta. He holds degrees in Accounting and Local Government, a Master of Business, is a qualified accountant and is currently studying Rural Planning.

RHONDA SERPELL

Advanced Diploma of Horticultural Management

Rhonda is a grazier, running a small Simmental stud and commercial operation in the Kiewa Valley at Running Creek. She has been a member of the North East CMA Board since 2006. Rhonda also works with some of the ex tobacco growers helping them to move forward into new crops for north east Victoria. With husband Peter, she is still exploring uses for raspberries other than fruit production. Rhonda has strong links to the community through the Victorian Farmers Federation (Secretary of the Wodonga Livestock District Council), Landcare (Acting President of the Kiewa Catchment Landcare Groups), and Country Fire Authority, as well as other community groups in the Upper Kiewa Valley.

BOARD MEETINGS

The Board conducted 11 ordinary meetings and one extra-ordinary meeting during the year. The key projects undertaken by the Board during the year included:

- A review of the CMA's Advisory Committee/Community Engagement structure. The new structure was approved at the February 2008 Board meeting.
- Board Charter review in August 2007.
- The endorsement of new and review of various existing Board policies.

As part of good governance the Board also undertakes an annual review of its performance. The 2006/07 performance review was undertaken in May 2007 with various recommended improvements to governance activities being incorporated during the 2007/08 period. The 2007/08 performance review is being undertaken during July 2008.

The Board further undertakes an annual strategic planning session to set the CMA's direction for the coming year. The most recent strategic planning session was undertaken during May 2007. The Board also identifies items of strategic interest for inclusion on the annual calendar and subsequent discussion at each Board meeting.

PECUNIARY INTERESTS

All Board Members and Senior Officers completed an annual pecuniary interest return and declare their interests at meetings as required.

TABLE 16
Board Meeting Attendance 2007/08

MEMBER	MEETINGS	
	No. Attended	No. Eligible to Attend
Sarah Nicholas	12	12
Anthony Griffiths	12	12
Peter Roper	10	12
Lyn Coulston	11	12
Greg Hayes	11	12
Tony Jarvis	10	12
Terry Hillman	7	12
Ray Park	12	12
Rhonda Serpell	12	12

AUDIT COMMITTEE

The Audit Committee oversees and advises the Board on matters of accountability in internal control affecting the operations of the CMA. To help fulfil this role the Audit Committee has a charter which defines its responsibilities as:

- providing effective management of financial risks.
- ensuring reliable management and financial reporting.
- ensuring compliance with the laws and regulations.
- ensuring maintenance of an effective and efficient audit.

Membership of the Audit Committee was decided by resolution of the Board at the July 2007 Board meeting. Members during the reporting period were:

- Peter Roper (Chair)
- Ray Park (Member)
- Rhonda Serpell (Member)

TABLE 17
Audit Committee Meeting Attendance 2007/08

MEMBER	MEETINGS	
	No. Attended	No. Eligible to Attend
Peter Roper	5	5
Ray Park (independant)	5	5
Rhonda Serpell (independant)	5	5

The committee met five times during the financial year and undertook the following key tasks:

- Review and recommendation to the Board of the 2006/07 Annual Financial Statements.
- Set the scope and prioritisation of the Internal Audit Plan.
- Review the outcomes of the Internal Audit Report.
- Review the Risk Management Strategy.
- Tender for and appoint an Internal Auditor for the 2008/09 and 2009/10 financial years.

REMUNERATION COMMITTEE

The Remuneration Committee makes recommendations to the Board on the remuneration and performance of the Chief Executive Officer.

Membership of the Remuneration Committee was decided by resolution of the Board at the July 2007 Board meeting. Members during the reporting period were:

- Sarah Nicholas (Chair)
- Greg Hayes (Member)
- Lyn Coulston (Member)

The committee met twice during the year to discuss the Chief Executive Officers performance and remuneration and to set performance indicators for the coming year.

TABLE 18
Remuneration Committee Meeting Attendance 2007/08

MEMBER	MEETINGS	
	No. Attended	No. Eligible to Attend
Sarah Nicholas	2	2
Greg Hayes	2	2
Lyn Coulston	2	2

REGIONAL CATCHMENT INVESTMENT PLAN DEVELOPMENT WORKING GROUP

The Board, at the November 2007 meeting, resolved to establish an RCIP Development Working Group to participate in the CMA's 2008/09 review of the RCIP.

The Working Group consists of:

- Geoff Robinson, Manager RCS Coordination (Convenor)
- Tony Jarvis (Member)
- Greg Hayes (Member)
- Lyn Coulston (Member)
- Rhonda Serpell (Member)

The group has met three times during the year to assist management and act as a conduit to the Board in the development of the RCIP 2008/09.

TABLE 19
RCIP Development Working Group Meeting Attendance 2007/08

MEMBER	MEETINGS	
	No. Attended	No. Eligible to Attend
Tony Jarvis	3	3
Greg Hayes	3	3
Lyn Coulston	3	3
Rhonda Serpell	2	3

REGIONAL CATCHMENT STRATEGY STEERING COMMITTEE

The Board, at the June 2007 meeting, resolved to establish an RCS Steering Committee to participate in the CMA's review and renewal of the current RCS.

The Steering Committee consists of:

- Geoff Robinson, Manager RCS Coordination (Convenor)
- Lyn Coulston (Member)
- Rhonda Serpell (Member)
- Greg Hayes (Member)
- Tony Jarvis (Member)

The committee has met four times during the year to assist management and act as a conduit to the Board in the review and renewal of the current RCS.

TABLE 20
RCS Steering Committee Meeting Attendance 2007/08

MEMBER	MEETINGS	
	No. Attended	No. Eligible to Attend
Lyn Coulston	4	4
Rhonda Serpell	4	4
Greg Hayes	3	4
Tony Jarvis	4	4

LAND AND WATER ADVISORY COMMITTEES

CMA's across Victoria are required under their Statement of Obligations (Water Act 1989 and Catchment & Land Protection Act 1994) to provide opportunities for community engagement in the integrated management of catchments. CMA Boards are empowered to determine the appropriate Committee structure for their region.

As the result of a 2003 review of community engagement arrangements, the Board agreed to replace the existing three geographic based implementation committees with two asset-based advisory committees – one covering land assets and the other covering water assets. The two Land and Water Advisory Committees continued to operate until February 2008 and were charged with the responsibility to:

- Provide advice to the Board on the annual investment plan.
- Provide advice to the Board on RCS development and implementation.
- Play a lead role in involving the broader community and relevant stakeholder groups in natural resource planning, implementation and evaluation.
- Provide advice on the delivery of the annual Catchment Community Forums and the constitution of action oriented Community Reference Groups.

The Land Advisory Committee met on three occasions during the year to address:

- Mid-term review of the Regional Landcare Support Strategy.
- Provision of advice to the Board on the proposed community engagement framework.
- Provision of advice to the Board on the renewal of the RCS, particularly in regard to climate change issues.
- Planning for Catchment Community Forums.

The Water Advisory Committee met on three occasions during the year to address:

- Provision of advice to the Board on the renewal of the RCS particularly in regard to climate change issues.
- Provision of advice to the Board on the proposed community engagement framework.
- Planning for Catchment Community Forums.

As the result of a review of the CMA's community engagement structure during the year both the Land and Water Advisory Committees were brought to a close in February 2008. We would like to take this opportunity to thank the members of our past advisory committees for the valuable contributions they have made to the north east.

With the winding up of the Land and Water Advisory Committees the Board has agreed on a new community engagement structure aimed at:

- Providing greater clarity of the community engagement task to be addressed.
- Increasing support for the Catchment Community Forum programme as a key community engagement task.
- Increasing the CMA's capacity in community engagement through the appointment of a Community Liaison Facilitator (CLF).

This new structure will include the establishment of a Community Liaison Reference Group (CLRG) charged with the responsibility to:

- Assist the CMA to meet its responsibility to understand north east communities and effectively engage them in the development and implementation of the RCS, by providing advice and expertise to the CLF.
- Specifically provide advice about community engagement and assist in connecting the CMA with local communities.

A CLF has been appointed and we are currently in the process of seeking expressions of interest for the CLRG membership. We expect the new CLRG to be operational by November 2008.

The Land and Water Advisory Committees membership during the year is detailed in the following table.

TABLE 21
Land & water advisory committees membership 2007/08

LAND ADVISORY COMMITTEE		WATER ADVISORY COMMITTEE	
Name	Representation	Name	Representation
Anthony Griffiths	CMA Board	Terry Hillman	CMA Board
Neville Wright	Community	Don Chambers	Community
Ian Lobban	Community	Alison Mitchell	Community
Marilyn Webster	Community	Frank Griffiths	Community
Karen Jones	Community	Paul McGowan	Community
Wayne Donahue	Community	Ray Henderson	Community
Judy Semour	Community	Peter Serpell	Community
Thomas Moritz	Community	Gordon Nicholas	Community
Peter Curtis	Community	Rick Malaschenko	Community
Melinda Short	Community	Debi Gadd	Community
Ben Buckley	Community	Pamela McKimmie	Community
Roy Baird	Community	Peter Beggs	Community
Pauline Mele	Primary Industries Research Victoria	Anne Graesser	G-MW
Debbie Colbourne	DSE	Tamsin Rutsch	NEW
Rick Felton	DPI	Tony Long	DSE
Jim Blackney	Trust for Nature	Neville Fowler	DPI
Charlie Pascoe	Parks Victoria		

SENIOR MANAGEMENT TEAM



JOHN RIDDIFORD
(Chief Executive Officer)

B.For.Sc, Dip. Company Directors

Our Chief Executive, John Riddiford, attends all Board meetings and is a vital link between the governance and operations of the North East CMA.

John has over twenty years experience in natural resource management in both the public and private sectors.

Before taking up the position of Chief Executive Officer of the North East CMA, he was employed at Melbourne Water for over 10 years.

At the CMA, John has overseen the implementation of many programs to improve water quality and the reversal of land degradation. This has been largely achieved through community empowerment and community cooperation.

John is a Fellow of the Australian Institute of Management and a Fellow of the Australian Institute of Company Directors.

JEFF TAYLOR
(Manager Strategy & Partnerships)

Strategy & Partnerships is responsible for the management of the Authority's strategic and investment planning functions and facilitating the CMA's partnerships with the community and key stakeholders.

Jeff has had over 25 years of strategic planning and management experience in various industries that include manufacturing, news media and natural resource management. Before taking on his current role, Jeff was employed as Manager of the former Upper North East River Management Authority.

MATTHEW FAGENCE
(Manager Corporate Services)

Bachelor of Commerce, CPA, Justice of the Peace (Qual.) Qld.

Corporate Services is responsible for implementing the CMA's Corporate Business functions which include Finance, Human Resources, Information Technology and all general administrative duties.

Matthew has a variety of work experience including Queensland Government's Department of Housing, various Management Accounting roles in both the United Kingdom and Spain, and the Macquarie Regional Radioworks group.

Since Matthew commenced at the CMA in 2005, he has managed the implementation of the Axapta Project & Financial Management System, upgrades to the Information Technology Systems and is currently managing the negotiations for the CMA's new Enterprise Agreement 2008-11.

VERONICA LANIGAN
(Manager Water Programs)

Bachelor and Grad. Dip. in Env. Mgt, Masters of Business

Veronica Lanigan is the Manger of Water Programs and has worked with the North East CMA for the past ten years; eight as Manager Water Programs and two as the Water Quality Co-ordinator. Veronica is responsible for the river health, water quality, water resources, and Waterwatch functions of the organisation, which broadly covers the CMA's operational role.

Veronica's background has been with the EPA and the Department of Natural Resources and Environment in the Water area.

Veronica also runs Murray Greys on a small property in the Ovens Valley.

