

Annual Report

2014-2015



NORTH CENTRAL
Catchment Management Authority
Connecting Rivers, Landscapes, People

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Acknowledgement of Country

The North Central Catchment Management Authority acknowledges Aboriginal Traditional Owners within the region, their rich culture and spiritual connection to Country. We also recognise and acknowledge the contribution and interest of Aboriginal people and organisations in land and natural resource management.

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ISSN 1837-0810 (Print)
ISSN 1837-0829 (Online)

Published: August 2015

North Central Catchment Management Authority
628–634 Midland Highway
Huntly, Victoria 3551

Copies of this annual report can be downloaded from www.nccma.vic.gov.au

In accordance with the design and printing requirements (FRD 30A) the report is printed on uncoated paper stock using vegetable based inks and water based glues.

Printed on 100% recycled paper

Front cover images: Gunbower Forest in 2014 (courtesy David Kleinert) and Farming for Sustainable Soils field day (courtesy North Central CMA)

Back cover inside image: Monitoring, Gunbower Forest (courtesy David Kleinert)

Foreword from the Chairman

The North Central Catchment Management Authority (CMA) strives to be a benchmark organisation. In pursuit of this goal I am pleased to report that in 2014-15 we delivered \$18.8 million of investment resulting in enduring natural resource management outcomes for north central Victoria.

During the reporting period we continued to provide leadership in natural resource management, primarily through implementation of the second year of our current Regional Catchment Strategy (RCS). This involved undertaking projects in specific catchment asset areas across the region. We also consulted widely in developing complementary strategies to tackle the impacts of climate change on our natural resources and to strengthen the uptake of sustainable agricultural practices across the region.

For a second year we can provide a comprehensive outputs report for North Central CMA delivered activities across all funding sources. Our outputs for the year include structural works (5 km of channel modification, 10 waterway structures and 69 km of fencing); environmental works (373 ha of revegetation; 6,966 ha of weed control and 23,544 ha of pest animal control); management services (323 ha of modified grazing land); approval or advice on 1,409 planning and regulatory issues and 5,646 people engaged in our events throughout the year.

During the year we worked to strengthen our relationships with our partner agencies (Goulburn Murray Water; the Department of Land, Environment, Water and Planning; Parks Victoria and other state and federal agencies), particularly in the area of complementary service delivery to the regional community. We have also supported and worked with our community partners (Landcare, Traditional Owners and local government) in achieving significant on-ground works, identifying and protecting cultural heritage, and developing and implementing flood mitigation and urban drainage plans to help protect communities into the future, including the incorporation of our latest flood mapping in the Victorian Environmental Planning Provisions.

We developed a Memorandum of Understanding with the Dja Dja Wurrung Aboriginal Corporation and facilitated a successful Indigenous cultural heritage mapping program with Barapa Barapa, documenting sites of cultural significance and building the capacity of our Indigenous community members. We also worked with land managers to maintain productive agricultural land - through projects such as FarmWater, Farming for Sustainable Soils - having now involved over 850 farmers in soil-related projects - and Healthy and Productive Irrigated Landscapes.

Effective partnerships are critical to achieving our purpose of enhancing the integrity of our catchments. The level of achievement reached in 2014-15 is not possible without the assistance of major agency and community partnerships and the efforts of our dedicated staff. The capacity to deliver so many projects has been built over the past eight years through the investments we have made in both systems and people.

During the year we continued to provide strategic support and direction to our regional Landcare movement and in May 2015 we celebrated the on-going commitment and resilience of our community NRM volunteers. We worked to increase the capacity of communities to actively participate in natural resource management - particularly through our Landcare, Waterwatch and Indigenous engagement programs.

We continued to provide leadership in the management of environmental water delivery. We will continue to play a crucial role in managing specific environmental entitlements and providing input into water resource management in unregulated waterways to protect environmental values, responding to regional environmental water management requirements, monitoring, and engaging with the community on environmental management issues for both rivers and wetlands.

In partnership with the Murray-Darling Basin Authority, the Victorian Government and Goulburn-Murray Water we completed critical works and measures infrastructure to enable the efficient delivery of environmental water to our internationally important wetlands and officially launched the \$13.5 million Hipwell Road Channel in the Gunbower Forest.

We managed the delivery of 148 gigalitres of environmental water to improve the health of our rivers and wetlands, including sufficient water to flood 3,800 hectares of Gunbower Forest and secure the health of the world's second-largest River Red Gum forest and wetlands on Gunbower Island as part of The Living Murray program.

We advanced 12 site-specific environmental water management plans (EWMP) to be incorporated in Victoria's long-term watering plan as part of the Implementing Water Reform in the Murray Darling Basin.

We continued to develop and investigate the Guttrum and Benwell state forests and the Gunbower National Park Environmental Works projects to deliver environmental water to these important areas.

We continued to monitor the impacts of the 2014 delivery of environmental water into Gunbower Forest, via the Hipwell Road channel.

In 2014-15 we met all our statutory obligations and continued to implement a large-scale river restoration project for the Campaspe River to ensure the river becomes a healthier, better-flowing system. We worked diligently to protect and enhance the endangered native flora and fauna of our region's grasslands and woodlands.

In recognition of our improved business focus we received a Bronze Award for our performance under the Australian Business Excellence Framework.

We are extremely proud of our achievements over the past 12 months.

In accordance with the *Financial Management Act 1994*, I am pleased to present the North Central Catchment Management Authority's annual report for the year ending 30 June 2015.



David Clark

Chairman
North Central Catchment
Management Authority
26 August 2015

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Year in Review

Year in Review – Overview

July 2014

Seventy five people attend the North Central Victorian Environmental Watering Forum in Cohuna, a partnership event between the North Central CMA the Commonwealth Environmental Water Holder and the Victorian Environmental Water Holder.

The North Central CMA participates in the official NAIDOC week opening ceremony at the Bendigo Town Hall gardens.

Minister Walsh announces funding for the Heathcote and Bridgewater flood studies, along with funding to implement the Carisbrook flood and urban drainage plan.

The North Central CMA hosts a visit by Minister Walsh to inspect levee works at Pental Island.

The North Central CMA exhibits at the Birchip Cropping Group's Grains Research Expo displaying information about the CMA's sustainable agriculture projects and Landcare.

Representatives from Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC), Taungurung Clans Aboriginal Corporation (TCAC), Yorta Yorta Nations Aboriginal Corporation (YYNAC) and Barapa people participate in the fifth meeting of the Regional Aboriginal Capacity Building Project. Traditional Owners lead the project supported by the North Central CMA and other partners.

Yorta Yorta Nation Aboriginal Corporation commences Aboriginal cultural heritage surveys to inform the business case for the Sustainable Diversion Limits project in Gunbower National Park.

Barapa commence Aboriginal cultural heritage surveys to inform the business case for the Sustainable Diversion Limits project in Guttrum Benwell Forests.

The Platypus Roadshow presents to five schools in partnership with the 'Caring for the Campaspe' project.

August 2014

Official launch of the Hipwell Road Regulator and Channel. Senator Birmingham, Minister Walsh, agency partners and community attend the event.

Fifty farmers participate in soil health workshops at Wedderburn and Waubra. The workshops are a partnership between the Regional Landcare Facilitator project and DEPI.

Twenty five women commence an accredited short course 'Inspiring Women in Agriculture' in Bendigo. The course is run by the North Central CMA in partnership with Goulburn Ovens Institute of TAFE.

North Central CMA staff attend the Federation of Victorian Traditional Owners water symposium to discuss Traditional Owners' perspectives on Aboriginal water rights in Victoria.

Yorta Yorta Nation Aboriginal Corporation complete Aboriginal cultural heritage surveys in Gunbower National Park.

Barapa complete Aboriginal cultural heritage surveys in Guttrum Benwell Forests.

September 2014

Seventy people participate in a Native Grassland Management Field Day exploring the key principles of grassland management at Terrick Terrick East.

Twenty three North Central CMA staff participate in Cultural Insight Training with Yorta Yorta Nations Aboriginal Corporation at the Yenbena Training Centre, Barmah.

The Waterwatch River Detectives program concludes for 12 schools in the 2014 school year.

Six Landcare members attend the 2014 National Landcare Conference in Melbourne sponsored by the North Central Regional Landcare Facilitator project.

In recognition of the Regional Operating Agreement, staff from the North Central CMA, regional Parks Victoria and the Department of Environment and Primary Industries tour part of the region to promote collaboration and relationships across the three agencies.

October 2014

The North Central CMA receives a Bronze Award at the Australian Business Excellence Awards, Melbourne. The bronze award indicates a well-rounded organisation as it relates to the Australian Business Excellence Framework.

Forty three applications received for Victorian Landcare Grants 2014-15. Nineteen projects funded, 49 groups received group maintenance funding, and two new groups received start-up grants. Over \$180,000 distributed to 71 groups for activities that include weed removal, revegetation, workshops and nest box monitoring programs.

The North Central CMA exhibits at the Elmore Field Days.

Waterwatch program survey results presented to the Natural Resource Management Committee.

One hundred and fourteen Landcare groups participate in the 'Supporting Landcare in North Central Victoria Survey' to help determine group health across the region. Results indicate that 69.9% of groups rate their group health as stable or above; training is sought in weed identification and management, native vegetation identification, biodiversity, grant writing, and attracting and retaining new members. 73% of groups had at least one new member join in the previous year, with 25% of groups having five or more new members join.

Twenty five course participants take part in the fourth and final day of the Inspiring Women in Agriculture Short Course in Bendigo, presenting their action learning projects to the group.

One hundred and eight women attend the second annual 'Chicks in the Sticks' event alongside Little Lake Boort.

Minister for Water, the Hon. Peter Walsh MP, launches the 2014-2022 North Central Waterway Strategy at the newly upgraded Echuca Fishway.

North Central CMA, Coliban Water and the City of Greater Bendigo join with Drummartin and East Loddon primary schools to celebrate National Water Week.

November 2014

Thirty five children participate in the annual Catch-a-Carp event as part of the Cohuna Festival. The event provides an opportunity to communicate the importance of native fish in our waterways.

Staff engage with flood-affected communities seeking information for the Heathcote and Bridgewater Flood Management Plans.

Board, NRMC and staff participate in a workshop focused on strengthening community engagement.

The North Central CMA promotes the Caring for the Campaspe and Kyneton Woodland projects at the Kyneton Agricultural Show.

The North Central CMA contributes to a state-wide CMA 'Actions and Achievements' report (available at <http://tinyurl.com/phwclgv>)

Business cases for Sustainable Diversion Limits projects in Guttrum Benwell forests and Gunbower National Park submitted to Australian Government by due date.

February 2015

A Chinese delegation from Ningxia University visits the North Central CMA.

Three grant writing and community engagement workshops complete.

A web development company commences work on the Online Educational web page for the Waterwatch River Detectives program.

Fifty people participate in a 'wetland walkabout' tour of the internationally significant Kerang wetlands: Hird Swamp and Lake Tutchewop as part of World Wetlands Day.

Sixty people attend the Wings over Wetlands dinner as part of World Wetlands Day.

Forty people delighted in Breakfast with the Birds - early-morning bird watching at Lake Murphy - as part of World Wetlands Day.

North Central CMA staff participate in a Barapa Barapa Cultural Awareness training on Country in Gunbower Forest. The training, supported by the Barapa Cultural Flows project, was attended by staff from Turtles Australia, Victorian Environmental Water Holder, Trust for Nature and the Department of Environment, Land, Water and Planning.

March 2015

A second brochure is distributed highlighting the achievements of the environmental watering of Gunbower Forest.

Over 100 farmers and agricultural industry staff attend the 2015 Future Farming Expo in Moama. The event ran in partnership with the Goulburn Broken CMA and Murray Landcare.

The North Central CMA's Weed Identification Guide is converted into a mobile phone application.

Six 'Train the Trainer' events delivered across the region engaging 33 enthusiastic River Detective facilitators representing 20 registered groups.

Forty five people participate in a Rabbit Control Information session in Kerang where Dr Tarnya Cox, Vertebrate Ecologist and researcher at Invasive Animals Cooperative Research Centre, speaks on the emerging control measures to reduce rabbit populations.

Thirty one registrations received from schools to participate in the River Detectives program.

Public consultation commences for the Castlemaine Draft Flood Management Study.

More than 150 staff from the North Central, Goulburn-Broken and North East CMAs attend the inaugural Knowledge Conference in Shepparton. The workshop focuses on developing and sharing expertise around competency in community engagement.

45 people attend a 'Butterflies and Moths of Central Victoria' Seminar and Workshop. The workshop is supported by the Baynton Sidonia Landcare group and funded through the Victorian Landcare Grants and the Kyneton Woodland project.

April 2015

Fifty people participate in a cultural landscapes presentation at Toolleen. Mt Pleasant Creek Catchment Landcare Group, Taungurung Clans Aboriginal Corporation (TCAC) and Dr Gerry Gill, La Trobe University support the event.

May 2015

Sixty people attend the Volunteer Recognition Event at Anderson's Mill, Smeaton. Partnering with Blampied Kooroocheang Landcare Consortium the North Central CMA celebrated the achievements of our Landcare and Waterwatch volunteers.

Forty seven people attended 'Grant writing and reinvigorating your group' workshops held in Echuca, Huntly and St Arnaud.

Thirteen schools/groups participate in Saltwatch Week.

Eighty people participate in a cultural landscapes presentation at the Glenlyon Hall. Glenlyon Landcare Group, Uncle Rick Nelson, Jaara Jaara and Dr Gerry Gill, La Trobe University support the event.

North Central CMA and Dja Dja Wurrung Aboriginal Corporation meet to advance their partnership agreement.

43 people attend an information session on Bats at Maryborough. DEDJTR Land Health Program, the North Central CMA, and the Upper Loddon and Avoca Landcare Network support the event with funding from the Australian and Victorian Governments.

June 2015

Forty farmers participate in a cover cropping field day on the Sims property at Pine Grove.

Fifty farmers participate in a pasture cropping field day at Baynton.

Fifteen people attend the accredited Chemical Users Course in Kerang.

North Central CMA and Charles Sturt University release a 'Landholder summary of the social drivers of natural resource management in north central Victoria

Murray Darling Basin Authority staff visit Gunbower Forest.

More than 800 land managers have now participated in the Farming for Sustainable Soils project.

Eleven issues of the North Central Chat newsletter were produced for the year.

Draft Barapa Cultural Watering Framework for Gunbower Island developed.

North Central CMA Social media: Facebook now has 440 likes (up from 161 twelve months ago), Twitter has 715 followers (up from 329 twelve months ago).

Objectives and functions

The principal statutory obligations of the North Central CMA are prescribed in the *Victorian Catchment and Land Protection Act 1994* (CaLP Act) and *Water Act 1989*. These Acts constitute the major enabling legislation for CMAs.

The core business of the North Central CMA delivers on CaLP Act and Water Act accountabilities, which primarily include:

- coordinating the management of land, biodiversity and water resources through the development of the Regional Catchment Strategy (RCS)
- enabling the regional community to provide local input to the planning and implementation of the RCS
- formulating and delivering targeted interventions to protect the region's land, biodiversity and water assets.

The caretaker of river health function includes:

- waterway management
- water quality management
- floodplain and regional drainage management
- reporting on catchment condition
- compliance monitoring and reporting to government relating to the organisation's obligations.

Vision, Mission, Values

Our vision

We will be a benchmark organisation

Our mission

We will enhance the integrity of our catchments

Our values

- Leadership: actively implementing, promoting and supporting the values
- Accountability: accepting responsibility for decisions and actions
- Respect: treating others fairly and objectively
- Human rights: respecting, promoting and supporting human rights
- Responsiveness: providing best standards of service and advice
- Impartiality: acting objectively
- Integrity: earning and sustaining public trust.

The North Central CMA is committed to high levels of performance that are underpinned by agreed values and behaviours.

Our trademark in business

Knowledgeable, reliable and engaging

Staff have committed to organisational expectations relating to our behaviour in business. Through this process, staff adopted a team trademark of knowledgeable, reliable and engaging. The trademark articulates how we would like to be described by others and guides the actions we take in business.

The trademark is underpinned by the following behaviours to which staff have committed:

- seek to understand – embrace challenges and seek solutions
- be honest and take responsibility – do what you say you will do
- see something, do something
- show respect
- actively engage.

Manner of establishment and responsible Ministers

The North Central CMA is established under the *Catchment and Land Protection Act 1994*. The responsible Ministers for the period from 1 July 2014 to 3 December 2014 were the Hon. Ryan Smith MP, Minister for Environment and Climate Change; and the Hon. Peter Walsh MP, Minister for Water. The responsible Minister for the period from 4 December 2014 to 30 June 2015 was the Hon. Lisa Neville MLA, Minister for Environment, Climate Change and Water.

Nature and range of services provided

The North Central CMA business strategy is to protect the region's highest-value environmental assets while also supporting the community in their local natural resource management goals. We coordinate the capacity of the region to ensure that environmental investment achieves the best possible results. This is accomplished through developing high performing partnerships with other agencies, landholders, non-government organisations and researchers. Our balanced project portfolio includes investment in iconic rivers, grasslands and native forests as well as investment in projects that assist landholders in moving towards more sustainable land management practices.

In addition to our statutory functions around catchment management, waterway and floodplain management, water quality and biodiversity we also partner with other government agencies and the community in projects involving sustainable agriculture and land management, invasive plant and animal management, Landcare support and biodiversity protection.

The North Central Catchment Management Authority (CMA) works to achieve a healthy natural environment in north central Victoria, an area that covers 13 per cent of the state. This involves:

- undertaking projects to restore river health
- funding on-ground works to protect and improve the environment
- overseeing the use of environmental water to improve the region's rivers and wetlands
- using the best available science in all projects
- investing in biodiversity improvement along rivers and other sites with high environmental value
- monitoring the effectiveness of activities to achieve the best results for investment.

Management summary

The 2014-15 reporting period presented a few challenges and a number of opportunities for natural resource management activities across the North Central CMA region.

A total of 63 projects were undertaken across the region to support ongoing flood recovery requirements, environmental water delivery, waterway and wetland restoration and protection, community participation in natural resource management, endangered species protection, floodplain management, sustainable land management practices and the protection and enhancement of biodiversity values. Funding for projects was received from the Victorian Water Program Investment Framework, the National Landcare Programme, the Australian Government, The Living Murray Program and other sources.

The North Central CMA has continued our commitment to developing and maintaining regional partnerships to achieve enduring environmental change for the region's highest priority natural resource assets. Key project implementation partners were the Department of Environment, Land, Water and Planning, the Department of Economic Development, Jobs, Transport and Resources, Parks Victoria, Goulburn Murray Water, Goulburn Broken and North East Catchment Management Authorities, Trust for Nature, Dja Dja Wurrung Clans Aboriginal Corporation, Conservation Management Networks, Landcare groups, local government and local landholders.

Biodiversity

The North Central CMA and partners implemented 17 projects contributing to outcomes reported against the Biodiversity headline theme. These projects were Northern Eco-Connections, Protecting and Enhancing Priority Wetlands, The Living Murray Gunbower Forest projects (various), Kooyoora Connections, Protecting Remnant Grass Ecosystems, Victorian Landcare Grants, Caring for the Campaspe, Gunbower Forest Key Asset Protection, Kerang Wetlands Protection and Protecting and Enhancing Kyneton Woodlands.

