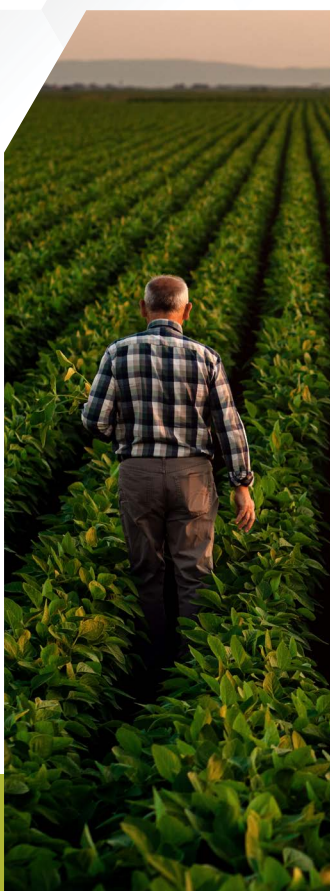
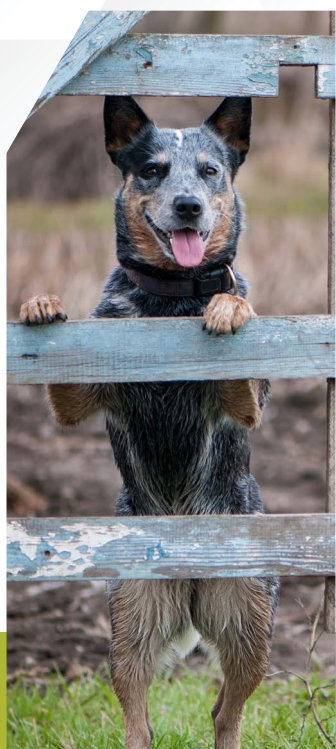




Australian Government
**Australian Pesticides and
Veterinary Medicines Authority**

Annual Report

2023–24



apvma.gov.au

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Australian Government

**Australian Pesticides and
Veterinary Medicines Authority**

12 September 2024

The Hon Julie Collins MP
Minister for Agriculture, Fisheries and Forestry
Parliament House
Canberra ACT 2600

Dear Minister

In accordance with subsection 46(1) of the *Public Governance, Performance and Accountability Act 2013* and section 61 of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*, and on behalf of the APVMA Board, I am pleased to submit the Annual Report that details the activities of the Australian Pesticides and Veterinary Medicines Authority (APVMA) for the 2023–24 reporting year.

In accordance with the Public Governance, Performance and Accountability Rule 2014, the APVMA Board certifies that:

- (i) fraud risk assessments and fraud control plans have been prepared for the APVMA
- (i) appropriate mechanisms that meet the needs of the APVMA are in place for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud
- (i) all reasonable measures have been taken to deal appropriately with fraud relating to the APVMA.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Catherine Ainsworth', with a stylized flourish at the end.

Dr Catherine Ainsworth
Chair

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Purpose

We regulate agricultural and veterinary chemicals to manage the risks of pests and diseases for the Australian community and to protect Australia's trade and the health and safety of people, animals and the environment.



Our vision

To be a global leader in agricultural and veterinary chemicals regulation for the benefit of Australia.





Chapter 1

Summary and outlook



Summary and outlook

We are pleased to present the 2023–24 Annual Report for the Australian Pesticides and Veterinary Medicines Authority (APVMA).

The APVMA is the independent statutory authority responsible for the regulation of agricultural and veterinary (agvet) chemicals in Australia. Our purpose is to regulate agvet chemicals to manage the risks of pests and diseases while protecting the health and safety of people, animals, and the environment, and protecting Australia's trade. We do this by working collaboratively with our stakeholders and regulated entities, making decisions that are risk-based and data driven, and building trust in the way we operate and deliver our legislated functions. APVMA is a global leader in risk-based agvet chemical regulation.

Despite the disruptions and challenges the APVMA has experienced over the last 18 months, our performance has remained steady over the 2023–24 reporting period. We continue to exceed our performance target of 90% of applications completed within statutory timeframes, outperforming our international counterparts. The APVMA recognises that the timely completion of assessments in a transparent and predictable manner is important to the regulated industry, agvet chemical users, and to the broader Australian community.

Building a better, stronger foundation

The 2023–24 reporting period has been about repositioning the APVMA to build the strong foundation needed to meet the challenges of the future. The APVMA broadly accepted the findings of the *Final Strategic Review Report*, prepared by Clayton Utz, which identified significant issues of concern with respect to regulatory priorities and posture, governance, culture, and operations. Since the report's publication in July 2023, the APVMA has continued to implement a suite of reforms to improve its workplace culture, its regulatory operations, and the way it engages with its Board, the Minister, the Department of Agriculture, Fisheries and Forestry, and stakeholders.

On 14 July 2023, the then Minister for Agriculture, Fisheries and Forestry, Senator the Hon Murray Watt announced the appointment of Ken Matthews AO to undertake a rapid evaluation of the findings of the Clayton Utz report and APVMA's governance, structure and funding arrangements. Released in April 2024, alongside the government's preliminary response, the rapid evaluation made 33 recommendations aimed at improving governance, organisational capacity, regulatory performance, and cultural shortcomings of the APVMA.

The APVMA is working closely with the Department of Agriculture, Fisheries and Forestry on preparing inputs to go into the detailed response. We have provided information on the governance and cultural reforms already underway and provided extensive technical and operational briefings to inform potential regulatory reforms. We have also taken the necessary steps to ensure the agvet regulatory system is fit-for-purpose.

Prioritisation of chemical reconsiderations

On 14 July 2023, the then Minister issued a Ministerial Direction to the APVMA under section 10 of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*, requiring the prioritisation of 8 chemical reviews that have been ongoing for over 17 years. It also directed the APVMA to maintain, and update at least annually, a prioritised work program for the assessment of all nominated, proposed or active chemical reconsiderations, and to publish a summary of findings to date where a chemical reconsideration is discontinued because products were withdrawn from registration.

The APVMA redeployed resources to reflect the increased priority for the chemical review work, with very good progress being made on the longstanding reviews. As of 30 June 2024, a final regulatory decision on malathion had been completed. Proposed regulatory decisions on chlorpyrifos, neomycin, diazinon, and fenitrothion have also been published. Proposed regulatory decisions for the reconsideration of diquat and paraquat are on track for publication at the end of July 2024. The APVMA considers a key priority for 2024–25 is to ensure that the final regulatory decisions are issued in a timely manner following the completion of the public consultation period, and the implementation of these final regulatory decisions occurs smoothly.

An updated priority list for chemical reconsideration was published on the APVMA website in November 2023. Another update to the work program is planned to be published in November 2024.

Responding to the expectations of the Australian Government

The APVMA received a new Ministerial Statement of Expectations in September 2023, which set out, on behalf of the Australian Government, the Minister's expectations for the delivery of the regulatory functions of the APVMA, including:

- to continue efforts to improve the APVMA's workplace culture and governance arrangements and strengthen its processes, in line with APS values,
- to fully support and engage with the Rapid Evaluation conducted by Ken Matthews AO, including providing the capacity and capabilities to support any reform program arising out of the government's response to these recommendations,
- to comply with the requirements of the whole-of-government resource management framework under the *Public Governance, Performance, and Accountability Act 2013*,
- to provide regular updates to the Minister on progress of its improvement initiatives, and
- to engage routinely with the Department of Agriculture, Fisheries and Forestry.

In October 2023, the Board adopted the APVMA Strategy 2030 as its long-term strategy. The APVMA Strategy 2030, which guides the APVMA's other planning documents, sets out the themes and strategic outcomes required to drive the agency's priorities into the future. The APVMA Strategy 2030 is not a static plan but was designed to evolve over three horizons (preparation, implementation, and consolidation), based on feedback and other changes in the APVMA's operating environment. The APVMA Strategy 2030 has

strengthened the APVMA's capability to manage increasingly complex agvet regulatory risks, embrace opportunities that arise, and enable it to respond to everchanging global events.

The Board also approved a Regulator Statement of Intent in November 2023, which outlines how the APVMA will meet the Minister's expectations. The Ministerial Statement of Expectations and Regulator Statement of Intent are available on the APVMA website.

Supporting our people to deliver

The APVMA has continued its efforts to improve its workplace culture and to strengthen its processes in line with APS values. One of the key steps has been the launch of the first APVMA Diversity and Inclusion Plan in February 2024. The strategy aims to build the foundations for the agency in supporting awareness and education on the importance of diversity and inclusion. It is recognised that these foundations are vital in contributing towards a healthy, productive, and psychologically safe workplace. Progress has been made to implement the agency's first Reconciliation Action Plan.

Other actions taken under the APVMA's People Strategy 2022–2025 include the implementation of the APVMA values and behaviours aligned to the APS Values and Code of Conduct, improved recruitment capability, continued investment in professional development activities, and implementation of an APS Employee Census Report and Action Plans to support further positive culture initiatives.

Similarly, the APVMA IT Strategy and Roadmap 2023–28, finalised during this reporting period, outlines the agency's vision for being a digitally enabled scientific regulator and how it will respond to challenges in its IT environment in a secure, economical and reliable manner.

Looking over the horizon

The Australian Government will soon deliver its response to the Rapid Evaluation Report. In the meantime, however, the APVMA has initiated a number of urgent reforms, which have been developed into a consolidated action plan to address the issues of concern identified in the Clayton Utz report, responding to the Ministerial Direction on chemical reconsiderations, delivering the projects and initiatives in the APVMA Strategy 2030, and acting on other important priorities as determined by the government. The APVMA will consider the implications of the detailed response when it is released, and allocate resources appropriately to ensure the agency has the capacity and capabilities needed to support any reform program the government determines to pursue arising from the Rapid Evaluation.

The strength of the APVMA continues to be our staff and our rigorous commitment to risk-based regulatory decision-making. Our staff have demonstrated their commitment to Australia's agvet chemical regulation system. On a daily basis they consistently, diligently and professionally deliver the APVMA's regulatory responsibilities.

The Board and Chief Executive Officer express their deep appreciation to the staff of the APVMA and commit to working with them to implement the reforms needed to sustain our long-held reputation as a world-leading regulator. Our gratitude also goes to Dr Steve Jefferies AM and Dr Melissa McEwen who brought outstanding leadership to the APVMA as Acting Board Chair and Acting Chief Executive Officer, respectively, during a period of disruption and instability for the agency.

Dr Catherine Ainsworth
Chair

Mr Scott Hansen
Chief Executive Officer





Chapter 2

Organisation overview



Organisation overview

Corporate profile and purpose

The Australian Pesticides and Veterinary Medicines Authority (APVMA) is the independent statutory authority responsible for the assessment, registration and regulation of agricultural and veterinary (agvet) chemicals in Australia.

We regulate agvet chemicals to manage the risks of pests and diseases for the Australian community and to protect Australia's trade and the health and safety of people, animals and the environment.

Agvet chemical products must be evaluated and registered, or authorised under permit, by the APVMA before they can be legally manufactured, imported, sold, supplied or used in Australia.

Responsible minister

The minister responsible for the APVMA for the 2023–24 reporting period was Senator the Hon Murray Watt, who was appointed Minister for Agriculture, Fisheries and Forestry on 1 June 2022.

Enabling legislation

The APVMA is established under the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Administration Act). The Administration Act sets out our role as an independent statutory authority of the Commonwealth, to administer the National Registration Scheme for Agricultural and Veterinary Chemicals in partnership with state and territory governments, and the scheme's legislation.

Functions and powers are conferred on the APVMA by the Administration Act, the Agricultural and Veterinary Chemicals Code (Agvet Code) scheduled to the *Agricultural and Veterinary Chemicals Code Act 1994*, the *Agricultural and Veterinary Chemicals Code Regulations 1995* (Agvet Code Regulations), and the Agvet Codes and Agvet Regulations of each state or participating territory.

We are a corporate Commonwealth entity under *the Public Governance, Performance and Accountability Act 2013*. A corporate Commonwealth entity is a corporate body that is legally separate from the Commonwealth.

Functions and powers

The APVMA operates under an intergovernmental agreement between the Australian Government and all states and territories. Under this agreement, we are responsible for regulating agvet chemicals up to and including the point of sale. The state and territory governments are responsible for regulating agvet chemicals after they are sold, a process that is known as 'control of use'.

Our functions, which are set out in section 7 of the Administration Act, are to:

- assess the suitability for supply in Australia of active constituents for proposed or existing chemical products, chemical products and labels for containers for chemical products
- provide information to the governments and authorities of the Commonwealth, the states and the participating territories about approved active constituents for proposed or existing chemical products, registered chemical products, reserved chemical products and approved labels for containers for chemical products and to co-operate with those governments and authorities on matters relating to the management and control of chemical products
- keep records and statistics of approvals and registrations granted, and permits and licences issued by the APVMA under the Agvet Codes
- evaluate the effects of the use of chemical products in the states and participating territories
- co-operate with governments and authorities of the Commonwealth, the states and the participating territories for the purpose of facilitating a consistent approach to the assessment and control of chemicals
- develop codes of practice, standards and guidelines for, and to recommend precautions to be taken in connection with, the manufacture, export, import, sale, handling, possession, storage, disposal and use of chemical products in the states and participating territories, in co-operation with governments and authorities of the Commonwealth, the states and the participating territories
- collect, interpret, disseminate and publish information relating to chemical products and their use
- encourage and facilitate the application and use of results of evaluation and testing of chemical products
- exchange information relating to chemical products and their use with overseas and international bodies having functions similar to the APVMA's functions
- report to or advise the Minister on any matter relating to chemical products or arising in the course of the performance of its functions when requested by the Minister, or on its own initiative
- encourage and facilitate the introduction of uniform national procedures for control of the use of chemical products
- fund, and co-operate in, a program designed to ensure that active constituents for proposed or existing chemical products, chemical products, and labels for containers for chemical products, comply with the Agvet Codes and the Agvet Regulations.

Organisation structure

Our organisation structure (Table 1) supports effective operation, communication and strategic understanding at all levels of the APVMA.

Table 1: APVMA organisation structure as at 30 June 2024

Area	Responsibilities
APVMA Board	<ul style="list-style-type: none"> Governs the APVMA, determining its objectives, strategies and policies and ensuring the proper, efficient and effective performance of the APVMA's functions
Chief Executive Officer	<ul style="list-style-type: none"> Office of the Chief Executive Officer
Chief Operating Officer, Business Enabling Services	<ul style="list-style-type: none"> Finance ICT Integrity and Security Parliamentary, Media and Communications People and Culture Project Management Office Quality and Risk Stakeholder Engagement Strategy and Governance
Executive Director, Risk Assessment Capability	<ul style="list-style-type: none"> Chemical Review Chemistry and Manufacturing Efficacy and Safety Environment Human Health Residues and Trade
Executive Director, Registration Management	<ul style="list-style-type: none"> Adverse Experience Reporting Program HGP Control and Monitoring Manufacturing Quality and Licensing Permits and Minor Use Pesticides Pre-Evaluation and Quality Veterinary Medicines Voluntary Recall Program
Executive General Counsel	<ul style="list-style-type: none"> Assessment, Investigations and Monitoring Board Secretary FOI, Privacy and Complaints Legal services Records and Knowledge Management Reform

Current Board and Senior Executive Service at 30 June 2024



Dr Steve Jefferies AM PhD DSc BAgSc FTSE Acting Board Chair

Dr Steve Jefferies was appointed to the APVMA Board in March 2022 and has served as its Acting Chair for 12 months from 12 July 2023. Dr Jefferies is Principal of Jefferies Ag Solutions Pty Ltd, which provides specialised consultancy services to agribusiness in strategy, risk management and business growth. Dr Jefferies was formerly the Managing Director of the Grains Research and Development Corporation and prior to that CEO of Australian Grain Technologies Pty Ltd. Dr Jefferies is currently Chairman of Rice Breeding Australia Ltd and was previously a non-executive Director of Grain Producers South Australia, Barley Australia and Birchip Cropping Group.



Dr Jeremy Burdon PhD BSc (Hons) FAA FTSE MAICD Board Member

Dr Jeremy Burdon was appointed to the APVMA Board in March 2022. Dr Burdon has extensive experience in research management and planning across Australian agriculture. Currently he is independent Chair of Sugar Research Australia's Research Funding Panel, a non-executive director of Plant Health Australia, a member of the Advisory Board of the ARC Sustainable Crop Protection Hub, and a non-executive director and Special Advisor on the Advisory Board of the Australian Plant Phenomics Facility. Previously, Dr Burdon has been a non-executive director of Sugar Research Australia, the Cotton Research and Development Corporation and the Grains Research and Development Corporation.



Mrs Maree Gooch EMBus FAIM FAICD Board Member

Mrs Maree Gooch was appointed to the APVMA Board in March 2022. Mrs Gooch's career includes almost 25 years as an active and hands on farmer, 8.5 years in the field of WHS and chemical safety, as well as multiple board and committee roles during her 38+ year career. Maree is currently Chair of CRISP Wireless. She is also a former Board member of the Rural Business Development Corporation, Farmsafe Australia, AusChem Training, Peel Development Commission, C.Y. O'Connor TAFE and the WA Chamber of Commerce, WA's SEN panel and former chair of the Rural Regional Remote Women's Network (WA). Mrs Gooch is a Principal and Director of Value Creators, focusing on developing capacity and capability in people, businesses and industry.