Veronica commenced maternity leave during May 2008 and is expected to return to work during May 2009.

ROB STEEL
(Acting Manager Water Programs)

Bachelor Applied Science (Surveying) RMIT 1977, Registered Surveyor, Licensed Surveyor, Graduate Alpine Valleys Community Leadership Program 2001-2002

Rob is on secondment from DSE for the duration of Veronica Lanigan's maternity leave. Rob commenced work with the CMA on 28 April 2008.

Rob has over 30 years experience in the public sector in a variety of roles including road and bridge design & construction, surveying, property management, statutory and strategic planning. Rob has expertise in cadastral law, particularly its application in managing the public/private land interface. He has worked in the north east in various roles for the past 20 years and has a good knowledge of the catchment and its issues.



POLICIES

RISK MANAGEMENT

From 1 July 2007 the CMA was required to apply the Victorian Government Risk Management Framework Guidelines (issued in July 2007) to its Risk Management Framework. This required implementation of and maintaining of risk management governance systems and reporting consistent with the Australian/New Zealand Standard 4360:2004 or equivalent.

The Victorian Government Risk Management Framework was developed to support best practice in public sector risk management. It provides a collective resource that links a variety of risk management information sources and adds clarity to roles and responsibilities, both for administering risk management policies and implementing risk management processes. The framework provides for a minimum common standard across Public Sector Agencies.

This common standard will ensure that a generally accepted method of risk management is being applied across the public sector, one which adopts a balanced methodology and widely accepted approach to risk identification, analysis and risk reporting.

The Minister for Finance also issued a standing direction, requiring that the CMA take appropriate steps to introduce an appropriate approach to risk management. It further required that a sufficient level of attention be given to the risks associated with its management.

In complying with the new framework and standing direction, the CMA is required to make an attestation in the Annual Report that the framework is or is not consistent with the Australian/New Zealand Standard 4360:2004 or equivalent.

To assist the CMA in making this attestation, a review was undertaken in partnership with our insurers, the Victorian Managed Insurance Authority (VMIA). The Attestation by the CMA Board follows.

RISK MANAGEMENT ATTESTATION

ATTESTATION FOR THE NORTH EAST CMA 2007/08

I, Sarah Nicholas (Chair), certify that the North East CMA has risk management processes in place that are currently not fully consistent with the Australian/New Zealand Risk Management Standard. The Board noted that the CMA has internal control systems in place that enable the executive to understand, manage and control risk exposures, which need further development to ensure the system has a more specified and systematic methodology. The Board further verified that the risk profile of the North East CMA has been critically reviewed within the last 12 months. Further, the Board and Management commit to undertake a thorough review of current processes and to implement a more systematic approach to managing risk encompassed in a risk framework specifically designed to support the North East CMA objectives.

Signed:



Date: 26 June 2008
Name: Sarah Nicholas
Position: Chair

MERIT, EQUITY AND CODE OF CONDUCT

The Public Administration Act 2004 specifies a number of employment and conduct principles that must be observed by public sector organisations and employees.

The CMA adopts and promotes the Victorian Public Sector Code of Conduct which outlines how the staff conduct our business and how we should treat the public, our clients and our colleagues.

We are committed to the principles of equal employment opportunity (EEO). Employment decisions are based on merit where employees are treated fairly and reasonably and have appropriate avenues for redress against any unfair and unreasonable treatment. We recruit, promote and train employees on the basis of merit and open competition without prejudice or discrimination.

WHISTLEBLOWERS

The objective of the Whistleblowers Protection Act 2001 is to encourage and facilitate the making of disclosures of improper conduct or detrimental action by public officers and public bodies. The Act provides protection to whistleblowers who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and for rectifying actions to be taken.

We reviewed our Whistleblowers Protection Act 2001 policy of procedures, which establishes the system for reporting disclosures of improper conduct or detrimental action during the year.

Disclosures of improper conduct or detrimental action by the CMA or its employees may be made to the Protected Disclosure Co-ordinator (PDC), Matthew Fagence, Telephone (02) 6043 7600.

All correspondence, phone calls and e-mails from internal or external whistleblowers will be referred to the PDC. Where a person is contemplating making a disclosure and is concerned about approaching the PDC or a Protected Disclosure Officer in the workplace, he or she can call the relevant officer and request a meeting in a discreet location away from the workplace.

A disclosure about improper conduct or detrimental action by the North East CMA or its employees may also be made in the first instance to the Human Resources Team Leader, the Chairperson of the CMA Audit Committee, or directly to The Ombudsman:

The Ombudsman Victoria
Level 22, 459 Collins Street
Melbourne Victoria 3000
(DX 210174)
Internet: www.ombudsman.vig.gov.au
E-mail: ombudvic@ombudsman.vic.gov.au
Phone: 03 9613 6222
Toll Free: 1800 806 314

TABLE 22
Application of Whistleblowers Act 2001

INDICATOR	NUMBER	TYPE
The number and types of disclosures made to public bodies during the year	0	N/A
The number of disclosures referred to the Ombudsman for determination as to whether they are public interest disclosures	0	N/A
The number and types of disclosed matters referred to the public body by the Ombudsman for investigation	0	N/A
The number and types of disclosures referred by the public body to the Ombudsman for investigation	0	N/A
The number and types of investigations taken over from the public body by the Ombudsman	0	N/A
The number of requests made by a whistleblower to the Ombudsman to take over an investigation by the public body	0	N/A
The number and types of disclosed matters that the public body has declined to investigate	0	N/A
The number and types of disclosed matters that were substantiated upon investigation and the action taken on completion of the investigation	0	N/A
Any recommendations made by the Ombudsman that relate to the public body	0	N/A

COMPLIANCE

FREEDOM OF INFORMATION

Access to information under the Freedom of Information Act 1982 is obtained through a written request, as detailed in Section 17 of that Act. Applications must be as detailed and as specific as possible so that the CMA's Freedom of Information (FOI) Officer can identify and locate relevant documents. All applications must include the statutory \$22.70 lodgement fee (effective 1 July 2008). Further charges may be payable. Freedom of Information fees and charges are not subjected to GST.

Requests to the CMA should be sent to:

Fiona Shanks
HR Team Leader (FOI Officer)
PO Box 616,
Wodonga, Victoria 3689
Phone (02) 6043 7600
E-mail necma@necma.vic.gov.au

In the reporting period one request under the Freedom of Information Act was received. Access to the requested documents was granted in full.

POWERS AND DUTIES

The North East CMA is granted power of authority under section 123 of the Water Act 1989, whereby it is stated that:

1) An 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.

2) No other provision of this Act that confers a power on an Authority limits sub-section (1)

The CMA's functions are established under section 12 of the Catchment and Land Protection Act 1994, and sections 189, 199 & 202 of the Water Act 1989.

STATEMENT OF OBLIGATIONS

The CMA has two Statements of Obligations issued under the Water Act 1989 and the Catchment and Land Protection Act

1994 that outline key expectations and requirements of the Minister for Water and the Minister for Environment and Climate Change.

BUILDING ACT COMPLIANCE

The CMA complies with the building and maintenance provisions under the Building Act 1993.

NATIONAL COMPETITION POLICY

We continue to comply with the National Competition Policy. Competitive neutrality seeks to enable fair competition between local government and private sector businesses. Any advantage or disadvantages that government businesses may experience, simple as a result of government ownership, should be neutralised. The CMA continues to implement and apply this principle in its business undertakings.

AVAILABILITY OF OTHER INFORMATION

Information relevant to Financial Reporting Direction 22B of the Financial Management Act 1994 is held at the Authority's office and is available on request, subject to the Freedom of Information Act 1982.

INFORMATION PRIVACY ACT

The Information Privacy Act 2000 establishes a regime for the responsible collection and handling of personal information in the Victorian public sector. We comply with the 10 Information Privacy Principles. Further information is available at the Privacy Victoria website www.privacy.vic.gov.au.

CONTRACTS

No major contracts (greater than \$10 million) were entered into during the reporting period.

CONSULTANCIES

We entered into a total of 55 minor consultancies (less than \$100,000) resulting in expenditure of \$589,973 during the reporting period. A further three major consultancies (greater than \$100,000) were entered into during the year, details as follows.

TABLE 23
Consultancies Greater than \$100,000 2007/08

CONSULTANT	PROJECT	TOTAL FEE APPROVED	EXPENDITURE 2007/08	FUTURE EXPENDITURE
Department of Sustainability & Environment	Living Murray Resnagging 2007/08	\$630,600	\$310,300	\$320,300
Sinclair Knight Merz	REALM – Lower Ovens River	\$106,195	\$45,837	\$0
BMT WMB Pty Ltd	Wetland Strategy Development	\$138,330	\$20,815	\$1,520

DISCLOSURE INDEX

REF.	DISCLOSURE	PAGE NO.
DSE Compliance Review		
FRD 22B	Manner of establishment and the relevant Ministers	ii
FRD 22B	Objectives, functions, powers and duties	9,56
FRD 22B	Nature and range of services provided	10, 11, 13
FRD 22B	Organisational structure, names and functional areas of responsibility of senior officers	45, 51
FRD 22B	Names of board members	46
FRD 22B	Statement of workforce data for current and previous financial year	42
FRD 22B	Merit and equity	55
FRD 22B	5 year summary of the financial results	39
FRD 22B	Significant changes in financial position during the year	39
FRD 22B	Objectives and performance against objectives	4, 5, 78-91
FRD 22B	Major changes or factors affecting performance	2, 4, 78-91
FRD 22B	Subsequent events which will affect operations in future years	77
FRD 22B	Details of consultancies >\$100,000	56
FRD 22B	Details of consultancies – total no. and cost <\$100,000	56
FRD 12A	Disclosure of major contracts	56
FRD 22B	Application and operation of FoI Act 1982	56
FRD 22B	Application and operation of the Whistleblowers Protection Act 2001	55
FRD 22B	Compliance with building and maintenance provisions of the Building Act 1993	56
FRD 22B	Statement on National Competition Policy	56
FRD 22B	OHS Policy	41
FRD 24C	Environmental Reporting	42, 43
FRD 25	BIPP disclosures	N/A
FRD 10	Disclosure index	57
FRD 22B	Statement of availability of other information	ii, 56
FRD 29	Workforce data disclosures	N/A
Financial Statements Required under Part 7 if the Financial Management Act 1994		
SD4.2(f)	Compliance with model Financial Report	N/A
SD4.2(b)	Operating Statement	62
SD4.2(b)	Balance Sheet	63
SD4.2(a)	Statement of Recognised Income and Expense	N/A
SD4.2(b)	Cash flow Statement	65
SD4.2(b)	Statement of Changes in Equity	64
SD4.2(c)	Accountable officer's declaration	61
SD4.2(c)	Compliance with Australian accounting standards and other authoritative pronouncements	66
SD4.2(c)	Compliance with Ministerial Directions	66
SD4.2(d)	Rounding of amounts	N/A
Other Disclosures in Notes to Financial Statements		
FRD9A	Departmental disclosure of administered assets and liabilities	N/A
FRD11	Disclosure of ex-gratia payments	N/A
FRD 21A	Responsible person and executive officer disclosures	76, 77

N/A - Disclosure not required



FINANCIAL REPORT 2007/08

CONTENTS

Auditor General's Certification	59-60
Accountable Officer's Declaration	61
Operating Statement	62
Balance Sheet	63
Statement Of Changes In Equity	64
Cash Flow Statement	65
Notes To And Forming Part Of The Financial Statements	66-77

AUDITOR GENERAL'S CERTIFICATION

VAGO

Victorian Auditor-General's Office

INDEPENDENT AUDITOR'S REPORT

To the Board Members of North East Catchment Management Authority

The Financial Report

The accompanying financial report for the year ended 30 June 2008 of North East Catchment Management Authority which comprises an operating statement, balance sheet, statement of changes in equity, cash flow statement, a summary of significant accounting policies and other explanatory notes to and forming part of the financial report, and the accountable officer's declaration has been audited.