Inland Aquatic Ecosystems

The North Central CMA and partners implemented 16 projects contributing to outcomes reported against the Inland Aquatic Ecosystems headline theme. The projects were Caring for the Campaspe, Echuca Fishway, Administration of Statutory Functions, Environmental Water Reserve Officers, Protecting and Enhancing Priority Wetlands, The Living Murray Gunbower Forest projects (various), Sustainable Diversion Limits Gunbower, Guttrum and Benwell Forests, North Central Waterwatch, River Maintenance and Northern Native Fisheries. Works were undertaken along 180 kilometres of regional waterways.

Land Health

The North Central CMA and partners implemented five projects contributing to outcomes reported against the Land Health headline theme. The projects were Healthy Productive Irrigated Landscapes, Reporting and Accounting for Salinity, Farming for Sustainable Soils 2, Project RENEW and Action on the Ground – Reducing Nitrogen Oxide.

Community Capacity

The North Central CMA and partners implemented 17 projects contributing to outcomes reported against the Community Capacity headline theme. The projects were Bendigo, Castlemaine, Creswick, Charlton and Donald Flood Studies, Victorian Landcare Grants, Regional Landcare Facilitator, Regional Landcare Coordinator, Regional Indigenous Engagement, Regional Sustainable Agriculture, North Central Waterwatch, North Central CMA Social Benchmarking Study, Administration of Statutory Functions, Environmental Water Reserve Officers, Farming for Sustainable Soils 2, North Central Carbon Action Plan and North Central Regional Waterway Strategy,

The North Central CMA and partners continue to recognise and value the contribution of local community groups and members to support the implementation of regional natural resource management strategies and the delivery of on-ground works. This includes the regions 165 formal NRM groups and many individual landholders.

Environmental Stewardship

The North Central CMA and partners implemented three projects contributing to outcomes reported against the Environmental Stewardship headline theme. The projects are Protecting Remnant Grassy Ecosystems, Northern Eco-connections and Kooyoora Connections.

Catchment condition statement

Data availability and collection frequency make reporting catchment condition annually very difficult. Indicators or data for aspects of the catchment condition statement are currently not available. Work is underway between the Department of Environment, Land, Water and Planning (DELWP) and the other nine Victorian Catchment Management Authorities to clarify more consistent approaches for catchment condition reporting. This work is in response to the recent Victorian Auditor General's Office report on Catchment Management in Victoria.

In 2010 the National NRM Chairs agreed to undertake a proof of concept trial of the Wentworth Group of Concerned Scientist's Accounting for Nature model. The trial produced a number of accounts, which are consistent with the recently approved System for Environmental-Economic Accounts (SEEA). The SEEA is an internationally agreed standard (by the United Nations Statistical Division). The SEEA comprises standard concepts, definitions, classifications, accounting rules and tables for producing internationally comparable statistics on the environment and its relationship with the economy. The SEEA is similar to the System of National Accounts to record and analyse their national financial information, such as Gross Domestic Product (GDP). The trial, to our knowledge, is the first substantial attempt to undertake environmental accounting at a national scale.

The trial used a common measure to enable comparison of assets and condition across the nation, called an *Econd*. An *Econd* is a scientifically accredited measure, metric or model which reflects the condition of an environmental asset, and is created by combining (where appropriate) condition scores of environmental indicators against a reference condition benchmark.

The reference condition benchmark is a scientific estimate of the natural or potential condition of an ecosystem in the absence of significant human, post industrial alteration. Current condition is compared against the reference condition benchmark. This gives us a

relative condition of any environmental asset, at any scale, irrespective of the unit of measure of each indicator, out of a scale of 100.

Little new data was made available in 2014-15, so the information provided has only changed for the Environmental Stewardship and Community Capacity sections.

Summary table						
Class	Asset	Econd				
		1999	2004	2005	2010	2013
LAND	Native Vegetation			14		20
FRESHWATER	Rivers	48	35		46	
	Wetlands			66		

Biodiversity

Overall condition: Poor

Trend: Unknown (assumed improving)

The biodiversity *Econd* was calculated using the DELWP vegetation condition data, as little consistent fauna data is available. Two periods of data have been released, 2005 and 2013. It uses three key indicators to calculate vegetation condition; extent, composition and condition. Extent data was calculated using satellite imagery to map remaining vegetation. The composition data is modelled using vegetation extent and measures of patch size, patch shape, landscape connectivity and proximity. The 2005 condition information was modelled, using neural-network analysis, from 1931 field observation sites, using Habitat Hectares. Little technical information could be found about the 2013 data analysis. Habitat Hectares collects information in the field, against a pre-European benchmark, on key aspects of vegetation condition (large trees, tree canopy cover, understorey, weeds, recruitment, organic litter and logs). The method requires using accredited assessors. Comparisons between the two data sets are assumed to be reasonable as from the available information the analysis method appears to have been similar.

North Central CMA considers the development of the data to be nationally significant, as to our knowledge no similar work has been undertaken in Australia at a similar scale. The data has some issues around methodology and assessor variation; however, it is considered fit for purpose. Continuation of data collection and analysis using this type of framework is critical for catchment condition reporting.

A sample of the data, by Ecological Vegetation Class (EVC), is below.

Vegetation				2005	2013
	Indicator	Unit of Measure	Reference Condition Benchmark	Econd	Econd
Econd TOTAL				14	20
Grassy Woodland	Vegetation condition model	Score	100	16	20
Riparian Woodland	Vegetation condition model	Score	100	9	16
Plains Grassy Woodland	Vegetation condition model	Score	100	5	9
Plains Grassy Wetland	Vegetation condition model	Score	100	9	15

Inland Aquatic Ecosystems

Overall condition: Poor to moderate

Trend: Unknown (assumed stable)

The inland aquatic ecosystems account was developed for two assets; rivers and wetlands. The rivers Econd uses DELWP’s Index of Stream Condition (ISC). This was collected in 1999, 2004 and 2010. The 2010 data was released this financial year and has been included in this analysis. ISC data was collected for five indicators hydrology (water quantity and flow timing), physical form (bank stability, woody debris and artificial barriers), streamside zone (native vegetation extent and condition and weeds), water quality and aquatic life (macroinvertebrates, or large bugs). These were collected through field sampling and data modelling in 1999 and 2004. In 2010 field sampling was used for hydrology, water quality and aquatic life, while remote sensing - LiDAR) was used to fully map the full length of every reach for physical form and streamside zone. The method used to calculate the ISC score changed with each iteration, so the data is not strictly comparable over time. Continuation of the program and more consistency in method would make this significant dataset even more valuable.

A sample of the rivers data is shown below, with yearly comparisons by waterway.

				1999	2004	2010
Indicator	Unit of Measure	Reference Condition Benchmark	Econd	Econd	Econd	
Econd TOTAL (regional)				48	35	46
Campaspe River	Index of Stream Condition	Score	100	51	41	58
Mount Pleasant Creek	Index of Stream Condition	Score	100	53	48	56
Forest Creek	Index of Stream Condition	Score	100	52	29	49
Axe Creek	Index of Stream Condition	Score	100	64	30	55

The wetlands Econd used DELWP’s Index of Wetland Condition (IWC). The IWC data uses six indicators to measure the wetland condition; wetland catchment (surrounding native vegetation and intensity of adjacent landuse), physical form (current wetland area compared to historical area and degree of human alteration), hydrology (water availability and regime timing e.g. flood timing), water properties (nutrient enrichment and salinity), soil (disturbance) and biota (vegetation quality). These are collected through field sampling and data modelling. This was combined with the current extent (compared to pre settlement extent) to calculate the Econd. The dataset is not representative, as the majority of the surveys to date have been undertaken on high value, publically managed wetlands. Despite this the method is considered very sound and North Central would like to see more data collected for more wetlands to allow a complete dataset and trends over time to be understood.

The summary of the wetlands dataset is shown below.

				1994
Indicator	Unit of Measure	Reference Condition Benchmark	Econd	
Econd TOTAL				66
Extent	Area	Ha	100	74
Condition	Index of Wetland Condition	Score	100	57

Land Health

Overall condition: Unknown (assumed poor to moderate)

Trend: Unknown (assumed stable)

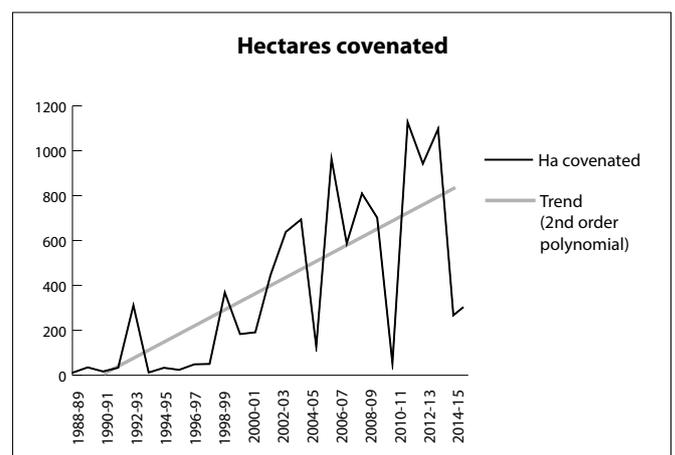
Little soils data is available for the North Central region. Soil/landform mapping is only available through the 1:250,000 geomorphological units of Victoria data from 2011. Last financial year a project completed to improve the mapping of soils data to 1:100,000 for the region. Condition data is still not available.

Environmental Stewardship

Overall condition: Moderate

Trend: Improving

Stewardship figures in the region are generally trending upwards, as can be shown by the total hectares under covenant or ownership through Trust for Nature (TFN). This year saw similar figures to last year, at 297.9 ha. With some exceptions the last fifteen years have shown increasing growth in permanent protection of private land, as is shown in the graph below.



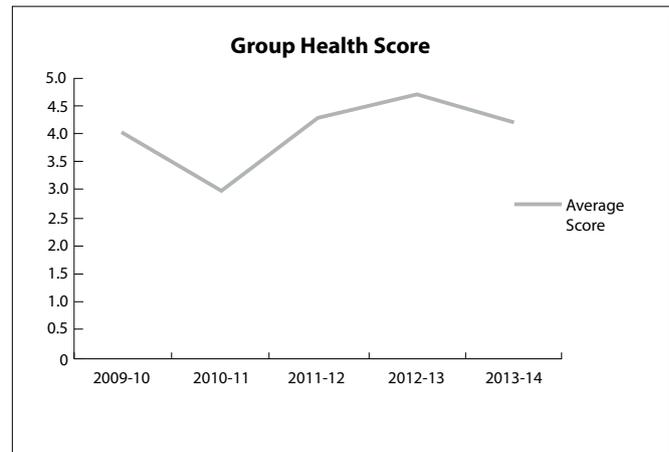
Community Capacity

Overall condition: Moderate

Trend: Stable

Landcare group health scores are one indicator of community capacity. A group health assessment was undertaken in for the 2013-14 year after the completion of last year's report. The 2013-14 average score was 4.27, down slightly from the 2012-13 average of 4.69. The number of groups responding to the survey increased significantly, which improved the results.

Category/Year	2009-10	2010-11	2011-12	2012-13	2013-14
Trail Blazers	1	5	6	6	7
Thriving	5	9	9	5	18
Rolling Along	12	19	20	10	20
Stable	8	8	8	6	28
Struggling a Little	6	10	10	4	18
Surviving	2	5	5	2	8
Barely Hanging On	1	5	5	2	5
Total responses	35	61	63	35	104
Average score	4.34	4.28	4.33	4.69	4.27



This financial year saw the completion of a baseline study of a regional social benchmarking survey of rural landholders.

Table 1 – 2014-15 Outputs

This is the second year we have reported a comprehensive outputs summary for North Central CMA delivered activities, across all funding sources and delivered in this financial year.

Category	Output	Actual 2014/15	Measure
Structural works	Channel	4.88	Kilometres
	Water storage	9	Of
	Waterway structure	10	Of
	Monitoring structure	7	Of
	Fence	68.85	Kilometres
Environmental Works	Vegetation	372.76	Hectares
	Weed control	6,965.77	Hectares
	Pest animal control	23,543.66	Hectares
	Threatened species recovery	7	Species
	Soil treatment	477.4	Hectares
Management services	Grazing regime	323.02	Hectares
	Agricultural practice change	18.65	Hectares
	Water regime	54	Of
Planning and Regulation	Approval and Advice	1,409	Of
	Management agreement	13	Of
	Assessment	584	Of
	Engagement event	5,646	Participants
	Partnership	13	Of
	Plan	48	Of
	Publication	45	Of

Regional Catchment Strategy Implementation

The reporting period marks the second year of implementing a six-year plan that provides direction for the natural resource management work we undertake in conjunction with our partners. Implementing our renewed Regional Catchment Strategy (RCS) will help to achieve enduring landscape change and strengthen the links between rivers, landscapes and people in our region. We have developed SMART targets for the majority of our priority assets and Table 2 indicates how we are tracking towards each target.

Table 2 – RCS Implementation Plan progress 2014-15

Legend				
Symbol	SMART Target	Progress towards target	Partnerships in place	Funding adequacy to meet target
●	SMART target determined and validated	Excellent progress being made towards target	All partners involved and actively cooperating	Adequate funding available to achieve target
◐	SMART target determined with a high level of confidence	Very good progress being made towards target	Most partners involved and actively cooperating	Funding allows for good progress towards target
◑	SMART target determined with a medium level of confidence	Good progress being made towards target	Half of the partners involved and actively cooperating	Some funding available to achieve target
◒	SMART target at concept level only	Limited progress being made towards target	Less than half of the partners involved and actively cooperating	Limited funding available to achieve target
○	NO SMART target determined	No progress being made towards target	No partnerships formed	No funding secured

Asset	SMART Target determined	Progress towards target	Partnerships in place	Funding adequacy to meet target
Lower Avoca River	◐	◑	◑	◑
Upper Avoca River	◐	◑	◒	◒
Lower Campaspe River	●	◑	◐	◑
Lower Loddon River	◐	◐	◐	◑
Upper Loddon River	◐	◑	◑	◒
Coliban River	◑	◒	◑	◑
Gunbower Creek	◐	◑	◐	◑
Gunbower Forest (Ramsar)	●	◐	◐	◐
Avoca Marshes	◐	◒	◐	◒
Kamarooka Wetlands Complex	◑	◒	◑	◒
Central Murray Wetlands (Kerang Lakes)	◐	◑	◐	◐
Mid-Loddon Wetlands	◐	◑	◑	◒
York Plains	◐	◐	●	◐
Moolort Plains	◐	◐	●	◑
Patho Plains	◐	◐	●	◐
Pyramid Hill	○	○	○	○
Wandella	○	○	○	○
Bunguluke	◐	◒	◐	◑
Bael Bael (Lower Avoca Grasslands)	◐	◑	●	◑
Northern Plains Woodlands	○	○	○	○
Kamarooka	◒	◒	◒	◒
Wellsford	◑	◒	◒	◒
Eppalock	◑	◒	◒	◒
Wedderburn/Wychitella	◐	◑	●	◑
Muckleford	◑	◑	◑	◑
Kara Kara-Carapooee	◒	◒	◑	◒
Moliagul	○	○	○	○
Maryborough-Paddy Ranges	○	○	○	○
Tottington	○	○	○	○
Inglewood-Rheola (Kooyoora)	◒	◑	◐	◑
Mid Loddon	○	○	○	○

Asset	SMART Target determined	Progress towards target	Partnerships in place	Funding adequate to meet target
Bealiba-Dalyenong	●	●	●	○
Upper Loddon	●	●	●	●
York Plains	●	●	●	●
Daylesford-Wombat	●	●	●	●
Upper Avoca	○	○	○	○
Gunbower	●	●	●	●
Dartagook	○	○	○	○
Lake Buloke	●	○	○	○
Kyneton Woodlands	●	●	●	●
Soils - Dryland	●	●	●	●
Soils - Irrigated	●	●	●	●

Performance against budgetary and operational objectives

Table 3 – Performance against budgetary and operational objectives

The North Central CMA reports against the state-wide key performance indicators and targets as prescribed by the Victorian Government for all Victorian CMAs as follows:

Performance Area	Performance Indicators	Targets	Notes / Actions
Governance			
Board performance	Complete and submit an annual Board performance assessment report, according to any ministerial guidelines issued	By 31 August annually	Submitted 29 August 2014
	Participation by Board members in development activities	All Board members participate in development activities	All Board members have participated in development activities
Board Charter	Develop and implement a Board Charter	The Board Charter is reviewed (and if necessary, amended,) by 30 June annually	The Board Charter was reviewed at Board meeting 190 in September 2014
Risk and financial management	Compliance to risk management plans for each program	All programs have risk management plans in place	100% of programs have risk management plans in place
		Nil non-compliances with risk management plan	Nil non-compliance
Policies and procedures	Regular review of policies and procedures	Each policy and procedure is reviewed at least every five years	47% of policies and procedures were reviewed in the reporting period
Efficiency and organisational performance			
Grant management	Administration costs of grants are minimised	10% or less of grant funds is spent on administration	10% of Landcare grant funds spent on administration Nil grants incurred administration costs greater than 10%
	Minimise time taken to determine grant applications	Grant applications are determined within one month of being received	The Standing Grants Panel determined grant applications within the Board's timeframe
Regulatory waterway/water functions	Number of days to process works on waterways permits	Not more than 20 working days	Average = 12.6 working days Two applications for permits took more than 20 working days to process
	Number of days to process referrals for any works on or in relation to a dam	Not more than 20 working days	Nil referrals received
	Number of days to process referrals from local government on flooding and controls on planning scheme amendments, and planning and building approvals	Not more than 20 working days	Average = 11.0 working days Thirteen referrals took more than 20 working days to process. 98% of the total referrals were responded to within the 20 working day objective