Dr Melissa McEwen PhD MA BA (Hons) GAICD

Acting Chief Executive Officer and Board Member

Dr Melissa McEwen was appointed Acting Chief Executive Officer in July 2023. Dr McEwen is an experienced regulator and senior executive who has held a range of roles across government. Her experience includes regulatory reform and operations across the areas of live animal exports, First Nations heritage protection, environment protection, VET Student Loans and skills recognition leading Trades Recognition Australia. She also has extensive international experience including leading the Australian delegation at the Convention on International Trade in Endangered Species of Flora and Fauna CoP19 and multiple international engagements in vocational education and skills including APEC and the East Asian Summit. Dr McEwen is committed to improving regulatory outcomes and building capability.



Mr Wayne Terpstra

Chief Operating Officer and Interim DCEO

Mr Wayne Terpstra initially joined the APVMA in February 2023 on secondment from the Department of Agriculture, Fisheries and Forestry. In May 2023 he permanently transferred to the APVMA as the substantive Chief Operations Officer and Interim Deputy CEO building on his previous 19 years in the agriculture portfolio. Mr Terpstra is a career regulator with his most recent DAFF role with Animal Division, leading the Animal and Biological Imports Branch. Previous roles at Senior Executive level include compliance and enforcement policy and operations, intelligence, licensing and registration, technical and scientific functions, verification, risk assessment and mitigation, stakeholder engagement and corporate business enabling functions.



Dr Sheila Logan BVSc (Hons)

Executive Director, Risk Assessment Capability

Dr Sheila Logan is the Executive Director, Risk Assessment Capability. In this role she manages the expert assessment areas of the APVMA, including chemical review, chemistry and manufacture, efficacy and safety, environment, health, and residues and trade assessment. Dr Logan has been working in chemical regulation, including both pesticides and industrial chemicals within Australia and overseas, for more than 25 years and has held the position of Executive Director, Risk Assessment Capability since January 2022.



Dr Maria Trainer PhD MSc BSc

Executive Director, Registration Management

Dr Maria Trainer is the Executive Director, Registration Management. In this role, Dr Trainer manages the assessment process for agricultural chemicals and veterinary medicines. Responsibilities include managing pre-application assistance, preliminary assessment and evaluation of product registrations, permits, export certificates and import consents, adverse experience reporting, and manufacturing quality and licensing. Before joining the APVMA in April 2019 as Director, Pesticides, Dr Trainer held senior positions in both the private and public sectors in Canada and has over 15 years of experience in chemical regulation.



Mr Kilifoti Eteuati

Executive General Counsel

Mr Kilifoti Eteuati joined the APVMA in July 2023, as its first substantive Executive General Counsel. In this role, he forms part of the senior leadership team, working with the CEO and Board, to achieve APVMA's purpose and vision. He also manages the APVMA's legal services, board secretariat, records and knowledge management, FOI and privacy, compliance operations and reform functions. Mr Eteuati has extensive legal and policy experience, having come from the Commonwealth Attorney-General's Department (AGD), where he served in its Office of Corporate Counsel from 2012, as its Commercial Legal Adviser, General Legal Adviser, and finally acted as its Corporate Counsel until his departure. Prior to that he had performed roles in AGD's Pacific Section and as a lawyer in the private sector.



Mr Keith Lockyer

Chief Financial Officer

Mr Keith Lockyer has responsibility for overseeing financial operations, planning and reporting, including procurement contracts and assets of the APVMA. Mr Lockyer has been a Certified Practising Accountant since February 2001. Since joining the APVMA in 2019, Mr Lockyer has completed the property relocation of the agency, implementation of a new financial management system, and a new Cost Recovery Implementation Statement (CRIS) to improve the agency's long term financial sustainability. Prior to joining the APVMA, Mr Lockyer spent 25 years working in local government where he held a variety of roles with responsibility for finance, revenue, inventory, procurement, and contracts, completing a number of projects including implementing integrated planning reporting legislation, long-term financial planning, and a strategic regional partnership for corporate shared services.

Retiring Board members

Dr Carmel Hillyard AM PhD BSc (Joint Hons) FTSE FAICD

Board Chair

Dr Carmel Hillyard AM was Chair of the APVMA Board between March 2022 and July 2023. Dr Hillyard currently chairs Fitgenes Australia Ltd and the Research Advisory Board for Mater Research. Dr Hillyard has served on the Industry Research and Development Board and the Australian Nuclear Science and Technology Organisation board. She co-founded venture capital firm, CM Capital, and led its Life Sciences team, taking an active role on the boards of pharmaceutical, diagnostics and medical device investee companies. Dr Hillyard has also served on not-for-profit and university commercialisation company boards.

Ms Nicola Hinder PSM

Interim Chief Executive Officer and Board Member

Ms Nicola Hinder PSM was Interim Chief Executive Officer and a member of the APVMA Board between February and July 2023. She has undertaken a broad range of roles across government, most recently as the Acting Deputy Secretary for the Department of Agriculture, Fisheries and Forestry's Agriculture Trade Group. Ms Hinder has wide-ranging experience and a keen interest in agricultural trade, policy development, service delivery and biosecurity, and is the Australian Delegation Head for the CODEX Alimentarius Commission. In 2019, Ms Hinder received a Public Service Medal in recognition of services to Biosecurity and Trade.

Funding

The APVMA is a cost-recovered agency with funding received from levies, fees and charges. Fees and charges include, but are not limited to, registration renewal fees, application fees (product, active constituent, permits) and Good Manufacturing Practice licensing fees.

Levies, collected on the basis of wholesale value of chemical products sold, are imposed under the *Agricultural and Veterinary Chemical Products Levy Imposition (General) Act 1994*, the *Agricultural and Veterinary Chemical Products Levy Imposition (Excise) Act 1994* and the *Agricultural and Veterinary Chemical Products Levy Imposition (Customs) Act 1994*. Levies are collected under the *Agricultural and Veterinary Chemical Products (Collection of Levy) Act 1994*, and the levy rates are prescribed in the Regulations to the Act.

The APVMA also receives some additional funding through government appropriations.

Financial performance

The APVMA's total income for 2023–24 was \$51.339 million. This included:

- industry fees and charges of \$44.900 million
- government appropriation of \$5.905 million
- own source income of \$0.534 million (including \$0.139 million interest income, \$0.054 million of resources received free of charge, a contribution from Department of Finance of \$0.100 million towards a joint project and a grant of \$0.147 million for minor use from the Department of Agriculture, Fisheries and Forestry).

The net cost of APVMA services for 2023–24 was \$46.839 million.

The final comprehensive income position for the APVMA was \$3.966 million with an equity balance of \$39.334 million.

The APVMA has successfully turned around its financial position following a number of operating deficits between 2014 and 2019. Following the implementation of a new financial plan and new fees in 2020, along with good economic conditions resulting in above average levy income the reserves have been restored.

A new CRIS process is underway to fund future shortfalls in funding the APVMA's operations.

Compliance with finance law

Section 19 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) requires, among other things, that agencies notify their responsible minister and the Finance Minister, as soon as practicable, of any significant issue that has affected the entity.

Significant non-compliance would include failure to comply with the duties of accountable authorities (sections 15 to 19 of the PGPA Act), significant fraudulent activity by an official and other serious breach of the general duties of officials (sections 25 to 29 of the PGPA Act) and systemic issues reflecting internal control.

There were no matters identified in the reporting period that constituted a significant breach in relation to the finance laws as per RMG 214.

Staff profile

The APVMA has offices at 2 locations within Australia: Armidale and Canberra. Details of our office locations are provided in Table 2

Table 2: APVMA Office Locations

Office	Street address	Postal address
Armidale	102 Taylor Street Armidale NSW 2350	GPO Box 3262
Canberra	Level 1, 11 Faulding Street Symonston ACT 2609	Sydney NSW 2001

Table 3 provides details of Australian Public Service (APS) employees employed at the APVMA under the *Public Service Act 1999* in 2023–24.

Table 3: Total number of APVMA substantive employees as at 30 June 2024

Classification	Full-time (ongoing)	Part-time (ongoing)	Non-ongoing and casual	Total
CEO	0	0	1	1
Senior Executive Officer	5	0	0	5
EL2	20	0	4	24
EL1	46	10	3	59
APS6	57	9	4	70
APS5	42	4	4	50
APS4	14	1	4	19
APS3	0	0	0	0
APS2	0	0	0	0
Trainee	0	0	0	0
Total	184	24	20	228

EL = Executive Level.

Table 4 provides additional detail about all ongoing APS employees employed at the APVMA in 2023–24.

Table 4: Total number of ongoing APS employees employed by the APVMA during the current reporting period

	Man/male		Woman/female		Non-binary		Prefers not to answer		Uses a different term				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time			
NSW	55	4	78	14	92	1	0	1	0	0	0	0	152
ACT	39	2	41	7	37	0	0	0	0	0	0	0	78
Total	94	6	108	21	129	1	0	1	0	0	0	0	230

Table 5 provides additional detail about all ongoing APS employees employed at the APVMA during the previous reporting period.

Table 5: Total number of ongoing APS employees employed by the APVMA during the previous reporting period

	Man/male		Woman/female		Non-binary		Prefers not to answer		Uses a different term				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time			
NSW	56	3	59	13	92	0	0	0	0	0	0	0	151
ACT	24	1	25	3	22	0	0	0	0	0	0	0	47
Total	80	4	84	16	114	0	0	0	0	0	0	0	198

Key management personnel

During the reporting period, the APVMA had the following executives who met the definition of key management personnel (KMP). Their names and length of term as KMP are summarised in Table 8. Their remuneration is shown in Tables 9 and 10.

In the previous reporting period, all short-term acting arrangements were reported as KMP. The accounting policy was changed for the 2023–24 reporting period onwards, and only acting arrangements for a period of four weeks or greater within the financial year are considered KMP. The 2022–23 figures in Table 9 have been revised to allow for comparison. See Chapter 5, section 4.2 for further details.

Table 8: Key management personnel

Name	Position	Term as KMP
Dr S Jefferies AM	Acting Board Chair	12 July 2023 to 30 June 2024
	Board member	1 July 2023 to 11 July 2023
Dr C Hillyard AM	Board Chair	1 July 2023 to 11 July 2023
Dr J Burdon	Board member	Full year
Mrs M Gooch	Board member	Full year
Dr M McEwen	Acting Chief Executive Officer (CEO)	24 July 2023 to 30 June 2024
Ms N Hinder PSM	Interim Chief Executive Officer (CEO)	1 July 2023 to 21 July 2023
Ms L Croft	Chief Executive Officer (CEO)	1 July 2023 to 18 July 2023
Mr W Terpstra	Chief Operating Officer (COO) / Interim Deputy CEO (DCEO)	Full year
	Acting CEO	Short-term acting
Dr J Lutze*	DCEO	Full year
Dr S Logan	Executive Director, Risk Assessment Capability (EDRAC)	Full year
	Acting Executive Director, Registration Management (EDRM)	Short-term acting
	Acting DCEO	Short-term acting
Dr M Trainer	Executive Director Registration Management (EDRM)	Full year
Mr M Spaccavento	Senior Executive, Legal Branch	1 July 2023 to 28 July 2023
Mr K Eteuati	Executive General Counsel (EGC)	10 July 2023 to 30 June 2024
Mr K Lockyer	Chief Financial Officer (CFO)	Full year
	Acting COO	Short-term acting

Name	Position	Term as KMP
Mr A Heath	Board Secretary	Full year
	Acting EGC	Short-term acting
Mr J Zapasnik	Executive Officer to CEO	18 March 2024 to 30 June 2024
Ms N August	Acting COO	Short-term acting

*Dr Lutze was on extended leave for the 2023–24 reporting period.

Table 9: Summary of key management personnel remuneration

Short-term employee benefits	2023–24 (\$)	2022–23 (\$)
Base salary	2 131 369	1 952 098
Annual leave accrued	148 860	132 107
Bonuses	-	1 538
Other benefits and allowances	890	-
Total short-term employee benefits:	2 281 119	2 085 743
Superannuation	323 894	299 050
Total post-employment benefits:	323 894	299 050
Long-service leave accrued	47 971	41 365
Total other long-term employee benefits:	47 971	41 365
Terminations	-	-
Total key management personnel remuneration	2 652 984	2 426 158

Senior executive personnel

The APVMA had no senior executive staff earning more than \$220,000 this financial year, not included above.

Other highly paid staff

The APVMA had no other highly paid staff earning more than \$250,000 this financial year.

Board member remuneration

As statutory officers, the non-executive members of the APVMA Board are remunerated in accordance with determinations made by the independent Remuneration Tribunal under the *Remuneration Tribunal Act 1973*.

Senior Executive Remuneration Policy

Chief Executive Officer

As a statutory officer, the APVMA CEO is remunerated in accordance with determinations made by the independent Remuneration Tribunal under the *Remuneration Tribunal Act 1973*.

Senior Executive Officers

The terms and conditions of employment for the APVMA's senior executives are established under subsection 24(1) of the *Public Service Act 1999* and outlined in the respective employee's determination. Factors used by the CEO to determine the relevant remuneration are experience and level of responsibility, taking comparable salaries for senior executives across the APS and the APVMA Enterprise Agreement into consideration.

Key management personnel remuneration

Table 10: Key management personnel remuneration

Name	Position title	Base salary (\$)	Short-term benefits		Post employment benefits		Other long-term benefits		Termination benefits (\$)	Total (\$)
			Annual leave accrual (\$)	Bonuses (\$)	Other benefits and allowances (\$)	Superannuation contributions (\$)	Long service leave (\$)	Other long-term benefits (\$)		
Carmel Hillyard AM	Board Chair	2 464	-	-	-	174	-	-	-	2 638
Stephen Jefferies AM	Acting Board Chair Board Member	90 323	-	-	-	9 978	-	-	-	100 301
Jeremy Burdon	Board Member	45 782	-	-	-	5 058	-	-	-	50 840
Maree Gooch	Board Member	45 782	-	-	-	5 058	-	-	-	50 840
Lisa Croft	CEO	16 528	1 266	-	890	614	408	-	-	19 706
Melissa McEwen	Acting CEO	337 405	25 855	-	-	52 628	8 320	-	-	424 208
Nicola Hinder PSM	Interim CEO	32 595	2 506	-	-	4 291	682	-	-	40 074
Jason Lutze	DCEO	241 263	18 488	-	-	43 146	5 949	-	-	308 846
Wayne Terpstra	COO/Interim DCEO Acting CEO	257 469	19 729	-	-	44 138	6 349	-	-	327 685

Name	Position title	Base salary (\$)	Short-term benefits		Post employment benefits		Other long-term benefits		Termination benefits (\$)	Total (\$)
			Annual leave accrual (\$)	Bonuses (\$)	Other benefits and allowances (\$)	Superannuation contributions (\$)	Long service leave (\$)	Other long-term benefits (\$)		
Sheila Logan	EDRAC Acting EDRM Acting DCEO	215 586	16 520	-	-	38 131	5 316	-	-	275 553
Maria Trainer	EDRM	216 429	16 585	-	-	32 017	5 337	-	-	270 368
Killifoti Eteuati	EGC	210 192	16 107	-	-	28 001	5 183	-	-	259 483
Marco Spaccavento	Senior Executive	17 539	999	-	-	2 379	515	-	-	21 432
Keith Lockyer	CFO Acting COO	168 011	12 874	-	-	23 917	4 143	-	-	208 945
Jonathon Zapasnik	Executive Officer to CEO	46 118	3 534	-	-	6 722	1 137	-	-	57 511
Andrew Heath	Board Secretary Acting EGC	162 591	12 459	-	-	24 454	4 009	-	-	203 513
Nadia August	Acting COO	25 292	1 938	-	-	3 188	623	-	-	31 041
Total		2 131 369	148 860	-	890	323 894	47 971	-	-	2 652 984

Ministerial directions and government policy orders

The following government policy orders made under section 22 of the PGPA Act applied to the APVMA during the reporting period:

- Public Governance, Performance and Accountability (Charging for Regulatory Activities) Order 2017
- Public Governance, Performance and Accountability (Location of Corporate Commonwealth Entities) Order 2016 applied to the APVMA from 24 November 2016 to 03 June 2024. The order was repealed by the Minister for Finance on 29 May 2024.
- A Ministerial Direction under section 10 of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*, applied to the APVMA from 14 July 2023 requiring the prioritisation of eight chemical reviews that have been ongoing for over 17 years.

Significant activities and changes

During 2023–24, the APVMA experienced a level of stability in the senior executive structure of the organisation with the appointment of an Acting CEO in July 2023. Table 11 provides an overview of changes made in the senior executive structure during the reporting period.

Table 11: Changes in senior executive structure

Name	Position	Date	Description
Mr Killifoti Eteuati	Executive General Counsel	10 July 2023	Commenced as Executive General Counsel following recruitment process
Ms Carmel Hillyard	Board Chair	11 July 2023	Resigned as Board Chair
Ms Lisa Croft	Chief Executive Officer	18 July 2023	Resigned as CEO
Ms Nicola Hinder PSM	Interim CEO	21 July 2023	Finished term of secondment
Dr Melissa McEwen	Acting CEO	24 July 2023	Commenced as Acting CEO following appointment by the APVMA Board
Mr Marco Spaccavento	Senior Executive, Legal Branch	28 July 2023	Finished term of secondment







Chapter 3

Annual Performance Statement

Annual Performance Statement

Strategic objectives

The APVMA identified 6 strategic objectives for the 2023–24 reporting period. These are:

1. Trusted Regulator
2. Respected partner, nationally and internationally
3. Contemporary regulatory system
4. Superior ‘over the horizon’ capability
5. Operational excellence
6. Attracting, developing and retaining the best people.