The Board Members Responsibility for the Financial Report

The Board Members of the North East Catchment Management Authority are responsible for the preparation and the fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the financial reporting requirements of the *Financial Management Act 1994*. This responsibility includes:

- establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error
- selecting and applying appropriate accounting policies
- making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit, which has been conducted in accordance with Australian Auditing Standards. These Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The audit procedures selected depend on judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, consideration is given to internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used, and the reasonableness of accounting estimates made by the Board Members, as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.

Matters Relating to the Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial statements published in both the annual report and on the website of the North East Catchment Management Authority for the year ended 30 June 2008. The Board Members of the North East Catchment Management Authority are responsible for the integrity of the web site. I have not been engaged to report on the integrity of the web site. The auditor's report refers only to the statements named above. An opinion is not provided on any other information which may have been hyperlinked to or from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on the North East Catchment Management Authority web site.

Level 24, 35 Collins Street, Melbourne Vic. 3000

Telephone 61 3 8601 7000 Facsimile 61 3 8601 7010 Email comments@audit.vic.gov.au Website www.audit.vic.gov.au

Auditing in the Public Interest

Independent Auditor's Report (continued)

Independence

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised. In conducting the audit, the Auditor-General, his staff and delegates complied with all applicable independence requirements of the Australian accounting profession.

Auditor's Opinion

In my opinion, the financial report presents fairly, in all material respects, the financial position of North East Catchment Management Authority as at 30 June 2008 and its financial performance and cash flows for the year then ended in accordance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations), and the financial reporting requirements of the *Financial Management Act 1994*.

MELBOURNE
29 August 2008



for D D R Pearson
Auditor-General

ACCOUNTABLE OFFICER'S DECLARATION

FOR THE YEAR ENDED 30 JUNE 2008

We certify that the attached financial statements for North East Catchment Management Authority have been prepared in accordance with Standing Direction 4.2 of the Financial Management Act 1994, applicable Financial Reporting Directions, Australian Accounting Standards and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and notes to and forming part of the financial statements, presents fairly the financial transactions during the year ended 30 June 2008 and financial position of the Authority as at 30 June 2008.

We are not aware of any circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.

Signed in Wodonga in accordance with a resolution of the board:



Sarah Nicholas
Chairperson

28th August 2008



John Riddiford
Accountable Officer

28th August 2008

OPERATING STATEMENT

FOR THE REPORTING PERIOD ENDED 30 JUNE 2008

	Notes	2008 \$	2007 \$
Revenue from operating activities			
Government contributions	3(a)	13,299,624	11,220,650
Revenue from non-operating activities			
Interest	3(b)	493,083	433,585
Net profit/(loss) from sale of assets	3(b)	47,773	(8,629)
Other income	3(b)	1,189,208	1,366,421
Total Revenue		15,029,688	13,012,027
Expenses			
Depreciation	9(c)	454,799	426,792
Amortisation	10	20,387	19,743
Employee Costs		3,266,960	3,396,845
Materials, Contracts and Consultancies	4	6,920,460	7,368,198
Doubtful Debts Expense	7	0	175,927
Other		1,256,824	1,218,801
Total Expenses		11,919,430	12,606,306
Net Result for the Period		3,110,258	405,721

The operating statement should be read in conjunction with the accompanying notes.

BALANCE SHEET

AS AT 30 JUNE 2008

	Notes	2008 \$	2007 \$
ASSETS			
Current assets			
Cash and cash equivalents	6	9,452,762	6,227,071
Receivables	7	567,658	513,078
Prepayments		14,600	15,016
Inventories	8	276,270	219,405
Total current assets		10,311,290	6,974,570
Non-current assets			
Property, plant and equipment	9	1,595,030	1,998,241
Intangible assets	10	42,674	60,614
Total non-current assets		1,637,704	2,058,855
TOTAL ASSETS		11,948,994	9,033,425
LIABILITIES			
Current liabilities			
Payables	11	811,339	1,105,728
Employee benefits	12	559,789	474,951
Total current liabilities		1,371,128	1,580,679
Non-current liabilities			
Provisions	13	164,949	119,509
Employee benefits	12	96,001	126,579
Total non-current liabilities		260,950	246,088
TOTAL LIABILITIES		1,632,078	1,826,767
NET ASSETS		10,316,916	7,206,658
EQUITY			
Contributed capital	14(a)	5,103,823	5,103,823
Reserves	14(b)	5,213,093	2,102,835
Accumulated funds	14(c)	0	0
TOTAL EQUITY		10,316,916	7,206,658

The balance sheet should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY

FOR THE REPORTING PERIOD ENDED 30 JUNE 2008

	Notes	2008 \$	2007 \$
Total Equity at beginning of financial year		7,206,658	6,800,937
Net result for the period		3,110,258	405,721
Total recognised income and expense for the period		3,110,258	405,721
Total Equity at end of financial year		10,316,916	7,206,658

CASH FLOW STATEMENT

FOR THE REPORTING PERIOD ENDED 30 JUNE 2008

	Notes	2008 \$	2007 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts			
Interest received		357,380	440,707
GST received from the ATO		493,834	0
Other income		1,058,344	1,606,643
Receipts from Government		13,569,447	12,189,451
		15,479,005	14,236,801
Payments			
Payments to suppliers and employees		12,247,053	12,080,772
GST paid to the ATO		0	1,155,380
		12,247,053	13,236,152
Net cash (outflow)/inflow from operating activities	19	3,231,952	1,000,649
CASH FLOWS FROM INVESTING ACTIVITIES			
(Payments for property, plant & equipment)		(413,506)	(805,324)
Proceeds from sale of non-current assets		409,690	340,973
(Payment for intangible assets)		(2,445)	(2,315)
Net cash (outflow)/inflow from investing activities		(6,261)	(466,666)
Net increase/(decrease) in cash held		3,225,691	533,983
Cash and cash equivalents at the beginning of the financial year		6,227,071	5,693,088
Cash and cash equivalents at the end of the financial year	6	9,452,762	6,227,071

The cash flow statement should be read in conjunction with the accompanying notes.

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2008

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of Accounting

GENERAL

This financial report of the North East Catchment Management Authority is a general purpose financial report that consists of an Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and notes accompanying these statements. The general purpose financial report complies with Australian equivalents to International Financial Reporting Standards (A-IFRS), other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Financial Management Act 1994 and applicable Ministerial Directions.

This financial report has been prepared on an accrual basis.

ACCOUNTING POLICIES

Unless otherwise stated, all accounting policies applied are consistent with those of the prior year. Where appropriate, comparative figures have been amended to accord with current presentation and disclosure made of material changes to comparatives.

CLASSIFICATION BETWEEN CURRENT AND NON-CURRENT

In the determination of whether an asset or liability is current or non-current, consideration is given to the time when each asset or liability is expected to be realised or paid. The asset or liability is classified as current if it is expected to be turned over within the next twelve months, being the Authority's operational cycle - see 1(i) for a variation in relation to employee benefits.

HISTORICAL COST CONVENTION

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of financial assets and certain classes of property, plant and equipment.

CRITICAL ACCOUNTING ESTIMATES

The preparation of financial statements in conformity with A-IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the entity's accounting policies.

(b) Revenue Recognition

FEES AND CHARGES

Revenue is recognised when the services to which they relate have been provided.

GOVERNMENT CONTRIBUTIONS

Government grants and contributions are recognised as operating revenue on receipt or when an entitlement is established, whichever is the sooner, and disclosed in the operating statement as government contributions. However, grants and contributions received from the Victorian State Government, which were originally appropriated by the Parliament as additions to net assets or where the Minister for Finance and the Minister for Water have indicated are in the nature of owners' contributions, are accounted for as Equity - Contributed Capital.

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received and the Authority will comply with all attached conditions.

GOODS AND SERVICES RECEIVED FREE OF CHARGE

The value of all goods and services received free of charge is recognised as revenue when the Authority gains control of them or the right to receive them. The benefits derived from these goods and services are recorded at their fair value in the financial report.

INTEREST

Interest is recognised as revenue when earned.

(c) Recognition and Measurement of Assets

Property, plant and equipment represent non-current assets comprising land, buildings, infrastructure, plant and equipment, furniture and office equipment and motor vehicles, used by the Authority in its operations. Items with a cost or value in excess of \$1,000 and a useful life of more than one year are recognised as an asset. All other assets acquired are expensed.

ACQUISITION

The purchase method of accounting is used for all acquisitions of assets. Cost is measured as the fair value of the assets given or liabilities incurred or assumed at the date of exchange plus costs directly attributable to the acquisition.

Where assets are constructed by the Authority, the cost at which they are recorded includes an appropriate share of fixed and variable overheads.

Assets acquired at no cost or for nominal consideration by the Authority are recognised at fair value at the date of acquisition.

REPAIRS AND MAINTENANCE

Routine maintenance, repair costs and minor renewal costs are expensed as incurred. Where the repair relates to the replacement of a component of an asset and the cost exceeds the capitalisation threshold, the cost is capitalised and depreciated.

OPERATING LEASES

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the operating statement on a straight-line basis over the period of the lease, in the periods in which they are incurred, as this represents the pattern of benefits derived from the leased assets.

LEASEHOLD IMPROVEMENTS

Leasehold improvements are recognised at cost and are amortised over the unexpired period of the lease or the estimated useful life of the improvement, whichever is the shorter. At balance date, leasehold improvements are amortised over an 8 year period.

NON-CURRENT PHYSICAL ASSETS

Land and buildings are measured at the amounts for which assets could be exchanged between knowledgeable, willing parties, in an arm's length transaction. Plant, equipment and vehicles are measured at cost.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the operating statement. When revalued assets are sold, it is the Authority's policy to transfer the amounts included in other reserves in respect of those assets to accumulated funds.

All assets must be tested for impairment on an annual basis. Such assets are tested to ascertain whether the carrying amounts exceed their recoverable amounts.

Infrastructure/Works assets are comprised of physical structures located in the Catchment.

REVALUATIONS

Assets other than those that are carried at cost are revalued with sufficient regularity to ensure that the carrying amount of each asset does not differ materially from its fair value. This revaluation process normally occurs every five years. Revaluation increments or decrements arise from differences between an asset's depreciated cost or deemed cost and fair value.

Revaluation increments are credited directly to equity in the revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as expense in determining the net result, the increment is recognised as revenue in determining the net result.

Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the revaluation reserve in respect of the same class of assets, they are debited to the revaluation reserve.

Revaluation increases and revaluation decreases relating to individual assets within a class of property, plant and equipment are offset against one another within that class but are not offset in respect of assets in different classes.

IMPAIRMENT OF ASSETS

Intangible assets with indefinite useful lives are tested annually as to whether their carrying value exceeds their recoverable amount.

All other assets are assessed annually for indicators of impairment, except for:

- inventories; and
- non-current assets held for sale.

If there is an indication of impairment, the assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying amount exceeds its recoverable amount, the difference is written-off by a charge to the operating statement except to the extent that the write-down can be debited to an asset revaluation reserve amount applicable to that class of asset.

The recoverable amount for most assets is measured at the higher of depreciated replacement cost and fair value less costs to sell. It is deemed that, in the event of the loss of an asset, the future economic benefits arising from the use of the asset will be replaced unless a specific decision to the contrary has been made.

An impairment loss on a revalued asset is recognised directly against any revaluation reserve in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation reserve for that same class of asset.

A reversal of an impairment loss on a revalued asset is credited directly to equity under the heading revaluation reserve. However, to the extent that an impairment loss on the same class of asset was previously recognised in the operating statement, a reversal of that impairment loss is also recognised in the operating statement.