Regulatory waterway/water functions	Number of days to process enquiries from local government and community on flooding	Not more than 20 working days	Average = 8.3 working days 24 enquiries were responded to outside the 20 working day objective. 97% of the total number of enquiries were responded to within the 20 working day objective
	Number of days to process referrals for Water Use Licenses that don't meet the standard water-use conditions	Not more than 20 working days	Nil Referrals received
	Number of days to process enquiries from Rural Water Corporations on irrigation and drainage plans, and seasonal adjustments to annual use limits	Not more than 20 working days	Nil referrals received
	Number of days to process enquiries from Rural Water Corporations issuing Take and Use licences	Not more than 20 working days	Nil referrals received
Effectiveness and Environmental outcomes			
Integrated River Health Management	Revise North Central Waterway Management Strategy to plan for waterways in relation to their economic, social and environmental values	North Central Waterway Management Strategy revised every six years	The 2014-22 North Central Regional Waterway Strategy was launched on 10 October 2014
	Develop and revise Environmental Operating Strategies and Seasonal Watering Proposals to manage the Environmental Water Reserve in accordance with objectives	Environmental Operating Strategies developed or revised every five years	As the entitlement holder, the Victorian Environmental Water Holder is the responsible authority for Environmental Operating Strategies for the region's priority waterways and wetlands
		Seasonal Watering Proposals approved for all Environmental Entitlements	All 2015-16 Seasonal Watering Proposals for the region's priority waterways and wetlands were approved by the Board in May 2015
	Implement annual river health programs and activities to improve environmental values and health of water ecosystems	All annual river health targets and works programs achieved	The North Central CMA and its partners implemented 19 projects contributing to the health of water ecosystems. The majority of targets were met or exceeded. Any variations were agreed with funders
Regional Catchment Strategy (RCS) implementation	Complete and submit the developed or revised RCS according to any guidelines, standards and related information issued	Submit the developed or revised RCS by the due date as required in any guidelines, standards and related information issued	The 2013-19 RCS was gazetted by the Victorian Government on 16 May 2013 and is in its second year of implementation
	Percentage RCS annual actions implemented	All RCS annual actions implemented	A 2014-22 Regional Waterway Strategy was launched in October 2014. A Draft Climate Change Adaptation and Mitigation Plan was developed during the reporting period. A Draft Regional Sustainable Agriculture Strategy Plan was developed during the reporting period The protection and enhancement was progressed for 32 of 42 priority assets during the reporting period
Regional Native Vegetation Plan (RNVP) implementation	Percentage of RNVP annual actions implemented	All RNVP annual actions implemented	The RCS has replaced the 2005 RNVP and future annual targets will be reported against RCS actions
Invasive plant and animal management	Regional Invasive Plant and Animal Strategies incorporating related priorities in all land tenures in the region	Invasive Plant and Animal Strategies revised by 30 June every five years	The region's 2010-15 Invasive Plant and Animal Strategy is due to be revised in 2015
Regional and Statutory Planning	Provide advice on dryland salinity, irrigation management, soil erosion, or any other land management issue identified in the local Municipal Strategic Statement as the referral body	100% of referral responses provided for each issue	Nil referrals received
Salinity management	Implementation and periodic review of Regional Salinity Management Plans (RSMP) and the Loddon Campaspe Irrigation Region Land and Water Management Plans (LCIRLWMP)	RSMP and LWMP completed	RSMP and LWMP completed
		RSMP and LWMP periodically reviewed	The LCIRLWMP was reviewed and updated in 2011. The plan is currently being implemented
		RSMP and LWMP include annual actions to be implemented	The North Central CMA is fully compliant in meeting its statutory responsibilities regarding managing, reporting and accounting for salinity impacts to the Victorian Government and the Murray-Darling Basin Authority 600 farmers supported and 56 Whole Farm Plans completed as part of the LCIRLWMP during 2014-15
Regional Landcare groups, networks and other community groups	Deliver the Regional Landcare Support Strategy, including regional coordination of Landcare	Evaluate and revise strategy every five years	2014-18 Regional Landcare Support Plan endorsed by the North Central CMA Board February 2014 and currently being implemented

Five year financial review

	2014/2015	2013/2014	2012/2013	2011/2012	2010/2011
Total revenue	18,911,129	21,801,185	21,095,511	19,893,721	22,460,318
Total expenditure	18,782,744	19,239,889	23,305,858	23,976,098	18,342,423
Total surplus/deficit	128,385	2,561,296	-2,210,347	-4,082,377	4,117,895
Current assets	9,775,097	9,009,131	6,488,790	9,764,605	12,720,635
Non-current assets	2,256,762	2,612,017	3,149,791	3,054,414	3,105,234
Total assets	12,031,859	11,621,148	9,638,581	12,819,019	15,825,869
Current liabilities	2,511,452	2,232,409	2,769,407	3,745,525	2,692,357
Non-current liabilities	111,865	108,582	150,313	144,286	121,927
Total liabilities	2,623,317	2,340,991	2,919,720	3,889,811	2,814,284

Current year financial review

During the financial year ended 30 June 2015, the North Central CMA recorded a \$0.1 million surplus from operating activities compared with a \$2.6 million surplus in 2013/14.

The financial result for 2014/15 was near break-even as expenditure on projects funded in earlier years was balanced by receipt of funds for future years projects. This contrasts with 2013/14 where future funding receipts exceeded expenditure on prior year receipts.

Significant changes in financial position during the year

The issues described above resulted in significant change in cash balance as prior years' revenue was expended.

Significant changes or factors affecting performance

There were no significant changes or factors which affected our performance during the reporting period.

Significant grants and transfer payments

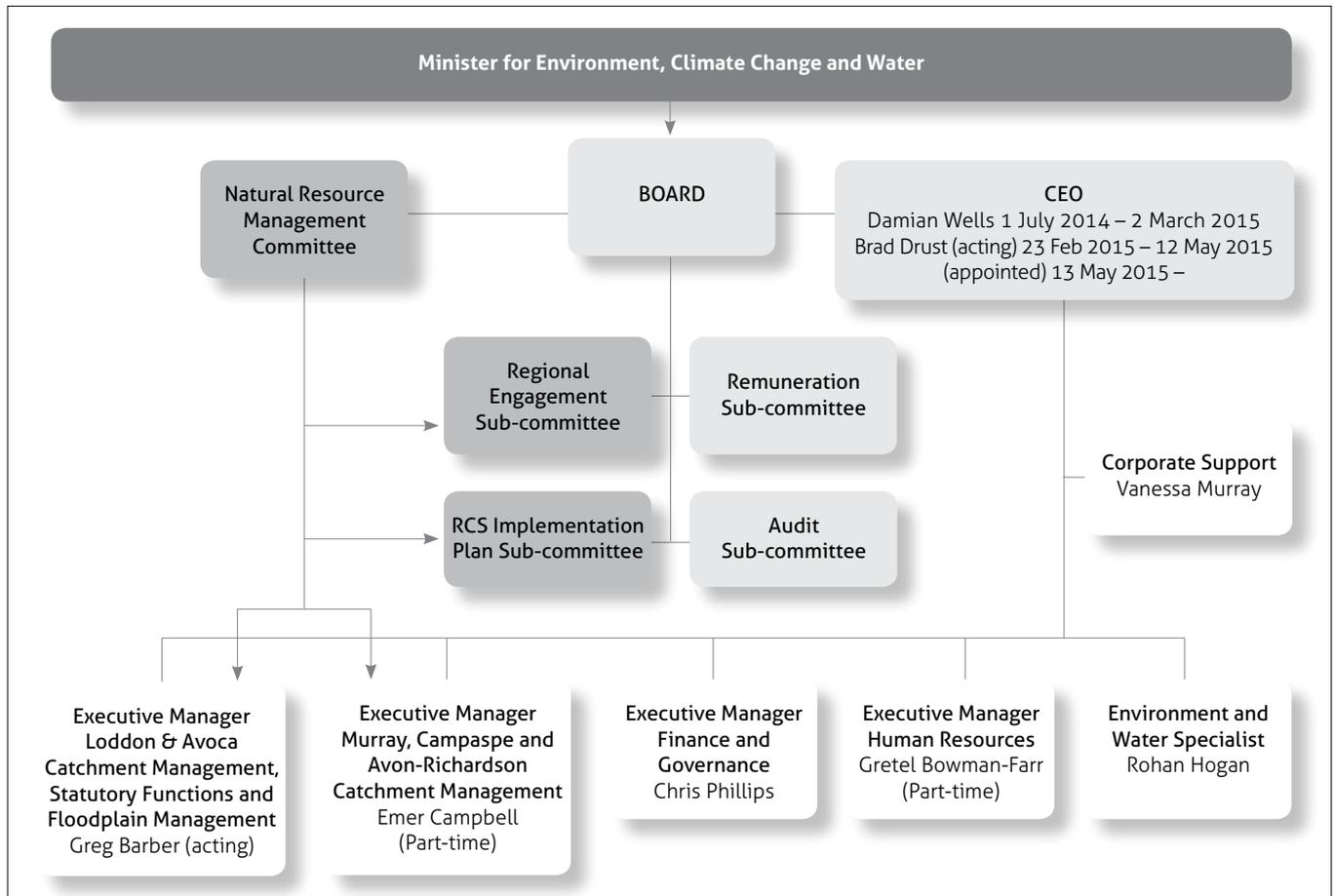
In the 2014-15 reporting period the North Central CMA has provided grants totalling over \$180,000 to 71 community groups as part of the Victorian Landcare Grants Program, which the Department of Environment, Land Water and Planning is responsible for administering (see Appendix 3 for details).

Subsequent events

There have been no subsequent events since the end of the 2014-15 financial year.

Governance and Organisational Structure

Organisational structure and corporate governance arrangements



North Central CMA Board

The North Central CMA is led by a Board appointed by the Victorian Government's Minister for Environment, Climate Change and Water.

It sets priorities for environmental protection, in partnership with local communities and other agencies, and promotes sustainable land and water management practices for the benefit of river health and local communities.

The Board's responsibilities include, but are not limited to:

- setting the strategic direction of the organisation
- establishing vision and direction for integrated natural resource management
- setting priorities and evaluating results
- approving and monitoring the organisation's financial performance.

David Clark (Waubra), Chair

David has qualifications in agriculture and rural development. He operates a diverse 500 hectare property at the headwaters of the Bet Bet Creek and works as coordinator for two Landcare Networks. Currently a Pyrenees Shire Councillor and Board member of Conservation Volunteers, David was an inaugural Board member of the North Central CMA and the Victorian Catchment Management Council. David was appointed to the Board as Chair in July 2011.

James Williams (Bendigo)

James has a range of experience in natural resource management, including farming, local government, Landcare and farm forestry. James is a City of Greater Bendigo Councillor and VASPMAC member. He has a strong interest in the environment and the wellbeing of the communities in north central Victoria. James was appointed to the Board in October 2011 and hopes to provide leadership in the issues of farm forestry, water and biodiversity. James chairs the Remuneration Committee.

Melanie McCarthy (Bendigo)

Melanie holds qualifications in engineering and arts. She also manages land near Bendigo where she is committed to sustainable practices and environmental improvement. She has 17 years' experience in the primary resources industry and business management. Melanie was appointed to the Board in October 2009.

Stuart McLean (Wycheproof)

Stuart has been a farmer in this region for more than 40 years and is a Buloke Shire Councillor. Stuart has experience in land, waterway and natural resources management, primary industry, business planning and financial management. He is currently involved in state and national organisations relating to primary production and regional development. Stuart has been a Board member since July 2000.

Dianne Bowles (Mead)

Dianne is a dairy farmer and irrigator with a long history of community and dairy industry engagement. She has a passion for the dairy industry and is keen for everyone, particularly women, to have their say in the future of the region. Dianne was appointed to the Board in October 2013 after two years on the NRMC and is also a Murray Dairy board member, and Deputy Chair of Community Leadership Loddon Murray Inc. She is involved in many off-farm pursuits and is a member of the Victorian Murray-Darling Basin Authority Plan Group, a community representative to the Gannawarra Shire regarding flood recovery and is an advisor to the Australian Dairy Farmers on Natural Resource Management. Dianne has also successfully completed the Loddon Murray and Dairy Australia and Murray Goulburn Suppliers Leadership Programs.

Julie Slater (Corack East)

Julie Slater is a partner in her family farming enterprise at Corack East which specialises in dryland crop and lamb production. She is also the part-time Executive Officer of Community Leadership Loddon Murray Inc. Julie is an experienced Company Director with positions on a number of Boards including Women's Health Loddon Mallee (Deputy Chair), Buloke Community Enterprises, Community Leadership Australia (Treasurer), Victorian Regional Community Leadership Programs, and St Mary's Primary School, Donald. Julie was appointed to the Board in 2011 and is passionate about achieving balance between environmental, social and economic values for our rural communities and Australian Agriculture.

Julie Miller Markoff (Castlemaine)

Julie became aware of the strategic and community needs of natural resource management through managing the implementation of the Loddon Mallee Regional Strategic Plans, and as a senior executive investing in services for the dairy industry through Dairy Australia. As an experienced director, change leader and regional advocate Julie is committed to developing the partnerships necessary to ensure the sustainability of natural resource management within a healthy catchment, fostering the capacity for informed community action, and ensuring the organisation responds with innovation to its changing environment. Julie was appointed to the Board in October 2013.

Prue Milgate [nee Addlem] (Serpentine)

Prue holds qualifications in business and agriculture and has completed the Australian Rural Leadership Program. She has a history of being heavily involved in working with government to promote agriculture to the next generation on various advisory positions, has recently sat on selection panels for the Victorian Women's Honour Role, and the Victorian Rural Woman of the Year, and is currently involved in the Serpentine Recreation Reserve Committee of Management. She has also recently been appointed to the Department of Economic Development, Jobs, Transport & Resources Institutional Biosafety Committee.

Prue was appointed to the board in 2011 and as a primary producer and irrigator operating along the banks of the Loddon River is passionate about catchment health, and ensuring the North Central CMA region's environment is enhanced and improved for future generations.

Laurie Maxted (Durham Ox)

Laurie has spent two terms with the Natural Resource Management Committee (NRMC) and has joined the Board to further progress his involvement with the North Central CMA. He is involved in many community groups such as CFA, Loddon Plains Landcare Network and Durham Ox Hall committee. Laurie was appointed to the Board in October 2011 and has a strong interest in community consultation, and achieving the best environmental outcomes possible.

Board member	Full Board meetings	Out-of-session
Dianne Bowles	9 of 9	4 of 4
David Clark (Chair)	9 of 9	4 of 4
Julie Markoff	9 of 9	3 of 4
Laurie Maxted	9 of 9	1 of 4
Melanie McCarthy	8 of 9	4 of 4
Stuart McLean	7 of 9	3 of 4
Prue Milgate (nee Addlem)	7 of 9	3 of 4
Julie Slater	6 of 9	3 of 4
James Williams	6 of 9	2 of 4

Notes: All Board member absences were approved by the Board.

There was no full Board meeting in November 2014, January 2015 or May 2015. March 2015. * Julie Miller Markoff participated remotely for decision items June 2015. * Prue Milgate (nee Addlem) participated remotely for decision items. Name change: Prue Milgate (nee Addlem) commenced a leave of absence on 30/10/14.

Audit Committee membership and roles

An active and effective Audit Committee serves the board in its governance responsibilities. The Audit committee consists of three board members. Using an enterprise-wide, risk-based approach, the committee focuses on corporate risks and business and financial performance. Independent internal audit services, rigorous project management monitoring, and the development of corporate risk management are key tasks of the Committee.

The audit committee met ten times during the reporting year.

Board Members	Meeting attendance (2014-15)
** Melanie McCarthy	8 of 10
David Clark	10 of 10
** Julie Miller Markoff	8 of 10

** Denotes independent Audit Committee members as required under the *Financial Management Act 1994*

Remuneration Committee

The Remuneration Committee consists of three Board members who meet to review the CEO's performance. The Remuneration Committee met three times during the reporting year.

Board Members	Meeting attendance (2014-15)
James Williams (Chair)	3 of 3
David Clark	3 of 3
Prue Milgate (nee Addlem)	3 of 3

Natural Resource Management Committee

The fundamental role of the Natural Resource Management Committee (NRMC) is to provide a community and local perspective to the work of the North Central CMA in the regional community.

The NRMC also supports the organisation and provides advice to the North Central CMA Board on both project activity and community engagement at the strategic and operational level, as well as participating in local natural resource management activities.

Within this context, the role of the NRMC is to provide advice on:

- community engagement aspects of projects
- appropriate community engagement mechanisms
- the direction and focus of the Regional Catchment Strategy and other key documents
- reviewing and validating priorities for natural resource management investment in the region
- evaluation of project delivery and performance

The NRMC is appointed through a public process with membership endorsed by the North Central CMA Board. The NRMC has sixteen members and reflects a broad geographic spread from across north central Victoria, incorporating a wide range of skills and experience.

The committee is governed by a Board-endorsed Charter and Operating Protocols. During the 2014-15 financial year the committee met on seven occasions.

Many North Central CMA projects and issues require a more specific level of community input. To address this need, portfolio groups are established allowing appropriately skilled committee members to collaborate with project staff and other stakeholders to provide advice on community engagement activities.

NRMC member	Meeting attendance (2014-15)
John Cable (Glenlyon)	7 of 7
Richard Carter (Newlyn)	7 of 7
Ken Coates (Natte Yallock)	6 of 7
Ron Cosgrave (Smeaton)	6 of 7
Rebecca Edwards (Harcourt)	7 of 7
Charlie Gillingham (Kerang)	7 of 7
Ted Gretgrix (Strathfieldsaye)	5 of 7
Rob Loats (Donald)	7 of 7
*Allison Long (Carlsruhe)	4 of 5
Ron Murray (Campbells Creek)	3 of 7
John Nelson (Boort)	7 of 7
Shane O'Loughlin (Laanecoorie)	7 of 7
Colin Smith (Junortoun)	5 of 7
Denis Watts (Yeungroon)	5 of 7
Deborah Webster (Sailors Gully)	4 of 7
Peter Williams (Echuca)	6 of 7

* Allison Long resigned from the NRMC after the April meeting.

The NRMC toured project sites in the upper catchment as part of their February 2015 meeting.

Performance against Occupational Health and Safety management measures

The North Central CMA is committed to ensuring the safety and welfare of our employees, contractors, volunteers and visitors. We do this by adhering to strict safe work practices and by providing a workplace that is safe and healthy. People engaged at our worksites and premises are inducted to ensure they are familiar with our health and safety policies and emergency procedures.

Occupational Health and Safety (OH&S) policies are in place and regularly updated. OH&S training is provided to all employees. During the past year staff have received first aid training, driver and four-wheel driver training and OH&S training for supervisors and managers. Worksites and premises are randomly assessed for OH&S compliance and key performance measures are reported to the Board each month.

WorkCover incidents are reported under the *Accident Compensation Act 1985*. The North Central CMA had one WorkCover claim during the reporting period.

OH&S Key Performance Report 2014-15

Key performance indicator	2014-15 Target	2014-15	2013-14	2012-13
Total staff FTEs		52	55	72
Audits of worksites	20	20		
Audits of premises	8	9		
Audits of Field Days/Events	10	10		
Permits to work issued	All works at premises	50 (compliant)		
Injury – No time lost	0	1	0	1
Injury – Time lost (more than one whole shift) Actual (per 100 FTE)	0	1 (2)	0	0
Incidents reported Actual (per 100 FTE)	20 (40)	20 (40)	18 (36)	14 (19)
WorkCover claims submitted Actual (per 100 FTE)	0	1 (2)	0	1 (1)
Compulsory OH&S training completed	As per staff training calendar	51 (compliant)		
Staff OH&S induction completed for all new staff	within 5 days of start	12 (compliant)		
OH&S Committee meetings held	4	4		
OH&S meetings with field staff				
OH&S team/ department meetings (2 per department)	10	12		
Joint OH&S Committee and Emergency Response Team meetings	2	3		
Emergency evacuations conducted	2	2		

Workforce Data

Public Administration employment and conduct principles

Our people

The North Central CMA is very proud of its greatest asset – our people. We are committed to building a workplace culture that emphasises teamwork, continuous learning, efficiency, integrity and individual leadership.

At the North Central CMA, it is our aim to be an employer of choice. To achieve this, we are focused on providing our current and prospective employees with competitive terms and conditions of employment, and a positive and friendly work culture that promotes the following behaviours:

- seek to understand
- be honest and take responsibility
- see something do something
- show respect
- actively engage.

Our people are the organisation's key strength and, to demonstrate the continued focus on our people, we are pleased to report a number of standards we work by and initiatives that have been realised over the past year.

Managing Workplace Diversity

The North Central CMA promotes diversity within the workplace. Our commitment is evidenced by the balance of genders within the workplace, where 58 per cent of staff are female and 42 per cent male. Furthermore, the organisation has structured the workplace to enable over 35 per cent of the workforce to work part-time. Coupled with our policies surrounding equal employment opportunity and the flexible work arrangements contained in the Collective Agreement, the North Central CMA is committed to maintaining and improving its workplace diversity.

The North Central CMA continues to employ an Indigenous Facilitator to assist in educating staff and engaging the community on Indigenous matters and casually employed an Indigenous project officer for a period of the year. Strong partnerships exist and continue to develop with the region's Traditional Owners.