In October 2023, the APVMA Strategy 2030 was released. The strategic outcomes reflected in the Strategy will take effect in the 2024–25 reporting period.

Measuring our performance

Each of the objectives have associated activities and performance measures to ensure:

- our business continues to transform with industry, science and environmental factors, and make evidence-based regulatory decisions to protect the health and safety of people, animals and the environment
- we maintain the quality and timeliness of our decisions, while applying our scientific expertise to align the effort of regulatory intervention with the risks being managed
- we enable our operations to deliver effective regulatory evaluation and registration of agvet chemical products.

Results against performance criterion

This chapter provides the results of our performance against the APVMA Portfolio Budget Statement (PBS) and measures listed in the Corporate Plan 2023–24.

Results against these measures are presented in this report in tables. An explanation of performance is provided for each measure. Achievement of each performance measure is rated using the guide shown in Table 12.

Table 12: Performance rating guide

Rating	Guide
Performance met target	The performance result achieved or exceeded the identified target
Performance partially met target	The performance result achieved 80% or more of the identified target OR The performance result met some, but not all, of the identified target
Performance did not meet target	The performance results achieved less than 80% of the identified target
Not applicable	This measure did not have a defined target in the 2023–24 Corporate Plan OR A result could not be determined.

Variation from the APVMA Portfolio Budget Statement

There were no variations from the APVMA Portfolio Budget Statement in 2023–24.

Mapping of performance measures

The following table describes the relationship between the APVMA’s strategic objectives and performance measures. It also includes the relationship between the performance measures and the Regulator Performance Guide. These are denoted with an ® in the mapping.

Table 13: Mapping of performance measures

Performance measure	Mapping	Target performance	Actual performance
Proportion of applications finalised within legislative timeframes	1, 5	90%	94.6%
Proportion of applications that pass quality audits under the Quality Management Framework	1, 3, 5	95%	88%
Proportion of stakeholders who report they are satisfied with the quality of engagements with the APVMA	1, 2 ® 3	70%	40%
Proportion of stakeholders who report they are satisfied that APVMA’s guidance information is relevant, clear, and accessible	1, 5 ® 3	70%	60%

Performance measure	Mapping	Target performance	Actual performance
The number of domestic and international stakeholder engagements APVMA staff participate in that work towards tangible outcomes	2, 3, 4 ® 1, ® 3	N/A	73
Proportion of APVMA staff who participate in professional development training and/or other educational activities above and beyond core training requirements	4, 5, 6 ® 1, ® 2	75%	93%
Proportion of committed reform projects implemented within the required timeframes	2, 3, 5 ® 1, ® 2	80%	N/A
Proportion of chemical reconsiderations completed in accordance with their work plan	1	100%	100%
Proportion of APVMA staff who report a high level of engagement with the APVMA	6	76%	75%
Number of applications that include international assessments	2, 3 ® 1	N/A	3
Number of projects the APVMA runs or participates in that are related to new and emerging technology	4	N/A	37
Staff turnover percentage within the APVMA during the reporting period	6	<=6.3%	6.3%

Statement of preparation by the APVMA Board

As the Accountable Authority of the APVMA, we present the 2023–24 annual performance statement of the APVMA, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). In our opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity and comply with subsection 39(2) of the PGPA Act.



Dr Catherine Ainsworth

Board Chair on behalf of the APVMA Board
12 September 2024

Proportion of applications finalised within legislative timeframes

Measure	Proportion of applications finalised within legislative timeframes
Source	Corporate Plan 2023–24, Objectives 1 and 5 Portfolio Budget Statement
Target	90%
Actual	94.6%
Result	Performance met target

Based on data extracted from the internal portal database for the 2023–24 financial year, 94.6% of the 2,560 applications processed were completed within timeframe. Table 14 shows a breakdown of applications processed by area and timeframe performance.

Table 14: Breakdown of applications processed by area and timeframe performance

Area	Number of applications processed	Percentage of applications completed within timeframe
Pesticides	842	94.3%
Veterinary medicines	766	97.0%
Non-emergency use permits	490	91.8%
Emergency permits ^[1]	67	N/A
Actives	395	93.9%

[1] Emergency permits do not have a specified legislative timeframe.

The APVMA exceeded the 2023–24 target for the proportion of applications finalised within legislative timeframes.

On 13 July 2023, the Minister for Agriculture, Fisheries and Forestry, Senator the Hon Murray Watt issued a Ministerial Direction to the APVMA. This direction instructed the APVMA to take all necessary actions to expedite the reconsideration of chemical registrations for 8 nominated chemicals. In response, the APVMA redeployed its scientific resources to accelerate the technical assessments required for these chemical reconsiderations.

The strategic redeployment of scientific resources to accelerate the completion of chemical reviews has impacted, and will continue to impact, the timeframe performance of registration decisions. The APVMA remains committed to proactive engagement with affected applicants to ensure changes to anticipated completion dates are communicated with as much notice as possible.

As part of our commitment to ensuring regulatory decisions are made effectively, efficiently, and on the basis of the best available science, we commenced deployment of a new technical regulatory science training program for scientific staff. The first training modules in this program, designed to complement our existing suite of training tools, were rolled out in 2023–24. These modules give staff greater exposure to a range of technical disciplines while also providing fora to discuss and debate contemporary and emerging regulatory science matters.

The APVMA is committed to strengthening effective relationships with other national agvet chemical regulators. Sharing expertise, information and intelligence is critical to ensure our regulatory framework is modern and consistent with global best practice. We also have a role in supporting the development of regulatory capability in our region. To this end, we have active working relationships with many overseas regulators and are strongly connected to other regulators through our work at Organisation for Economic Co-operation and Development (OECD), International Cooperation on Harmonisation of Technical Requirements for Registration of Veterinary Medicinal Products (VICH), Joint Meeting on Pesticide Residues (JMPR), the Codex Alimentarius Commission (CODEX), and other international fora. Regular engagement in international fora also facilitates greater information sharing; enhances the scientific skills of our staff, and improves our visibility over emerging issues and technologies.

As a world-leading regulator of agvet chemicals, we continue to focus on conducting evaluations of agvet chemicals according to contemporary global standards. To this end, we have maintained our active engagement in key global fora and have proactively worked to enhance our existing relationships with our overseas counterparts. We completed a joint review of a new veterinary medicine with New Zealand in 2023–24 and also finalised a joint review protocol for veterinary medicines with the United Kingdom Veterinary Medicines Directorate.

We remain focused on continuing to build our scientific capabilities and working with our global colleagues to ensure our regulatory framework remains contemporary, fit-for-purpose, and ready to adapt to the technologies of the future.

The APVMA remains committed to service delivery, and by ensuring the APVMA meets our performance target for legislated timeframe, we create surety for applicants with regard to the regulatory process and facilitate the timely provision of agvet chemicals to the Australian community.

Proportion of applications that pass quality audits under the Quality Management Framework

Measure	Proportion of applications that pass quality audits under the Quality Management Framework
Source	Corporate Plan 2023–24 - objectives 1, 3, and 5 Portfolio Budget Statement
Target	95%
Actual	88%
Result	Performance partially met target

As of 30 June 2024, 88% of applications audited under the Quality Management Framework passed process quality audits.

Process quality audits ensure that legislative and internal processes have been correctly followed when evaluating an application for approval, variation of an active constituent or registration/variation of an Agvet product in the Registration Management and Risk Assessment Capability programs. Conducting regular process quality audits in line with our internal audit plan ensures the APVMA consistently meets a standard that is appropriate, fit for purpose, and meets our legal requirements and our stakeholders' needs and expectations.

A total of 240 process quality audits were conducted, representing 8% of applications finalised over the 12-month reporting period. Of these:

- 211 applications conformed to audit standards
- 20 applications were identified as non-conforming, with no material impact on regulatory decisions
- 9 applications were identified as having non-conformances requiring further investigation to identify the root cause.

Following investigation, the non-conformances identified in these 9 applications were deemed to have a low impact on the regulatory decisions. The investigations identified potential opportunities for improving the application processes through the development of clearer internal guidance documentation.

Following assessment of the 29 identified non-conformances, several key causes were identified including:

- application data and documents incorrectly filed in the document management system
- incomplete preliminary assessment documentation record
- minor variation in non-critical dates recorded on internal systems
- documentation for internal procedures not aligning with current practice
- human and/or system error during non-critical application step
- incomplete records of correspondence with applicant.

Preliminary investigation indicates that a combination of high APVMA staff churn over the last 2–3 years, outdated application templates, and unclear guidance documentation were the cause of a significant proportion of the identified non-conformances.

During 2023–24 the APVMA commenced a comprehensive review of our process quality audits to identify areas for improvement and implement a more proactive approach to the identification of deficiencies within the application process. The quality management team was expanded to improve the process quality audit capability, and work commenced on the design and implementation of a new quality management framework. These changes will improve the accuracy of the process quality audit statistics and ensure we continue to maintain compliance with legislative requirements and internal processes.

The APVMA aligns with quality framework implementation and guidance information from the Australian National Audit Office (ANAO) Insights Report and the international standard that regulates Quality Management Systems (ISO 9001:2015 Quality Management Systems - Requirements).

Proportion of stakeholders who report they are satisfied with the quality of engagements with the APVMA

Measure	Proportion of stakeholders who report they are satisfied with the quality of engagements with the APVMA
Source	Corporate Plan 2023–24 - Objectives 1, 3, and 5 Portfolio Budget Statement
Target	70%
Actual	40%
Result	Performance did not meet target

Over the years the APVMA has conducted a number of surveys of our stakeholders to measure the level of satisfaction with regulatory functions and engagement. During the 2023–24 period the APVMA examined the existing survey practices and determined that a new methodological approach was required for sampling and analysis, to produce robust and valid findings. Consequently, the APVMA conducted an open tender to engage a new service provider to establish a more comprehensive approach for the survey, including recommendations for conduct and analysis of the survey in the coming years, and in line with best practice and other Australian regulators.

This fundamental change to the methodology the APVMA uses to assess perceptions, awareness, and understanding of the APVMA and its services will inform strategies and actions to enhance overall perceptions of the APVMA and improve the quality of stakeholder engagements.

The 2024 stakeholder survey methodology comprised:

- **1 on 1 interviews with stakeholders** to gather qualitative information through open questions with a range of stakeholders from the agvet chemical industry, representative bodies, agents, consumers and non-governmental organisations. 15 of the 20 invitees completed these interviews.
- **Stakeholder online survey** with a response rate of 13% (n= 619). This was a self-completion questionnaire that captured quantitative information through forced-choice questions and qualitative information through open-ended questions. This sample size is almost double that of 2023 and exceeded the required sample for statistical significance (n=350) providing a richer data set to support analysis beyond the measures required for the Annual Report.
- **General public survey** was conducted using a representative online panel, to assess the Australian public's awareness and perceptions of the APVMA. Though not a current performance measure, this information is valuable in shaping our public presence and remaining cognisant of our role as stewards for the Australian population.

As a consequence of these methodological changes, there is a break in the time series, and comparison with previous results is not possible.

While the overall proportion of those satisfied or very satisfied with the quality of engagements with the APVMA is 40%, closer to 60% of those with a regulation role are satisfied or very satisfied with the quality of APVMA engagements and almost 70% of organisations with 200 or more employees are satisfied or very satisfied with the quality of APVMA engagements.

The APVMA has identified a range of factors that contribute to this result including:

- improved sampling methodology and size
- difference in perception between stakeholders'
 - organisation size
 - interaction level
 - role.
- stakeholder perceptions on how the information they have provided will be used
- opportunities for stakeholders to participate in engagement activities.

The APVMA regards this new survey approach as the establishment of a new baseline. It articulates a point in time result with an increased sample size and rigorous analysis for a range of perception, satisfaction and performance measures that will remain robust and valid over time.

Proportion of stakeholders who report they are satisfied that APVMA’s guidance information is relevant, clear, and accessible

Measure	Proportion of stakeholders who report they are satisfied that APVMA's guidance information is relevant, clear, and accessible
Source	Corporate Plan 2023–24, Objectives 1 and 5 Regulator Performance Guide principle 3
Target	70%
Actual	60%
Result	Partially met performance expectations

As described in the measure for ‘Proportion of stakeholders who report they are satisfied with the quality of engagements with the APVMA’, the APVMA adopted a new, comprehensive approach for the stakeholder and public survey, the primary data source for this measure.

The APVMA partially met the performance target with 60% of respondents indicating they were satisfied or very satisfied that the available guidance information was relevant, clear and accessible. While the overall result is below the target, the performance results for each criterion were:

- relevant (67%)
- clear (49%)
- accessible (64%).

This result is driven by several factors, notably the change in the sampling and analysis methodology used for the survey, and the move to a new content management system which changed the accessibility and presentation of our main source of public information, the flagship website apvma.gov.au.

The survey results revealed dissatisfaction with the accuracy of website information, particularly amongst those who had participated in APVMA consultations, industry bodies and agents acting on behalf of industry, with Australian, state and territory agencies reporting the highest levels of satisfaction with the website. Only 69% of respondents agreed that the APVMA website was useful, which for a primary source of public information and the location of much of the available guidance material, is a clear opportunity for improvement.

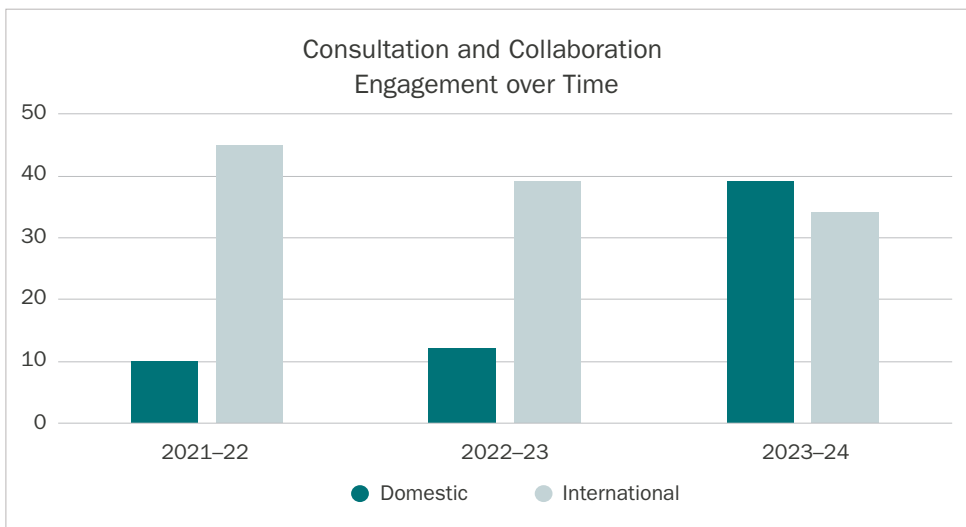
Practical action to address the contributing factors, including but not limited to, tailoring information for stakeholders and better aligning the stakeholder role with the most effective information channel, will have the largest impact towards improving the user experience of our website, including the clarity and accessibility of our guidance information.

The number of domestic and international stakeholder engagements APVMA staff participate in that work towards tangible outcomes

Measure	The number of domestic and international stakeholder engagements APVMA staff participate in that work towards tangible outcomes
Source	Corporate Plan 2023–24, Objectives 2, 3 and 4 Regulator Performance Guide principles 1 and 3
Target	No defined target
Actual	34 International engagements 39 Domestic engagements
Result	N/A

The APVMA participated in 34 international and 39 domestic engagements that worked towards tangible outcomes that inform application of the regulatory framework, as well as advance Australia’s position in the agvet industry, many of which represent continued participation by the APVMA over a number of years. A detailed list of international and domestic engagements is available in Tables 20, 21 and 22.

Figure 1: Number of domestic and international engagements by year



Regular and effective engagement with stakeholders at both the domestic and international level helps ensure we maintain Australia’s strong voice in global discussions about the future of agvet chemical regulation and continue to improve our engagement with industry regarding regulation.

Key international forums that the APVMA has participated in during the reporting period included:

- The Pacific Regional Pesticide Registration Scheme (PRPRS) study tour sponsored by the Food and Agriculture Organisation of the United Nations (FAO) and the Pacific Community (SPC). The aim of the tour was to strengthen the capacity in the Pacific region to make informed decisions on pesticide registration through collaboration of expertise on pesticides.
- The Organisation for Economic Co-operation and Development (OECD) Chemicals and Biotechnology committee to further establish Australia's position as a global leader and contribute to discussion about the future of agvet chemical regulation including the:
 - use of animals in chemical testing
 - use of AI technologies to improve efficiencies
 - illegal trade of pesticides.
- The International Centre for Genetic Engineering and Biotechnology (ICGEB) Workshop in March 2024 where the APVMA presented Australia's perspective: The efficacy considerations of biological agricultural products (biopesticides) in IPM systems.