(d) Depreciation and amortisation of non-current assets

Where assets have separate identifiable components that have distinct useful lives and/or residual values, a separate depreciation rate is determined for each component.

Land is not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives, commencing from the time the asset is held ready for use. The assets residual values and useful lives are reviewed and adjusted if appropriate, at each balance sheet date.

Major depreciation periods used are listed below and are consistent with the prior year, unless otherwise stated:

	2008 %	2007 %
Leasehold improvements	12.5	12.5
Buildings	2.5 to 16.66	2.5 to 16.66
Infrastructure assets	1 to 10	1 to 10
Plant and equipment	2 to 33.33	2 to 33.33
Furniture & office equipment	7.5 to 33	7.5 to 33
Motor vehicles	10 to 33.33	10 to 33.33

(e) Cash and Cash Equivalent Assets

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

(f) Receivables

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances and duties and taxes paid. Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less allowance for doubtful debts. Trade and other receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful receivables is established when there is objective evidence that the Authority will not be able to collect all amounts due according to the original terms of receivables.

(g) Inventories

Inventories comprise stores and materials used in the delivery of project outcomes. All inventories are valued at the lower of cost and net realisable value. Costs are assigned to inventory quantities on hand at balance date on a first-in, first-out basis (FIFO).

Cost for inventory is measured on the basis of weighted average cost.

(h) Trade and Other Payables

These amounts represent liabilities for goods and services provided to the Authority prior to the end of the financial year, which are unpaid at financial year end. The amounts are unsecured and are usually paid within 30 days of recognition.

(i) Employee Benefits

- (i) Wages and salaries and annual leave
Liabilities for wages and salaries and annual leave expected to be settled within 12 months of the reporting date are recognised in employee benefit liabilities in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled, at their nominal values. Employee benefits which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the entity, in respect of services rendered by employees up to the reporting date. Regardless of the expected timing of settlements, provisions made in respect of employee benefits are classified as a current liability, unless there is an unconditional right to defer the settlement of the liability for at least 12 months after the reporting date, in which case it would be classified as a non-current liability.
- (ii) Long Service Leave
The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows. Provisions made for unconditional long service leave are classified as a current liability, where the employee has a present entitlement to the benefit. The non-current liability represents long service leave entitlements accrued for employees with less than 7 years of continuous service.
- (iii) Superannuation
The amount charged to the operating statement in respect of superannuation represents the contributions made by the Authority to the superannuation plan in respect to the current services of Authority staff. Superannuation contributions are made to the plans based on the relevant rules of each plan.
- (iv) Employee Benefit On-Costs
Employee benefit on-costs, including payroll tax and worker's compensation are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.
- (v) Performance payments
Performance payments for the Authority's Chief Executive Officer are based on a percentage of the annual salary package provided under the contract of employment. A liability is recognised and is measured as the aggregate of the amounts accrued under the terms of the contract to balance date.

(j) Changes in Accounting Policy

The accounting policies are consistent with those of the previous year, unless stated otherwise.

(k) Goods and Services Tax

Revenues, expenses and assets are recognised net of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated inclusive of GST. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Balance Sheet. Cash flows arising from operating activities are disclosed in the Cash Flow Statement on a gross basis – i.e., inclusive of GST. The GST component of cashflows arising from investing and financing activities which is recoverable or payable to the taxation authority is classified as operating cash flows.

(l) Taxation

The Authority is not liable for Income Tax.

(m) Financial Instruments/Investments

Investments are brought to account at cost with interest revenue recognised in the balance sheet when it is earned. All investments expected to be disposed of within 12 months of balance date are classified as current assets and all others are classified as non-current assets.

(n) Intangibles

Intangible assets represent identifiable non-monetary assets without physical substance. Intangible assets are recognised at cost. Costs incurred subsequent to initial acquisition are capitalised when it is expected that additional future economic benefits will flow to the Authority.

Intangible assets consist of software and licences. These assets are amortised over 3 years.

(o) Web Site Costs

Costs in relation to web sites controlled by the Authority are charged as expenses in the period in which they are incurred unless they relate to the acquisition of an asset, in which case they are capitalised and amortised over their period of expected benefits. Generally, costs in relation to feasibility studies during the planning phase of a web site, and ongoing costs of maintenance during the operating phase are considered to be expenses. Costs incurred in building or enhancing a web site, to the extent that they represent probable future economic benefits controlled by the entity that can be reliably measured, are capitalised as an asset and amortised over the period of the expected benefits, which vary from three to five years.

(p) Provisions

Provisions are recognised when: the Authority has a present legal or constructive obligation as a result of past events; it is more likely than not that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are recognised for end of life quarry rehabilitation costs (refer note 13).

(q) Objective and funding

The Authority is responsible for the coordinated control of resource management within the broader catchments of North East Victoria. 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.

(r) Comparative Amounts

Where necessary, figures for the previous year have been reclassified to facilitate comparison.

NOTE 2

FINANCIAL RISK MANAGEMENT

The Authority's activities expose it primarily to the financial risks of liquidity, credit risk and interest rate risk. The Board and Senior Management are responsible for monitoring and managing the financial risks of the Authority. They monitor these risks through monthly board meetings where monthly management reports are presented and analysed. The Authority does not enter into derivative financial instruments and does not speculate in any type of financial instrument.

(a) Market risk

Market risk is the risk that changes in market prices will affect the fair value or future cash flows of the Authority's financial instruments. Market risk comprises foreign exchange risk, interest rate risk and other price risk. The Authority's exposure to market risk is primarily through interest rate risk with significant surplus funds held in term deposits and deposits at a call. The Authority has no exposure to foreign exchange risk or other price risk.

At balance date term deposits totalled \$7,400,000, with a weighted average interest rate of 7.63% (2007: there were no term deposit investments held).

At balance date \$1,304,055 held in deposits at call with a weighted average interest rate of 7.10% (2007: \$5,247,216).

All trade creditors and accruals are non-interest bearing.

INTEREST RATE SENSITIVITY ANALYSIS

A change of 1% in interest rates would have increased/ (decreased) the net result by the amounts detailed below. The analysis assumes that all other variables remain constant.

	Interest rate risk			
	+1% Profit	+ 1% Equity	-1% Profit	- 1% Equity
Cash and Cash Equivalents	94,528	94,528	(94,528)	(94,528)

(b) Credit risk

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Authority. The Authority has adopted a policy of only dealing with creditworthy counterparties and obtaining sufficient collateral where appropriate, as a means of mitigating the risk of financial loss from defaults. The Authority measures credit risk on a fair value basis.

The Authority does not have any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics. The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

(c) Liquidity risk

Liquidity risk is the risk that the Authority will not meet its financial obligations as they fall due. The Authority manages its liquidity risk by maintaining adequate cash reserves and continually monitoring the Authority's expenditure commitments and cash flow needs.

(d) Fair Value

Management consider that the carrying amount of financial assets and financial liabilities recorded in the financial statements approximates their fair values. The carrying amount of creditors and accruals at 30 June 2008 approximates market value.

The fair values and net fair values of financial assets and financial liabilities are determined as follows:

- the fair value of financial assets and financial liabilities with standard terms and conditions and traded on active liquid markets are determined with reference to quoted market prices; and
- the fair value of other financial assets and financial liabilities are determined in accordance with generally accepted pricing models based on discounted cash flow analysis.

Transaction costs are included in the determination of net fair value.

(e) Significant terms and conditions

The Authority's terms, conditions and accounting policies of financial instruments are those adopted generally.

NOTE 3
REVENUE

	2008 \$	2007 \$
(a) Government Contributions		
Contributions to operations:		
State Government		
Catchment planning/Corporate Governance	922,000	922,000
Second generation landcare	535,000	505,000
White paper funding	0	590,132
River Health/Healthy Waterways	2,840,737	3,032,000
Ovens Streamflow Tender	2,900,000	0
Bush Tender	0	213,820
Drought Relief Assistance	1,100,000	1,264,000
Bush Fire Recovery	464,584	232,000
Natural Disaster Funding	0	194,020
Other grants	25,000	262,939
Commonwealth Government		
National Heritage Trust & National Landcare Program	4,225,703	3,953,339
Miscellaneous	286,600	51,400
Total Government contributions shown as operating revenue	13,299,624	11,220,650
Capital contributions:		
Total Government contributions included in income for capital purposes	0	0
Total Government contributions	13,299,624	11,220,650
Conditional grants		
The Authority has recognised as revenue several grants received from the Government where the full project has not yet been completed.		
An analysis of these grant monies is displayed at Note 15 (d).		
(b) Other revenues		
Interest	493,083	433,585
Other:		
Water Authorities	505,000	533,751
Miscellaneous	368,908	404,970
Murray Darling Basin Commission	315,300	427,700
	1,189,208	1,366,421
Net profit/(loss) from sale of non current assets	47,773	(8,629)
Total other revenues	1,730,064	1,791,377
Total revenue	15,029,688	13,012,027

NOTE 4
EXPENSES - MATERIALS,
CONTRACTS AND CONSULTANCIES

	2008 \$	2007 \$
Repairs and Maintenance		
Motor vehicles/plant	96,470	102,182
General	9,391	11,763
Materials	112,267	136,841
Consultants	966,925	999,301
Contractors	3,742,467	4,403,971
Incentives Paid	1,992,940	1,714,140
	6,920,460	7,368,198

NOTE 5
REMUNERATION OF AUDITORS

Audit fees paid or payable to the Victorian Auditor-General's Office for audit of the Authority's financial report:

	2008 \$	2007 \$
Paid as at 30 June 2007	0	7,675
Payable as at 30 June 2008	7,995	0
	7,995	7,675

NOTE 6
CASH AND CASH EQUIVALENT ASSETS

	2008 \$	2007 \$
Cash and cash equivalent assets		
Cash on hand	401	400
Cash at bank	748,306	979,455
Deposits at call	1,304,055	5,247,216
Investments		
Term Deposits	7,400,000	0
	9,452,762	6,227,071

NOTE 7
RECEIVABLES

	2008 \$	2007 \$
Current		
Trade debtors	206,115	473,144
Less: provision for doubtful debts	0 (i)	(175,927)
	206,115	297,217
Other debtors		
GST Paid	225,841	215,861
Accrued Interest on Term Deposits	135,702	0
Total receivables	567,658	513,078

These amounts generally arise from the usual operating activities of the Authority. The ageing of the Trade Debtors were raised within the previous 3 months and are expected to be paid in full. Interest may be charged at commercial rates where the terms of repayment exceed six months. Collateral is not normally obtained.

(i) Formal written advice was received from the Department of Sustainability and Environment in April 2008 stating that they would not pay the outstanding invoices raised against them for salary costs in the 2005/06 and 2006/07 years as per the original agreement. The North East CMA Board, by formal motion, therefore authorised the Write-Off of the Bad Debt at the June 2008 meeting, as the uncertainty of payment had now been realised.

NOTE 8
INVENTORIES

	2008 \$	2007 \$
Current		
Nursery Stock	43,281	50,451
Rock Stockpile	232,990	168,954
Total inventories	276,271	219,405

NOTE 9
PROPERTY PLANT & EQUIPMENT

(a) Classes of property, plant and equipment

	2008 \$	2007 \$
Leasehold improvements		
At cost	103,084	103,084
Accumulated depreciation	(71,724)	(58,918)
	31,360	44,166
Land		
At valuation	185,000	185,000
	185,000	185,000
Buildings		
At valuation	269,505	269,505
At cost	29,291	29,291
Accumulated depreciation	(15,895)	(7,660)
	282,900	291,135
Infrastructure/works		
At valuation	204,853	204,853
Accumulated depreciation	(114,769)	(108,904)
	90,084	95,949
Plant and equipment		
At cost	1,204,096	1,701,769
Accumulated depreciation	(894,401)	(880,342)
	309,695	821,427
Furniture and office equipment		
At cost	314,272	301,428
Accumulated depreciation	(226,372)	(197,911)
	87,900	103,517
Motor vehicles		
At cost	854,031	602,556
Accumulated depreciation	(245,941)	(145,509)
	608,090	457,047
Total property, plant and equipment	1,595,030	1,998,241

Basis of valuation

Land and buildings were independently valued as at 30 June 2006 at market value (land) and fair value (buildings) by Fisher Murphy Valuers, Certified Practising Valuer, AAPI.