Learning and Development

The North Central CMA promotes the personal and professional development of its people in order to achieve ongoing improvements in service delivery and to create satisfying career paths for staff members. This year, the North Central CMA supported employees to increase their knowledge and experience in a range of areas by attending training programs, conferences and seminars throughout the year.

Professional development undertaken included completion of leadership development programs; technical and safety-based programs, including construction induction, health and safety representative training; first aid and four-wheel drive training. During the year, a number of staff continued tertiary studies including Masters of Environment and Masters of Business Administration. Employees have also developed their skills and knowledge through attendance at training and educational seminars covering a range of

areas such as floodplain ecology, geographical information systems, project management, people management and a range of business systems. In our continuing efforts to be a best practice organisation, we have continued to develop our capability in the areas of technology, legislation and industry practices, through employee attendance at training and conferences in areas such as natural resource management, taxation, industrial relations and occupational health and safety.

Staff Wellbeing

The North Central CMA understands the importance of a healthy workforce and is committed to ensuring the health and wellbeing of staff. During 2014-15, the organisation encouraged staff to participate in a Wellbeing program that involved a range of work-sponsored activities focusing on health promotion and wellbeing. Activities included health and skin checks, flu vaccinations and support to lead an active and healthy lifestyle. In addition to the Wellbeing program, the North Central CMA continues to offer the services of an employee assistance program. The program provides employees and their immediate family members with access to professional and confidential counselling services for both work-related and non work-related matters.

Staff Consultative Committee

The purpose of the Staff Consultative Committee is to assist with and encourage open communication between management and staff. The role of the Committee is to undertake a range of activities that include the planning and management of the Wellbeing program, assistance in the development and review of human resources policies and involvement in building and developing a positive organisational culture.

Employment Principles

North Central CMA staff are appointed following a comprehensive selection and recruitment process. Our processes are in accordance with the *Public Administration Act 2004* whereby appointments are made on the basis of merit, and a commitment is maintained to the principles of the *Equal Opportunity Act 2010*.

Comparative Workforce Data

The North Central CMA employed the full-time equivalent of 52 people in 2014-15 compared to 55 people in 2013-14. The breakdown of staff is as follows.

	2014-15 (full-time equivalent)	2013-14 (full-time equivalent)
Executive officers	1	1
Management officers	5	5
Project officers	41	38
Administration staff	5	11
Total (FTE)	52	55
Male	24	26
Female	28	28
Total employees for reporting period	52	55

All employees defined as 'Executive officers and other personnel' in Note 18 of the Financial Statements were annualised full-time equivalents.

Executive Officer Disclosures

Executive Officers are those persons employed as a public service body head or other executive under Part 3, Division 5 of the *Public Administration Act 2004*.

During the reporting period, the North Central CMA had one employee classified as an executive officer. This was the Chief Executive Officer (CEO) who is male.

There were no vacancies or special project executives employed during the reporting period.

In the previous reporting period one person met the definition of executive officer. This person was the CEO who is male.

Other Disclosures

Implementation of the *Victorian Industry Participation Policy Act 2003*

During 2014-15 the North Central CMA had no procurement activities valued at \$1 million or more.

Consultancy expenditure

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

In 2014-15, there were 24 consultancies where the total fees payable to the consultants were \$10 000 or greater. The total expenditure incurred during 2014-15 in relation to these consultancies was \$1,353,342 (excl. GST). (see Table 4)

Details of individual consultancies are outlined on the North Central CMA's website, at www.nccma.vic.gov.au

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

In 2014-15, there were 30 consultancies engaged during the year, where the total fees payable to the consultants was less than \$10 000. The total expenditure incurred during 2014-15 in relation to these consultancies was \$141,254 (excl. GST).

Major contracts

The North Central CMA did not award any major contracts (valued at \$10 million or more) during 2014-15.

Table 4 – Consultancy expenditure greater than \$10,000 (2014-15)

Consultants engaged over \$10,000	Summary of Projects	Total cost (\$) Ex GST
Jacobs Group	Pyramid & Serpentine Creek Environmental FLOWS Studies Campaspe High Summer Flow Monitoring Project Environmental Flow recommendations for Campaspe River Salinity Investigations of Guttrum & Benwell Forests & Gunbower National Park Rich Avon Weir pool Feasibility Study Ecological objectives & flow regime for Loddon River VEFMAP Fish 2014-15: Campaspe & Loddon Rivers fish survey Scientific review of key components of the Environmental Water Management Plans: Coliban River & Birches Creek	296,290
GMW-Tatura	Basin Plan Sustainable Diversion Limit Offset (SDL) Project - Professional Services Gunbower Project - Professional Services	173,114
RM Consulting Group	Basin Plan Sustainable Diversion Limit Offset (SDL) - Supply & Constraint Measure Business Cases, Hydrographs Sustainable Agriculture Strategy - Professional Services	131,752
EcoSuccess	Basin Plan Sustainable Diversion Limit Offset (SDL) Project support Koondrook Weir Fishway Concept Design	113,554
Rakali Ecological Consulting	Kerang Wetland Survey - Tang Tang Swamp Lake Meran Surveys Wirra-Lo wetland Complex Survey, mapping & analysis Lake Yando Assessments	90,825
Scarlet Consulting	Basin Plan Sustainable Diversion Limit Offset (SDL) - Communications Carbon Action Plan - Development and Communication support (Phase 2), Indigenous Engagement Discussion Paper Indigenous Advancement Strategy - Kungadjarra Djaayi, Working together on Country NCCMA Corporate Plan 2015/16 - Preparation North Central Regional Sustainable Agriculture Strategy - Communication support	76,835
Ecological Associates Pty Ltd	Gunbower Creek Environmental Water management Plan flows study	67,420
Spatial Vision	Capturing our Story Better - Scoping, prototype of software	50,000
Water's Edge Co	Scientific review of key components of the Environmental Water Management Plans: Tang Tang Swamp, Lake Wandella & Wirra-Lo Complex	40,200
SACS Consulting	Professional services - recruitment	39,771
URS	Basin Plan Sustainable Diversion Limit Offset (SDL) - Geotechnical Investigations	37,500
Natural Decisions	Carbon Action Plan - Professional Services	30,400
Alluvium Consulting	Lower Loddon Fishway - Professional Services	29,310
CPS Enviro Pty Ltd	Basin Plan Sustainable Diversion Limit Offset (SDL) - Camerons Creek surveys	23,674
Roberts Evaluation	Northern Eco-Connections Project - Professional Services	19,850
Charles Sturt University	Analysis of Social Benchmarking Survey	19,300
Parks Victoria	Basin Plan Sustainable Diversion Limit Offset (SDL) Supply Measures in NCCMA Region - Professional Services	17,264
Australian Workplace Strategies	Industrial Relations Consultancy	15,600
Australian Cultural Heritage Mgmt. (Vic) Pty Ltd	Guttrum & Benwell State Forests Flood Enhancement Project	14,891
Gozer	Website Design (Water Detective's)	13,920
Streamline Research Pty Ltd	Birch's Creek fish survey	13,600
Pathways Bushland & Environment	Hart Swamp assessment and Lake Lalbert peer review Kerang Lakes Scientific Review Panel IWC methodology & wetland EVC identification	13,285
Technology One	Software consultant costs	12,623
Bayside Personnel	Recruitment consultant costs	12,366
Total		1,353,342

Capital Projects

The North Central Catchment Management Authority does not manage any capital projects.

Government advertising expenditure

The North Central CMA's expenditure in the 2014-15 reporting period on government campaign expenditure did not exceed \$150,000.

Freedom of Information

Application and operation of the *Freedom of Information Act 1982*

The North Central CMA is considered to be a 'Government Agency' under the *Freedom of Information Act 1982* and is required to comply with the procedures that have been prescribed under which members of the public may gain access to information held by agencies. A decision to release information is made by an Authorised Officer. The North CMA has determined that its Authorised Officer is Trepina Marek, (03) 5448 7124.

An application fee of \$27.20 applies from 1 July 2015.

In 2014–15, there were two new requests for information under the Freedom of Information Act. One request was from a lawyer. Full and diligent searches were completed to determine requests. As at 30 June 2015, there are no current requests.

Making a request

Access to documents may be obtained through written request to the Authorised Officer, and as detailed in s17 of the Freedom of Information Act 1982. In summary, the requirements for making a request are:

- it should be in writing;
- it should identify as clearly as possible which document is being requested; and
- it should be accompanied by the appropriate application fee (the fee may be waived in certain circumstances).

Requests for documents in the possession of the North Central CMA should be addressed to the Authorised Officer:

Ms Trepina Marek
Freedom of Information Officer
P O Box 18
Huntly Vic 3551

Requests can also be lodged online at www.foi.vic.gov.au

Access charges may also apply once documents have been processed and a decision on access is made; for example photocopying and search and retrieval charges.

Further information regarding Freedom of Information can be found at www.foi.vic.gov.au

Compliance with *Building Act 1993*

The Authority has met its obligations under the Building Act 1993. No building approvals were applicable to the Authority during the reporting period.

National Competition Policy

Competitive neutrality seeks to enable fair competition between government and private sector businesses. Any advantages or disadvantages that government businesses may experience, simply as a result of government ownership, should be neutralised. The North Central CMA continues to implement and apply this principle in its business undertakings.

Compliance with the *Protected Disclosure Act 2012 (PD Act)*

The *PD Act* was part of a package of integrity reforms introduced by the Victorian Government, which also established the Independent Broad-based Anti-corruption Commission (IBAC).

The *PD Act* enables people to make disclosures about improper conduct within the public sector without fear of reprisal. It aims to ensure openness and accountability by encouraging people to make disclosures and protecting them when they do.

What is a 'protected disclosure'?

A protected disclosure is a complaint of corrupt or improper conduct by a public officer or a public body. North Central CMA is a 'public body' for the purposes of the Act.

What is 'improper or corrupt conduct'?

Improper or corrupt conduct involves substantial:

- mismanagement of public resources; or
- risk to public health or safety or the environment; or
- corruption.

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

How do I make a 'Protected Disclosure'?

The North Central CMA is not able to receive protected disclosures. You can make a protected disclosure about the North Central CMA or its board members, officers or employees by contacting IBAC on the contact details provided below.

How can I access North Central CMA's procedures for the protection of persons from detrimental action?

North Central CMA has established procedures for the protection of persons from detrimental action in reprisal for making a protected disclosure about North Central CMA or its employees. You can access North Central CMA's procedures on its website at: www.nccma.vic.gov.au

Contact:

Independent Broad-Based Anti-Corruption Commission (IBAC) Victoria

Address: Level 1, North Tower, 459 Collins Street, Melbourne Victoria 3001.

Mail: IBAC, GPO Box 24234, Melbourne Victoria 3000

Internet: www.ibac.vic.gov.au

Phone: 1300 735 135

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

Disclosures under the *Whistleblowers Protection Act 2001* (up to 9 February 2013)

The archived procedures established under the *Whistleblowers Protection Act 2001* are available upon request.

Compliance with establishing/enabling legislation

Catchment and Land Protection (CaLP) Act 1994

The responsibilities of the North Central CMA as they relate to the CaLP Act are as follows:

- prepare, coordinate, monitor and review the Regional Catchment Strategy
- prepare and submit an annual report on the condition and management of land and water resources in the region
- prepare and submit a corporate plan to the Minister by 30 April each year
- comply with the Statement of Obligations.

In performing its functions and providing its services an authority shall, in a manner consistent with relevant government policies, frameworks, strategies, plans and guidelines:

- a) facilitate and coordinate the management of catchments in an integrated and sustainable manner, including as it relates to land, biodiversity and water resources
- b) take a sustainable approach by balancing social, economic and environmental outcomes
- c) plan and make decisions within an integrated catchment management context:
 - recognising the integral relationship between rivers, their catchments, coastal systems, and estuary and marine environments
 - recognising the integral relationship between the land – its soil, water, vegetation and fauna – and associated natural ecosystems
 - recognising the need to foster the resilience of natural assets, including land, biodiversity and water resources, to climate change
 - using the best available scientific information
 - targeting investment to address priorities and deliver maximum improvement in resource condition of catchments, land, biodiversity and water resources.
- e) provide opportunities for community engagement in the integrated management of catchments and natural assets, including land, biodiversity and water resources
- f) develop strategic partnerships with relevant stakeholders including public authorities and government agencies
- g) promote and apply a risk management approach that seeks to protect, enhance and restore natural assets and reduce the impact of climate change
- h) promote and adopt an adaptive approach to integrated catchment management, including continuous review, innovation and improvement
- i) manage business operations in a prudent, efficient and responsible manner.

Water Act 1989

Under the *Water Act 1989*, the North Central CMA aims to reduce the impact of flood damage to new buildings, help conserve and preserve flora, fauna and habitat in designated waterways, and to reduce water quality decline. This is done by providing:

- permits to construct and operate works on a waterway, compliance and community education
- resources to planning permit referrals for developments within a floodprone area
- responses to applications for flood levels, flood risk reports and flood information before development
- flood planning information and advice to councils, state emergency services, developers and others
- flood response action plans, including collection of flood information during and after a flood, and assistance with emergency planning and flood warning
- flood data management
- compliance with the Statement of Obligations.

2014-15 actual results

Unit	Target	Actual
No. of permits exempted	20	18
No. of permits issued	65	71
No. of permits rejected	0	0
Enforcement action for illegal works	0	2
Planning referrals	1324	1317

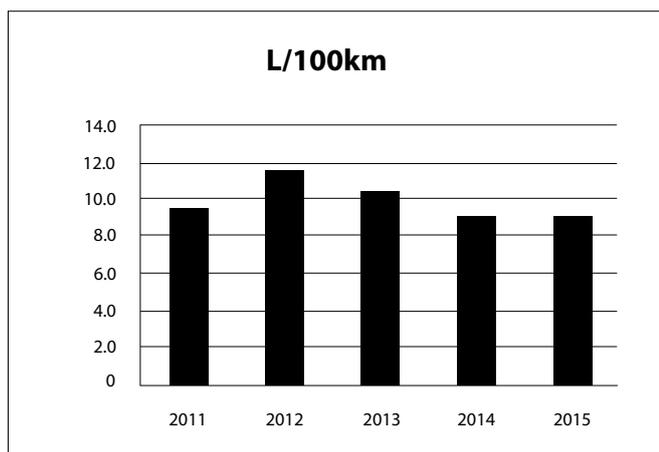
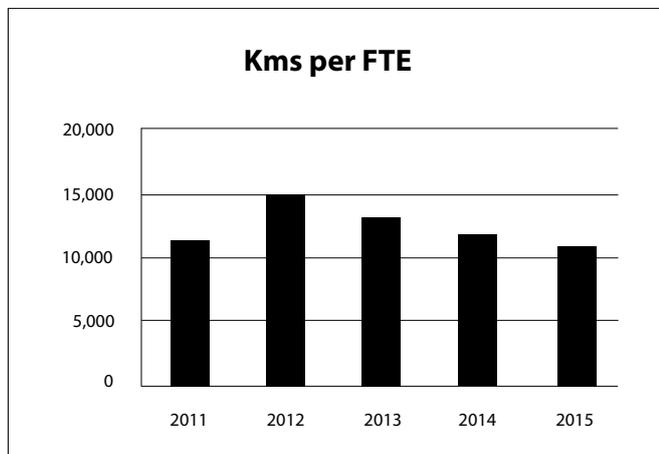
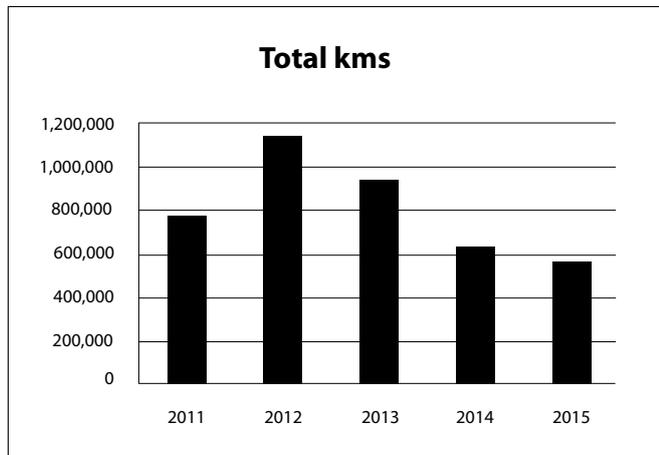
The North Central CMA achieved its statutory obligations under the *Water Act*.

Office-based environmental impacts

The North Central CMA is committed to reducing the impact of our day-to-day operations on the environment. We endeavour to reduce negative impacts by using fuel efficient vehicles, purchasing Green Power electricity, using paper sourced from sustainable forest practices and installing water saving devices.

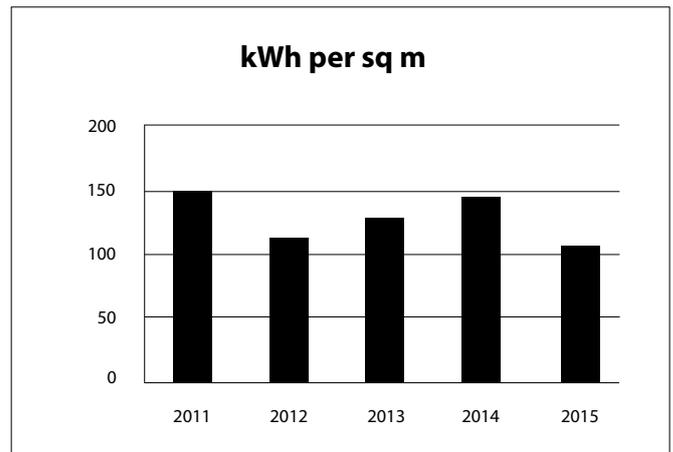
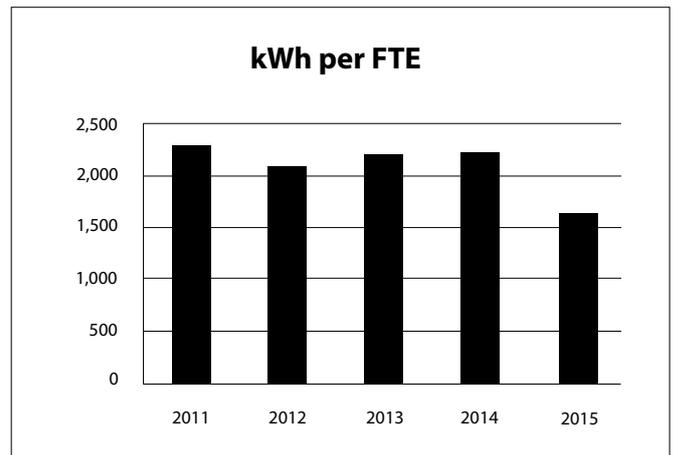
Fuel

Total vehicle kms and kms per FTE decreased from 2014 to this year due to the reduced vehicles in the fleet and projects closer to the office. Fuel economy has remained steady with a slight increase this year, due to towing trailers and delivering goods to site.



Energy

Solar panels were installed on the roof of our Huntly offices in November 2014, greatly reducing energy consumption.