Stakeholder engagement at the domestic level has focused on sharing information and promoting cooperative and coordinated activities, helping to identify gaps and assist in the design and delivery of a modern fit-for-purpose regulatory framework, underpinned by fit-for-purpose legislation. Examples of forums participated in include:

- The Regulatory Science Network (RSN), chaired in 2024 by the APVMA, is a cooperative forum that provides opportunities for information sharing and exchange on regulatory science issues and experiences. The RSN contributes to capacity building within the APVMA and across regulators by convening seminars, workshops and conferences to promote staff professional development and training and to facilitate an inter-agency exchange of thoughts and ideas related to regulatory science.
- Registration Liaison Forum, chaired by the APVMA, which brings together representatives from a range of state, territory, and Commonwealth departments to discuss common issues.
- Australian Grain Storage and Protection Conference where the APVMA presented on a range of topics including:
 - the role of the APVMA
 - the chemical review process
 - pesticide residues
 - Maximum Residue Limits (MRL) establishment in Australia
 - efficacy and safety data requirements for grain protectants.

In May 2024, the APVMA hosted two meetings with key stakeholders to provide an overview of the planned consultation on the APVMA Cost Recovery Implementation Statement. Comprehensive engagement is scheduled to occur during the second half of 2024.

Proportion of APVMA staff who participate in professional development training and/or other educational activities above and beyond core training requirements

Measure	Proportion of APVMA staff who participate in professional development training and/or other educational activities above and beyond core training requirements
Source	Corporate Plan 2023–24, Objectives 4, 5, and 6 Regulator Performance Guide principles 1 and 2
Target	75%
Actual	93%
Result	Performance met target

During the reporting period, 193 staff participated in professional development or other educational activity above and beyond their core training requirements. This equates to 93% of the workforce.

A learning culture within an organisation equips employees with a growth mindset, an appetite for appropriate risk taking, and embracing change as an opportunity for growth. Increased awareness of relevant cutting-edge technologies allows the APVMA to work effectively at the forefront of regulatory advances, ensuring effective regulation and global recognition.

Staff at the APVMA have embraced a variety of learning opportunities provided through the internal online training systems, Learnhub and APS Learn, including:

- role-specific training
- leadership and management programs
- diversity and inclusion
- teamwork, collaboration and communication development opportunities.

The high proportion of staff who have undertaken professional development opportunities reflects the collective dedication to professional growth and a commitment to fostering and evolving the workplace culture of the APVMA, demonstrating that staff are actively engaged in continuous professional development.

Key actions that supported this result include:

- The release of training calendars in July and January each year presenting external training opportunities and internal Legal Insights sessions. Additional training opportunities, such as webinars and events are promoted via the Learning and Development bulletin board, blog posts to all staff and emails specifically targeted to the most relevant staff.

- Regular ‘content spotlights’ of training opportunities available in Go1, an external online training provider, encouraging staff to utilise this as an alternative professional development opportunity.
- Development of the APVMA’s first Learning and Development Strategy.
- Development of the Professional Development Assistance Policy to replace the existing Study Encouragement Policy to be released during 2024–25.

During the 2023–24 reporting period, the APVMA offered 11 courses for regulatory science staff to develop their understanding of our approach to day-to-day decision making. An additional 27 courses related to improving the regulatory capability of staff were completed during the reporting period.

A project to increase regulatory science capability at the APVMA commenced in 2023–24 to ensure staff are equipped with the knowledge, skills and capabilities required to undertake the core skills critical to the effective performance of the APVMA now and into the future. Since the project’s establishment it has led to the:

- Establishment of a Regulatory Science Knowledge Bank, containing a variety of regulatory science resources, including seminars, programs, training series, and a variety of other useful links and webinar recordings.
- Procurement of a new administrative law training package to be delivered during 2024–25.
- Development of a new science risk communication training program to be delivered during 2024–25.
- Facilitated the delivery of two science seminars on Ribonucleic Acid (RNA) technologies.

Proportion of committed reform projects implemented within the required timeframes

Measure	Proportion of committed reform projects implemented within the required timeframes
Source	Corporate Plan 2023–24, Objectives 2, 3, and 5 Regulator Performance Guide principles 1 and 2 Portfolio Budget Statement
Target	80%
Actual	N/A
Result	Performance could not be measured

The timely and successful implementation of reform projects is a key part of the APVMA’s commitment to supporting the delivery of a modern fit-for-purpose regulatory framework, underpinned by fit-for-purpose legislation. Reform projects are largely related to legislative reform that supports the continuous improvement of the APVMA’s activities and processes, minimises duplication, and harmonises our activities to achieve better regulatory outcomes.

On 14 July 2023 the Minister for Agriculture, Fisheries and Forestry, Senator the Hon Murray Watt released the Strategic Review Report – July 2023 (Clayton Utz) and announced the appointment of Ken Matthews AO to undertake a rapid evaluation of the findings of the Clayton Utz report. These events had a significant effect on the APVMA’s reform agenda given the nature of the findings and their potential long-term impacts.

In April 2024, the *Final report – Future structure and governance arrangements for the Australian Pesticides and Veterinary Medicines Authority (APVMA)* (Rapid Review) report was released, which presented the findings of the Ken Matthews review. A preliminary response was released by the Government on 17 April 2024.

The APVMA undertook regular reviews and reprioritisation of the committed reform projects, taking into consideration findings of the Clayton Utz report, the Rapid Review, and the *Final Report of the Independent Review of the Pesticides and Veterinary Medicines Regulatory System in Australia* (2021). All reform projects identified for completion in the 2023–24 period were paused or delayed. The result for this measure could not be determined using the methodology published in the APVMA Corporate Plan 2023–24.

The APVMA continues to work closely with the Department of Agriculture, Fisheries and Forestry as part of the response to the findings of the Rapid Review. All paused or delayed reforms remain important for the APVMA and will be considered for completion in the future where appropriate.

Proportion of chemical reconsiderations completed in accordance with their work plan

Measure	Proportion of chemical reconsiderations completed in accordance with their work plan
Source	Corporate Plan 2023–24, Objective 1
Target	100%
Actual	100%
Result	Performance met target

The APVMA completed 100% of chemical reconsiderations in accordance with their amended workplans in the 2023–24 reporting period.

On 13 July 2023 the Minister for Agriculture, Fisheries and Forestry directed the APVMA to prioritise the completion of reconsiderations that had been in progress for more than 17 years for the following 8 chemicals:

- Malathion
- Chlorpyrifos
- Neomycin
- Diazinon
- Fenitrothion
- Paraquat
- Diquat
- Fipronil

Following the release of the Ministerial Direction, all ongoing reconsiderations were reprioritised, and work plans were amended for each reconsideration associated with the Direction that would enable their timely completion.

A summary of the timeline for delivering these reconsiderations was provided to the Minister in December 2023. This was updated in March 2024 as detailed in Table 15.

Table 15: Key deliverable dates for chemical reconsiderations identified in the Ministerial Direction

Chemical	Proposed regulatory decision		Final regulatory decision	
	Due (week ending)	Published	Due (week ending)	Published
Malathion	N/A	N/A	3 May 2024	2 May 2024
Chlorpyrifos	15 December 2023	12 December 2023	30 August 2024	N/A
Neomycin	1 March 2024	27 February 2024	18 October 2024	N/A
Diazinon	15 March 2024	12 March 2024	18 October 2024	N/A
Fenitrothion	12 April 2024	9 April 2024	9 December 2024	N/A
Paraquat and Diquat	Due 2024–2025 FY	N/A	N/A	N/A
Fipronil	Due 2024–2025 FY	N/A	N/A	N/A

Following negotiation between key stakeholders on protected data, the final regulatory decision on malathion was published on 2 May 2024. The proposed decisions for the reconsideration of chlorpyrifos, neomycin and diazinon were published in accordance with their work plans on 12 December 2023, 27 February 2024, and 12 March 2024 respectively.

The strategic redeployment of internal resources was a key factor in ensuring the successful delivery of these work plans. This included:

- establishment of dedicated project management support for the Chemical Review team
- recruitment of additional chemical review staff
- prioritisation of specialist technical assessments for chemical reconsideration
- prioritisation of processing chemical review documents for publication.

In March 2024, following the release of the proposed regulatory decisions on chlorpyrifos, diazinon, and neomycin in accordance with their original timeframes, the APVMA revised the workplans for the ongoing chemical reconsiderations. This was in response to the loss of key operational and technical staff and the receipt of additional information in response to the public consultations which necessitated additional assessments, ensuring an appropriate balance between workload and available resources.

In addition to progressing the reconsiderations outlined in the Ministerial Direction, the APVMA completed the following regulatory actions:

- In September 2023 the APVMA took suspension action to remove post-harvest dipping of tropical and sub-tropical fruit from dimethoate labels. This action followed reports that the maximum permitted level of pesticide residues was being exceeded in avocados and mangoes.
- In April 2024 the APVMA commenced regulatory action on products containing more than 1.5% weight per volume of bromoxynil to implement a decision made by the Therapeutic Goods Administration (TGA) to reclassify these products to be schedule 7 poisons. This action is ongoing following the postponement of the implementation date by the TGA.

Proportion of APVMA staff who report a high level of engagement with the APVMA

Measure	Proportion of APVMA staff who report a high level of engagement with the APVMA
Source	Corporate Plan 2023–24, Objective 6
Target	76%
Actual	75%
Result	Performance partially met target

The APVMA achieved an employee engagement score of 75% in the 2024 Australian Public Service Employee Census (Census), an increase on our 2023 Census result of 70%.

The APVMA is committed to prioritising the ongoing improvement in workplace culture and staff engagement through enabling staff at all levels to perform their best. As such, the Census plays a critical role in guiding the development of activities and initiatives to enable and support our people to improve organisational and professional performance.

The Census is conducted each year by the Australian Public Service Commission (APSC) to collect confidential attitude and opinion information from APS employees on issues in the workplace. It is an opportunity for APS employees to share their experiences of working in the APS, and provides insight into employees' views about the APS, their agency and their workplace. The APVMA utilises the results of the Census to implement change and drive ongoing staff engagement and enablement which ultimately improves performance.

The employee engagement score is established by the APSC as part of the Census, and incorporates the extent to which employees are motivated, inspired, and enabled to improve an organisation's outcomes. We use this metric to understand how our workforce is connected with, and committed to, working for the APVMA.

The Census was open for all APS employees from 6 May 2024 to 7 June 2024. During this period, 87% of APVMA employees participated in the Census. APVMA participation in the 2024 Census was the highest it has ever been and was higher than the APS average

of 81%. This higher response rate increases the APVMA's confidence in the accuracy and reliability of the results as a reflection of how staff feel about their work and the workplace.

The improved employee engagement score can be attributed to the agency prioritising workplace culture initiatives including, but not limited to:

- the stabilisation of the senior executive leadership with the appointment of a longer-term Acting CEO
- increased engagement by CEO and senior executive staff across all levels of the organisation
- improved communication with staff through forums led by CEO and executive leadership
- implementation of the APVMA Diversity and Inclusion Plan
- development of the APVMA's 'Reflect' Reconciliation Action Plan
- continued embedding the APS Values and APVMA aligned behaviours
- conducted 'Values in Action' workshops with teams across the organisation
- embedding of the Culture Pulse Check Roadmap into our other plans.

The APVMA has seen improvement between the 2023 Census results and the 2024 Census results across a number of performance measures, demonstrating improvement in culture and staff engagement over the 2023–24 period. Examples include:

- an increase of 29% on the measure 'My agency recognises and supports the notion that failure is a part of innovation'
- an increase of 17% on the measure 'I would recommend my agency as a good place to work'
- an increase of 17% on the measure 'My agency really inspires me to do my best work every day'
- an increase of 16% on the measure 'Internal communication within my agency is effective'.

In addition, staff reported a decrease of 8% on the measure related to harassment or bullying in the workplace, as well as an 8% decrease on the measure related to potential corrupt behaviour.

A Census Action plan will be developed to identify other opportunities for the APVMA into 2024–25.

Number of applications that include international assessments

Measure	Number of applications that include international assessments
Source	Corporate Plan 2023–24, Objectives 2 and 3 Regulator Performance Guide principle 1
Target	No defined target
Actual	3 finalised
Result	Not applicable

Two major applications using international assessments were submitted during the 2023–24 reporting period, and three major applications were completed.

Figure 2: Number of international assessments commenced and finalised by year



The use of international assessments in our application evaluation process demonstrates the APVMA’s commitment to being a contemporary regulator, embracing new ways of working and improving the efficiency of our assessment processes.

International assessments are reports generated by international peer regulators. To be accepted as an international assessment, the availability of the report and associated data is usually identified within the process of pre-application assistance, and then included within the submitted data package and data list.

International assessments can be used, to some extent, for all assessment areas where assessed use patterns are closely similar to those proposed for Australia. This is more common for residues and health assessments. Components of efficacy and environment assessments may be specific to Australian conditions and therefore such assessments are less likely to be fully satisfied by international assessments.

International assessments are peer reviewed by the APVMA with consideration of the underlying data only as required to confirm the conclusions of the assessment are in line with assessment policies. This may result in a timeframe saving, as the peer review process generally takes less time than the preparation of an internal assessment report. It also allows assessors an insight into international peer regulators assessment procedures and methodologies, ensuring that the APVMA has visibility of, and is using, best-practice assessment methodologies.

Utilising international assessments complies with the federal government’s efforts to reduce the burden of regulation on the regulated community. A key factor influencing the use of international assessments is that their submission is at the discretion of the applicant.

Number of projects the APVMA runs or participates in that is related to new and emerging technology

Measure	Number of projects the APVMA runs or participates in that is related to new and emerging technology
Source	Corporate Plan 2023–24, Objective 4
Target	No defined target
Actual	37
Result	Not applicable

APVMA participation in projects related to new and emerging technologies is an important part of ensuring staff are aware of the latest developments in the sector, preparing them and the agency for the challenges of the future. This includes, but is not limited to:

- participation in fora intended to facilitate regulatory preparedness for novel technologies e.g. OECD¹, VICH², HESI³
- initiatives considering new ways of using existing technologies e.g. green-on-green and spray drift
- projects looking at novel application methodologies e.g. drones.

1 OECD - Organisation for Economic Co-operation and Development

2 VICH - International Cooperation on Harmonisation of Technical Requirements for Registration of Veterinary Medicinal Products

3 HESI - Health and Environmental Sciences Institute

During 2023–24, the APVMA ran or participated in 15 domestic and 22 international activities related to new and emerging technology.

APVMA staff presented and provided insights in drone technology at the Global Minor Use Summit in Madrid in February 2024, as well as at the Australian Association for Uncrewed Systems Conference “RPAS in Australian Skies”, on the regulation of Remotely Piloted Aircraft Systems (RPAS).

Agricultural chemical application by RPAS is being taken up globally at a rapid rate and chemical users need to be aware of the regulatory requirements and identified risks associated with the aerial application of agvet chemicals and products. RPAS manufacturers and industry also need to be aware of the data requirements to enable assessment and risk management by regulators at the national and state level. By being proactive in the education of users and the development of risk assessment regimes as the technology develops, regulatory lag may be avoided, assisting in faster adoption of precision agricultural practices that are safe, effective, and enhance agricultural production.



Case Study: Emerging technologies for veterinary vaccines and stakeholder engagement

In recognition of the emerging vaccine technologies in the human field and that innovative platform technologies are also being rapidly developed for the veterinary sector, there is an expectation that the APVMA may receive registration and/or permit applications in the near future.

Therefore, there is a need to develop appropriate technical guidance and an internal procedure to manage applications to register or authorise veterinary vaccines developed using innovative approaches including recombinant live vectors and messenger ribonucleic acid (mRNA). In the 2023–24 reporting period the APVMA proactively engaged with stakeholders to explore opportunities and challenges associated with these technologies and to ensure our regulatory framework remains fit-for-purpose.

In May 2024, the APVMA hosted an industry workshop that focused on the regulation of veterinary vaccines developed using innovative platform technologies. This workshop was the first in a series of APVMA/Industry engagements on this technology.

This event was attended by 38 APVMA staff and 55 representatives of industry, research institutions and other government agencies including the Department of Agriculture, Fisheries and Forestry, the Office of the Gene Technology Regulator, and NSW Department of Primary Industries.

The objectives of the workshop were to:

- discuss innovative platform technologies, for example, the use of mRNA technology for vaccines
- discuss the concept of vaccine Platform Technology Master File (vPTMF) and how this might be implemented by the APVMA
- identify and discuss challenges in the manufacture and regulation of vaccines using innovative technologies.

The workshop was an opportunity for stakeholders to provide input into the APVMA's proposed approach and to provide comment on factors that are important in facilitating the development of innovative veterinary vaccines.

Feedback, coupled with further stakeholder engagement, will shape the development of guidelines, legislative considerations and internal processes to ensure the APVMA's preparedness for the evaluation and registrations of innovative veterinary vaccines using platform technologies.

Furthermore, the APVMA will continue to collaborate with our global regulatory counterparts to harmonise the approach for the manufacture and registration of veterinary immunobiologicals using vPTMF concept and other novel technologies.

Staff turnover percentage within the APVMA during the reporting period

Measure	Staff turnover percentage within the APVMA during the reporting period
Source	Corporate Plan 2023–24, Objective 6
Target	Less than, or equal to, 6.3%
Actual	6.3%
Result	Performance met target

Maintaining an appropriate turnover rate allows the APVMA to ensure the stewardship of the agency while providing opportunities to improve innovation through the introduction of new people and ideas.

During the 2023–24 reporting period, the APVMA recorded an ongoing employee turnover rate of 6.3%, a significant decrease from the 2022–23 results of 11%. The turnover rate is calculated based on the number of ongoing employee separations from the APS for the financial year.