Infrastructure assets were valued by independent valuers Earth Tech Engineering, Environmental Engineers, BE, on the replacement value as at 30 June 2006 less the depreciation associated with the expired portion of its estimated total useful life.

The next Valuation is scheduled for 30 June 2010.

NOTE 9
PROPERTY PLANT & EQUIPMENT (continued)

(b) Movements during the reporting periods

Carrying Amount	Leasehold Improvements \$	Land \$	Buildings \$	Infrastructure and Works \$	Plant and Equipment \$	Furniture and Office Equipment \$	Motor Vehicles \$	Total \$
Balance as at 1 July 2006	56,971	185,000	269,505	101,814	778,994	140,132	436,895	1,969,311
Additions	0	0	29,295	0	403,359	11,413	361,257	805,324
Disposals	0	0	0	0	(146,553)	0	(202,438)	(348,991)
Revaluations	0	0	0	0	0	0	0	0
Write-Offs	0	0	(5)	0	(606)	0	0	(611)
Derecognition	0	0	0	0	0	0	0	0
Depreciation	(12,805)	0	(7,660)	(5,865)	(213,767)	(48,028)	(138,667)	(426,792)
Balance as at 1 July 2007	44,166	185,000	291,135	95,949	821,427	103,517	457,047	1,998,241
Additions	0	0	0	0	9,165	28,745	375,596	413,506
Disposals	0	0	0	0	(84,500)	(220)	(277,198)	(361,918)
Revaluations	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	(252,752)	0	252,752	0
Write-Offs	0	0	0	0	0	0	0	0
Derecognition	0	0	0	0	0	0	0	0
Depreciation	(12,806)	0	(8,235)	(5,865)	(183,645)	(44,142)	(200,106)	(454,798)
Balance as at 30 Jun 2008	31,360	185,000	282,900	90,084	309,695	87,900	608,090	1,595,030

(c) Depreciation charge for the year

	2008 \$	2007 \$
Leasehold improvements	12,806	12,805
Infrastructure / works	5,865	5,865
Plant & equipment	183,645	213,767
Furniture & office equipment	44,142	48,028
Motor vehicles	200,106	138,667
Buildings	8,235	7,660
	454,799	426,792

(d) Profit and/or loss on sale of non-current assets

	2008 \$	2007 \$
Proceeds from sale of fixed assets	409,690	340,973
Less written down value	(361,917)	(349,602)
Net profit/(loss) on disposal	47,773	(8,629)

NOTE 10
INTANGIBLES

	2008 \$	2007 \$
Intangibles - Software and Licences		
At cost	93,269	90,823
Accumulated amortisation	(50,596)	(30,209)
	42,673	60,614
Movements during the reporting period		
Opening Balance	60,614	78,043
Additions	2,446	2,314
Amortisation	(20,387)	(19,743)
Closing Balance	42,673	60,614

NOTE 11
PAYABLES

	2008 \$	2007 \$
Current Payables		
Trade payables	427,728	227,242
Accrued expenses	238,229	624,232
Other	145,382	254,254
Total Payables	811,339	1,105,728

NOTE 12
EMPLOYEE BENEFITS

	2008 \$	2007 \$
Current		
Annual leave	251,010	256,225
Long service leave	270,369	181,218
Other - Time in Lieu	38,410	37,508
Total Current	559,789	474,951
Non-Current		
Long service leave	96,001	126,579
Total Non-Current	96,001	126,579
Aggregate carrying amount		
Current	559,789	474,951
Non-Current	96,001	126,579
Total Employee Benefits	655,790	601,530
Full Time Equivalent Employee numbers at end of financial year:	44.02	46.40

Current Leave Provisions represent the unconditional portion of employee benefits. The Authority expects to pay \$246,527 (2007: \$232,891) of the current provisions in the next 12 months.

NOTE 13
PROVISIONS

	2008 \$	2007 \$
Quarry Rehabilitations		
Everton	41,727	37,579
Walwa	15,521	10,294
Moyhu	44,784	15,822
Fairyknowe	17,914	15,822
Sandy Creek	45,003	39,992
	164,949	119,509

NOTE 14
CONTRIBUTED CAPITAL, RESERVES AND ACCUMULATED FUNDS

	2008 \$	2007 \$
(a) Contributed capital		
Balance at beginning of year	5,103,823	5,103,823
Capital contributions	0	0
Balance at end of year	5,103,823	5,103,823
(b) Reserves		
Asset revaluation reserve		
Balance at beginning of year	425,274	425,274
Revaluation increment on non-current assets	0	0
Net transfers (to)/from accumulated funds	0	0
Asset revaluation reserve	425,274	425,274
Committed funds reserve		
Balance at beginning of year	1,677,561	1,271,840
Net transfers from accumulated funds	3,110,258	405,721
Committed funds reserve	4,787,819	1,677,561
Total Reserves	5,213,093	2,102,835
(c) Accumulated funds		
Balance at beginning of year	0	0
Net result for the period	3,110,258	405,721
Transfer to reserves	(3,110,258)	(405,721)
Balance at end of year	0	0

Committed funds reserve
The reserve has been established to recognise that the Authority receives funding for programs in advance of the program works taking place. The Authority is committed to expending these funds in accordance with its Regional Management Plan in succeeding years. At the end of the financial year any Accumulated Funds which represents unexpended program funding, has been transferred to the reserve. For details of the extent of the Authority's commitments for works programs refer to Note 15 (d).

The difference of \$3,471,034 between the Outstanding works program and the committed funds reserve represents the amount that the Authority is committed to via various works programs (Note 15 (d)) not covered by the committed funds reserve. This amount represents a balance within contributed capital previously transferred in from accumulated funds.

NOTE 15
COMMITMENTS

(a) Operating leases

Non-cancellable operating lease commitments inc. GST

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

	2008 \$	2007 \$
Within one year	245,461	153,076
Later than one year but not later than five years	214,944	430,350
Later than five years	0	0
	460,405	583,426

(b) Capital commitments

As at 30 June 2008 the Authority had no outstanding capital commitments (2007: nil).

(d) Outstanding works programs

As at 30 June 2008, the Authority had outstanding works programs totalling \$8,258,854 (2007: \$5,148,595) to complete during the 2008/2009 and following financial years. This consists of grants received by the Authority but not expended as at 30 June 2008.

These programs are funded from Government grants received in the 2007/2008 financial year as well as from accumulated funds brought forward. Specific works programs are dependent on Government funding being made available. Consequently, there is a time lag between the date of receiving government funding and commencement of the relevant works program.

Compliance Statement As at 30 June 2008

Program	Revenue Recognised				Outgoings			Unexpended Program Contributions	Outstanding Program Commitments
	Prior Years	2007/2008	2008/2009 in advance	Total	Prior Years	Current Year	Total		
Waterway Management	21,256,587	4,113,383		25,369,969	19,056,162	4,426,688	23,482,848	1,887,121	1,887,121
Water quality	1,671,424	288,505		1,959,929	1,456,540	247,170	1,703,710	256,219	256,219
Other water	4,722,203	526,932	3,120,000	8,369,135	3,897,630	884,325	4,781,956	3,587,180	3,587,180
Biodiversity	4,490,152	515,658		5,005,810	4,289,809	563,725	4,853,534	152,276	152,276
Land	2,568,802	811,090		3,379,892	2,443,786	665,481	3,109,267	270,625	270,625
People, capacity & knowledge	5,219,233	116,000		5,335,233	4,749,212	513,517	5,262,729	72,505	72,505
Other programs	5,508,993	4,318,849		9,827,842	4,395,660	3,511,069	7,906,729	1,921,113	1,921,113
Corporate	4,904,840	1,581,187		6,486,027	4,904,840	1,469,371	6,374,211	111,815	111,815
Total	50,342,235	12,271,605	3,120,000	65,733,839	45,193,640	12,281,346	57,474,986	8,258,854	8,258,854

Refer Operating Statement & related Notes

NOTE 16
CONTINGENT LIABILITIES

As at 30 June 2008, the Authority has issued Bank Guarantees in favour of the Ministry for Agriculture and Resources totalling \$85,800 (2007: \$79,500)

In October 2007, advice was received from the Department of Primary Industries indicating that a further rehabilitation bond in the amount of \$6,300 was required to be raised for the Work Authority 894.

NOTE 17
SUPERANNUATION

The Authority contributes in respect of its employees to the following superannuation schemes:

Fund	Type of Scheme	Rate %	2008 \$	2007 \$
Vision Super	Defined benefits	9.25%	16,009	62,074
Vic Super New Scheme	Accumulation	9%	38,157	47,133
GSO	Accumulation	9-10%	12,544	9,004
Vision Super Saver	Accumulation	9%	64,349	30,357
All Other funds	Accumulation	9%	142,259	116,449
Total contributions to all funds			273,318	265,017

As at balance date there was \$27,497 (2007: \$17,844) in contributions payable to the above funds.

No balances were repayable in respect of loans made to the Authority from any fund.

Defined Benefits

The Vision Super is a Defined Benefit Fund. Any unfunded liability in respect to this fund would normally be recognised in the financial statements of the Authority. However, the Vision Super Defined Benefit Fund is a multi Employer sponsored plan. As the Funds' assets and liabilities are pooled and are not allocated by employer, the actuary is unable to allocate benefit liabilities, assets and costs between employers. As provided under paragraph 32(b) of AASB 119, the Authority does not use defined benefit accounting for these contributions. On the basis of the results of the most recent full actuarial investigation conducted by the Funds' Actuary at 31st December 2005, the Trustee has determined that the current funding arrangements are adequate for the expected defined benefit plan liabilities.

All other funds are accumulation funds. Employer contributions are normally based on a percentage of employee earnings (currently 9% under Superannuation Guarantee Legislation). No further liability accrues to the employer as the superannuation benefits accruing to employees are represented by their share of the net assets of the fund.

NOTE 18
RESPONSIBLE PERSONS
RELATED DISCLOSURES

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

The persons who held positions of Ministers and Accountable Officers in the Authority are as follows:

Honourable Gavin Jennings, MLC
Minister for Environment & Climate Change
(4 August 2007 to 30 June 2008)

Honourable John Thwaites, MLC
former Minister for Environment & Climate Change
(1 July 2007 to 3 August 2007)

S. Nicholas (Chairperson)

A. Griffiths (Deputy Chairperson)

J. Riddiford (CEO)

L. Coulston (Board Member)

G. Hayes (Board Member)

T. Hillman (Board Member)

A. Jarvis (Board Member)

R. Park (Board Member)

P. Roper (Board Member)

R. Serpell (Board Member)

Remuneration of responsible persons

Remuneration paid to Ministers is reported in the Annual Report of the Department of Premier and Cabinet. Other relevant interests are declared in the Register of Members' Interests which each member of the Parliament completes.

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

Band	2008	2007
\$0-\$9,999	8	8
\$10,000-\$19,999	1	1

Total remuneration of responsible persons referred to in the above bands was \$88,800 (2007: \$88,800).

The remuneration of the CEO is reported under the Remuneration of Executive Officers.