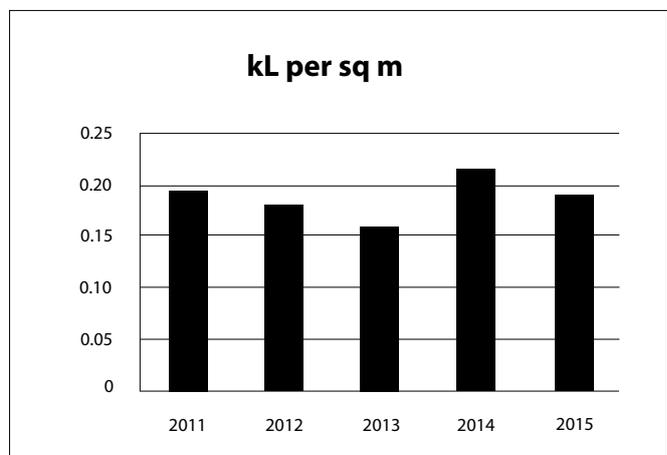
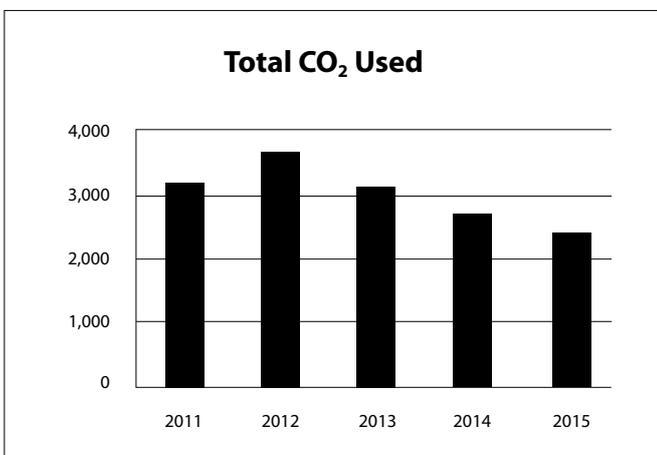
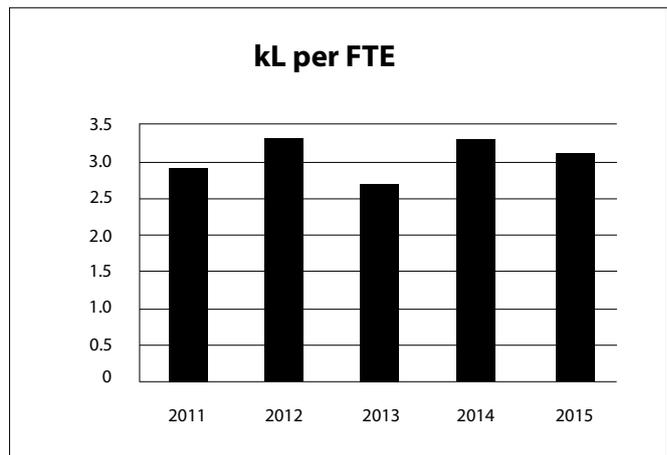
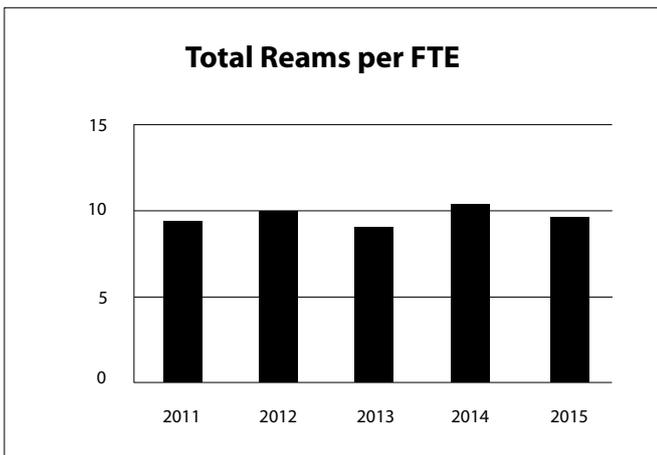
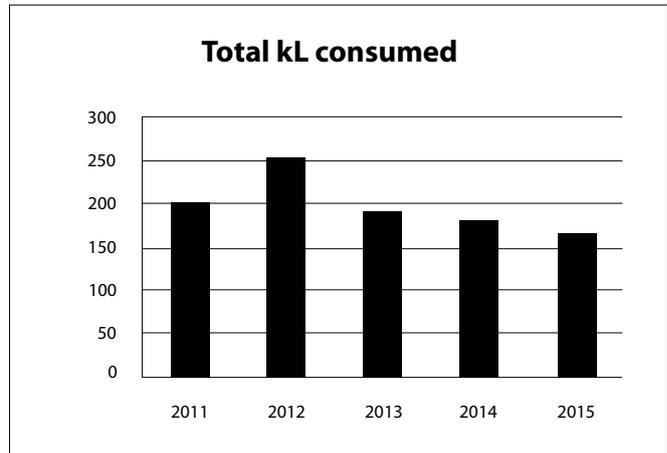
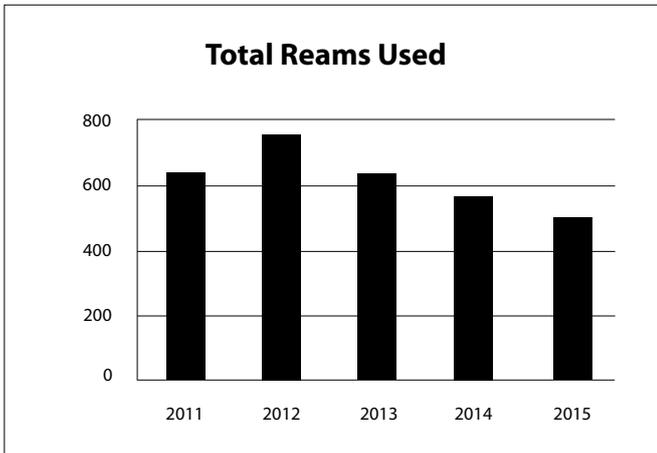


Paper

Following an organisational push to become a paperless office, paper usage reduced by 51 reams from the previous year. CO₂ usage has reduced significantly as Australian Sustainable Forestry paper is now purchased.

Water

A slight drop in the average number of FTE's has resulted in a drop of 15 kL's for the year ending 30th June 2015.



Risk Management Attestation

Compliance with DataVic Access Policy

The information used to generate the catchment condition report in the North Central CMA's 2014-15 Annual Report has come from DataVic. In the reporting period the North Central CMA has not supplied any data directly to DataVic.

The North Central CMA has been consistent with the DataVic Access Policy by accessing the data, using it for day-to-day operations, and giving appropriate recognition to DataVic on all published maps.

Additional information available on request

Information relating to the requirements of the Financial Reporting Direction 22B of the *Financial Management Act 1994* is held at the North Central CMA's Huntly office and, subject to the *Freedom of Information Act 1982*, is available on request. This includes:

- Declarations of pecuniary interest duly completed by relevant officers
- Board members' indemnity declarations
- Inwards and outwards correspondence
- Details of publications produced by the agency about itself, and how these can be obtained.
- Details of assessments and measures undertaken to improve the occupational health and safety of employees.
- Details of changes in prices, fees, charges, rates and levies charged by the agency.
- Details of any major external reviews carried out on the agency.
- Details of major research and development activities undertaken by the agency.
- Details of overseas visits undertaken, including a summary of the objectives and outcomes of each visit.
- Details of major promotional, public relations and marketing activities undertaken by the agency to develop community awareness of the entity and its services.
- A general statement on industrial relations within the agency, and details of time lost through industrial accidents and disputes.
- A list of the agency's major committees; the purposes of each committee; and the extent to which the purposes have been achieved.

Statement of Attestation

I, David Clark certify that the North Central Catchment Management Authority has complied with the Ministerial Standing Direction 4.5.5 – Risk Management Framework and Processes. The North Central Catchment Management Authority's Audit Committee verifies this.



David Clark
Chairman
North Central Catchment Management Authority

26 August 2015

Financial Statements

North Central Catchment Management Authority Accountable Officer's and Chief Finance and Accounting Officer's Declaration

The attached financial report for the North Central Catchment Management Authority has been prepared in accordance with Standing Directions 4.2 of the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian Accounting Standards including Interpretations and other mandatory professional reporting requirements.

We further state that, in our opinion, the information set out in the Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and accompanying notes, presents fairly the financial transactions during the year ended 30 June 2015 and financial position of the Authority as at 30 June 2015.

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

We authorise the attached financial statements for issue on 26 August 2015.



David Clark
Chairperson



Brad Drust
CEO and Accountable Officer



Chris Phillips
Finance and Governance Manager

VAGO

Victorian Auditor-General's Office

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

INDEPENDENT AUDITOR'S REPORT

To the Board Members, North Central Catchment Management Authority

The Financial Report

The accompanying financial report for the year ended 30 June 2015 of the North Central Catchment Management Authority which comprises the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement, notes comprising a summary of significant accounting policies and other explanatory information, and the accountable officer's and chief finance and accounting officer's declaration has been audited.

The Board Members' Responsibility for the Financial Report

The board members of the North Central Catchment Management Authority are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, and the financial reporting requirements of the *Financial Management Act 1994*, and for such internal control as the board members determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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. Those standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance about 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 the 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 I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

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.

Opinion

In my opinion, the financial report presents fairly, in all material respects, the financial position of the North Central Catchment Management Authority as at 30 June 2015 and of its financial performance and its cash flows for the year then ended in accordance with applicable Australian Accounting Standards, and the financial reporting requirements of the *Financial Management Act 1994*.

MELBOURNE
27 August 2015



John Doyle
Auditor-General

Comprehensive Operating Statement for the year ended 30 June 2015

	<i>Notes</i>	2015 \$	2014 \$
Income from Operating Activities			
Government governance contribution	3(a)	802,331	905,482
Government investor contributions	3(b)	17,682,339	19,181,012
Revenue from other investors	3(c)	131,779	1,339,913
		<u>18,616,449</u>	<u>21,426,407</u>
Income from Non-Operating Activities			
Interest	3(c)	177,105	171,416
Other income	3(c)	76,157	194,242
Net gain from disposal of non financial assets	3(c)	41,418	9,120
		<u>294,680</u>	<u>374,778</u>
Total Income		<u>18,911,129</u>	<u>21,801,185</u>
Expenses from Operating Activities			
Employee Benefits	4	6,121,612	6,100,344
Depreciation	9(b)	321,660	399,165
Amortisation	10	162,060	163,229
Materials, Maintenance, Grants, Contracts and Consultancies	5	10,785,284	11,010,459
Other expenses		<u>1,392,128</u>	<u>1,566,692</u>
Total Expenses from Operating Activities		<u>18,782,744</u>	<u>19,239,889</u>
Net Result from Operating Activities for the year		<u>128,385</u>	<u>2,561,296</u>
Total Comprehensive Result for the year		<u>128,385</u>	<u>2,561,296</u>

The Comprehensive Operating Statement should be read in conjunction with the accompanying notes.

Balance Sheet as at 30 June 2015

	<i>Notes</i>	2015 \$	2014 \$
ASSETS			
Current assets			
Cash and cash equivalents	7	7,985,638	6,339,760
Receivables	8	1,702,167	2,604,245
Prepayments	8	77,030	51,838
Accrued Revenue	8	<u>10,262</u>	<u>13,288</u>
Total current assets		<u>9,775,097</u>	<u>9,009,131</u>
Non-current assets			
Property, plant and equipment	9	2,174,343	2,367,538
Intangible assets	10	<u>82,419</u>	<u>244,479</u>
Total non-current assets		<u>2,256,762</u>	<u>2,612,017</u>
TOTAL ASSETS		<u>12,031,859</u>	<u>11,621,148</u>
LIABILITIES			
Current liabilities			
Payables	11	1,416,937	1,214,362
Employee benefits	12	<u>1,094,515</u>	<u>1,018,047</u>
Total current liabilities		<u>2,511,452</u>	<u>2,232,409</u>
Non-current liabilities			
Employee benefits	12	<u>111,865</u>	<u>108,582</u>
Total non-current liabilities		<u>111,865</u>	<u>108,582</u>
TOTAL LIABILITIES		<u>2,623,317</u>	<u>2,340,991</u>
NET ASSETS		<u>9,408,542</u>	<u>9,280,157</u>
EQUITY			
Contributed capital	13(a)	8,755,693	8,755,693
Reserves	13(b)	754,549	754,549
Accumulated deficit	13(c)	<u>(101,700)</u>	<u>(230,085)</u>
TOTAL EQUITY		<u>9,408,542</u>	<u>9,280,157</u>
Commitments	14		
Contingent liabilities and assets	16		

The Balance Sheet should be read in conjunction with the accompanying notes.

**Statement of Changes in Equity for
the financial year ended 30 June 2015**

		Accumulated Deficit	Contributed Capital	Reserves	Total
	<i>Note</i>	\$	\$	\$	\$
Balance at 30 June 2013		(2,791,381)	8,755,693	754,549	6,718,861
Net result for the period	13	2,561,296	0	0	2,561,296
Balance at 30 June 2014		<u>(230,085)</u>	<u>8,755,693</u>	<u>754,549</u>	<u>9,280,157</u>
Net result for the period	13	128,385	0	0	128,385
Balance at 30 June 2015		<u>(101,700)</u>	<u>8,755,693</u>	<u>754,549</u>	<u>9,408,542</u>

The Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Cash Flow Statement for the financial year ended 30 June 2015

	<i>Notes</i>	2015 \$	2014 \$
Cash Flows from Operating Activities			
Receipts			
Interest received		180,131	184,428
Net GST received from the Australian Taxation Office		1,004,687	1,019,631
Other income		76,157	194,242
Receipts from Government and other investors		<u>19,518,527</u>	<u>21,695,704</u>
		<u>20,779,502</u>	<u>23,094,005</u>
Payments			
Payments to suppliers		(13,004,716)	(14,202,880)
Payments to employees		<u>(6,041,861)</u>	<u>(6,098,333)</u>
		<u>(19,046,577)</u>	<u>(20,301,213)</u>
Net cash inflow from operating activities	19	<u>1,732,925</u>	<u>2,792,792</u>
Cash Flows from Investing Activities			
Payments for property, plant & equipment	9	(355,253)	(447,770)
Proceeds from sale of non-current assets		268,206	437,420
Payment for intangible assets	10	<u>0</u>	<u>(5,150)</u>
Net cash outflow from investing activities		<u>(87,047)</u>	<u>(15,500)</u>
Net increase in cash held and cash equivalents		<u>1,645,878</u>	<u>2,777,292</u>
Cash and cash equivalents at the beginning of the financial year		6,339,760	3,562,468
Cash and cash equivalents at the end of the financial year	7	<u>7,985,638</u>	<u>6,339,760</u>

The Cash Flow Statement should be read in conjunction with the accompanying notes.

Notes to the Financial Report for the year ended 30 June 2015

Note 1 Summary of significant accounting policies

(a) Basis of Accounting

(i) General

This financial report of the North Central Catchment Management Authority (Authority) is a general purpose financial report that consists of a Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and notes accompanying these statements for the period ending 30 June 2015. The general purpose financial report has been prepared in accordance with Australian Accounting Standards (AAS), Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the *Financial Management Act 1994* and applicable Ministerial Directions. The Authority is a not-for-profit entity for the purpose of preparing the financial report.

Where appropriate, those AAS's paragraphs applicable to not-for-profit entities have been applied.

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

The annual financial report was authorised for issue by the Authority's Board on 26 August 2015

(ii) Accounting policies

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

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

(iii) Functional and presentation currency

Items included in this financial report are measured using the currency of the primary economic environment in which the Authority operates ('the functional currency'). The financial statements are presented in Australian dollars, which is the Authority's functional and presentation currency.

(iv) 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(k) for a variation in relation to employee benefits.

(v) Rounding

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

(vi) Historical cost convention

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

(vii) Accounting estimates

The preparation of financial statements in conformity with AAS's requires the use of certain accounting estimates that affect the application of accounting policies and the reported amounts of

assets, liabilities, income and expenses. Actual results may differ from these estimates. It also requires management to exercise its judgement in the process of applying the entity's accounting policies.

(viii) Financial statement presentation

The Authority has applied the revised AASB 101 Presentation of Financial Statements which became effective for reporting periods beginning, on or after, 1 July 2014, and AASB 1054 Australian Additional Disclosures which became effective for reporting periods beginning on, or after, 1 July 2014.

(b) Changes in accounting policies

Subsequent to the 2014-15 reporting period, there are no new Standards required to have been adopted in the current period by the Authority.

AASB 2015-7 Amendments to Australian Accounting Standards

The Australian Accounting Standards Board issued an amending accounting standard AASB 2015-7. Amendments to Australian Accounting Standards - Fair Value disclosures of Not-for-Profit Public Sector Entities on 13 July 2015. In accordance with FRD 7A. Early adoption of authoritative accounting pronouncements, the Minister for Finance has approved the option for Victorian not-for-profit public sector entities to early adopt the amending accounting standard to enable them to benefit from some limited exemption in relation to fair value disclosures for the 2014-15 reporting period. The limited exemption is available to those entities whose assets are held primarily for their current service potential rather than to generate net cash inflows.

North Central Catchment Management Authority meets the criteria specified in AASB 2015-7 to benefit from the reduced disclosure requirements, so it has chosen to early adopt the amendments to Fair Value disclosure of Not-for-profit-public sector entities

(c) Revenue Recognition

(i) Fees and Charges

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

(ii) Government grants and contributions

Government grants and contributions are recognised as operating revenue on receipt or when the entity obtains control of the contribution and meets certain other criteria as outlined by AASB 1004 *Contributions*, whichever is the sooner, and disclosed in the Comprehensive Operating Statement as government grants and 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 – Contributions by Owners in accordance with FRD 119A *Transfers through Contributed Capital*.

(iii) Interest

Interest income is recognised using the effective interest rate method, in the period in which it is incurred.

(d) Recognition and Measurement of non-current physical assets

Property, plant and equipment represents non-current assets comprising land, buildings, 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.

(i) 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.

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

(ii) 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 comprehensive 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.

(iii) 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.

(iv) Measurement of non-current physical assets

All non-current physical assets are recognised initially at cost and subsequently revalued at fair value less accumulated depreciation and impairment in accordance with the requirements of Financial Reporting Direction (FRD) 103E *Non-current Physical Assets*.

Plant, equipment and motor vehicles are measured at fair value. For the plant, equipment and vehicles asset class, where the Authority is able to demonstrate that there is no evidence that a reliable market-based fair value (or other fair value indicators) exist for these assets, depreciated replacement cost could represent a reasonable approximation of fair value.

Revaluations are conducted in accordance with FRD 103E. Scheduled revaluation is undertaken every five years with an annual assessment of fair value to determine if it is materially different to carrying value. If the difference to the carrying value is greater than 10 per cent, a management revaluation is undertaken while a movement greater than 40 per cent will normally involve an Approved Valuer (usually the Valuer General of Victoria) to perform detailed assessment of the fair value. If the movement in fair value since the last revaluation is less than or equal to 10 per cent, then no change is made to carrying amounts.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the comprehensive 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.

(v) Revaluation of non-current physical assets

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 (the next revaluation is due in 2015-16). 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 asset revaluation reserve surplus/(deficit), except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an 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 infrastructure, property, plant and equipment are offset against one another within that class but are not offset in respect of assets in different classes.

Revaluation reserves are not transferred to accumulated surplus/(deficit) on derecognition of the relevant asset.

(vi) 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 indications of impairment.

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 Comprehensive 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. Recoverable amount for assets held primarily to generate net cash inflows is measured at the higher of the present value of future cash flows expected to be obtained from the asset 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.

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

(e) Expenses, depreciation and amortisation of non-current assets

(i) Non-current assets

All non-current physical assets that have a limited useful life are depreciated. 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.