The decrease in the APVMA’s turnover rate can be attributed to the significant inroads made to build a positive culture within the agency. Key factors supporting this include:

- the stabilisation of the senior executive leadership with the appointment of a longer-term Acting CEO
- increased engagement by CEO and senior executive staff across all levels of the organisation
- improved communication with staff through forums led by CEO and executive leadership
- continued embedding the APS Values and APVMA aligned behaviours
- conducted ‘Values in Action’ workshops with teams across the organisation.

The 2024 Census results provide additional insight into factors that may have contributed to the reduction in the turnover rate within the organisation. Examples include:

- an increase of 22% on the measure ‘I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)’
- an increase of 17% on the measure ‘I would recommend my agency as a good place to work’
- an increase of 17% on the measure ‘My agency really inspires me to do my best work every day’
- an increase of 7% on the measure ‘I am satisfied with the stability and security of my job’.

Other relevant factors contributing to the turnover rate may include staff pursuing other opportunities or promotions, or retirement.

The APVMA will continue to build on the achievements of the 2023–24 year through the release and implementation of the People Strategy 2024–2027 early in the next financial year.





Chapter 4

Corporate governance and
management



Corporate governance and management

Corporate Plan

The APVMA's planning and reporting requirements are set out in the *Public Governance, Performance and Accountability Act 2013* and the *Agricultural and Veterinary Chemicals (Administration) Act 1992*.

Our primary planning document is the APVMA Corporate Plan, which defines the principal objectives of the APVMA and outlines the strategies to achieve these objectives.

Governance

As a corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013*, the APVMA is a body corporate with a separate legal personality from the Commonwealth and can act in its own right exercising certain legal rights, such as entering into contracts and owning property.

Board

The Board is established by the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Administration Act) and is responsible for determining the objectives, strategies and policies to be followed by the APVMA and ensuring the proper, efficient and effective performance of its functions. The Administration Act also sets out the functions of the Board. The Board is excluded from making decisions concerning specific regulatory matters, as detailed in section 16 of the Administration Act. The Board is the 'Accountable Authority' of the APVMA for the purposes of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and has duties as described in Part 2-2 of the PGPA Act.

The Board is composed of a Chair (non-executive), 3 non-executive members and the Chief Executive Officer as an executive member. The Chief Executive Officer is appointed under Part 4 of the Administration Act. After consulting the Minister, the Board appoints the Chief Executive Officer on a full-time basis for a term of up to 5 years and subsequent re-appointments may be made.

All other Board members are appointed on a part-time basis by the Minister for terms of up to 4 years and a single subsequent re-appointment may be made. In appointing Board members, the Minister must ensure the Board comprises an appropriate mix of persons with the qualifications, skills or experience in the fields of financial management, law, risk management, public sector governance, science (including agricultural science and veterinary science) and public health or occupational health and safety.

The Chief Executive Officer is responsible for the day-to-day management and decision-making of the APVMA, with the support of the Executive Leadership Team. They are empowered to exercise any of the powers, and perform any of the functions,

of the APVMA and are the Agency Head for the purposes of the *Public Service Act 1999*. The Chief Executive Officer is also responsible for delivering against the performance measures listed in the APVMA Corporate Plan.

Details of the members of the Board during the reporting period are outlined in Table 16.

Table 16: Board Members

Name	Position held	Executive status	Period a member of the Board		Number of Board meetings attended
			Commencement date	Cessation date	
Dr C Hillyard AM	Board Chair	Non-Executive member	29 March 2022	11 July 2023	1 of 1
Dr S Jefferies AM	Acting Board Chair	Non-Executive member	12 July 2023	12 July 2024	6 of 6
	Board member	Non-Executive member	29 March 2022	28 March 2025	1 of 1
Dr J Burdon	Board member	Non-Executive member	29 March 2022	28 March 2025	7 of 7
Mrs M Gooch	Board member	Non-Executive member	29 March 2022	28 March 2025	7 of 7
Ms N Hinder PSM	Interim Chief Executive Officer	Executive member	13 February 2023	21 July 2023	1 of 1
Dr M McEwen	Acting Chief Executive Officer	Executive member	24 July 2023	24 July 2024	6 of 6

The Minister for Agriculture, Fisheries and Forestry, Senator the Hon Murray Watt, appointed Dr Catherine Ainsworth as Chair of the Board with effect from 12 July 2024 for a 4-year term. The Board appointed Mr Scott Hansen as Chief Executive Officer with effect from 24 July 2024 for a 5-year term.

More granular information regarding the Board is available on our website at apvma.gov.au/about/about-us/our-structure/apvma-board.

Audit and Risk Committee

The Audit and Risk Committee has been established in accordance with section 45 of the *Public Governance, Performance and Accountability Act 2013* and is a Board committee. It oversees and provides advice to the Board on the appropriateness of the APVMA's financial reporting, performance reporting, system of risk oversight and management and system of internal control. Its responsibilities include oversight of the APVMA's internal audit program and assists the Board to ensure that the APVMA complies with all relevant legislative and other regulatory obligations. The Audit and Risk Committee Charter is available on the APVMA website at apvma.gov.au/about/about-us/our-structure/audit-and-risk-committee.

During the 2023–24 reporting period, the Audit and Risk Committee had a membership of three external members (including the Chair) and one non-executive Board member (who is not the Board Chair).

Committee observers and advisers include Board members, representatives from the Australian National Audit Office (ANAO), the internal auditor, and APVMA management representatives.

Table 17 provides detail about Audit and Risk Committee members during the 2023–24 reporting period.

Table 17: 2023–24 Audit and Risk Committee membership and attendance

Name	Qualifications, knowledge, skills or experience	Number of committee meetings attended	Total annual remuneration (\$)
Mr Don Cross (Chair, external member)	Mr Don Cross was appointed to the Audit and Risk Committee in July 2021. Don has a background in financial statement audit, internal audit, management assurance and performance and program management. He leverages this background, skills and experience as the Chair or as Member of Audit and Risk Committees for Federal Government departments and Corporate Commonwealth Entities delivering policy, regulatory and service delivery functions. He is a Fellow of the Institute of Chartered Accountants in Australia and New Zealand and a CPA.	5 of 5	33 646.25
Ms Diana Hamono (external member)	Ms Diana Hamono was appointed to the Audit and Risk Committee in October 2021. Ms Hamono has more than 37 years' internal auditing and IT auditing, assurance and governance experience in federal and local government organisations, spanning regulatory, policy and service delivery organisations. Her audit consulting experience covers all aspects of risk, governance, ICT, program and project management and corporate and operational business systems. Ms Hamono is an independent audit and risk committee member at several local and federal government agencies. She holds a Masters degree in Information Studies (Knowledge Management), a Diploma of Security (Risk Management), an OGC Gateway Reviewer Team Member accreditation, a certificate of COBIT 5 Foundations and a foundation Certificate in IT Service Management (ITIL v3). She is a Professional Member of IIA-Australia and a Member (retired) of ISACA.	5 of 5	12 105.25

Name	Qualifications, knowledge, skills or experience	Number of committee meetings attended	Total annual remuneration (\$)
Mr Darren Schaeffer (external member)	Mr Darren Schaeffer was appointed to the Audit and Risk Committee in August 2020. Mr Schaeffer has more than 12 years' experience working in the private sector for large commercial companies – particularly in the services and manufacturing sectors – 14 years in the public-sector, including 8 as Chief Financial Officer of 2 material federal government departments, and 10 years in professional services, including currently serving as Chair of the Torres Strait Regional Authority Audit Committee. He is a Fellow Certified Practising Accountant, Graduate of Australian Institute of Company Directors, Professional Member Institute of Internal Auditors and Member of the Australian Evaluation Society. He is currently studying a Professional Doctorate of Business Administration (Research), and holds a Masters of Business Administration (Public Sector), Bachelor of Business (Accounting) and is a Certified Government Auditing Professional.	5 of 5	11 550.00
Mrs Maree Gooch (Board member)*	See Mrs Gooch's Board member profile on page 13.	4 of 5	See Board member remuneration on page 24.

* Mrs Gooch is remunerated as a Board member in accordance with the *Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2022*. She did not receive additional remuneration for membership of the Audit and Risk Committee.

Governance committees

Our governance committees adhere to the principles of public sector governance to provide accountability, transparency, integrity, stewardship, efficiency and leadership and are listed in Table 18.

Table 18: APVMA Governance Committees

Committee	Description
Executive Leadership Team	The Executive Leadership Team (ELT) supports the APVMA CEO to lead, govern and implement the strategic direction set by the APVMA Board. The ELT provides advice to the CEO on the appropriateness of the APVMA's decision-making processes and oversight and reporting arrangements, and helps to ensure the agency delivers efficient and effective regulation while complying with the law, regulations, published standards and community expectations of probity, accountability and openness.
Staff Consultative Committee	The Staff Consultative Committee provides a framework to allow employees to be consulted on significant decisions that affect their working lives and thereby contribute to a more efficient and productive organisation whilst enhancing the quality of the working life of individual employees.
Health and Safety Committee	The Health and Safety Committee provides a framework to allow workers to be consulted on significant work, health and safety decisions that affect their working lives. Consultation contributes to a safe and healthy workplace whilst enhancing the quality of the working life of individual workers.
Information Governance Committee	The APVMA Information Governance Committee provides oversight and input into achieving best-practice, enterprise-wide information governance. It serves as a central point for review and coordination of the APVMA's information and data management frameworks, strategies and policies as they are developed and updated.
Enforcement Advisory Group	The Enforcement Advisory Group reports to the ELT. It oversees the potential and actual use of coercive powers but does not make decisions in relation to the exercise of those powers.
Case Assessment Group	The Case Assessment Group categorises and prioritises each referral and allegation against the Case Categorisation and Prioritisation Model, in accordance with APVMA Policy and the Australian Government Investigation Standards.

Related entity transactions

The APVMA procured goods and services from the related entities listed in Table 19 during 2023–24.

Table 19: Related entity transactions

Related entity	No. of transactions	Total amount (\$)
Digital Transformation Agency	5	228 837.02
Comcare	1	189 921.80
Australian Public Service Commission	5	125 570.50
Department of Agriculture, Fisheries and Forestry	3	121 967.57
Comcover	1	95 658.84
Department of Finance	8	75 850.35
Department of Defence	1	42 025.64
Australian Government Solicitor	7	36 474.90
Department of Foreign Affairs and Trade	35	20 111.82
Comsuper	1	18 881.00
Attorney-General's Department	3	13 490.81
Department of Home Affairs	2	11 080.00
Australia Post	9	5 405.83
Department of Industry, Science and Resources	1	2 800.00
Australian Federal Police	12	2 317.00
Department of Industry, Science and Resources National Measurement Institute	1	2 200.00
Department of Climate Change, Energy, the Environment and Water	1	1 500.00

Consultation and collaboration

Effective consultation with stakeholders is an essential component in supporting the APVMA to achieve its purpose and corporate objectives.

Stakeholder consultation is also a mandatory requirement for cost recovered agencies and guides the work of the APVMA to support Australia's National Registration Scheme and ensure the safety of people, animals and the environment. The APVMA collaborates with stakeholders from the agvet industry, agvet users group and governments, and encourages transparent and timely consultation to facilitate feedback in the decision-making process.

Pre-engagement activities on the Cost Recovery Implementation Statement commenced in May. The APVMA hosted two meetings with key stakeholders to provide an overview of the planned consultation which will take place in the second half of 2024.

The APVMA Stakeholder and Public Survey was conducted from June to July 2024 to determine stakeholder perceptions of the APVMA's expertise, its role as a trusted regulator, and the quality of stakeholder experiences when they access APVMA's services. The results of the survey provide an updated benchmark to assist with improving stakeholder engagement approaches, providing insights into what is working well and identify opportunities for improvement.

At the conclusion of the 2023–24 reporting period 25 public consultations on a range of topics had been conducted, including Trade Advice Notices and Public Release Summaries.

In addition to ongoing informal engagements, the APVMA continued to engage with stakeholders in key forums throughout the reporting period (see Table 20).

Table 20: APVMA Stakeholder Engagement Forums

Meeting/Event/ Forum name	Purpose	Contribution	Dates
Manufacturers Licensing Scheme - Industry Liaison Consultative Forum	To seek feedback and input from veterinary chemical product manufacturers.	Presenter and Participant	6 July 2023 6 September 2023 13 December 2023 13 March 2024 18 June 2024
Registration Liaison Forum (RLF)	The Registration Liaison Forum provides an opportunity for liaison and high-level discussions between the Australian Pesticides and Veterinary Medicines Authority (APVMA), state and territory regulators and Australian Government agencies to support the operation of the National Registration Scheme (NRS) for Agricultural and Veterinary Chemicals.	Presenter and Participant	6 July 2023 2 November 2023 12 March 2024 6 June 2024
Veterinary Immunobiologicals Working Group (VIWG)	A working group between industry and the APVMA to discuss Immunobiologicals registrations.	Presenter and Participant	11 July 2023
Chief Veterinary Officers Forum	A forum by the Chief Veterinary Officer to present different topics related to veterinary diseases to Australian Government employees.	Participant	17 July 2023 28 August 2023 26 October 2023 29 November 2023 3 May 2024 28 June 2024 26 July 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
SafeMeat Advisory Group	The mission is to protect Australia's red meat and livestock sector by ensuring our livestock and meat products adhere to the highest standards of food safety – from the paddock to the plate.	Observer	20 July 2023 5 March 2024 30 May 2024
Manufacturing Quality and Licensing Forum	To improve the functioning of the Manufacturers' Licensing Scheme (MLS), including the Overseas Good Manufacturing Practice (GMP) Compliance Assessment Scheme by considering operational issues. To provide a forum for consultation and discussion with representatives of licenced veterinary chemical manufacturers and auditors to progress technical, administrative and other issues relevant to the operation of the MLS and enhance cooperation in the management of the MLS and related activities, including training.	Presenter and Participant	5 July 2023 6 September 2023 13 December 2023 13 March 2024 18 June 2024
Australian and New Zealand College of Veterinary Scientists Vet Science Week 2023 Conference	A major veterinary scientific conference on several veterinary topics.	Participant and Observer	27 to 29 July 2023

Meeting/Event/Forum name	Purpose	Contribution	Dates
Veterinary Manufacturers and Distributors Association Board Meeting	Attend Industry Meeting and present APVMA regulatory topics.	Presenter and Participant	16 August 2023 28 November 2023
AgQuip 2023	AgQuip Field Days connects manufacturers, distributors and suppliers of agricultural and associated products and services. Information gathering on emerging pesticide application technologies.	Participant	22 to 24 August 2023
Australasian College of Toxicology and Risk Assessment (ACTRA) annual scientific conference	Conference to discuss current state of knowledge on chemical carcinogenicity including new and emerging risk assessment tools.	Participant	29 August 2023 to 1 September 2023
APVMA and FSANZ - interagency meeting	Discussion of Memorandum of Understanding between FSANZ and APVMA and other issues related to MRL establishment and dietary exposure assessment.	Participant	31 August 2023 15 February 2024 24 June 2024
Fumigation for Today and Tomorrow Conference	Update on upcoming chemical reviews of relevance to fumigation. Organised by Fumigation Industry Association of Australia.	Presenter	14 to 15 September 2023
National Fire Ant Eradication Program	Mitigation of risks and public concerns associated with fire ant treatments.	Presenter	1 September 2023 22 February 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
Joint Interagency Compliance Forum	To facilitate cooperative relationships between participants in the NRS on information sharing, intelligence, investigations and regulatory compliance.	Organiser	5 September 2023
Cooperative Research Centre for Solving Antimicrobial Resistance (AMR) in Agribusiness, Food and Environments (SAAFE)	Share insights and work towards mitigating the threat of anti-microbial resistance (AMR).	Participant	18 to 21 September 2023
National Working Party on Pesticide Application	The National Working Party on Pesticide Applications (NWPPA) has been working since 2010 to bring a national, coordinated technical approach to spray drift issues.	Participant	26 September 2023
Priority Setting Forum Access to Industry Priority Uses of Agvet Chemicals Minor Use Forum	The program provides funding to Rural Research and Development Corporations to assist them with data generation to support applications for priority use Agvet chemicals.	Observer	25 October 2023
TGA scheduling committee meetings	To discuss scheduling and continue to build interagency cooperation.	Observer	15 to 17 November 2023 19 to 21 March 2024 12 to 14 June 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
Biomonitoring Program scoping working group	Interdepartmental working group to provide recommendations on approaches and barriers to establish a National Human Biomonitoring Program. The program is run by Department of Health and Aged Care and APVMA has been engaged in the work group as a regulatory representative and expert in chemicals exposure risk assessment.	Attendee	9 November 2023
14th Feral Cat Taskforce meeting	Chaired by the Threatened Species Commissioner, an advisory and coordinating group supporting action to reduce the impact of feral cats on our native wildlife.	Presenter	10 to 11 November 2023
3rd Australian Veterinary Antimicrobial Stewardship Conference (AVAMS23)	A scientific conference focusing on veterinary antimicrobial resistance stewardship.	Presenter	20 to 22 November 2023
Vertebrate Pesticide Training Committee	Representatives from key agencies to enable consultation on training and training standards for Authorised Control Officers, and use and provision of vertebrate pesticides in NSW.	Participant	23 to 24 November 2023
Consultants representing major generic applicants	Discussion of challenges and solutions in the generation of data to support generic pesticide registration applications.	Presenter	12 January 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
AAUS RPAS in Australian Skies conference (Remotely Piloted Aircraft Systems)	To discuss RPAS related policy and regulatory updates from Australian and international government agencies. With case studies of drone use and challenges in emergency services, infrastructure inspection, delivery, mining, science and agriculture.	Presenter	5 to 6 March 2024
Australian Industrial Hemp meetings	To discuss regulation and registration requirements for hemp products.	Presenter	20 September 2023 29 November 2023 21 March 2024 22 April 2024
Crop Protection and Stewardship Meeting	To provide updates on several topics, including the APVMA's approach to efficacy evaluation, spray drift, crop groupings, chemical review, and extensions to limits on use of information.	Presenter	30 April 2024
Workshop with HIA on the role of APVMA	Information session describing role of the APVMA.	Presenter	21 May 2024
APVMA workshop on innovative veterinary vaccines using the platform technology master file concept (vPTMF)	A workshop focusing on stakeholder feedback on vPTMF.	Presenter	26 March 2024
University of NSW RNA Technology Institute	Stakeholder engagement and site visit related to the R&D and manufacture of RNA based actives/vaccines for veterinary use.	Observer	21 May 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
Elizabeth MacArthur Agricultural Institute	Stakeholder engagement and site visit related to the R&D and manufacture of RNA based actives/vaccines for veterinary use.		22 May 2024
CSIRO Advancing Biosecurity Through Innovation in Veterinary Vaccines Workshop	Research/Industry/Regulator vaccines forum to discuss new scientific information and challenges.	Presenter and Participant	21 to 23 May 2024
Cotton Australia (TIMS Insecticide Technical Panel)	The panel provides technical advice, including the pros and cons of options, and, when requested, recommendations to the TIMS Committee on resistance issues and the development of broader stewardship strategies to ensure the responsible use of crop protection technologies.	Presenter	29 May 2024
National Working Party on Grain Protection	Responsible for providing management and leadership to industry in the areas of post-harvest grain storage and hygiene, chemical use, outturn tolerances, international and domestic market requirements and chemical regulations.	Presenter	3 Jun 2024
2024 Australian Grain Storage and Protection Conference (NWPGP)	To review and discuss the latest market requirements relating to chemical regulations and developments in grain storage and protection.	Presenter	5 to 6 June 2024