Remuneration of executive officers

The number of executive officers, other than responsible persons, whose total remuneration falls within the specified bands above \$100,000 are as follows:

Band	Total Remuneration		Base Remuneration	
	2008	2007	2008	2007
\$100,000-\$109,999	0	2	0	2
\$110,000-\$119,999	3	1	3	1
\$150,000-\$159,999	0	0	1	1
\$160,000-\$169,999	1	1	0	0
Total Remuneration \$	513,609	491,554	494,855	475,554

Other transactions

Lyn Coulston is a director of Mountain Creek Native Plant Nursery. During the year the Authority contracted to purchase \$24,207 (2007: \$7,729 in actual payments) of seedlings from Mountain Creek Native Plant Nursery. These purchases were based on normal commercial terms and conditions.

There were no other transactions conducted with responsible persons or their related parties during the financial year ended 30 June 2008 (2007: nil).

Responsible persons remuneration outstanding at 30 June 2008 amounted to \$387 (2007: \$3,895).

There were no other balances owing to or from responsible persons or their related parties at 30 June 2008.

NOTE 19
RECONCILIATION OF NET RESULT FOR
THE PERIOD TO NET CASH FLOWS FROM
OPERATING ACTIVITIES

	2008 \$	2007 \$
Net result for the period	3,110,258	405,721
Add/(less) Non-Cash Flows in Net Result		
(Profit)/loss on disposal of non-current assets	(47,773)	8,629
Depreciation and amortisation	475,186	446,535
Allowance for doubtful debts	0	175,927
	3,537,671	1,036,812
Changes in Assets and Liabilities		
Decrease/(increase) in trade receivables	121,347	272,697
Decrease/(increase) in inventories	(56,866)	(13,846)
(Decrease)/increase in provisions	45,441	14,649
Decrease/(increase) in prepayments	416	(9,145)
Decrease/(increase) in other receivables	(175,927)	(80,490)
(Decrease)/Increase in payables	(294,389)	(262,296)
(Decrease)/increase in employee benefits	54,260	42,268
Net Cash flows from Operating Activities	3,231,952	1,000,649

NOTE 20
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.

APPENDICES

DETAILED RESULTS AGAINST THE 2007/08 CORPORATE PLAN

GOVERNANCE

Key Result Area	Activity	Key Performance Indicator	Result
CMA OPERATIONS			
The CMA shall operate within the requirements of the Governance Guidelines for the Department's statutory authorities.	Demonstrate corporate social responsibility by: <ul style="list-style-type: none"> • benchmarking energy usage and greenhouse emissions and implement reduction program, and • supporting community people in the Alpine Leaders programme. 	Reduction in energy usage by 5% compared with benchmark.	The CMA achieved a 6.85% reduction in energy use against 2006/07 benchmark.
		Reduction in greenhouse gas emissions by 5% compared with benchmark.	The CMA achieved a 9.02% reduction in greenhouse gas emissions against 2006/07 benchmark.
		At least one community member supported in the Alpine Valleys Leadership programme.	One community member enrolled in (funded by the CMA) the Alpine Valleys Leadership program.
The CMA shall review its performance periodically and provide a report to the Department as directed by the Secretary.	The Board will conduct a self assessment of its performance.	The Board will submit to DSE its self assessment by July 31.	Submitted in line with compliance requirements.
ANNUAL REPORT			
The CMA shall develop an Annual Report detailing the CMA's activities and financial position and report on the management of land and water resources in the region in accordance with relevant legislative and subordinate instruments and any Government guidelines.	Prepare the annual Catchment Condition report.	Annual Catchment Condition Report completed and meeting statutory reporting requirements.	Annual Catchment Condition Report for 2006/07 completed and submitted to Government within statutory timeframes.
		Prepare the Annual Report.	The CMA Annual Report 2006/07 was submitted on 11 October 2007.
	Favourable overall audit assessment by the Auditor-General.	The CMA had an unqualified Audit letter from the Auditor General for the 2007/08 year.	
PERFORMANCE MONITORING			
The CMA shall ensure that appropriate and effective processes and systems are in place to monitor its financial, social and environmental performance.	Implement the energy audit recommendations.		The energy audit recommendations were implemented by 31 March 2008.
	Implement Axapta project and financial reports.		The Axapta Project and Financial reports have been implemented and are developed as required.

Key Result Area	Activity	Key Performance Indicator	Result
MANAGEMENT OF CMA FUNDS			
The CMA shall manage the relevant investment of Government funds in the region's natural resource management program in the manner outlined in its Service Level Agreement, the Financial Management Compliance Framework and all relevant legislative and sub-ordinate instruments.	Manage projects defined in the Corporate Plan within stipulated timeframes and budgets.	Not less than 80% projects completed on time and within budget.	91.6% of projects completed on time and within budget.
		10% or less spent on grants administration.	Less than 10% spent on grants administration.
The CMA shall administer community grants on behalf of the Minister to assist in the implementation of the Regional Catchment Strategy and relevant sub-strategies in accordance with relevant legislation and subordinate instruments and any guidelines issued by the Secretary.	<ul style="list-style-type: none"> • Manage community grants through the use of CAMS. • Investigate the optimum range of community grants including market based instruments. 	Audited and un-qualified Financial Statements.	The CMA had an unqualified Audit letter from the Auditor General for the 2007/08 year.
		Annual evaluation report of community grants process indicating achievement of outcomes as identified in the Community Grants Management Framework.	Annual evaluation of 2006/07 community grants processes undertaken showing all Key Performance Indicators were met. Evaluation of the 2007/08 community grants process to be undertaken by December 2008.
		95% grant applications processed within one month.	96% of grant applications are processed within one month of receipt within the CMA. The average processing time is 11.1 days.
MANAGING RISKS			
The CMA shall develop a risk management system and processes to effectively manage the strategic, operational and financial risks in accordance with the Financial Management Compliance Framework, all relevant legislative and sub-ordinate instruments and relevant industry standards.	Review current Risk Management Strategy.	Review completed.	The Risk review was completed in June 2008.
		Timetable completed for Risk Management Strategy mitigation measures by 30 June 2008.	The Risk review highlights areas for Risk Mitigation focus. This was completed as part of the review in June 2008
MANAGING ASSETS			
The CMA shall develop and maintain a comprehensive register of all relevant assets in accordance with the Financial Management Compliance Framework and all relevant legislative and sub-ordinate instruments.	Transfer Asset Register from MYOB to Axapta.	Reconciliation of the two systems to ensure the assets have been transferred accurately by 30 June 2008.	The Assets have not been transferred in the 2007/08 year. An upgrade to the Axapta system was delayed to the 2008/09 year and the assets will be transferred during 2008/09.
The CMA shall develop and implement systems to manage and maintain its assets and supply its services in a sustainable manner.	Under take a stocktake/review of each asset category to ensure all assets are accounted for correctly.	Stock take/review completed and all identifiable assets to have been checked and either added or disposed of (whichever is necessary) by 30 June 2008.	The annual stock take of assets was completed and all assets have been accounted for correctly.

COMMUNITY ENGAGEMENT

Key Result Area	Activity	Key Performance Indicator	Result
GENERAL			
The CMA shall develop, maintain and enhance strategic partnerships with regional service deliverers for the implementation of the Regional Catchment Strategy, and sub-ordinate plans.	Continuously monitor and evaluate community engagement processes against the Authority's Community Engagement Policy.	Quarterly reports to Board. Evaluation of community engagement outcomes included in the annual Monitoring Evaluating Reporting and Improvement Framework (MERIF) evaluation plan.	All quarterly reports submitted to Board. Evaluation of community engagement outcomes for specific projects completed. An evaluation of the effectiveness of the CMA's community engagement processes at a program level has been postponed to 2008/09.
	Provide executive support to the North East Natural Resource Management Forum.	Support provided.	Executive support provided to all meetings of the natural resource management forum.
	Facilitate engagement with the regions local government authorities.	Engagement facilitated.	Engagement maintained with local government through the Local Government Environment Officers Network and facilitated meetings between CMA Programme Managers and Councils.
	Facilitate engagement with the regions agribusinesses.	Engagement facilitated.	Maintained the effective partnership with Australian Alpine Valleys Agribusiness Forum.
The CMA shall establish and maintain community engagement committees on an ongoing basis to: a) Provide advice to the Authority on the development and implementation of the Regional Catchment Strategy and its sub-plans including River Health Strategies, floodplain and drainage programs; and b) Act as a communication link with relevant stakeholder groups and the community.	Advisory Committee operation.	Annual evaluation identifies that the Advisory Committee process is meeting its objectives.	Annual evaluation conducted. As a result of the evaluation, a strengthened, more targeted community engagement framework was established, to commence July 2008.
The CMA shall make available to the public: a) Information about the catchment and waterway management services; and b) Relevant educational material.	Place all relevant information on the website.	Current information available on the website.	The CMA has completed a major upgrade of the website which went live in February 2008.
	Produce Catch Up.	Four editions of Catch Up produced.	Three editions of Catch Up were produced during the year.
	Coordinate community engagement meetings.	At least four catchment community forums held.	Three catchment community forums held.
COMMUNICATION ADVICE TO MINISTER			
The CMA shall advise the Minister for Water of appropriate opportunities to communicate issues and outcomes relating to catchment management, river health and the environmental water reserve.	Provide the Minister with briefing notes as required.		Briefing notes provided as needed.

INTEGRATED REGIONAL PLANNING AND COORDINATION

Key Result Area	Activity	Key Performance Indicator	Result
REGIONAL CATCHMENT STRATEGY			
The CMA shall co-ordinate the development, review, and gain approval for the Regional Catchment Strategy in accordance with any guidelines issued by the Minister for Environment.	Commence renewal of the 2004 RCS based on review outcomes.	RCS renewal commenced by 30 June 2008.	RCS renewal processes commenced. However, on advice from DSE, major work on the review has been postponed until 2008/09.
The CMA shall develop programmes to coordinate the implementation of the Regional Catchment Strategy in partnership with key regional stakeholders.	Review climate change projects and incorporate findings in climate and atmosphere programme.		Climate change project results reviewed.
	Manage Service Level Agreements with regional stakeholders (DPI & DSE) to deliver Land and Biodiversity Programmes.	Land and Biodiversity Programmes delivering RCS outcomes as detailed in the 2007/08 RCIP.	Land and Biodiversity projects that have not had approved variations have met or exceeded their milestones. Projects with approved variations will be completed during the first six months of 2008/09.
	Be responsive and flexible to adapt to and change to prevailing conditions (e.g. drought and flood).		Drought Employment Programme quickly developed and implemented.
	Apply MERIF to target natural resource management programmes.		MERIF targeted to Snowy Waterway Action Plan.
	Collate audit material including ISC and Sustainable Rivers Audit (SRA) to apply to MERIF process.	Report on ISC and SRA applications to the North East CMA.	SRA reported in July 2008.
The CMA shall coordinate the development and review of regional sub-strategies (including input on regional river health, floodplain and regional drainage programmes) which manage priority issues in the Regional Catchment Strategy and are specified by relevant state-wide policies. The strategies shall be developed in accordance with any guidelines issued by the Secretary.	Coordinate sub-strategy reviews for Water Quality Strategy and develop water quality implementation plan.		Delayed due to staffing implications.
	Coordinate review of Pest Plant & Animal Plans.	Pest Plant and Animal Action Plans Board endorsed by 30 June 2008.	Development of Pest Plant and Animal Plans has been delayed and will be completed during 2008/09.
	Undertake an evaluation of sub-strategy/action plan requirements to inform RCS renewal.	Evaluation completed by 30 June 2008.	Postponed due to the delay in RCS review timetable.
The CMA shall monitor, evaluate and report to the Department on resource condition and management action targets in accordance with any guidelines issued by the Minister for Environment.	Prepare the annual Catchment Condition report.	Annual Catchment Condition Report completed and meeting statutory reporting requirements.	Annual Catchment Condition Report for 2006/07 completed and submitted to Government within statutory timeframes.
	Coordinate RCIP reporting processes for the region.	RCIP reporting completed and meeting investor requirements.	All RCIP reports due have been completed and submitted to investors.