Intangible assets with finite useful lives are amortised as an expense on a systematic basis (typically straight-line), commencing from the time the asset is available for use. The amortisation periods are reviewed and adjusted if appropriate at each balance date. Intangible assets with indefinite useful lives are not amortised. However, all intangible assets are assessed for impairment annually as outlined in Note 1(d)(vi).

Depreciation rates within each class are consistent with previous year and fall within the following ranges.

	2015 %	2014 %
Buildings	2.50%	2.50%
Plant and equipment	8% to 40%	8% to 40%
Furniture & office equipment	8% to 40%	8% to 40%
Motor vehicles	20%	20%

(ii) Employee Benefits

These benefits include all costs related to employment (other than superannuation, which is accounted for separately) including wages and salaries, fringe benefit tax, leave entitlements, redundancy payments and WorkCover premiums.

(iii) Superannuation

The amount charged to the Comprehensive Operating Statement in respect of superannuation represents contributions made or due by North Central Catchment Management Authority to the relevant superannuation plans in respect to the services of North Central Catchment Management Authority's staff (both past and present). Superannuation contributions are made to plans based on the relevant rules of each plan and any relevant compulsory superannuation requirements that North Central Catchment Management Authority is required to comply with.

(iv) 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.

(v) Other expenses

Supplies and services costs are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any inventories held for distribution are expensed when distributed.

(f) Intangibles

Intangible assets represent identifiable non-monetary assets without physical substance. Intangible assets are initially recognised at cost. Subsequently, intangible assets with finite useful lives are carried at cost less accumulated amortisation and accumulated impairment losses. 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 2 1/2 years.

(g) Cash and Cash Equivalents

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

For Cash Flow Statement presentation purposes, cash and cash equivalents include bank overdrafts, which are included as interest bearing liabilities on the Balance Sheet.

(h) Receivables

Receivables consist of:

- Contractual receivables, such as debtors in relation to goods and services, loans to third parties and accrued investment income.
- Statutory receivables, such as amounts owing from the Victorian Government and Goods Services Tax (GST) input tax credits recoverable.

Contractual receivables are classified as financial instruments and categorised as loans and receivables.

Statutory receivables are recognised and measured similarly to contractual receivables (except for impairment) but are not classified as financial instruments because they do not arise from a contract.

Contractual receivables are recognised initially at fair value and subsequently measured at amortised cost, less allowance for impaired receivables. Trade and other receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of contractual receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts 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. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. The amounts credited to the provision are recognised as an expense in the comprehensive operating statement.

(i) Prepayments

Prepayments represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

(j) Trade and Other Payables

Payables consist of:

- Contractual payables, such as accounts payable and unearned income including deferred income. Accounts payable represent liabilities for goods and services provided to the Authority prior to the end of the financial year that are unpaid and arise when the Authority becomes obliged to make future payments in respect of the purchase of those goods and services; and
- Statutory payables, such as goods and services tax and fringe benefits tax payables

Contractual payables are classified as financial instruments and categorised as financial liabilities at amortised cost. Statutory payables are recognised and measured similarly to contractual payables but are not classified as financial instruments and not included in the category of financial liabilities at amortised cost because they do not arise from a contract.

The contractual payables are unsecured and are usually paid within 30 days of recognition.

(k) Employee benefits

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave (LSL) for services rendered to the reporting date.

(i) Wages and salaries and annual leave

Liabilities for wages and salaries and annual leave are all recognised in the provision for employee benefits as 'current liabilities', because the Authority does not have an unconditional right to defer settlements of these liabilities.

Depends on the expectation of the timing of settlement, liabilities for wages and salaries and annual leave are measured at:

- undiscounted value - if the Authority expects to wholly settle within 12 months; or
- present value - if the Authority does not expect to wholly settle within 12 months.

(ii) Long Service Leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits.

Unconditional LSL is disclosed in the notes to the financial statements as a current liability, even where the Authority does not expect to settle the liability within 12 months because it will not have the unconditional right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at:

- undiscounted value - if the Authority expects to wholly settle within 12 months; and
- present value - if the Authority does not expect to wholly settle within 12 months.

Conditional LSL is disclosed as a non current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service. This non current LSL liability is measured at present value.

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

(iii) Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee decides to accept an offer of benefits in exchange for the termination of employment. The Authority recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

(iv) Employee Benefit On-Costs

Provisions for on costs such as payroll tax, workers compensation and superannuation are recognised separately from the provision for employee benefits.

(v) Employee Benefit Performance payments

Performance payments for the Authority's Executive Officers, if applicable, are based on a percentage of the annual salary package provided under their contract(s) 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.

(l) Provisions

Provisions are recognised when the Authority has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

(m) Contributions by owners

Additions to net assets which have been designated as contributions by owners are recognised as contributed capital. Other transfers that are in the nature of contributions or distributions have also been designated as contributions by owners. Transfers of net assets arising from administrative restructurings are treated as distributions to or contributions by owners.

(n) Asset revaluation reserve

The asset revaluation reserve is used to record asset revaluation increments and decrements in the value of non-current physical assets.

(o) Financial Assets

(i) Recognition

Financial instruments are initially measured at fair value, plus in the case of a financial asset or financial liability not at fair value through profit and loss, transaction costs that are directly attributable to the acquisition or the issue of the financial asset or liability. Subsequent to initial recognition, the financial instruments are measured as set out below:

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market.

They are included in current assets, except for those with maturities greater than 12 months after the reporting date which are classified as non-current assets. Loans and receivables are included in trade and other receivables and other receivables in the balance sheet. Loans and receivables are recorded at amortised cost less impairment.

(p) Fair value

Fair value is determined based on current bid prices for all quoted investments.

Consistent with AASB 13 *Fair Value Measurement*, the Authority determines the policies and procedures for both recurring fair value measurements such as property, plant and equipment and financial instruments and for non-recurring fair value measurements such as assets held for sale, in accordance with the requirements of AASB 13 and the relevant Financial Reporting Directions.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

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

For the purpose of fair value disclosures, the Authority has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above.

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

The Valuer General Victoria (VGV) is the Authority's independent valuation agency in relation to valuation of property plant and equipment.

The Authority, in conjunction with VGV (and other external valuers, if applicable), monitors changes in the fair value of property through relevant data sources to determine whether revaluation is required.

(q) 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 receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with receivables or payables on 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 cash flows arising from investing and financing activities which is recoverable or payable to the taxation authority is classified as operating cash flows.

(r) Taxation

The Authority is not liable for Income Tax.

(s) Commitments

Commitments for future expenditure include operating and capital commitments arising from contracts. These commitments are disclosed by way of notes (refer to Note 14 & Note 15) at their nominal value and inclusive of the goods and services tax (GST) payable. These future expenditures cease to be disclosed as commitments once the related liabilities are recognised in the balance sheet.

(t) Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed by way of a note (refer to Note 16) and, if quantifiable, are measured at nominal value. Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

(u) Objective and funding

The Authority is responsible for the coordinated control of natural resource management within the broader catchments of North

Central 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.

(v) New Accounting Standards and Interpretations

Certain new Australian accounting standards and interpretations have been published that are not mandatory for the 30 June 2015 reporting period. DTF assesses the impact of all these new standards and advises the Authority of their applicability and early adoption where applicable.

Standard / Interpretation	Summary	Applicable for annual reporting periods beginning on or after	Impact on financial statements
AASB 15 <i>Revenue from Contracts with Customers</i>	The core principle of AASB 15 requires an entity to recognise revenue when the entity satisfies a performance obligation by transferring a promised good or service to a customer	1 January 2017 (Exposure Draft 263 - potential deferral to 1 Jan 2018)	The changes in revenue recognition requirements in AASB15 may result in changes to the timing and amount of revenue recorded in the financial statements. The Standard will also require additional disclosures on service revenue and contract modifications. A potential impact will be the upfront recognition of revenue from grants that cover multiple reporting periods. Revenue that was deferred and amortised over a period may now need to be recognised immediately as a transitional adjustment against the opening returned earnings if there are no former performance obligations outstanding.
AASB 1056 <i>Superannuation Entities #</i>	AASB 1056 replaces AAS 25 Financial Reporting by Superannuation Plans. The standard was developed in light of changes in recent years, developments in the superannuation industry and Australia's adoption of IFRS Some of the key changes in AASB 1056 include; – the level of integration between AASB 1056 and other AASB standards – a revised definition of a superannuation entity – revised and consistent content for the financial statements – use of fair value rather than net market value for measuring assets and liabilities – revised member liability recognition and measurement requirements – revised disclosure principles	1 January 2016	The assessment has indicated that there will be no impact on the entity, as the Accounting Standard only affects superannuation entities' own reporting.
AASB 2014-1 <i>Amendments to Australian Accounting Standards (Part E Financial Instruments)</i>	Amends various AASs to reflect the AASB's decision to defer the mandatory application date of AASB 9 to annual reporting periods beginning on or after 1 January 2018 as a consequence of Chapter 6 Hedge Accounting, and to amend reduced disclosure requirements	1 January 2018	This amending standard will defer the application period of AASB 9 to the 2018-19 reporting period in accordance with the transition requirements.
AASB 2014-4 <i>Amendments to Australian Accounting Standards - Clarification of Acceptable Methods of Depreciation and Amortisation</i> [AASB 116 & AASB 138]	Amends AASB 116 Property, Plant and Equipment and AASB 138 Intangible Assets to – establish the principle for the basis of depreciation and amortisation as being the expected pattern of consumption of the future economic benefit of an asset – prohibit the use of revenue-based methods to calculate the depreciation or amortisation of an asset, tangible or intangible, because revenue generally reflects the pattern of economic benefits that are generated from operating the business, rather than the consumption through the use of the asset.	1 January 2016 (not for profit entities)	The assessment has indicated that there is no expected impact as the revenue-based method is not used for depreciation and amortisation.
AASB 2015-6 <i>Amendments to Australian Accounting Standards - Extending Related Party Disclosures to Not-for-Profit Public Sector Entities</i> [AASB 10, AASB 124 & AASB 1049]	The Amendments extend the scope of AASB 124 <i>Related Party Disclosures</i> to not-for-profit public sector entities. A guidance has been included to assist the application of the Standard by not-for-profit public sector entities.	1 January 2016	The amending standard will result in extended disclosures on the entity's key management personnel (KMP) and the related party transactions.

Note 2 Financial risk management objectives and policies

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 of 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 call. The Authority has no exposure to foreign exchange risk or other price risk.

Objectives, policies and processes used to manage these risks are disclosed in the paragraphs below:

(i) Interest Rate Risk

The Authority has minimal exposure to interest rate risk through its holding of cash assets and other financial assets. The Authority manages its interest rate risk by maintaining a diversified investment portfolio.

(ii) Foreign Exchange Risk

The Authority has no exposure to changes in the foreign exchange rate.

(iii) Other Price Risk

The Authority has no significant exposure to Other Price Risk.

Market Risk Sensitivity Analysis

The following table summarises the sensitivity of the Authority's financial assets and financial liabilities to interest rate risk. 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.

	Carrying amount		Interest rate risk		Interest rate risk	
	\$		+1% Profit	+ 1% Equity	-1% Profit	- 1% Equity
Cash and Cash Equivalents	2015	7,985,638	79,856	79,856	(79,856)	(79,856)
	2014	6,339,760	63,398	63,398	(63,398)	(63,398)

(b) Credit risk

Credit risk is the risk of financial loss to the Authority as a result of a customer or counterparty to a financial instrument failing to meet its contractual obligations. Credit risk principally arises from the Authority's receivables. 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 other than the Government. The credit risk on liquid funds is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The Federal Government created in 2008/09 the Guarantee scheme which guarantee's the security of funds held. As at February 2012, the guarantee is for the first \$250,000 held in requisite banking institutions.

Most term deposit investments are held with the Treasury Authority of Victoria with a maximum of \$2,000,000 with requisite banking institutions.

(c) Liquidity risk

Liquidity risk is the risk that the Authority will not be able to 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 measurements

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

Refer to Note 1(p) for accounting policy relating to disclosure of fair value measurement hierarchy.

Refer to Note 9(b) for information on the entity's financial assets and financial liabilities measured and recognised at fair value at 30 June 2014 and 30 June 2015.

Note 3 Revenue

	2015 \$	2014 \$
(a) Government Governance Contributions		
State Government		
Governance	<u>802,331</u>	<u>905,482</u>
(b) Government Investor Contributions		
Contributions to operations:		
State Government		
Victorian River and Wetland Management	4,042,449	2,998,397
Victorian Landcare Program	474,039	541,243
Victorian Land Health Program	(74,085)	197,000
VEFMAP	0	317,000
National Disaster Resilience Grants Scheme (NDGRS)	216,273	502,727
Recreational Fishing Grants	15,010	2,531
Natural Disaster Relief and Recovery Arrangements (NDRRA)	0	2,938,127
Victorian Sustainable Irrigation Program	1,587,773	1,027,000
Office of Water	2,059,589	2,583,839
VEWH	107,500	30,167
VIF - VAGO report implementation	250,000	0
Victorian Catchment Management Authorities (CMAs)	16,489	16,897
Other State funding	<u>102,588</u>	<u>130,869</u>
Total State Government Contributions	8,797,625	11,285,797
Commonwealth Government		
The Living Murray	916,766	2,274,342
Murray Darling Basin Plan	3,976,205	810,000
Caring for our Country Program - Sustainable Agriculture	514,154	797,170
Caring for our Country Program - Sustainable Environment	1,424,231	2,372,561
National Landcare Program - Sustainable Agriculture	399,249	0
National Landcare Program - Sustainable Environment	950,148	0
Department of Environment - Land Sector	513,650	1,129,710
Department of Agriculture - Carbon Farming Futures	190,311	261,432
Department of Environment - Bioregional Assessment Program	0	100,000
Other Commonwealth	<u>0</u>	<u>150,000</u>
Total Commonwealth Government Contributions	8,884,714	7,895,215
Total Government Investor contributions	<u>17,682,339</u>	<u>19,181,012</u>
Total Government contributions	<u>18,484,670</u>	<u>20,086,494</u>
<i>Conditional grants</i>		
The Authority has recognised as revenue several grants received from the Government where the full project has not yet been completed.		
(c) Other revenues		
Contributions to operations:		
Other Investors		
Water Authorities	3,464	1,251,781
Miscellaneous	<u>128,315</u>	<u>88,133</u>
Total other investor contributions	<u>131,779</u>	<u>1,339,913</u>
Non-Operating Revenue		
Interest	177,105	171,416
Other not project related	<u>76,157</u>	<u>194,242</u>
Total other investor contributions	<u>253,262</u>	<u>365,658</u>
Total other revenues	<u>385,041</u>	<u>1,705,571</u>
Net gain from disposal of non-financial assets	41,418	9,120
Total revenue	<u>18,911,129</u>	<u>21,801,185</u>

Note 4 Employee Benefits

	2015 \$	2014 \$
Salaries & Wages	4,507,530	4,578,663
Annual Leave	374,977	360,562
Long Service Leave	131,525	19,134
Other Leave	324,175	383,896
Salary On Costs	301,548	307,173
Superannuation	481,857	450,916
	<u>6,121,612</u>	<u>6,100,344</u>

Note 5 Expenses - Materials, Maintenance, Grants, Contracts, Consultancies, Depreciation and Result on Asset Disposal

	2015 \$	2014 \$
Materials	353,113	719,637
Repairs and Maintenance	63,719	63,782
Consultants	1,494,597	1,264,488
Contractors	8,010,240	7,683,661
Grants Paid	863,615	1,278,891
	<u>10,785,284</u>	<u>11,010,459</u>
Depreciation charge for the year		
Buildings	34,112	34,036
Plant & equipment	74,603	91,477
Furniture & office equipment	79,477	113,602
Motor vehicles	133,468	160,050
	<u>321,660</u>	<u>399,165</u>
Amortisation of Intangibles	<u>162,060</u>	<u>163,229</u>
Profit and/or loss on sale of non-current assets		
Proceeds from sale of fixed assets	268,206	437,420
Less written down value	(226,788)	(428,300)
Net profit/(loss) on disposal	<u>41,418</u>	<u>9,120</u>

Note 6 Remuneration of Auditors

	2015 \$	2014 \$
Victorian Auditor General Office (VAGO)	12,000	11,800
Non VAGO internal services	15,880	17,997
	<u>27,880</u>	<u>29,797</u>

(amounts are exclusive of GST)

Audit fees paid or payable to the Victorian Auditor-General's Office for audit of the Authority's financial report and to internal auditors for various services.

Note 7 Cash and Cash Equivalent Assets

	2015 \$	2014 \$
Cash and cash equivalents		
Cash on hand	500	500
Cash at bank	735,062	839,184
Investments		
Term Deposits - Treasury Authority of Victoria	6,500,000	4,500,000
Term Deposits - non Treasury Authority of Victoria	<u>750,076</u>	<u>1,000,076</u>
	<u>7,985,638</u>	<u>6,339,760</u>

The cash and investments total above includes funds held for restricted purposes as explained in Note 15. A closing balance of \$6,972,912 is subject to Contractual or Service Level Agreements and will be spent in future accounting periods.

Note 8 Receivables & Prepayments

	2015		2014	
	Carrying Amount \$	Fair Value \$	Carrying Amount \$	Fair Value \$
Current				
Contractual trade debtors	1,615,637	1,615,637	2,254,718	2,254,718
Statutory receivables (GST)	86,530	86,530	349,527	349,527
Prepayments	77,030	77,030	51,838	51,838
Accrued Interest on Term Deposits	10,262	10,262	13,288	13,288
	<hr/>			
Total receivables and prepayments	<u>1,789,459</u>	<u>1,789,459</u>	<u>2,669,371</u>	<u>2,669,371</u>

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.

Due to the short-term nature of the current receivables, their carrying value is assumed to approximate their fair value.

The maximum exposure to credit risk at the reporting date is the higher of the carrying value and fair value of each class of receivables mentioned above. The Authority does not hold any collateral as security. Refer to Note 2 for more information of the risk management policy of the Authority.

Past due but not impaired trade receivables

As at 30 June 2015 there were no trade receivables that were past due. The other amounts within receivables do not contain impaired assets and are not past due. Based on credit history, it is expected that these amounts will be received when due.

Note 9 Property Plant & Equipment

	2015 \$	2014 \$
(a) Classes of property, plant and equipment		
Land		
At fair value	<u>202,000</u>	<u>202,000</u>
	202,000	202,000
Buildings		
At fair value	1,364,486	1,364,486
Accumulated depreciation	<u>(125,571)</u>	<u>(91,459)</u>
	1,238,915	1,273,027
Plant and equipment		
At fair value	547,916	477,416
Accumulated depreciation	<u>(402,470)</u>	<u>(340,070)</u>
	145,446	137,346
Furniture and office equipment		
At fair value	901,403	910,806
Accumulated depreciation	<u>(785,153)</u>	<u>(760,464)</u>
	116,250	150,342
Motor vehicles		
At fair value	606,144	781,213
Accumulated depreciation	<u>(134,412)</u>	<u>(176,390)</u>
	471,732	604,823
Total property, plant and equipment	<u>2,174,343</u>	<u>2,367,538</u>

Basis of valuation

Land and buildings were independently valued as at 30 June 2011 by the Valuer-General Victoria. Land was valued at market value. Buildings were valued based on

(b) Movements during the reporting periods

	Land	Buildings	Plant & equipment	Furniture and office equipment	Motor vehicles	Total
	\$	\$	\$	\$	\$	\$
Carrying Amount						
Balance as at 1 July 2013	202,000	1,307,062	169,748	261,163	807,260	2,747,233
Additions	0	0	0	62,080	385,690	447,770
Disposals	0	0	(223)	0	(428,077)	(428,300)
Depreciation	0	(34,036)	(32,179)	(172,900)	(160,050)	(399,165)
Balance as at 1 July 2014	<u>202,000</u>	<u>1,273,026</u>	<u>137,347</u>	<u>150,342</u>	<u>604,823</u>	<u>2,367,538</u>
Additions	0	0	78,591	56,210	220,452	355,253
Revaluation	0	0	0	0	0	0
Disposals	0	0	(6,336)	0	(220,452)	(226,788)
Depreciation	0	(34,112)	(64,155)	(90,302)	(133,091)	(321,660)
Balance as at 30 June 2015	<u>202,000</u>	<u>1,238,914</u>	<u>145,447</u>	<u>116,250</u>	<u>471,732</u>	<u>2,174,343</u>

Refer Note 1 for the accounting policy relating to disclosure of the fair value measurement hierarchy.