Meeting/Event/ Forum name	Purpose	Contribution	Dates
Government Scientists Group STEM Expo working group	Engaging with federal parliamentarians and regulators and other science-based APS agencies.	Participant	Fortnightly from June 2024
(PFIAA) Pet Food Industry Association Australia	To present hemp products registration requirements.	Presenter and Participant	29 November 2023
Office of the Gene Technology Regulator - Interdepartmental meeting	Updating departments about the proposed Gene Technology legislation reforms.	Participant	13 October 2023
Regulatory Science Network Symposium 2023	A symposium for Industry and regulators.	Presenter	10 Nov 2023
mRNA veterinary vaccines OGTR – APVMA Meeting	Discuss genetically modified organisms veterinary applications.	Presenter and Participant	28 July 2023

The APVMA continued its program of international engagements in 2023–24, representing Australia in global discussions about the future of agvet chemical regulation and working with global regulatory partners to strengthen the approach to agvet chemical regulation around the world.

In February 2024, Dr Maria Trainer was appointed as Chair of the OECD Working Party on Pesticides (WPP). The WPP was established in 1994 as the first forum to address common issues between pesticide regulators from developed nations. It meets annually to set the strategic direction for global work related to pesticides and is a key global forum to advance harmonized approaches to contemporary challenges, including emerging technologies.

Membership of the WPP is comprised of government officials from OECD member countries, representatives from the European Commission and other international organisations, observers from the pesticide industry, and public interest non-governmental organisations.

Key international scientific and regulatory forums that the APVMA participated in are listed in Tables 21 and 22.

Table 21: APVMA International Engagements

Meeting/event/forum name	Contribution	Dates
Meeting of the Chemicals and Biotechnology Committee (CBC)	Observers	5 to 7 July 2023
VICH GL8	Attendees	30 August 2023
Joint Meeting on Pesticide Residues (JMPR): Toxicology	Presenter	1 September 2023
OECD: Working Party on Biocides	Participant	18 to 19 September 2023
2023 International Society for Vaccines Annual Congress	Attendees	22 to 24 October 2023
HESI Committee Chairs/Leaders briefing call	Attendees	25 October 2023
5th Workshop on Alternative Pesticide Methods	Presenter	22 November 2023
OECD Biocides Management	Attendees	15 December 2023
OECD emerging science in chemicals assessment	Attendees	11 January 2024
Global Minor Use Summit IV (GMUS-4)	Presenters	5 to 9 February 2024
Expert Working Group on Biopesticides	Participant and head of delegation	25 February 2024
39th Meeting of the Working Party on Pesticides Program, including ONIP and EGBP	Participant and head of delegation	26 to 29 February 2024
ICGEB Workshop: Advancing Regulatory Harmonisation and Biopesticide Innovation in Africa	Presenter	4 to 8 March 2024
CCPR55	Member of Australian delegation	3 to 8 June 2024
JMPS meeting - Joint Meeting on Pesticide Specifications	Presenter	11 to 15 June 2024
<i>Business at OECD</i> (BIAC) Forum on Agriculture Sustainability and Green Growth in China	Observer	25 June 2024
OECD Residues Chemistry Expert Group: Residue Definition guidance working group	Participant	Ongoing
OECD Residues Chemistry Expert Group: Pesticide Residues in Honey working group	Participant	Ongoing

Table 22: APVMA engagements with international regulators

Meeting/event/forum name	Contribution	Dates
APVMA workshop for the Brazilian pesticide regulator on occupational exposure	Presenters	14 to 15 September 2023
APVMA/United Kingdom Veterinary Medicines Directorate	Participant	15 September 2023
VICH Outreach Forum meetings/VICH Steering Committee meetings	Participant	13 to 17 November 2023
NZ ACVM and APVMA meeting	Participant	21 November 2023 15 February 2024
ILSI SEA Region - Workshop on Food Crop Plant Protection: recent advances, best practices, and future directions for sustainable food systems	Attendees	28v29 November 2023
FAO & SPC Pacific Island Registrars	Presenters	4 to 6 December 2023
APVMA and Canada, Pest Management Regulatory Agency (PMRA)	Participant	27 February 2024
APVMA and Business at OECD (BIAC)	Participant	1 March 2024
APVMA / UK HSE	Participant	4 March 2024
Capacity Building Workshop on Dossier Evaluation and Risk Assessments for Biopesticides and Biocontrol Agents & Review of Draft Labelling Guidelines	Presenter	7 to 10 March 2024
US FDA and APVMA Minor use permits meeting	Participant	21 to 22 May 2024
1st Workshop on Substandard and Falsified Veterinary Products (SFVP) and WOHV pilot Veterinary Monitoring & Surveillance System for SFVP (WOHV - VSAFE) for WOHV Focal Points for Veterinary Products and Regulators of Veterinary Medicinal Products in Asia and Pacific	Observer	12 to 14 June 2024
Quins Pesticide Regulator meeting	Participant	Monthly – ongoing
Quins Veterinary Medicines Regulator meeting	Participant	Monthly – ongoing
Digital/Smart Labels meetings (5)	Participant	Ongoing

Accountability

Corporate Risk Management

The APVMA Enterprise Risk Management Framework details how the agency engages with and manages the uncertainty of risk to support its role as the regulator of agvet chemicals in Australia.

The Enterprise Risk Management Framework has been developed to meet the requirements of section 16(a) of the *Public Governance, Performance and Accountability Act 2013* and to align with the Commonwealth Risk Management Policy issued by the Department of Finance. It follows the international standard on Risk Management—ISO 31000:2018 and articulates the:

- policy for the management of risk (both adverse and advantageous)
- methodology used in the assessment of risk across the APVMA
- operation of risk registers and the integration of risk management throughout the APVMA
- strategies to develop a risk-aware organisational culture where proactive risk management is at the forefront of the planning and decision-making process.

The APVMA Risk Appetite and Tolerance Statement describes the agency's attitude towards risk-taking and details the level of risk it is willing to accept. In conjunction with the Enterprise Risk Management Framework, this statement supports effective engagement with risk and empowers all staff to raise and take responsibility for risk in both day-to-day work and in achieving strategic priorities.

Fraud control

In accordance with section 16 of the PGPA Act the APVMA maintains appropriate risk oversight and has established an appropriate system of internal control for the APVMA. These systems include a fraud risk assessment and fraud control plan that complies with the Commonwealth Fraud Control Guidelines.

The plan includes fraud prevention, detection, investigation, reporting and data collection procedures. The appropriateness of the fraud control plan and risk register are monitored and assessed by the Audit and Risk Committee.

Work progressed on updating the Fraud and Corruption Control Policy and Plans to align with the new *Commonwealth Fraud and Corruption Control Framework (2024)*. The APVMA also released its inaugural 'Integrity Framework', highlighting its commitment to building and fostering a positive integrity and security culture at the APVMA.

Reporting

The APVMA Gazette lists all notices and decisions required under the Agvet Code, including registrations, reviews and changes to registration status. The Gazette is published fortnightly and is available on the website at apvma.gov.au/news-and-publications/publications/gazette.

The APVMA publishes regular reports that assess its performance in meeting regulatory timeframes and present a range of statistics, including:

- registration of agricultural chemical and veterinary medicine products
- approval of active ingredients
- issuance of permits
- pre-application assistance.

The reports include:

- the number of applications started and finalised
- the proportion of applications finalised within legislative timeframes
- work in progress at the end of the period.

Performance reports can be accessed on the website at apvma.gov.au/node/26876.

Table 23 provides an overview of activities related to our regulatory decisions within the reporting period.

Table 23: Activities related to APVMA regulatory decisions

Type of regulatory decision	Commenced	Finalised/issued	In progress
Pre-application assistance	240	219	65
Product registration – pesticides	851	842	387
Product registration – veterinary medicines	759	766	264
Active constituent approvals	409	395	250
Permits (excludes emergency permits)	545	490	265
Items 8L, 8M, 8P	462	457	8
Item 25	16	17	11
Notifiable variations	689	689	0
Import consents	752	752	13
Certificates of export	395	407	21
Total	5118	5034	1284

A description of these regulatory decisions (application types) is available on the website at apvma.gov.au/node/96716.

Chemical review

The APVMA has powers under Part 2, Division 4 of the *Agricultural and Veterinary Chemicals Code Act 1994* (the Agvet Code) to reconsider approval of an active or product, registration of a product, or confirm or vary labels for a chemical product.

Following negotiation between key stakeholders on protected data, the final regulatory decision on malathion was published on 2 May 2024. The proposed decisions for the reconsideration of chlorpyrifos, neomycin and diazinon were published in accordance with their work plans on 12 December 2023, 27 February 2024, and 12 March 2024 respectively.

In addition to progressing the reconsiderations outlined in the Ministerial Direction, the APVMA completed the following regulatory actions:

- In September 2023 the APVMA took suspension action to remove post-harvest dipping of tropical and sub-tropical fruit from dimethoate labels. This action followed reports that the maximum permitted level of pesticide residues was being exceeded in avocados and mangoes.
- In April 2024 the APVMA commenced regulatory action on products containing more than 1.5% weight per volume of bromoxynil to implement a decision made by the Therapeutic Goods Administration to reclassify these products to be schedule 7 poisons. This action is ongoing following the postponement of the implementation date by the TGA.

No new reconsiderations were commenced under section 31 of the Agvet Code Act during the reporting period. There were no actions taken under section 99 of the Schedule to the Agvet Code Act during the reporting period.

Adverse Experience Reporting Program

The Adverse Experience Reporting Program (AERP) is a post-registration program that assesses reports of adverse experiences associated with the use of a registered veterinary medicine or agricultural chemical (or those on permit).

The APVMA record, assess and classify adverse experiences to detect uncommon events not evident during the initial registration process of a product. The program provides a means of facilitating regulatory action that may be necessary to ensure the continued safety, quality and effectiveness of registered products (or those on permit).

Anyone can report an adverse experience to the AERP – for example, farmers, pet owners, gardeners, veterinarians or the general public. One adverse incident may be reported multiple times (for example, the vet, pet owner and registrant may all report the same incident).

In 2023–24 the APVMA received 7,019 adverse experience reports. This total includes duplicate reports, reports classified as unrelated to the registered product, and non-serious reports.

Table 24 and Table 25 provide more information about adverse experience reports received during the reporting period.

Table 24: Classification of serious adverse experience reports received by the APVMA in 2023–24

Classification	Number of reports	Percentage of total
Crop health	5	0.38%
Efficacy	427	32.57%
Environment	5	0.38%
Human	55	4.20%
Total serious reports	1 311	100.00%

Table 25: Summary of adverse experience reports received by the APVMA in 2023–24

Type of reports	Number of reports received	Percentage of total reports
Duplicate, unrelated and non-serious reports	5 708	81.32%
Serious incidences related to registered products	1 311	18.68%
Total reports	7 019	100.00%

AERP data was used to inform registration and permit applications, compliance matters and chemical review processes.

Standards

During the 2023–24 reporting period, the Agricultural and Veterinary Chemicals Code (Agricultural Active Constituents) Standards Amendment Instrument (No. 1) 2024, an amending instrument to the Agricultural and Veterinary Chemicals Code (Agricultural Active Constituents) Standards 2022 legislative instrument, was made under section 6E of the Agvet Code. This amending instrument added standards for some recently approved new active constituents, made some changes or corrections to existing active standards (including amendments arising out of the reconsideration of 2,4-D), as well as making an amendment to a definition in the instrument.

The Active Standards specify the identity and minimum purity for each agricultural active constituent, and where required, also specify the maximum limits for particular impurities of significance for toxicological, environmental or quality reasons.

The Active Standards assist the APVMA in ensuring proposed active approvals and product registrations will satisfy the safety and efficacy criteria under sections 5A and 5B of the Agvet Code. The Standards also assist the APVMA's Assessment, Investigations and Monitoring Team in ensuring approved active constituents and registered products remain safe and effective, and to take action against non-compliant products and active constituents under sections 83 and 102 of the Agvet Code.

Advertising and market research

The providers listed in Table 26 assisted the APVMA with external recruitment support for the 2023–24 reporting period.

Table 26: External recruitment providers

Provider	Costs (\$)
Capital Recruitment	12 500
Chandler Macleod	19 680.85
CS Executive	52 478.90
Derwent Search	68 940.83
Gillian Beaumont Recruitment	16 500
Total	170 100.58

Obtaining information from subsidiaries

The APVMA has no subsidiaries.

Climate Action in Government Operations

The APVMA has maintained a number of key measures to encourage environmental sustainability within its offices. In 2023–24, the APVMA's ECONet group – a voluntary network of staff who encourage and promote environmentally friendly office practices – continued to support a range of programs, including a 10 cent 'return and earn' recycling program for cans and bottles.

The APVMA strives to be a 'paperless office' and use an electronic document and records management system to reduce the amount of paper and printer consumables used within the agency. Office buildings are also installed with low-power LED motion activated lighting to improve energy efficiency, and meeting rooms are equipped with videoconferencing capabilities to minimise travel.

APS Net Zero 2030 is the Government's policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the Net Zero in Government Operations Strategy, non-corporate Commonwealth entities, corporate Commonwealth entities and Commonwealth companies are required to report their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2023–24 period. Results are presented based on Carbon Dioxide Equivalent (CO₂-e) emissions. Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the Whole of Australian Government approach as part of the APS Net Zero 2030 policy. Not all data sources were available at the time of the report and amendments to the data may be required in future reports.

Table 27: 2023–24 Greenhouse Gas Emissions Inventory – Location-Based Method

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity (Location Based Approach)	N/A	119.407	9.527	128.934
Natural Gas	3.536	N/A	0.961	4.497
Solid Waste*	N/A	N/A	14.126	14.126
Refrigerants*†	0.000	N/A	N/A	0.000
Fleet and Other Vehicles	0.000	N/A	0.000	0.000
Domestic Commercial Flights	N/A	N/A	70.756	70.756
Domestic Hire Car*	N/A	N/A	1.774	1.774
Domestic Travel Accommodation*	N/A	N/A	31.311	31.311
Other Energy	0.000	N/A	0.000	0.000
Total t CO₂-e	3.536	119.407	128.455	251.398

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO₂-e = Carbon Dioxide Equivalent.

* Indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

† Indicates optional emission source for 2023–24 emissions reporting.

Table 28: 2023–24 Electricity Greenhouse Gas Emissions

Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Percentage of electricity use
Electricity (Location based approach)	119.407	9.527	128.934	100%
Market-based electricity emissions	99.849	12.327	112.176	70%
Total renewable electricity	-	-	-	30%
<i>Mandatory renewables¹</i>	-	-	-	19%
<i>Voluntary renewables²</i>	-	-	-	11%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent.

1 Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

2 Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

Work Health and Safety

The APVMA is committed to ensuring all workplaces are safe, respectful and inclusive for all workers by continuing to focus on ensuring the agency's positive duty to eliminate unlawful conduct in the workplace and/or in connection with work is upheld, and that the mental and physical wellbeing of staff is always supported.

The APVMA is committed to ensuring continuous improvement in health and safety performance through maintaining a culture where health, wellbeing and psychosocial safety are paramount integrating health and safety into all aspects of the agency, and establishing clear leadership accountabilities.