Key Result Area	Activity	Key Performance Indicator	Result
REGIONAL CATCHMENT INVESTMENT PROCESS			
The CMA shall include the planning works programmes for regional catchment strategy natural resource management programmes in the submission of the annual RCIP and other relevant funding processes to the Department.	Develop the RCIP.	RCIP submitted by 17 January to DSE.	RCIP submitted by the date required by investors.
LAND STEWARDSHIP - LANDCARE			
The CMA shall develop and coordinate the implementation of a five year Regional Landcare Support Strategy. In doing so, the CMA shall ensure that the Strategy aligns with the Regional Catchment Strategy and the Victorian Action Plan for Second Generation Landcare.	Implement the Regional Landcare Support Strategy.	Annual workplan completed.	Annual workplan for 2007/08 completed.
The CMA shall monitor, evaluate and report to the Department on progress against the Regional Landcare Support Strategy priorities and targets.	Report through the Regional Management Plan reporting process.	Regional Management Plan reports submitted within agreed timelines and of a standard accepted by DSE.	Regional Management Plan reports submitted to investors.
LAND STEWARDSHIP – NATIVE VEGETATION			
The CMA shall develop and coordinate the implementation of a Regional Native Vegetation Plan (RNVP).	Develop the RCIP.	Investor approval of RCIP.	2007/08 RCIP approved by investors.
	Manage Service Level Agreement (SLA) with DSE Regional Services for implementation of the RNVP.	Implementation of RCIP native vegetation projects conforms to SLA.	Native vegetation projects funded through the RCIP have been implemented according to the relevant SLA.
The CMA shall monitor and report annually to the Department on the progress of implementation against priorities and targets as set out in the RNVP.	Report through the Regional Management Plan reporting process.	Regional Management Plan reports submitted within agreed timelines and of a standard accepted by DSE.	Regional Management Plan reports submitted to investors.
LAND STEWARDSHIP – PEST MANAGEMENT			
The CMA shall develop, monitor and report on the implementation of the regional pest action plans according to guidelines issued by the Secretary.	Report through the Regional Management Plan reporting process.	Regional Management Plan reports submitted within agreed timelines and of a standard accepted by DSE.	Regional Management Plan reports submitted to investors.
	Coordinate sub-strategy reviews for pest action plans.	Coordinate sub-strategy reviews for pest action plans.	Development of Pest Plant and Animal Plans has been delayed and will be completed during 2008/09.
The CMA shall ensure the effective alignment of the Good Neighbour Programme to priorities in the Regional Pest Action Plans and the Regional Catchment Strategy.	Regional Catchment Develop the RCIP.	Investor approval of RCIP.	2007/08 RCIP approved by investors.
	Monitor the good neighbour project approval process.	Board approved good neighbour projects that align to RCS priorities.	Board approval of good neighbour projects was not sought.

Key Result Area	Activity	Key Performance Indicator	Result
SALINITY			
The CMA shall develop and coordinate the implementation of Regional Salinity Management (RSM) Plans and Land and Water Management Plans.	Develop the RCIP.	Investor approval of RCIP.	2007/08 RCIP approved by investors.
	Manage SLA with DSE Regional Services for implementation of the RSM Plan.	Implementation of RCIP salinity projects conforms to SLA.	Salinity projects funded through the RCIP have been implemented according to the relevant SLA.
The CMA shall advise the Department on the development of regional salinity targets and corresponding works programmes in accordance with the Murray Darling Basin Salinity Agreement.	Prepare the Annual Catchment Condition report.	Annual Catchment Condition Report completed and meeting statutory reporting requirements.	Annual Catchment Condition Report for 2006/07 completed and submitted to Government within statutory timeframes.
LOCAL GOVERNMENT PLANNING			
The CMA shall participate in the periodic review, continuous improvement and implementation of those municipal planning schemes and in particular: a) any Local Planning Policy Framework; and b) any Municipal Strategic Statement; which may affect, or be affected by, the CMA's area, responsibilities or activities. A principal objective of the CMA's participation will be to promote consistency of any strategy or scheme with its planning and programmes for the implementation of the Regional Catchment Strategy and its role as caretaker of river health.	Increase local government partnering processes.	All local government reviews of planning policies have input from the CMA.	Input from the CMA into Wodonga Council Municipal Strategy Statement (MSS) review. Regular meetings with Wodonga Council staff to identify and resolve issues, facilitate major developments.
	Provide review comments for the Indigo MSS.		Received mid June 2008, response by Mid August 2008.
	Explore land use change opportunities including the land use change in the tobacco areas for triple bottom line outcomes.		Submission for land-use change funding completed and approved National Landcare Programme.

CARETAKER OF RIVER HEALTH

Key Result Area	Activity	Key Performance Indicator	Result
REGIONAL RIVER HEALTH STRATEGY			
The CMA shall develop a Regional River Health Strategy according to guidelines issued by the Secretary.	Strategy is completed and endorsed 2006.	Printed North East Regional River Health Strategy and summary.	Regional River Health Strategy and summary printed.
RIVER HEALTH ACTION PLANS			
For priority areas identified in the Regional River Health Strategy, the CMA shall, in consultation with relevant stakeholders and the community, develop relevant action plans in accordance with guidelines issued by the Secretary, which may include: a) regional water quality plans; and b) waterway management action plans.	Implement existing Waterway Action Plans (WAPs).		Actions undertaken and programmes delivered on 7 WAP's : <ul style="list-style-type: none"> • Wangaratta Urban Waterways WAP. • Fairyknowe Creek WAP. • Lt Snowy Creek WAP. • Koetong Creek WAP. • Finns Creek WAP. • Mid Kiewa River WAP. • Mitta Mitta River WAP.
	Commence development of a water quality implementation plan.	Water Quality Strategy (supplementary to) integrated into the Regional River Health Strategy.	No progress due to staffing constraints.
RIVER HEALTH WORK PROGRAMMES			
The CMA shall develop on-ground river restoration works programmes to implement the priorities of the Regional River Health Strategy and related river health action plans.	Prepare 14 annual works plans: <ul style="list-style-type: none"> • Mitta Mitta channel capacity project. • Living Murray Re-snagging project. • MDBC demonstration reach project. 	14 Annual Work plans developed.	The 14 annual work plans were developed and used as a management tool to implement river restoration works. Mitta Channel Capacity Works undertaken - ongoing. Managed research as required for the Living Murray Re-snagging Project. Co-ordination of works transferred to NSW Department of Water & Energy. Demonstration reach actions implemented - ongoing.
The CMA shall include the works programmes outlined above in the submission of the annual RCIP to the Department.	Prepare RCIP projects.	RCIP bid endorsed.	River Health Works and other programmes undertaken and reports to investors submitted.
The CMA shall consult with the Department's public land managers in development of any plans, programmes or schemes, which are on a Crown frontage.	Liaise with DSE regarding crown frontage vegetation assessments.	Complete a report on crown frontage vegetation assessments.	Project completed, implementation on hold pending DSE actions and emerging state wide issues.

Key Result Area	Activity	Key Performance Indicator	Result
APPROVALS REFERRALS AND ADVICE			
The CMA shall authorise works on waterways and exercise enforcement powers in accordance with the CMA Waterways Protection By-law.	Authorise Works on Waterways.	Assess/process all applications for Works on Waterways within 30 days.	All applications processed within statutory timeframes.
The CMA shall act as a referral body for any: a) application for a licence to construct works; and b) application for a licence to take and use water; referred to it by the Minister for Water in respect of a dam in accordance with relevant legislation.	Provide comments on all G-MW referrals.	Process applications within 30 days.	Referrals for works associated with the take and use of water were responded to.
The CMA shall provide advice on planning referrals which relate to waterway, water quality and any other river health issues when requested by local government.	Develop a process to incorporate EWR into G-MW licence referral process.	Process developed and communicated to G-MW.	The CMA provided advice to local G-MW diversion officers when requested.
The CMA shall advise the Department on conditions for licences in respect of Crown frontages.	Provide comments on all planning, crown frontage referrals.	Provide comments on referrals within statutory timeframes.	Grazing, conservation and re-vegetation applications were processed.
The CMA shall provide advice to rural and urban water authorities local government and State Government agencies on aspects of their business, or matters which they are handling, which impact on river health.	Provide comments on Water Supply Demand Strategy, drought response plans, water plans.	Comments provided to rural and urban water authorities.	The drafting of the operating arrangement for the Ovens regulated system between G-MW, NEW and the CMA is continuing. All parties have agreed to endeavour to implement the arrangements for the 2008/09 water year. Meetings with G-MW and NEW continue.
HERITAGE RIVER AREAS			
The CMA shall incorporate the requirements relating to Heritage River Areas into the development and implementation of Regional River Health Strategy.	Determine from draft Heritage River plans actions that can be implemented through the Regional River Health Strategy.	List of actions extracted from Heritage Plans.	Action Plans implemented – particularly sand extractions from the Reedy & 15 Mile Creek systems and weed control on the Mitta Mitta River.

Key Result Area	Activity	Key Performance Indicator	Result
MANAGEMENT OF THE ENVIRONMENTAL WATER RESERVE			
The CMA shall integrate the management of the Environmental Water Reserve into the development of the Regional River Health Strategy, action plans and integrated river works programmes.	Identify how EWR can be integrated into works programme/action plans.	Process documented.	A state wide process and knowledge gap identified. EWR priorities to be included in RIVERS V2 prioritisation tool, under development by DSE as a state wide initiative.
In all its river health planning and works programs, the CMA shall aim to: a) achieve the most effective use of the Environmental Water Reserve; b) achieve the greatest level of environmental benefits practicable; and c) minimise, as far as possible, any adverse impacts on water users.	Identify how EWR can be integrated into works programme/action plans.	Process documented.	Integration of EWR priorities identified in Dry Inflow Contingency Planning.
	Identify and benchmark the benefits of EWR.	Benefits documented.	No EWR monitoring undertaken.
The CMA shall liaise with: a) storage managers to negotiate the most effective release pattern for the Environmental Water Reserve in regulated systems including during drought; and b) surface water and groundwater licensing authorities to negotiate most effective surface water and groundwater extraction regime.	Liaise with G-MW effective surface/ground water extractions as part of Ovens Stream Flow Management Plan (SFMP)	Demonstrated input into the Ovens SFMP process.	Participated in steering committee for the upper Ovens SFMP.
	Participate as a member of the Regional Groundwater Services Committee (RGSC).	Attendance at RGSC meetings.	Attended RGSC meetings.
The CMA shall report annually to the Secretary on the consistency of the management of the Environmental Water Reserve with the requirements of the State Water Accounts.	Provide EWR information to State Water Accounts process.	Information provided.	No request from Secretary.
The CMA shall liaise with the storage operator to maximise benefits to the EWR resulting from the timing, volume and location of the release of water in the consumptive entitlements.	Liaise with G-MW regarding the operation of Lake Buffalo & Lake William Hovell.	Demonstrated influence in operational management.	Draft operational arrangements documented and in principle support to implement in 2008/09.