The authority has no assets or liabilities measured at fair value on a non-recurring basis in the current reporting period.

The fair value measurement hierarchy for assets as at 30 June 2015 is presented below. Please note this does not reconcile to the tables presented above as this is only those assets measured at fair value.

Fair value measurement hierarchy as at 30 June 2015

	Carrying Amount as at 30 June 2015	Fair value measurement at end of reporting period using:		
		Level 1	Level 2	Level 3
Land at fair value				
Non-specialised land	202,000		202,000	
Total of land at fair value	202,000	0	202,000	0
Buildings at fair value				
Specialised buildings	1,238,914			1,238,914
Total of buildings at fair value	1,238,914	0	0	1,238,914
Plant, equipment and vehicles at fair value				
Vehicles	471,732			471,732
Plant and equipment	116,250			116,250
Total of plant, equipment and vehicles at fair value	587,982	0	0	587,982

Fair value measurement hierarchy as at 30 June 2014

	Carrying Amount as at 30 June 2014	Fair value measurement at end of reporting period using:		
		Level 1	Level 2	Level 3
Land at fair value				
Non-specialised land	202,000		202,000	
Total of land at fair value	202,000	0	202,000	0
Buildings at fair value				
Specialised buildings	1,273,026			1,273,026
Total of buildings at fair value	1,273,026	0	0	1,273,026
Plant, equipment and vehicles at fair value				
Vehicles	604,823			604,823
Plant and equipment	287,689			287,689
Total of plant, equipment and vehicles at fair value	892,512	0	0	892,512

There have been no transfers between levels during the period. For all assets measured at fair value, the current use is considered the highest and best use.

Reconciliation of Level 3 fair value

2015

	Specialised buildings	Vehicles	Plant and equipment
Opening Balance	1,273,026	604,823	150,342
Net Purchases (Sales)	0	(47,528)	62,546
Transfers in (out) of Level 3	0	0	0
Gains or (Losses) recognised in net result	0	47,528	(6,336)
Depreciations	(34,112)	(133,091)	(67,540)
Impairment Loss	0	0	(22,762)
Subtotal	(34,112)	(133,091)	(34,092)
Revaluation	0	0	0
Subtotal	0	0	0
Closing Balance	1,238,914	471,732	116,250
Unrealised gains (losses) on non financial assets	0	0	0

Reconciliation of Level 3 fair value

2014

	Specialised buildings	Vehicles	Plant and equipment
Opening Balance	1,307,062	807,260	430,911
Purchases (Sales)	0	(51,507)	61,857
Transfers in (out) of Level 3	0	0	0
Gains or Losses recognised in net result	0	9,120	0
Depreciations	(34,036)	(160,050)	(205,079)
Impairment Loss	0	0	0
Subtotal	(34,036)	(202,437)	(143,222)
Revaluation	0	0	0
Subtotal	0	0	0
Closing Balance	1,273,026	604,823	287,689
Unrealised gains (losses) on non financial assets	0	0	0

Description of significant unobservable inputs to Level 3 valuations as at 30 June 2015

	Valuation technique	Significant unobservable
Specialised buildings	Depreciated replacement cost	Direct cost per square metre
		Useful life of specialised buildings
Plant and equipment	Depreciated replacement cost	Cost per unit
		Useful life of plant and equipment
Vehicles	Depreciated replacement cost	Cost per unit
		Useful life of motor vehicles

Non-specialised land

Non-specialised land is valued using the market approach. Under this valuation method, the assets are compared to recent comparable sales or sales of comparable assets which are considered to have nominal or no improvement value.

For non specialised land, an independent valuation was performed by independent valuers Egan National Valuers on behalf of the Valuer General Victoria to determine the fair value using the market approach. Valuation of the assets was determined by analysing comparable sales and allowing for share, size, topography, location and other relevant factors specific to the asset being valued. From the sales analysed, an appropriate rate per square metre has been applied to the subject asset. The effective date of the valuation is 30 June 2011

To the extent that non specialised land do not contain significant, unobservable adjustments, these assets are classified as Level 2 under the market approach.

Specialised buildings

For the Catchment Management Authority's specialised buildings, the depreciated replacement cost method is used, adjusting for the associated depreciations. As depreciation adjustments are considered as significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value measurements.

An independent valuation of the Catchment Management Authority's specialised buildings was performed by the Valuer General Victoria. The valuation was performed using the depreciation replacement cost method. The effective date of the valuation is 30 June 2011.

Vehicles

Vehicles are valued using the depreciated replacement cost method. The Authority acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in the Authority who set relevant depreciation rates during use to reflect the utilisation of the vehicles. As a result, the fair value does not differ materially from the carrying amount (depreciation cost).

Plant and equipment

Plant and equipment is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, the depreciated replacement cost is used to estimate the fair value. Unless there is market evidence that current replacement costs are significantly different from the original acquisition cost, it is considered unlikely that depreciated replacement cost will be materially different from the exiting carrying value.

There were no changes in valuation techniques throughout the period to 30 June 2015.

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

Note 10 Intangible Assets

	2015 \$	2014 \$
Intangibles - Software and Licences		
At cost	419,564	419,564
Accumulated amortisation	<u>(337,145)</u>	<u>(175,085)</u>
	<u>82,419</u>	<u>244,479</u>
Movements during the reporting period		
Opening Balance	244,479	402,558
Additions	0	5,150
Disposal	0	0
Amortisation	<u>(162,060)</u>	<u>(163,229)</u>
	<u>82,419</u>	<u>244,479</u>
Closing Balance	<u>82,419</u>	<u>244,479</u>

The amortisation of intangibles is based on a useful life of 2 ½ years or 40% (2014 40%)

Note 11 Payables

	2015 \$	2014 \$
Current Payables		
Trade payables	832,914	579,387
Accrued expenses	584,023	634,975
Total Payables	<u>1,416,937</u>	<u>1,214,362</u>

Due to the short term nature of the current payables their carrying amount is assumed to approximate to their fair value

The ageing of trade payables is as follows:

0 to 3 months	832,914	579,387
3 to 6 months	0	0
over 6 months	0	0
	<u>832,914</u>	<u>579,387</u>

Note 12 Provisions and Employee Benefits

	2015 \$	2014 \$
Current provisions		
Employee benefits (Note 1(k))		
Annual leave (Note 1(k)):		
Unconditional and expected to settle within 12 months	392,110	367,828
Unconditional and expected to settle after 12 months	0	0
Time in Lieu and rostered days off	68,640	102,043
Long service leave(Note 1(k)):		
Unconditional and expected to settle within 12 months	0	0
Unconditional and expected to settle after 12 months	633,765	548,176
Total current provisions	<u>1,094,515</u>	<u>1,018,047</u>
Non-current provisions		
Employee Benefits (Note 1(k)):	111,865	108,582
Total non-current provisions	<u>111,865</u>	<u>108,582</u>
Total provisions	<u>1,206,380</u>	<u>1,126,629</u>

(a) Employee benefits and on costs

Current employee benefits		
Annual Leave	340,965	319,850
Time in Lieu	59,687	88,733
Long Service Leave	551,100	476,675
Non-current employee benefits		
Long Service Leave	97,274	94,419
Total employee benefits	<u>1,049,026</u>	<u>979,677</u>
Current on-costs	142,763	132,789
Non-current on-costs	14,591	14,163
Total on-costs	<u>157,354</u>	<u>146,952</u>
Total employee benefits and on-costs	<u>1,206,380</u>	<u>1,126,629</u>

Note 13 Contributed Capital, Reserves and Accumulated funds

	2015 \$	2014 \$
(a) Contributed capital		
Balance at beginning of year	8,755,693	8,755,693
Capital contributions	0	0
Balance at end of year	<u>8,755,693</u>	<u>8,755,693</u>
(b) Reserves		
Asset revaluation reserve		
Balance at beginning of year	754,549	754,549
Revaluation during the year	0	0
Balance at end of year	<u>754,549</u>	<u>754,549</u>
(c) Accumulated funds		
Balance at beginning of year	(230,085)	(2,791,381)
Net result for the period	128,385	2,561,296
Balance at end of year	<u>(101,700)</u>	<u>(230,085)</u>

Note 14 Commitments

	2015 \$	2014 \$
Operating leases		
Non-cancellable operating lease commitments incl. GST		
As at 30 June 2015 the Authority had leases for photocopiers		
Within one year	13,110	7,304
Later than one year but not later than five years	32,773	0
Later than five years	0	0
	<u>45,883</u>	<u>7,304</u>

Note 15 Carry Forward Project Funding

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

The projects funded by the State and Commonwealth Governments can be undertaken over multiple financial years and funding is received at various stages of the project life based on contractual agreements. At the end of the financial year there are some projects that have not reached completion but will be completed within the contractual terms in future financial periods. At balance date the Authority has significant cash and cash equivalents that will be utilised to complete these projects in future financial years. Refer Note 7 - Cash and Cash Equivalent for balances on hand.

Note 16 Contingent Liabilities and contingent assets

The Authority has no contingent liabilities or contingent assets.

Note 17 Superannuation

The Authority makes its employer superannuation contributions in respect of its employees to various nominated funds chosen by its employees. Obligations for contributions to these funds are recognised as an expense in the Comprehensive Operating Statement when they are made or due.

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

Fund	Type of	Rate %	2015 \$	2014 \$
AMP Life	Accumulation	9.5%	13,824	12,033
AMP Flexible Lifetime Super	Accumulation	9.5%	3,433	3,246
ANZ Super Advantage	Accumulation	9.5%	6,994	8,311
Sandhurst Trustees Ltd	Accumulation	9.5%	6,489	6,033
AssetLink Super	Accumulation	9.5%	9,143	0
Australian Catholic Super	Accumulation	9.5%	10,327	7,930
Australian Super	Accumulation	9.5%	86,672	79,832
AXA Super	Accumulation	9.5%	8,437	8,180
Care Super	Accumulation	9.5%	0	5,415
Cruelty Free Super	Accumulation	9.5%	8,938	8,351
ESS Super	Accumulation	9.5%	35,519	25,056
First State Super	Accumulation	9.5%	15,896	8,615
IIML ACF Life Track Application	Accumulation	9.5%	28,446	5,624
ING Direct Living Super	Accumulation	9.5%	0	3,194
ING Masterfund	Accumulation	9.5%	0	2,539
iPAC iAccess	Accumulation	9.5%	0	1,210
KINETIC Super	Accumulation	9.5%	9,639	6,678
Macquarie Super	Accumulation	9.5%	6,910	0
Mercantile Mutual Life Insurance	Accumulation	9.5%	15,673	15,018
Mercer Wealth Solutions Super Trust	Accumulation	9.5%	9,419	15,461
National Mutual Retirement Fund	Accumulation	9.5%	12,069	11,745
Prime Super	Accumulation	9.5%	560	7,591
REST Superannuation	Accumulation	9.5%	26,920	11,556
Uni Super	Accumulation	9.5%	13,932	9,721
Victorian Superannuation Board	Accumulation	9.5%	50,548	63,845
Vision Super	Accumulation	9.5%	176,527	209,451
Other Superannuation Funds	Accumulation	9.5%	17,062	17,320
Total contributions to all funds			573,377	553,955

As at balance date there were no contributions payable to the above funds.
No balances were repayable in respect of loans made to the Authority from any fund.

North Central Catchment Management Authority makes the majority of its employer superannuation contributions in respect of its employees to the Vision Super Fund (the Fund). This Fund has two categories of membership, accumulation and defined benefit, each of which is funded differently. Obligations for contributions to the Fund are recognised as an expense in Comprehensive Operating Statement when they are made or due.

Accumulation

The Fund's accumulation categories, Vision MySuper/Vision Super Saver, receives both employer and employee contributions on a progressive basis. Employer contributions are normally based on a fixed percentage of employee earnings (for the year ended 30 June 2015, this was 9.5% required under Superannuation Guarantee legislation (for 2013/14, this was 9.25%)).

Defined Benefit

North Central Catchment Management Authority does not use defined benefit accounting for its defined benefit obligations under the Fund's Defined Benefit category. This is because the Fund's Defined Benefit category is a pooled multi-employer sponsored plan.

There is no proportional split of the defined benefit liabilities, assets or costs between the participating employers as the defined benefit obligation is a floating obligation between the participating employers and the only time that the aggregate obligation is allocated to specific employers is when a call is made. As a result, the level of participation of North Central Catchment Management Authority in the Fund cannot be measured as a percentage compared with other participating employers. Therefore, the Actuary is unable to allocate benefit liabilities, assets and costs between employers for the purposes of AASB 119.

Funding arrangements

North Central Catchment Management Authority makes employer contributions to the defined benefit category of the Fund at rates determined by the Trustee on the advice of the Fund's Actuary.

The Fund's latest actuarial investigation was held as at 30 June 2014 and it was determined that the vested benefit index (VBI) of the defined benefit category of which North Central Catchment Management Authority is a contributing employer was 103.4%. To determine the VBI, the fund Actuary used the following long-term assumptions:

- Net investment returns 7.5% pa
- Salary information 4.25% pa
- Price inflation (CPI) 2.75% pa.

Vision Super has advised that the estimated VBI at March 2015 was 108.5%

The VBI is to be used as the primary funding indicator. Because the VBI was above 100%, the actuarial investigation determined the defined benefit category was in a satisfactory financial position and that no change was necessary to the defined benefit category's funding arrangements from prior years.

Employer contributions

Regular contributions

On the basis of the results of the most recent full actuarial investigation conducted by the Fund's Actuary as at 30 June 2014, North Central Catchment Management Authority makes employer contributions to the Fund's Defined Benefit category at rates determined by the Fund's Trustee. For the year ended 30 June 2015, this rate was 9.5% of members' salaries. This rate will increase in line with any increase to the Superannuation Guarantee (SG) contribution rate.

In addition, North Central Catchment Management Authority reimburses the Fund to cover the excess of the benefits paid as a consequence of retrenchment above the funded resignation or retirement benefit.

Funding calls

If the defined benefit category is in an unsatisfactory financial position at actuarial investigation or the defined benefit category's VBI is below its shortfall limit at any time other than the date of the actuarial investigation, the defined benefit category has a shortfall for the purposes of SPS 160 and the Fund is required to put a plan in place so that the shortfall is fully funded within three years of the shortfall occurring. The Fund monitors its VBI on a quarterly basis and the Fund has set its shortfall limit at 97%.

In the event that the Fund Actuary determines that there is a shortfall based on the above requirement, the Fund's participating employers (including North Central Catchment Management Authority) are required to make an employer contribution to cover the shortfall.

Using the agreed methodology, the shortfall amount is apportioned between the participating employers based on the pre-1 July 1993 and post-30 June 1993 service liabilities of the Fund's defined benefit category, together with the employer's payroll at 30 June 1993 and at the date the shortfall has been calculated.

Due to the nature of the contractual obligations between the participating employers and the Fund, and that the Fund includes lifetime pensioners and their reversionary beneficiaries, it is unlikely that the Fund will be wound up.

If there is a surplus in the Fund, the surplus cannot be returned to the participating employers.

In the event that a participating employer is wound-up, the defined benefit obligations of that employer will be transferred to that employer's successor.

Latest actuarial investigation surplus amounts

The Fund's latest actuarial investigation as at 30 June 2014 identified the following in the defined benefit category of which North Central Catchment Management Authority is a contributing employer:

- A VBI surplus of \$77.1 million; and
- A total service liability surplus of \$236 million.

The VBI surplus means that the market value of the fund's assets supporting the defined benefit obligations exceed the vested benefits that the defined benefit members would have been entitled to if they had all exited on 30 June 2014.

The total service liability surplus means that the current value of the assets in the Fund's defined benefit category plus expected future contributions exceeds the value of expected future benefits and expenses.

North Central Catchment Management Authority was notified of the results of the actuarial investigation during January 2015.

Superannuation contributions

Contributions by North Central Catchment Management Authority (excluding any unfunded liability payments) to the above superannuation plans for the financial year ended 30 June 2015 are detailed below:

Scheme	Type of scheme	Rate	2015 \$'000	2014 \$'000
Vision Super	Defined benefits	9.50%	\$5,473	\$5,473
Vision Super	Accumulated	9.50%	\$567,904	\$548,482

[In addition to the above contributions, North Central Catchment Management Authority has paid unfunded liability payments to Vision Super totalling \$nil (2013/14 \$nil)].

The expected contributions to be paid to the defined benefit category of Vision Super for the year ending 30 June 2016 is \$nil.

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 were responsible persons at anytime during the financial year were:

Hon Peter Walsh, MP	Minister for Water	1 Jul 2014 to 3 Dec 2014
Hon Ryan Smith, MP	Minister for Environment and Climate Change	1 Jul 2014 to 3 Dec 2014
Hon Lisa Neville, MLA	Minister for Environment and Climate Change & Water	4 Dec 2014 to 30 June 2015
David Clark	Board Chair	1 Jul 2014 to 30 Jun 2015
Dianne Bowles	Board Member	1 Jul 2014 to 30 Jun 2015
Prue Milgate (nee Addlem)	Board Member	1 Jul 2014 to 30 Jun 2015
Julie Slater	Board Member	1 Jul 2014 to 30 Jun 2015
Stuart McLean	Board Member	1 Jul 2014 to 30 Jun 2015
James Williams	Board Member	1 Jul 2014 to 30 Jun 2015
Melanie McCarthy	Board Member	1 Jul 2014 to 30 Jun 2015
Julie Miller Markoff	Board Member	1 Jul 2014 to 30 Jun 2015
Laurie Maxted	Board Member	1 Jul 2014 to 30 Jun 2015
Damian Wells	Chief Executive Officer	1 Jul 2014 to 2 March 2015
Brad Drust	Acting Chief Executive Officer	9 Oct 2014 to 5 Nov 2014
Brad Drust	Acting Chief Executive Officer	23 Feb 2015 to 12 May 2015
Brad Drust	Chief Executive Officer	13 May 2015 to 30 June 2015

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	2015	2014
0 - 9999	0	2
10000 - 19999	8	8
20000 - 29999	1	1
30000 - 39,999	1	0
190000 - 199999	0	1
220000 - 229999	1	0
Total Remuneration \$	388,654	329,291

Other transactions

Responsible Persons

The partner of the former CEO is a Director and Shareholder of a Company which is the preferred supplier of recruitment services and temporary staff. All delegations relating to procurement of Human Resource related services has been delegated to the Human Resource Manager. The Human Resource Manager reported directly to the Chairman for these accountabilities.