The last 12 months have seen progress on the following initiatives:

- Health and Safety Representatives elected and undertook 5-day initial course of training to exercise their full powers and functions—in particular section 85 and section 90 of the *Work Health and Safety Act 2011*.
- Quarterly Work Health and Safety (WH&S) Committee meetings providing oversight and assurance against the requirements of the *Work Health and Safety Act 2011*.
- Provision of flu vaccinations to 110 staff, who received their vaccination on-site in either the Armidale or Canberra offices. An additional 47 staff elected to receive vouchers and access vaccinations through their local pharmacy.
- Continued promotion of the benefits and facilities available to staff through the Employee Assistance Program.
- Updates in line with WH&S legislative changes on psychosocial safety including implementing relevant training and updating induction content.
- The establishment of working groups to develop the APVMA Wellbeing Framework including initiatives in education and leadership.
- The provision of training for staff on Introduction to psychological health and safety in the workplace.

In addition, training was provided to staff undertaking additional workplace responsibility roles in:

- First Aid Officer
- Health and Safety Representative
- Emergency Warden
- Harassment Contact Officer
- Mental Health First Aid Officer.

Table 29: Work Health and Safety incidents that occurred in 2023–24

Incident type	Number
Slips, trips and falls	1
Environmental-lighting, internal climate, pests and broken toilet lock	6

Indemnities and insurance premiums

The APVMA's insurance with Comcover included liability cover up to \$150 million for general liability, professional liability, professional indemnity and directors' and officers' liability. The insurance premium paid to cover the 2023–24 financial year was \$95 658.84 (including GST).

Judicial decisions and reviews by outside bodies

Parliamentary committees and other reviews

The APVMA appeared before the Rural and Regional Affairs and Transport Legislation Committee for Senate and Budget Estimates in October 2023, February 2024 and May 2024. No other parliamentary committees or inquiries were attended by the agency during the reporting period.

On 14 July 2023 the Minister for Agriculture, Fisheries and Forestry, Senator the Hon Murray Watt:

- released the Final Strategic Review Report of the Australian Pesticides and Veterinary Medicines Authority (APVMA) prepared by Clayton Utz
- announced the appointment of Ken Matthews AO to undertake a rapid evaluation of the findings of the Clayton Utz report and to provide advice on a range of issues including an assessment of the legal structure of the APVMA
- issued a Ministerial Direction under section 10 of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*, to the APVMA requiring the prioritisation of chemical reviews.

Mr Matthews' *Final report: Future structure and governance arrangements for the Australian Pesticides and Veterinary Medicines Authority (APVMA)* was released in April 2024 and government provided a preliminary response at this time.

Auditor General's reports

The Australian National Audit Office did not publish any Auditor General's reports on the APVMA's operations in 2023–24.

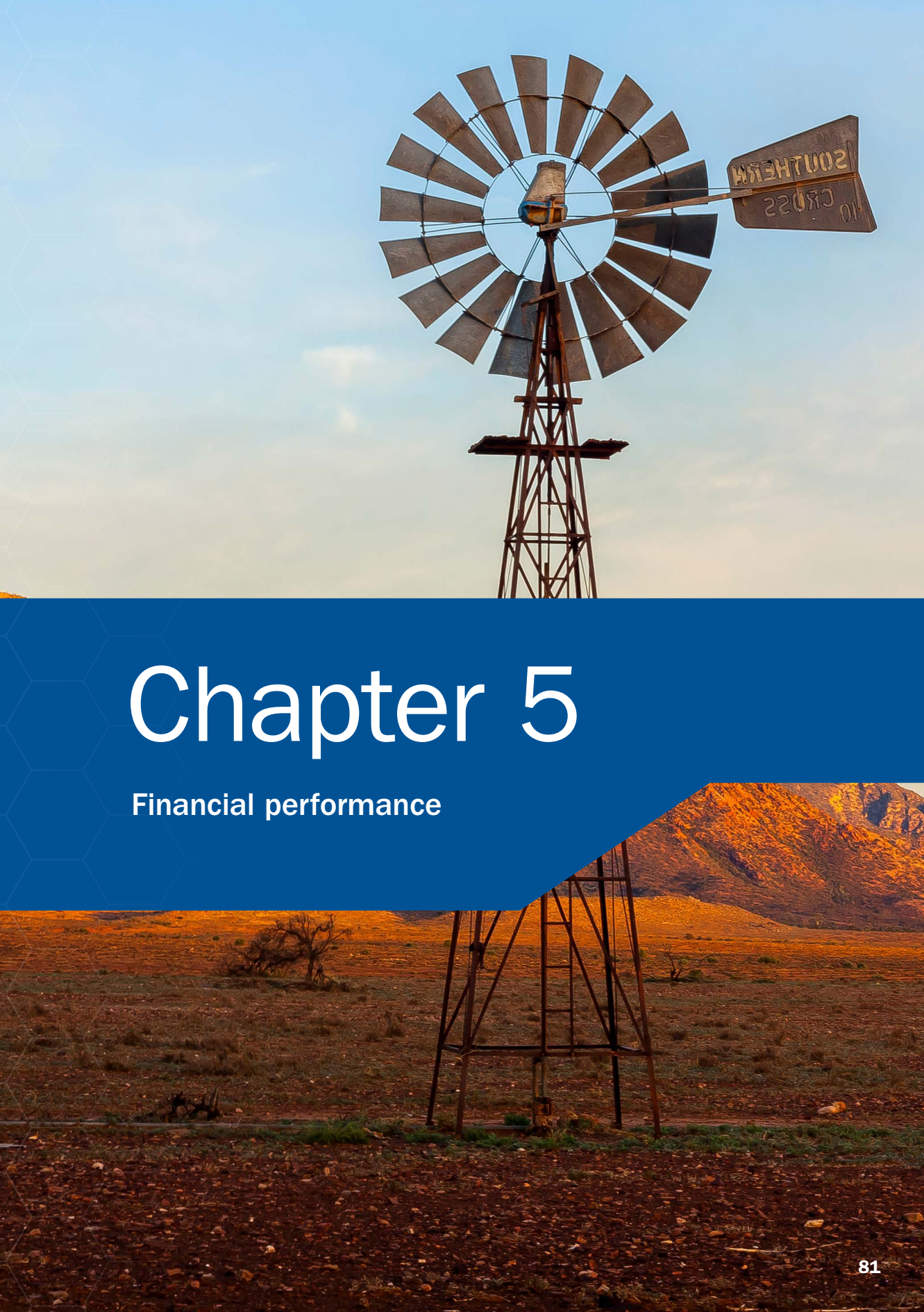
Judicial decisions

During the 2023–24 reporting period, the APVMA was not subject to any judicial decision or decision of administrative tribunals that have had, or may have, a significant effect on the operations of the entity.

The Federal Court made one decision in relation to the APVMA during the reporting period:

- On 20 June 2024, the Federal Court made the declarations and injunctive relief as sought by the APVMA regarding the unlawful supply of unregistered veterinary chemicals. The Court also ordered the respondents to pay pecuniary penalties and legal costs. This decision marks the first time civil penalties have been imposed under the Agvet Code.





Chapter 5

Financial performance

Financial performance

Summary of financial performance

Tables 30 to 31 provide an overview of our financial performance for 2023–24. Full details are in the audited financial statements available on the following pages.

Income

The APVMA's total income for 2023–24 was \$51.339 million (shown in Table 30).

Table 30: APVMA income, 2023–24

Income source	Income (\$'000)	%
Receipts from industry		
Levies	26 814	52.23
Application fees	7 154	13.93
Annual fees (renewal fees)	7 750	15.10
Other receipts from industry	3 182	6.20
Parliamentary appropriation	5 905	11.50
Other revenue	534	1.04
Total income	51 339	100.00

Table 31: Agency Resourcing Statement, 2023–24

Resourcing description	Actual available appropriation for 2023–24 (\$'000)	Payments made in 2023–24 (\$'000)	Balance remaining in 2023–24 (\$'000)
Ordinary annual service			
Previous year unspent ordinary appropriations	913	913	0
Departmental appropriations	5 905	1 167	4 738
Revenue from independent sources	534	534	0
Total Departmental appropriations	7 352	2 614	4 738
Special appropriations			
Unspent special appropriations from previous years	36 714	36 714	0
Special appropriations collected	44 900	4 471	40 429
Ordinary annual service			
Total special appropriations	81 614	41 185	40 429
Total resourcing and payments	88 966	43 799	45 167

Expenditure

Total operating expenses for 2023–24 were \$47.373 million (Tables 32 and 33).

Table 32: APVMA expenditure, 2023–24 (including comparison with PBS)

Individual lines of expenditure	2023–24 actual expenditure (\$'000)	% of expenditure	2023–24 budget (per PBS) (\$'000)
Employee benefits	29 580	62.44	28 185
Supplier expenses	12 797	27.01	12 926
Depreciation, amortisation & impairment of assets	2 510	5.30	2 765
Other	2 486	5.25	157
Total expenditure	47 373	100.00	44 033

Table 33: Expenses for Outcome 1

Outcome 1: Protection of the health and safety of people, animals, the environment, and agricultural and livestock industries through regulation of pesticides and veterinary medicines	2023-24			2022-23
	budget (\$'000)	actual (\$'000)	variance (\$'000)	actual (\$'000)
Program 1.1 (APVMA)				
Department expenses				
Ordinary annual service (Appropriation Bill 1)	1 840	5 905	(4 065)	1 663
Revenue from independent sources	258	534	(276)	402
Special appropriation	41 935	40 934	1 001	40 057
Total expenses for outcome 1	44 033	47 373	(3 340)	42 122

Equity

The APVMA recorded a net operating confirmed surplus of \$3.966 million for 2023-24, resulting in an equity balance at 30 June 2024 of \$39.334 million.

Audit results

The APVMA achieved an unqualified audit result and there were no adverse findings.

Financial reserve

The APVMA's revenue is primarily received as levy payments in January and June and registration renewal payments in May. Subsequently, the APVMA receives the majority of revenue three times during the year. Unrestricted cash holdings can exceed \$10 million at various stages throughout the financial year.

To manage this, we monitor daily cash balances to ensure cash is available to pay creditor expenses, particularly during times when the cash balances are reducing in the months when income is not anticipated.

We operated to keep the unrestricted cash level above \$10 million as an operating reserve (an equity position of \$10 million is equivalent to 3 months' operating expenses).

Consultancies

In 2023–24, we entered into 18 new consultancy contracts totaling \$2.167 million (including GST), of which \$0.915 million was expended. The consultancies related to strategy development, information services and operational reviews.

In addition, one ongoing consultancy contract from the previous year was active, involving expenditure of \$0.535 million (including GST).

As a corporate Commonwealth entity, the APVMA is required to follow the Commonwealth Procurement Rules (CPRs).

The Accountable Authority Instructions (AAIs) outline the steps the APVMA follows to procure goods and services and ensure compliance with the CPRs.

The APVMA considers the best approach for each procurement based on complexity, risk and value for money.

Information on the value of contracts and consultancies over the \$0.400 million threshold is available on the AusTender website.

Independent Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To the Minister for Agriculture, Fisheries and Forestry

Opinion

In my opinion, the financial statements of the Australian Pesticides and Veterinary Medicines Authority (the Entity) for the year ended 30 June 2024:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive Officer and Chief Finance Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Board is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Board is also responsible for such internal control as the Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Australian National Audit Office



Bradley Medina
Senior Executive Director
Delegate of the Auditor-General

Canberra
12 September 2024

Statement by Accountable Authority and Chief Financial Officer




Australian Government
**Australian Pesticides and
Veterinary Medicines Authority**

STATEMENT BY THE ACCOUNTABLE AUTHORITY, CHIEF EXECUTIVE OFFICER AND CHIEF FINANCE OFFICER

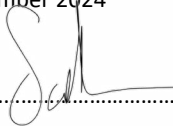
In our opinion, the attached financial statements for the year ended 30 June 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Pesticides and Veterinary Medicines Authority (APVMA) will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the directors.

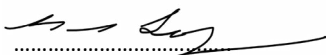
Signed 

Dr Catherine Ainsworth
Chair
Accountable Authority
12 September 2024

Signed 

Mr Scott Hansen
Chief Executive Officer

12 September 2024

Signed 

Mr Keith Lockyer
Chief Finance Officer

12 September 2024

Financial statements

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2024

		2024	2023	Original Budget 2024
	Notes	\$'000	\$'000	\$'000
NET COST OF SERVICES				
Expenses				
Employee benefits	1.1A	29 580	26 703	28 185
Suppliers	1.1B	12 797	12 466	12 926
Depreciation and amortisation	2.2A	2 510	2 522	2 765
Write-down and impairment of P P & E and Intangibles	2.2A	-	262	-
Finance costs	1.1C	186	169	157
Write-off non-financial assets	1.1D	2 300	-	-
Total expenses		47 373	42 122	44 033
Own-Source Income				
Own-source revenue				
Interest	1.2A	139	75	-
Other revenue	1.2B	395	320	258
Total own-source revenue		534	395	258
Gains				
Gains from sale of assets		-	7	-
Total gains		-	7	-
Total own-source income		534	402	258
Net cost of services		46 839	41 720	43 775
Revenue from government	1.2C	50 805	46 806	43 634
Surplus/(Deficit)		3 966	5 086	(141)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassification to profit and loss				
Change in asset revaluation surplus		-	-	-
Total other comprehensive income		-	-	-
Total Comprehensive income/(loss)		3 966	5 086	(141)

The above statement is to be read in conjunction with the accompanying notes.

Budget Variance Commentary

Statement of Comprehensive Income

Employee benefits are \$1.395 million (4.95%) higher than reported in the Portfolio Budget Statements (PBS). The difference has resulted from additional ASL that were not included in the PBS. There was a write-off expense of \$2.300 million not reported in the PBS relating to capitalised costs of the project to replace internally developed software with cloud-based Software as a Service (SaaS) solution in 2023. The decision was made in 2024 not to proceed with the project.

Revenue from government (industry income) was \$7.171 million (16.43%) over budget, due to an additional ordinary appropriation of \$4.065m and levies being higher than historical averages which formed the basis for the PBS estimates.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF FINANCIAL POSITION as at 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	4 738	913	370
Trade and other receivables	2.1B	40 697	37 446	33 414
Total financial assets		45 435	38 359	33 784
Non-financial assets				
Leasehold improvements ¹	2.2A	16 913	13 395	12 116
Property, plant and equipment	2.2A	377	532	293
Intangibles	2.2A	464	1 084	5 328
Other non-financial assets	2.2B	984	2 954	825
Total non-financial assets		18 738	17 965	18 562
Total assets		64 173	56 324	52 346
LIABILITIES				
Payables				
Suppliers	2.3A	1 251	1 897	1 104
Other payables	2.3B	828	860	1 151
Total payables		2 079	2 757	2 255
Interest bearing liabilities				
Leases	2.4A	16 096	12 201	11 001
Total interest bearing liabilities		16 096	12 201	11 001
Provisions				
Employee provisions	4.1A	6 664	5 998	5 412
Total provisions		6 664	5 998	5 412
Total liabilities		24 839	20 956	18 668
Net assets		39 334	35 368	33 678
EQUITY				
Retained surplus		39 055	35 089	33 399
Reserves		279	279	279
Total equity		39 334	35 368	33 678

The above statement is to be read in conjunction with the accompanying notes.

1. Right-of-use assets are included in Leasehold Improvements.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF FINANCIAL POSITION

as at 30 June 2024

Budget Variance Commentary

Statement of Financial Position

Cash and cash equivalents are above budget by \$4.368 million due to the drawdown of the additional ordinary appropriation of administered funds under *Appropriation Act (No. 3) 2023-2024* of \$4.065 million.

Trade and other receivables are above budget by \$7.283 million due to the unanticipated surplus. There was higher than anticipated industry income which lead to a larger balance in the special appropriation receivable than in the budget in addition to the unexpected surplus in 2023 which inflated the opening balance.

Intangibles are less than budget by \$4.864 million due to the decision not to continue with the software project in 2024.

Other non-financial assets were below budget by \$0.159 million due to the timing differences in prepayments.

Suppliers and other payables are below budget by \$0.176 million due to the timing of invoices at the end of the financial year.

Employee provisions are above budget due to higher than anticipated average staffing levels and the number of staff transferring in to the Agency from other APS agencies with existing leave provisions.

The retained surplus is \$5.656 million above budget due to the operating surplus and the difference in opening balance reported in the PBS.

Australian Pesticides and Veterinary Medicines Authority

CASH FLOW STATEMENT

for the year ended 30 June 2024

	Notes	2024 \$'000	2023 \$'000	Original Budget 2024 \$'000
OPERATING ACTIVITIES				
Cash received				
<i>Agricultural and Veterinary Chemicals (Administration) Act 1992 contribution</i>				
		41 199	40 688	44 132
		5 905	1 663	1 840
		1 563	803	1 365
		130	65	-
		387	295	202
		<u>49 184</u>	<u>43 514</u>	<u>47 539</u>
Cash used				
		28 987	26 143	28 185
		14 812	15 204	14 235
		186	169	157
		<u>43 985</u>	<u>41 516</u>	<u>42 577</u>
		<u>5 199</u>	<u>1 998</u>	<u>4 962</u>
INVESTING ACTIVITIES				
Cash used				
		273	273	3 558
		<u>273</u>	<u>273</u>	<u>3 558</u>
		<u>(273)</u>	<u>(273)</u>	<u>(3 558)</u>
FINANCING ACTIVITIES				
Cash used				
		1 101	960	1 114
		<u>1 101</u>	<u>960</u>	<u>1 114</u>
		<u>(1 101)</u>	<u>(960)</u>	<u>(1 114)</u>
		<u>3 825</u>	<u>765</u>	<u>290</u>
		913	148	80
	2.1A	<u>4 738</u>	<u>913</u>	<u>370</u>

The above statement is to be read in conjunction with the accompanying notes.

