



Introduction

The Victorian Government's Land and Biodiversity White Paper, released in December 2009, announced a range of policy changes that included the amalgamations of Catchment Management Authorities in Victoria.

In northern Victoria, the North Central, North East and Goulburn Broken Catchment Management Authorities will merge to become the Northern Rivers Catchment Authority (NRCA).

A Transition Committee has been formed to oversee the amalgamation and ensure that the NRCA is ready to commence on 1 July 2011. Members of the Northern Rivers Catchment Authority Transition Committee are:

Independent Chair:	Mick Ellis
Goulburn Broken CMA Chair:	Peter Ryan
North Central CMA Chair:	Geoff Williams
North East CMA Chair:	Paul Carrick
DSE Representative:	Judy Backhouse
Secretariat:	Sharon Lewis
Senior Project Officer:	Matt Fagence

The Chief Executive Officers (CEOs) of the three merging Catchment Management Authorities also attend the NRCA Transition Committee meetings:

Goulburn Broken CEO:	Chris Norman
North Central CEO:	Damian Wells
North East CEO:	John Riddiford



Rationale For Change

The Northern Rivers Catchment Authority (NRCA) Transition Committee recognises that the challenges for natural resource management will be different to what they are today. The formation of the NRCA will help to meet future challenges by:

- Allowing for the strengths of the current CMA's (capability, capacity, systems etc) to be shared across a broader area.
- Increasing flood plain management capacity.
- Reducing the competitive funding environment within north east and north central Victoria, whilst attempting to leverage greater investment into the region.
- Increasing capacity to influence government policy and providing scope for picking up increased responsibilities.
- Increasing the organisations capability, and improving opportunity to engage with partners.
- Offering improved marketing, communications and engagement opportunities, and providing consistent messaging across a wider area.
- Increasing opportunities to fund research.
- Allocating a greater proportion of funding to on-ground works.
- Offering increased opportunities for partnering with the private sector.
- Offering more career opportunities for staff.
- Delivering larger scale catchment planning which will result in a consistent approach across a larger area.
- Offering opportunities to change the current relationships with DSE (links with regional DSE etc).

Vision for Success

The Transition Committee has developed a vision for success. The Transition Committee will measure its success if on the 1 July 2011:

- The Northern Rivers Catchment Authority (NRCA) commences operations.
- Business continuity will have been maintained (at the very least), including on-ground delivery.
- Current staff will have suffered minimal disruption and are continuing business as usual.
- Opportunities for bringing systems and processes together and doing business together have been explored and implemented.
- The various strengths of the merge entities have been retained and built on.
- A platform has been built that achieves or supports the rationale.
- The NRCA is developing as a 'new business', not just 3 businesses bolted together.
- The Transition Committee has worked collaboratively and respectfully with the current CMA Boards.
- The Transition Committee has communicated effectively with CMA staff and stakeholders.
- Current leaders are modelling behaviours around learning, knowledge sharing, leadership and commitment.