Name of Related Parties	Responsible Person	2015	2014
ESE Consulting	Damian Wells	41,311	19,913

Amount for 2015 is only for the period when CEO Damian Wells was employed (1/7/14 - 2/3/15).

Note 19 Reconciliation of net result for the period to net cash flows from operating activities

	2015 \$	2014 \$
Net result for the period	128,385	2,561,296
Add/(less) Non-Cash Flows in Net Result		
(Profit)/loss on disposal of non-current assets	(41,418)	(9,120)
Depreciation and amortisation	483,720	562,394
	570,687	3,114,570
Changes in Assets and Liabilities		
Decrease/(increase) in receivables	902,078	269,299
Decrease/(increase) in prepayments	(25,192)	(25,359)
Decrease/(increase) in accrued interest	3,026	13,011
(Decrease)/Increase in payables	253,527	302,476
(Decrease)/Increase in accrued expenses	(50,952)	(883,216)
(Decrease)/Increase in employee benefits	79,751	2,011
Net Cash flows from Operating Activities	1,732,925	2,792,792

Note 20 Events occurring after the balance date

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.

Remuneration of executive officers and other personnel

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	
	2015	2014	2015	2014
100000 - 109999	8	5	9	6
110000 - 119999	4	3	4	2
120000 - 129999	5	3	3	3
130000 - 139999	1	2	1	2
140000 - 149999	0	2	0	0
Total number of Executive Officers	18	15	17	13
Total Annualised Employee Equivalent (*)	17.3	13.4	16.3	12.7
Total Remuneration \$	2,080,947	1,801,097	1,913,395	1,497,531

(*) Annualised Employee Equivalent is based on working 38 ordinary hours per week over the reporting period

The number of executive officers and other personnel, other than ministers and accountable officers, and their total remuneration during the reporting period are shown in the first two columns in the table above in their relevant income bands. The base remuneration is shown in the third and fourth columns. Base remuneration is exclusive of superannuation, bonus payments and retrenchments. The total annualised employee equivalent provides a measure of full time equivalent executive officers over the reporting period.

Several factors affected total remuneration payable to executives over the year. The Chief Executive Officer resigned during the year. This has had an impact on total remuneration figures due to the inclusion of annual leave and long-service leave payments. A number of executives received bonus payments during the year. These bonus payments depend on the terms of individual employment contracts.

Note 21 Economic dependency

The Authority's role in implementing the goals contained in the Regional Catchment Strategy remains dependent upon future funding by the State and Commonwealth Governments.

Appendices

Appendix 1: Policy No. HR016 North Central CMA Protected Disclosure Policy established under s 58 of the *Protected Disclosure Act 2012*

Policy Title:	Protected Disclosure Policy established under s 58 of the <i>Protected Disclosure Act 2012</i>	
Policy Number:	HR 016 NCCMA-72-292	Effective Date: 10/08/2014
Purpose:	The North Central Catchment Management Authority (North Central CMA) is required to establish a Policy under s 58 of the <i>Protected Disclosure Act 2012</i> ("Act"). The North Central CMA is required to ensure this policy is readily available to members of the public as well as internally to all employees, staff and members of the North Central CMA.	
Scope:	All staff, Board Members, Natural Resources Management Committee Members, employment providers and members of other committees and practitioner bodies of the North Central CMA.	
Training Assumptions:		
Legislative Context (if relevant):	<i>Protected Disclosure Act 2012</i>	
References:	<i>Protected Disclosure Act 2012</i> Independent Broad-based Anti-corruption Commission Act 2011 Protected Disclosure Regulations 2013 IBAC's Guidelines issued under s 57 of the <i>Protected Disclosure Act 2012</i> , June 2013 IBAC Website: www.ibac.vic.gov.au <i>Freedom of Information Act 1982</i> <i>Information Privacy Act 2000</i> <i>Charter of Human Rights and Responsibilities Act 2006</i> HR017 – Protected Disclosures Procedures	
Approved by:	Interim approval by Executive Manager – Human Resources Chairperson of the North Central CMA Board	
Next Review Date:	1 July 2015	
Documents superseded by this document	HR009 – Whistle-blowers' Policy	
Relevant forms:		
Key Words:	<i>Protected Disclosure Act 2012</i>	

1. Introduction

The North Central Catchment Management Authority (North Central CMA) is a public body subject to the *Protected Disclosure Act 2012* ("Act"). The purpose of the Act is to encourage and facilitate the making of disclosures of improper conduct by public officers and public bodies, including the North Central CMA, its staff, members and employees.

The North Central CMA is committed to the aims and objectives of the Act. It recognises the value of transparency and accountability in its administrative and management practices, and supports the making of disclosures that reveal improper conduct. It does not tolerate improper conduct by the organisation, its employees, officers or members, nor the taking of detrimental action in reprisal against those who come forward to disclose such conduct.

2. What can disclosures be made about?

Disclosures may be made about "improper conduct" on the part of a public body or its staff, employees and members. Disclosures may also be made about "detrimental action" taken (or suspected may be taken) in reprisal or in connection with a disclosure made about improper conduct.

The conduct or action being disclosed may have taken place, still be occurring, or is believed will occur or be engaged in.

The Act provides definitions about improper conduct and detrimental action. For more information about what those terms mean, see the North Central CMA's Protected Disclosure Procedures (see further below about how to access or obtain a copy of those procedures).

3. Who can make a disclosure?

Any individual natural person (e.g., not organisation or company) may make a disclosure under the Act. The individual could be a person within the organisation, or any member of the public externally.

Disclosures may be made in a number of ways set out in the Act, including anonymously, in writing or orally. A discloser need not identify the person or body about whom the disclosure is made.

4. How to make a disclosure

According to the Independent Broad-based Anti-corruption Commission ("IBAC"), the North Central CMA is not permitted to receive disclosures made under the Act. Therefore, if you wish to make a disclosure about the North Central CMA, its officers, members

or employees, you will need to make that disclosure directly to the IBAC. If the North Central CMA believes a disclosure may be a protected disclosure made in accordance with the Act, it will ask you to make that disclosure to the IBAC. The IBAC will deal with the disclosure.

5. Role of the North Central CMA

It is important to note that the IBAC is not required to contact the North Central CMA about any disclosure you make so you should not discuss with the North Central CMA any disclosure you make to the IBAC unless you have first obtained the permission of the IBAC to do so, or unless the IBAC has directed you to do so, or the IBAC has contacted the North Central CMA to provide it with information in order to allow the North Central CMA to provide you with any necessary welfare and support.

As required under the Act, the North Central CMA has established procedures to facilitate and encourage the making of disclosures under the Act, and how the North Central CMA will manage the welfare of persons connected with protected disclosures ("Protected Disclosure Procedures"). The North Central CMA's Protected Disclosure Procedures are available at *Protected Disclosure Act 2012* or by inspection during normal office hours of the North Central CMA at 628 – 634 Midland Highway, Huntly, Victoria, 3551.

Appendix 2: Disclosure index

The North Central CMA 2014-15 Annual Report is prepared in accordance with all relevant Victorian legislation and pronouncements. This index has been prepared to facilitate identification of the Department's compliance with statutory disclosure requirements.

Legislation	Requirement	Page reference
Ministerial Directions		
Report of Operations – FRD Guidance		
<i>Charter and Purpose</i>		
FRD 22F	Initiatives and Key Achievements	1
FRD 22F	Performance against objectives, functions, powers and duties	3
FRD 22F	Manner of establishment and the relevant Ministers	3
FRD 22F	Objectives, functions, powers and duties	2
FRD 22F	Nature and range of services provided	3
FRD 22F, SD 4.2(k)	Operational and budgetary objectives, and performance against objectives	8
FRD 22F	Five year financial summary	10
FRD 22F	Current year financial review	10
FRD 22F	Subsequent events	10
Governance and Organisational Structure		
FRD 22F	Organisational structure and corporate governance arrangements	11
FRD 22F	Audit Committee and membership roles	12
FRD 22F	Performance against Occupational Health and Safety measures	13
FRD 22F	Employment and conduct principles	14
FRD 22F	Human Resource Management	14
FRD 22F	Public Administration values and employment principles	14
FRD 22F	Comparative Workforce Data	14
Other Disclosures		
FRD 10	Disclosure index	48
FRD 12A	Disclosure of major contracts	15
FRD 15B	Executive officer disclosures	15

If you are not able to access an online copy or would like a copy sent to you, please contact the North Central CMA's Protected Disclosure Officer on 03 5448 7124 or by email at Trephina.Marek@nccma.vic.gov.au so we can provide you with a copy of our Protected Disclosure Procedures.

6. Confidentiality

The North Central CMA takes its obligations under the Act seriously. This includes the requirement to protect the identity of the discloser and the matters disclosed by a discloser. Maintaining confidentiality in relation to protected disclosure matters is crucial, among other things, in ensuring reprisals are not made against a discloser. It is a criminal offence under the Act to disclose information connected with a disclosure made in accordance with the Act, including the identity of the discloser. The penalties for breaching confidentiality obligations include financial penalties and imprisonment.

7. For more information

For more information about protected disclosures or the Victorian integrity system generally, also see <http://www.ibac.vic.gov.au/report-corruption-or-misconduct/protected-disclosure>.

Legislation	Requirement	Page reference
Ministerial Directions		
FRD 22F	Consultancy expenditure	15
FRD 22F	Government advertising expenditure	17
FRD 22F	Application and operation of <i>Freedom of Information Act 1982</i>	17
FRD 22F	Compliance with building and maintenance provisions of the <i>Building Act 1993</i>	17
FRD 22F	Statement on National Competition Policy	17
FRD 22F	Compliance with the <i>Protected Disclosure Act 2012</i>	17
MRO	Capital projects	17
FRD 24C	Office-based environmental impacts	19
FRD 25B	Implementation of the <i>Victorian Industry Participation Policy at 2003</i>	15
FRD 22F	Statement of availability of additional information available on request	21
Financial and Other Information		
MRO	Disclosure of grants and transfer payments	10, 49, 50
FRD 22F	Significant changes in financial position during the year	10
FRD 22F	Major changes or factors affecting performance	10
FRD 22F	Standard Disclosure in Report of Operation	3, 13, 22
FRD 27C	Presentation and Reporting of Performance Information	8
SD 4.5.5	Statement of attestation	21
SD 4.2(g)	General information requirements	21
SD 4.2(j)	Sign-off requirements	22
Financial statements required under Part 7 of the FMA		
SD4.2(a)	Statement of changes in equity	27
SD4.2(b)	Operating statement	25
SD4.2(b)	Balance sheet	26
SD4.2(b)	Cash flow statement	28
SD4.2(b)	Notes to the financial statements	29
Other requirements under Standing Directions 4.2		
SD4.2(c) & FRD 120H	Compliance with Australian accounting standards and other authoritative pronouncements	29
SD4.2(c)	Compliance with Ministerial directions	29, 44
SD4.2(d)	Rounding of amounts	29
SD4.2(c)	Accountable officer's declaration	22
SD4.2(f)	Compliance with Model Financial Report	22
Other disclosures as required by FRDs in notes to the financial statements		
FRD 11A	Disclosure of ex-gratia payments	45
FRD 21B	Disclosures of Responsible Persons, Executive Officers and other Personnel (Contractors with Significant Management Responsibilities)	45
FRD 103F	Non-current physical assets	30
FRD 106	Impairment of assets	30
FRD 109	Intangible assets	41
FRD 112D	Defined benefit superannuation obligations	43
FRD 119A	Transfer through contributed capital	29, 32
FRD 120I	Accounting and reporting pronouncements applicable to the 2014-15 Reporting Period.	29

Appendix 3 – 2014-15 Grants and transfer payments

The North Central CMA has provided grants to Landcare groups and other natural resource management (NRM) groups in the region as part of the 2014-15 Victorian Landcare Grants Program, which the Department of Environment, Land, Water and Planning is responsible for administering. Grants provided to the region's Landcare and other NRM groups in 2014-15 for the purposes of protecting and enhancing the natural environment were as follows:

Victorian Landcare Grants Program (North Central CMA region) 2014-15		
Organisation	Description	Payment \$
Northern Bendigo Landcare Group	Restoring the riparian values of Bendigo Creek between Epsom and Huntly. Revegetation, weed control, rabbit control, installation of nest boxes, community engagement activities and monitoring.	12,968
Connecting Country	A Landcare New Ideas Forum for groups in the Mount Alexander Shire and surrounds. Looking at new projects and new ways of growing membership from successful projects outside the area.	2,610
Tarrangower Cactus Control Group Inc	Wheel Cactus eradication in partnership with Parks Victoria. Eight community field days and four student events.	4,900
Campaspe Valley Landcare Group	Raising community awareness of exotic stipoid grasses (Nasella species), which are a serious threat to agriculture and the environment in the upper Campaspe River catchment. Booklets, video, field days, training workshops, community weed mapping and weed control equipment.	9,860
Wycheproof & District Landcare Group	Weed and rabbit control. Building on work done by the group over ten years. Using humour to engage land managers feeling despondent after a poor finish to a promising year, and encouraging them to continue their natural resource management work.	16,650
Loddon Vale Landcare	Bringing together large numbers of Loddon Vale Landcare Group members and their neighbours to tackle Boxthorn infestations in a coordinated and collaborative approach.	9,800
Trentham Sustainability Group - under Trentham Neighbourhood Centre	A public workshop for local landholders to enhance their knowledge of soil health and preservation, as well as equipping them with simple soil health assessment skills.	680
Malmsbury District Landcare Group	Large woody weed removal along the creekline at the Malmsbury Channel Reserve. Educational and field work opportunities for community members, local schools and organisations.	20,000
Glenlyon Upper Loddon Landcare Group	A half day event 'Aboriginal Cultural Landscapes of Glenlyon and District' for the Glenlyon community to learn about how Aboriginal people lived in the area prior to European settlement.	2,126
Loddon Plains Landcare Network	Revegetation of 17 ha along the Calivil Creek to enhance riparian habitat and landscape linkages.	6,455
Mid-Loddon Sub Catchment Group sponsoring Eddington Landcare Group	Increasing community awareness of the natural values of the forest wetland. Establishment of flora and fauna transects.	8,888
Baynton Sidonia Landcare Group	Educating and enthusing the Baynton Sidonia community with seminars on natural resource management issues, focusing on Aboriginal land usage, butterflies and moths.	3,565
Mid-Loddon Sub Catchment Management Group sponsoring a Baringhup Landcare Group Project	Increasing landscape vegetation corridor connectivity and waterway protection by installing waterway and remnant woodland protective fencing and revegetation on a property near Maldon.	8,400
Moolort Landcare Group	Fencing out habitat areas of Striped Legless Lizard <i>Delma impar</i> and a rare form of Acacia. Revegetation and weed control.	8,661
Mandurang Strathfieldsaye Landcare Network	Building the capacity of local land managers. Developing their skills, abilities and relationships through their participation in a series of workshops/field-days/seminars. Raising awareness within the general community and increasing Landcare group membership through engagement and recruitment activities.	8,850
Maldon Urban Landcare Inc	Controlling a range of invasive plants and revegetation in Long Gully, along Tarrangower Creek. Hosting a community field day.	10,700
Castlemaine Landcare Group	Restoring vegetation along Moonlight Creek. Rabbit control along the creeksides sections of Forest and Moonlight Creeks. Supporting the development of 'Keepers of the Creek' - an initiative to expand the involvement of members along their own sections of Forest and Moonlight Creeks.	7,625
Normanville Farm Advancement Group	Focus paddocks and farm tours led by local agronomists and discussion forums with expert speakers. Topics covered include integrated pest and weed management, reducing and optimising chemical and fertiliser applications, and weed resistance.	10,000
Mid-Loddon Sub-Catchment Management Group sponsoring a West Marong Landcare Group Project	Installing protective fencing along a section of Murphy Creek to include old growth remnant eucalypts and increase the biodiversity by direct seeding a variety of indigenous eucalypts and understorey species into the protected area.	4,450
Pipers Creek & District Landcare Group	Group Start Up Grant (to assist in the new establishment of a group within the region including insurances and group foundation establishment)	500
FTLA-Permaculture North Central Victoria	Group Start Up Grant	500

Victorian Landcare Grants Program (North Central CMA region) 2014-15		
Organisation	Description	Payment \$
Amphitheatre Landcare Group	Group Maintenance Grant (to assist in the day to day running of the group)	500
Bendigo Native Plant Group	Group Maintenance Grant	500
Blampied-Kooroocheang Landcare Group	Group Maintenance Grant	500
Buloke and Northern Grampians Landcare Network	Group Maintenance Grant	500
Callawadda Landcare Group	Group Maintenance Grant	500
Clunes Landcare and Waterways Group	Group Maintenance Grant	500
Donald and District Landcare Group	Group Maintenance Grant	500
Echuca Landcare Group	Group Maintenance Grant	500
Elphinstone Land Management Association	Group Maintenance Grant	500
Emu Creek Recreation Reserve Committee of Management	Group Maintenance Grant	500
Friends of Black Hill	Group Maintenance Grant	500
Friends of Campbells Creek Landcare Group	Group Maintenance Grant	500
Friends of Kooyoora Inc	Group Maintenance Grant	500
Friends of Smeaton	Group Maintenance Grant	500
Glenloth East Landcare Group	Group Maintenance Grant	500
Golden Point Landcare Group	Group Maintenance Grant	500
Guildford Upper Loddon Landcare Group	Group Maintenance Grant	500
Jeffcott North Landcare Group	Group Maintenance Grant	500
Kara Kara Conservation Management Network	Group Maintenance Grant	500
Kooreh Landcare Group	Group Maintenance Grant	500
Lake Charm Landcare Group	Group Maintenance Grant	500
Langley Landcare Group	Group Maintenance Grant	500
Leitchville Landcare Group	Group Maintenance Grant	500
Lexton Landcare Group Inc	Group Maintenance Grant	500
Longlea and District Landcare Group	Group Maintenance Grant	500
McCallums Creek Landcare Group	Group Maintenance Grant	500
McKenzies Hill Action & Landcare Group	Group Maintenance Grant	500
Mologa & District Landcare Group	Group Maintenance Grant	500
Mt Bolton Mt Beckworth Landcare Group	Group Maintenance Grant	500
Mt Pleasant Creek Catchment Landcare Group	Group Maintenance Grant	500
Natte Yallock Landcare Group	Group Maintenance Grant	500
Nuggetty Land Protection Group	Group Maintenance Grant	500
Perennial Pasture Systems, Ararat	Group Maintenance Grant	500
Ravenswood Valley Landcare Group	Group Maintenance Grant	500
Sandy Creek Catchment Landcare	Group Maintenance Grant	500
Sheepwash Creek Landcare Group	Group Maintenance Grant	500
St Arnaud Field Naturalists Club Inc	Group Maintenance Grant	500
Stuart Mill Landcare Group	Group Maintenance Grant	500
Teddywaddy Rabbit Action Group	Group Maintenance Grant	500
Timor West Landcare Group	Group Maintenance Grant	500
Trentham District Landcare Group	Group Maintenance Grant	500
Ullina Landcare Group	Group Maintenance Grant	500
Upper Loddon & Avoca Landcare Network	Group Maintenance Grant	500
Wedderburn Conservation Management Network	Group Maintenance Grant	500
Winjallock Landcare Group	Group Maintenance Grant	500
Woosang Landcare Group	Group Maintenance Grant	500
Yawong Conservation Group	Group Maintenance Grant	500
Total		181,688





NORTH CENTRAL

Catchment Management Authority

Connecting Rivers, Landscapes, People

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