Key Result Area	Activity	Key Performance Indicator	Result
WATER ALLOCATION PROCESSES			
The CMA shall provide input into the development of Sustainable Water Strategies on: a) Requirements and priorities for enhancing the Environmental Water Reserve in high priority river and wetland systems and groundwater dependent ecosystems; b) River health and water quality issues; c) Potential large-scale land use changes in catchments; and d) Opportunities and implications for regional development.	The CMA shall participate in the Northern Sustainable Water Strategy (NSWS), and provide environmental flows modelling advice.	Five NSW EWR vision papers on priority river reaches.	EWR priority river reaches identified and documented in feedback on NSW discussion paper.
The CMA shall input into the development of stream flow management plans and groundwater management plans from a river health perspective and coordinate their implementation.	Develop Kiewa Research Application Model (REALM) & model scenarios.	Kiewa REALM & scenarios developed.	Kiewa REALM model updated.
	Develop Kiewa Environmental flow recommendations.	Kiewa Environmental flow recommendations developed.	Kiewa Environmental flow recommendations developed March 2008.
	Participate in the Upper Ovens Streamflow Management Plan – model scenario.	Ovens REALM & scenarios developed. Attend Ovens SFMP meetings.	Ovens REALM scenarios run. Steering Committee participation.
		Attend EWR network meetings.	All EWR network meetings attended.
The CMA shall provide input to bulk entitlements, groundwater management plans, water savings projects, irrigation reconfiguration plans and any other water allocation processes from a river health perspective.	Update Ovens REALM.	REALM updated.	Ovens REALM model updated.
	Develop projects as opportunities arise.		Ovens River environmental flow recommendations updated March 2008.
The CMA shall advise the Minister for Water on conditions and objectives for water use licences in accordance with relevant legislation, where requested by the Minister for Water.	Provide input into state wide water use licence conditions.	Demonstrated input to water use licence conditions reviews.	Participated in Sustainable Irrigation Program network meetings. Implementation incorporated into regionalised irrigation development guidelines.
The CMA shall report on the implementation of management plans for Water Supply Protection Areas, including groundwater and streamflow management plans, in the annual report.	Develop a process/system that captures information to allow for reporting.	Report accepted by government.	No report required in 2007/08.

Key Result Area	Activity	Key Performance Indicator	Result
FLOODPLAIN MANAGEMENT			
The CMA shall develop and coordinate the implementation of regional plans for floodplain management.	Develop and coordinate regional flood plans.	Regional plans for floodplain management developed.	Chiltern Flood Study completed.
For priority areas in the regional floodplain plan, the CMA shall: a) Undertake flood studies, develop floodplain management action plans and implement floodplain management works; and b) Report to the Department on the progress of these activities in accordance with relevant funding agreements.	Undertake flood mapping in Rural City of Wodonga - Owens tributaries (Reedy Creek, Tarawingee area); Towong Shire -Murray tributaries; Alpine Shire - Buffalo & Buckland rivers.	Completed flood studies for Chiltern and Mitta river below Dartmouth.	Chiltern Flood Study completed.
		Incorporation of improved flood maps in relevant Council planning schemes.	Updated flood maps for Rural City of Wangaratta incorporated. Indigo Shire (Chiltern) flood maps on public exhibition.
The CMA shall provide advice about flooding and controls on planning scheme amendments, and planning and building approvals to local councils in its capacity as a referral body in accordance with relevant legislation.	Provide advice to local government on planning referrals.	100% of Section 52, and 100% of Section 55 applications processed within statutory timeframe.	Replied to 184 requests from Councils and members of the public within statutory timeframes.
The CMA shall declare the flood level where a flood study has been carried out and an appropriate flood level determined.	Flood levels for the Mitta will be prepared.	Flood levels declared for the Mitta Mitta River.	100 year Average Recurrence Interval (ARI) Flood Levels for the Mitta River below Dartmouth declared as per provisions of the Water Act.
The CMA shall coordinate the collection of appropriate flood data following a significant flood event and make it available to the public.	Flood data will be collected following flood events	Flood data available to the public.	No flood event triggered a flood data collection this year.
The CMA shall participate and provide technical assistance and support for studies, plans and works undertaken by local government and other authorities to ensure that best practice outcomes are achieved.	Where requested technical advice will be provided.	Demonstrated participation in studies, plans and works undertaken by local government and other authorities.	Assisted Alpine Shire with the implementation of the approved Myrtleford Water Management Scheme (flood mitigation).
The CMA shall assist local government in developing and maintaining their flood sub-plans under the Municipal Emergency Management Plans where appropriate.	Where requested technical advice will be provided.	Demonstrated participation in local government sub-plans under the Municipal Emergency Management Plans.	CMA assisted Towong Shire flood emergency plan update.

Key Result Area	Activity	Key Performance Indicator	Result
MANAGEMENT OF REGIONAL DRAINAGE			
The CMA shall implement, operate and protect the regional drainage schemes and works which the CMA has been appointed to assume responsibility for by an Order made under s.98 Water Act 1989, in accordance with that Order.	Black Dog Creek Waterway Management District By-law will be implemented.	Applications processed within 30 days.	Planning responses and Works on Waterway applications have taken into account the requirements of the Black Dog Creek Waterway Management District.
MONITORING & REPORTING ON RIVER HEALTH			
The CMA shall report to the Minister for Water on the implementation of Regional River Health Strategies, related action plans and resource condition in accordance with the Service Level Agreement and any guidelines issued by the Secretary.	Regional Management Plan reports developed.	Reports accepted by government.	Quarterly reports submitted and accepted, annual reporting underway. 15 sites assessed.
The CMA shall benchmark and report to the Secretary on river condition in accordance with guidelines issued by the Secretary.	Undertake sentinel ISC site assessments.	15 sites assessed and reported to DSE.	15 sites assessed, and data provided to DSE for analysis.
The CMA shall participate in the Regional Water Resource Monitoring Partnership and implement their role as outlined in regional Water Monitoring Project Co-operative Arrangement.	Participate in partnership.	Attendance at each partnership meeting.	Limited activities due to staffing constraints.
RESPONDING TO NATURAL DISASTERS, INCIDENTS & EMERGENCIES			
The CMA shall develop, maintain and implement a Flood Response Action Plan and review it annually.	Review Flood Response Action Plan.	Flood Response Action Plan and reviewed.	Ongoing.
The CMA shall develop and implement river related restoration works programmes following natural disasters such as bushfires or floods.	Respond to emergencies.	Successfully funded river restoration works programmes.	Successfully implemented fire restoration works programmes along fire affected waterways.
		Reporting carried out as per funding agreement.	Reports to funding agencies completed.
The CMA shall participate in the development of regional blue-green algal blooms contingency plans.	Report blooms to G-MW.	Reports submitted to G-MW.	Limited activities due to staffing constraints.
	Participate in regional planning exercises.	Attendance at regional planning exercises.	Limited activities due to staffing constraints.
The CMA shall liaise with local government and state emergency services on flooding and emergency management issues.	Liaison regarding fire and drought recovery programmes.	Attendance at drought, fire recovery meetings.	CMA Officers actively participated in Fire Recovery Planning Meetings.

Key Result Area	Activity	Key Performance Indicator	Result
COMMUNITY PARTICIPATION AND AWARENESS			
The CMA shall undertake programmes to encourage community engagement and participation in: a) river health programmes; b) the management of the Environmental Water Reserve; and c) the monitoring of river health.	<ul style="list-style-type: none"> • Implement Waterway Action Plans. • Landcare presentations on RRHS. • Streamflow Management Planning (Environmental Water). • Development of fact sheet for the Kiewa. • WaterWatch. • Water Advisory Committee. • Participate in water policy review. • Annual communications plan. • Media events- water week. 	Report on annual community engagement activities.	<p>Quarterly reports submitted to the Board.</p> <p>Draft Kiewa River fact sheet developed – awaiting NSW SFMP priorities.</p> <p>No SFMP was developed in 2007/08.</p>
The CMA shall develop and implement community education programs on river health and the management of the Environmental Water Reserve.	As above-water week activities.	Report on annual community engagement activities.	EWR participation in National Water week road show.
The CMA shall promote community awareness of flood risks.	Respond to planning enquiries.	Planning applications completed within statutory timeframe.	Replied to 184 requests from Councils and members of the public.
The CMA shall develop, implement and maintain strategic partnerships with rural and urban water authorities for the implementation of the Regional River Health Strategy.	Liaise with G-MW/NEW re drought and fire response plans	Completed drought/fire response plans.	Dry Inflow Contingency Planning updated for 2008/09.
	Implement NEW Memorandum of Understanding (MoU).	MoU principles adhered to.	No requests or notifications from NEW for involvement.

Key Result Area	Activity	Key Performance Indicator	Result
INNOVATION & KNOWLEDGE MANAGEMENT			
The CMA shall a) identify the CMA's research and capability needs; b) support investment in research and capability building, where doing so would improve the implementation of the Regional Catchment Strategy and its sub-strategies; c) participate in processes or projects aimed at generating and sharing knowledge on integrated catchment management including land stewardship, river health, the management of Environmental Water Reserve, floodplain and regional drainage; and d) participate in the setting of state-wide priorities.	The CMA will commission research into improved social research capacity for improved community engagement (refer b).		River health social benchmarking research completed.
	Conduct an Annual assessment of knowledge needs.		Deferred.
	Understand regional impacts from climate change.	Research needs identified and documented as part of the MERIF process.	The research project Investigating the Implications of Climate Change for Implementing the RCS' is 80% complete and will be finalised by September 2008. Outcomes to feed into the renewal of the RCS.
	Monitor and enhance staff skills base as part of performance monitoring.	Annual project outcomes achieved.	Skills training identified for key staff. Training program implemented.
	Making Successful Investments in natural resource management Practice Change (participate in Land & Water Australia project).	Annual project outcomes achieved.	Majority of project outcomes achieved for the year. One evaluation project to be completed in 2008/09.
	Participate in the Landscape Logic research programme.	Annual project outcomes achieved.	Annual project outcomes achieved.
	Participate in statewide Forums for Biodiversity and RCS renewal.	Attendance at Forums.	Statewide Biodiversity Forums attended. RCS Renewal Forum not as yet established.
	Implement social change research associated with the Rivertender project.	Report on Rivertender social change project completed.	Completed June 2008.
	Conduct a knowledge sharing workshop from previous commissioned work (e.g. Ensis, fish studies, Murray Darling Freshwater Research Centre work...)		Knowledge sharing workshop scheduled for November 2008.
	Actively participate in the development of the Government's land and Biodiversity White Paper.		Workshop held in April 2008. Submission June 2008.

GLOSSARY OF TERMS

ABBREVIATION	TERM
ARI	Average Recurrence Interval
CaCl	Calcium Chloride
CAMS	Catchment Activity Management System
CfoC	Caring for our Country
CLF	Community Liaison Facilitator
CLRG	Community Liaison Reference Group
CMA	North East Catchment Management Authority
DPI	Department of Primary Industries
DSE	Department of Sustainability and Environment
EEO	Equal Employment Opportunity
EVC	Ecological Vegetation Classes
EWR	Environmental Water Reserve
G-MW	Goulburn-Murray Water
Ha	Hectare
ISC	Index of Stream Condition
IT	Information Technology
Km	Kilometre
MDBC	Murray Darling Basin Commission
MERIF	Monitoring Evaluation Reporting & Improvement Framework
MoU	Memorandum of Understanding
MSS	Municipal Strategic Statement
NESHAP	North East Soil Health Action Plan
NEW	North East Water
NSWS	Northern Sustainable Water Strategy
OBWQWG	Ovens Basin Water Quality Working Group
OHS	Occupational Health and Safety
PDC	Protected Disclosure Coordinator
pH	Acidity/Alkalinity Scale
PPSR	Participatory Performance Story Reporting
RCIP	Regional Catchment Investment Plan
RCS	North East Regional Catchment Strategy
REALM	Resource Allocation Model
RGSC	Regional Groundwater Services Committee
SFMP	Stream Flow Management Plan
SLA	Service Level Agreement
VMIA	Victorian Managed Insurance Authority
VROTS	Victorian Rare or Threatened Species
WAP	Waterway Action Plan

PHOTO CREDITS

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**NORTH EAST
CATCHMENT
MANAGEMENT
AUTHORITY**

With support from



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