Australian Pesticides and Veterinary Medicines Authority

CASH FLOW STATEMENT

for the year ended 30 June 2024

Budget Variance Commentary

Cash Flow Statement

There was more cash received as there was an additional ordinary appropriation drawn down which was partly offset by less draw down from the special appropriation account due to the surplus result.

The variance in cash used of \$1.408 million in operating activities related to an increase in supplier and employee costs which is mainly due to the increase in ASL.

The variance in cash used of \$3.285 million in investing activities related to a decision not to proceed with the software project in 2024.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2024

		2024	2023	Original Budget
	Notes	\$'000	\$'000	2024
				\$'000
RETAINED SURPLUS				
Opening balance				
Balance brought forward from previous period		35 089	30 003	33 540
Adjusted opening balance		35 089	30 003	33 540
Comprehensive income				
Surplus/(Deficit) for the period		3 966	5 086	(141)
Asset revaluation reserve - no longer required		-	-	-
Total comprehensive income		3 966	5 086	(141)
Adjustment for appropriation returned	1.2B	-	-	-
Closing balance as at 30 June		39 055	35 089	33 399
ASSET REVALUATION RESERVE				
Opening balance				
Balance brought forward from previous period		279	279	279
Opening balance		279	279	279
Comprehensive income				
Asset revaluation reserve - no longer required		-	-	-
Total comprehensive income		-	-	-
Closing balance as at 30 June	2.2A	279	279	279
TOTAL EQUITY				
Opening balance				
Balance brought forward from previous period		35 368	30 282	33 819
Adjustment for appropriation returned	1.2B	-	-	-
Adjusted opening balance		35 368	30 282	33 819
Comprehensive income				
Surplus/(Deficit) for the period		3 966	5 086	(141)
Total comprehensive income		3 966	5 086	(141)
Closing balance as at 30 June		39 334	35 368	33 678

The above statement is to be read in conjunction with the accompanying notes.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2024

Accounting Policy

Equity Injections

Amounts appropriated which are designated as 'equity injections' for a particular year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Other Distributions to Owners

The Public Governance, Performance and Accountability (Financial Reporting) Rule 2015 (FRR) requires that distributions to owners be debited to contributed equity unless it is in the nature of a dividend.

Budget Variance Commentary

Statement of Change in Equity

The retained surplus is \$5.656 million above budget due to the operating surplus and the difference in opening balance reported in the PBS.

Australian Pesticides and Veterinary Medicines Authority

OVERVIEW

Objectives of the Australian Pesticides and Veterinary Medicines Authority

The Australian Pesticides and Veterinary Medicines Authority (APVMA) is an Australian Government controlled not-for-profit corporate entity. The APVMA is responsible for the assessment and registration of pesticides and veterinary medicines and for their regulation up to the point of retail sale. The APVMA administers the National Registration Scheme for Agricultural and Veterinary Chemicals (NRS) in partnership with the states and territories along with the active involvement of other Australian Government agencies. Its role is to independently evaluate the safety and performance of chemical products intended for sale, ensuring that the health and safety of people, animals, the environment and trade are protected.

The APVMA was established under the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Admin Act). Following the introduction of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) on 1 July 2014, the APVMA was reclassified as a corporate Commonwealth entity.

Basis of Preparation of the Financial Report

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements and notes have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The APVMA financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

New Australian Accounting Standards

All new, revised or amended standards and interpretations that were issued prior to the sign off date and are applicable in the current reporting period have been considered and did not have a material effect on the APVMA's financial statements.

Taxation

The APVMA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Events After the Reporting Period

There were no subsequent events between balance date and signing of the financial statements that had the potential to significantly affect the ongoing structure and financial activities of the APVMA.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL PERFORMANCE - This section analyses the financial performance of the Australian Pesticides and Veterinary Medicines Authority for the year ended 30 June 2024

1.1: Expenses

	2024	2023
	\$'000	\$'000
1.1A: Employee benefits		
Wages and salaries	22 675	20 359
Superannuation:		
Defined contribution plans	3 174	2 843
Defined benefit plans	580	567
Leave and other entitlements	2 756	2 368
Separation and redundancies	-	25
Other employee benefits	395	541
Total employee benefits	29 580	26 703

Accounting Policy

Accounting policies for employee related expenses is contained in the people and relationships section.

Note

Major expenses comprising "Other employee benefits" included costs associated with staff relocation and learning and development costs.

1.1B: Suppliers

Goods and services supplied or rendered

Audit fees	54	54
Consultants	2 746	3 139
Contractors	1 573	1 854
Travel	635	541
IT services	6 929	6 012
Other	685	725
Total goods and services supplied or rendered	12 622	12 325

Note

"Other" supplier expenses included costs associated with recruitment expenses and general office running expenses.

Goods supplied	81	91
Services rendered	12 541	12 234
Total goods and services supplied or rendered	12 622	12 325

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL PERFORMANCE - This section analyses the financial performance of the Australian Pesticides and Veterinary Medicines Authority for the year ended 30 June 2024

1.1: Expenses

	2024 \$'000	2023 \$'000
Other supplier expenses		
Operating lease rentals	-	8
Workers compensation premiums	175	133
Total other supplier expenses	<u>175</u>	<u>141</u>
Total supplier expenses	<u><u>12 797</u></u>	<u><u>12 466</u></u>

Accounting Policy

Short-term leases and leases of low-value assets

The APVMA has elected not to recognise right-of-use assets and lease liabilities for short-term leases of assets that have a lease term of 12 months or less and leases of low-value assets (less than \$10,000 per asset). The APVMA recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

1.1C: Finance Costs

Interest on lease liabilities	186	169
Total finance costs	<u><u>186</u></u>	<u><u>169</u></u>

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Write-off expenses

Non-financial assets	2 300	-
Total write-off costs	<u><u>2 300</u></u>	<u><u>-</u></u>

Note

The write-off expense relates to capitalised costs of the project to replace internally developed software with cloud-based Software as a Service (SaaS) solution in 2023. The decision was made in 2024 not to proceed with the project.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL PERFORMANCE - This section analyses the financial performance of the Australian Pesticides and Veterinary Medicines Authority for the year ended 30 June 2024

1.2: Own-Source Revenue and Revenue from Government

	2024	2023
	\$'000	\$'000
OWN-SOURCE REVENUE		
1.2A: Interest		
Deposits	139	75
	<u>139</u>	<u>75</u>
1.2B: Other revenue		
Resources received free of charge		
Remuneration of auditors	54	54
Other revenue	341	266
Total other revenue	<u>395</u>	<u>320</u>

Accounting Policy

Interest

Interest revenue is recognised using the effective interest method.

Resources Received Free of Charge

Resources received free of charge are recognised as revenue when fair value can be reliably determined and the donated services would have been purchased. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

Other Revenue

Revenue relating to services to the portfolio department is recognised as income under AASB 1058 when APVMA obtains controls of the cash.

Note

Other revenue is predominantly made up of specific services to the portfolio department throughout 2023-24, a contribution from Department of Finance towards a joint project with the APVMA and agreed costs of complying with a subpoena.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL PERFORMANCE - This section analyses the financial performance of the Australian Pesticides and Veterinary Medicines Authority for the year ended 30 June 2024

1.2: Own-Source Revenue and Revenue from Government

	2024 \$'000	2023 \$'000
1.2C: Revenue from government		
Corporate Commonwealth entity payment item	5 905	1 663
Department of Agriculture, Fisheries and Forestry contribution		
<i>Agricultural and Veterinary Chemicals (Administration) Act 1992</i>	44 900	45 143
Total revenue from government	50 805	46 806

Department of Agriculture, Fisheries and Forestry contribution is equal to the following fees and charges paid by industry:

Levies	26 814	27 335
Annual renewal fee	7 750	7 984
Product application fees	7 154	6 949
Good manufacturing practice (GMP) licence fees	1 177	1 029
Permits, actives and other fees	1 963	1 818
Penalties ¹	42	28
Total industry contributions	44 900	45 143

Note

1. Infringement income does not form part of the Department of Agriculture, Fisheries and Forestry (DAFF) contribution, but is returned to the Consolidated Revenue Fund (CRF). Infringement income of \$95,465 was not included above for the 2023-24 financial year (2023: \$7,750) and was returned through DAFF to the CRF.

Accounting Policy

Revenue from government

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment) is recognised as revenue from government by the corporate Commonwealth entity unless the funding is in the nature of an equity injection or a loan.

Fees and Levies

Fees and levies are recognised as income when they are received.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result.
Employee related information is disclosed in the People and Relationships section.

2.1: Financial Assets

	2024	2023
	\$'000	\$'000
2.1A: Cash and cash equivalents		
Cash at bank	4 738	913
Total cash and cash equivalents	4 738	913

Accounting Policy

Cash is recognised at its nominal amount.

2.1B: Trade and other receivables

Contribution receivable		
Department of Agriculture, Fisheries and Forestry	40 429	36 714
Total contribution receivable	40 429	36 714
Other receivable		
Receivable from the Australian Taxation Office	213	589
Other	55	143
Total other receivables	268	732
Total trade and other receivables	40 697	37 446

Credit terms for goods and services were within 30 days.

Accounting Policy

Trade and Other Receivables

Trade and other receivables that have fixed or determinable payments, and are not quoted in an active market, are classified as 'receivables'. Receivables are measured at amortised cost using the effective interest method less impairment.

Impairment

Trade and Other Receivables are assessed for impairment at the end of each reporting period.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.2: Non-Financial Assets

2.2A: Reconciliation of the Opening and Closing Balances of Property, Plant and Equipment (P P & E) and Intangibles

Reconciliation of the opening and closing balances for 2024

	Leasehold Improvements ¹ \$'000	Other P P & E \$'000	Computer Software ² \$'000	Total \$'000
As at 1 July 2023				
Gross book value	19 111	1 510	9 691	30 312
Accumulated depreciation and impairment	(5 717)	(979)	(8 607)	(15 303)
Total as at 1 July 2023	13 394	531	1 084	15 009
Additions:				
Purchase	5 028	227	-	5 255
Impairments on right-of-use assets recognised in net cost of services	-	-	-	-
Depreciation and amortisation expense	(1 509)	(381)	(620)	(2 510)
Other movements	-	-	-	-
Disposals:				
Disposal	-	(25)	-	(25)
Accumulated depreciation of disposed assets	-	25	-	25
Total as at 30 June 2024	16 913	377	464	17 754
Total as of 30 June 2024 represented by:				
Gross book value	24 139	1 712	9 691	35 542
Accumulated depreciation and impairment	(7 226)	(1 335)	(9 227)	(17 788)
Total as of 30 June 2024 represented by:	16 913	377	464	17 754
Carrying amount of right-of-use assets	14 726	-	-	14 726

Notes

1. The depreciation expense on right-of-use assets during the 2023-24 year was \$1.209 million.
2. The carrying amount of computer software of \$0.412 million relates to internally generated software.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.2: Non-Financial Assets

Accounting Policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in an exchange and any liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of a restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$5,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the APVMA where there exists an obligation to restore the property to its original condition. These costs are included in the value of the APVMA's leasehold improvements with a corresponding provision for 'make good'.

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 the APVMA adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.2: Non-Financial Assets

Non-Financial Asset Revaluations

All non-financial assets are initially recognised at cost. Property, plant and equipment are then carried at fair value once they have been revalued in accordance with policy. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values at reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets.

All assets (except for intangibles) were revalued as at 30 June 2020 by an independent valuer.

An annual assessment is undertaken to determine whether the carrying amount of the assets is materially different from the fair value.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reverses a previous revaluation decrement of the same asset class that was previously recognised through the operating result. Revaluation decrements for a class of assets are recognised directly through the operating result except to the extent that they reverse a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

Depreciation

Depreciable property plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the APVMA using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2024	2023
Leasehold improvements	Shorter of lease term or useful life	Shorter of lease term or useful life
Property, plant and equipment	3 to 15 years	3 to 15 years

Impairment

Where indications for impairment exist, the asset's recoverable amount is estimated and an impairment adjustment made if the asset's recoverable amount is less than its carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the APVMA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

All assets were assessed for impairment at 30 June 2024.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.2: Non-Financial Assets

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

Intangibles

The APVMA's intangibles comprise internally developed and externally acquired software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the APVMA's software are 3 to 10 years (2022-23: 3 to 10 years).

All software assets were assessed for indications of impairment as at 30 June 2024.

In 2023 the APVMA had a project underway to replace its internally developed software with a cloud-based Software as a Service (SaaS) solution. A decision was made in 2024 not to proceed with this project. An alternate solution is under investigation. The existing internally developed software is expected to be in use until 30 June 2027.

Software as a Service

SaaS arrangements are service contracts providing the Agency with the right to access the cloud provider's application software over the contract period. As such the Agency does not receive a software intangible asset at the contract commencement date.

Distinct costs relating to cloud computing arrangements are expensed in the period they are incurred. Costs that are considered not distinct, relating to cloud computing arrangements are capitalised as a prepayment and will be recognised as an expense over the SaaS contract term.

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.2: Non-Financial Assets

	2024 \$'000	2023 \$'000
2.2B: Other non-financial assets		
Prepayments	984	654
Customisation of cloud computing configuration costs	-	2 300
Total other non-financial assets	<u>984</u>	<u>2 954</u>

Accounting Policy

Cloud Computing

Costs that are considered not distinct, relating to cloud computing arrangements are capitalised as other assets and will be recognised as an expense over the 'software as a service' contract term. The decision not to proceed with the cloud computing project has resulted in the write off of the customisation costs capitalised in 2023 as a write-off expense in 2024.

Distinct costs relating to cloud computing arrangements are expensed in the period they are incurred.

No indicators of impairment were found for other non-financial assets.

2.3: Payables

	2024 \$'000	2023 \$'000
2.3A: Suppliers		
Trade creditors and accruals	1 251	1 897
Total supplier payables	<u>1 251</u>	<u>1 897</u>

Settlement is usually made within 30 days.

Accounting Policy

Suppliers

Supplier payables are measured at their nominal amounts.

2.3B: Other payables

Salaries, wages and superannuation	828	860
Total other payables	<u>828</u>	<u>860</u>

Australian Pesticides and Veterinary Medicines Authority

FINANCIAL POSITION - This section analyses Australian Pesticides and Veterinary Medicines Authority's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and Relationships section.

2.4: Interest Bearing Liabilities

	2024 \$'000	2023 \$'000
2.4A: Leases		
Lease liabilities	16 096	12 201
Total leases	16 096	12 201

Maturity analysis - contractual undiscounted cash flows

Within 1 year	1 849	1 271
Between 1 to 5 years	7 136	4 485
Over 5 years	10 144	7 423
Total operating lease commitments	19 129	13 179

Total cash outflow for leases for the year ended 30 June 2024 was \$1.271 million (2023: \$1.230 million)

The APVMA in its capacity as lessee has three leases for office accommodation. Each office accommodation lease has annual fixed percentage increases in the lease payments. For each of the accommodation leases, the initial period of office accommodation is still current and these leases do not have purchase options. The lease for the Armidale NSW office has the option to renew for two five year periods.

The lease for Armidale NSW commenced in June 2019 and the commitment is approximately \$16.4 million (excluding GST) over a lease term of 15 years. Renewal options have not been taken into account in calculating the lease liability as the APVMA is not reasonably certain of exercising the options.

The lease for Faulding St, Symonston commenced in July 2020 and the commitment was approximately \$1.3 million (excluding GST) over a lease term of 4 years and 8 ½ months. At 30 June 2023 the APVMA were expecting to vacate the premises 12 months early but have taken a decision to vacate the leased premises approximately 5 months early and has made no further adjustments to the remaining lease liability or right-of-use asset.

The APVMA entered into a new lease for Childers St, Canberra in June 2024 and the commitment was approximately \$7.221 million (excluding GST) over a lease term of 10 years. Renewal options have not been taken into account in calculating the lease liability as the APVMA is not reasonably certain of exercising the option.

Accounting Policy

For all new contracts entered into, the APVMA considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

Australian Pesticides and Veterinary Medicines Authority

FUNDING - This section identifies the Australian Pesticides and Veterinary Medicine's funding structure

3.1: Regulatory Charging Summary

3.1A: Regulatory Charging Summary

The APVMA does not generally receive material funding from the government, but is funded through fees, levies and other charges imposed under various sections of legislation.

Generally, the only change to this is when the government funds specific projects to improve and/or enhance the APVMA's ability to perform its legislated functions.

These fees, levies and charges are credited to a special appropriation created under s 58 (6) of the *Agricultural and Veterinary Chemicals (Administration) Act 1992*, (Agvet Admin Act), which is held and managed by the Department of Agriculture, Fisheries and Forestry (DAFF) for and on behalf of the APVMA.

The purpose of this special appropriation is:

- (a) to pay or discharge the costs, expenses or other obligations incurred by the APVMA in the performance of its functions
- (b) to make payment of any remuneration and allowances payable to any person under this Act
- (c) to make any other payments that the APVMA is authorised or required to make by or under this Act or any other law of the Commonwealth or any law of a state or territory that is expressed to confer functions or powers on the APVMA.

The balance on this account is recorded as a receivable from the Department at Note 2.1B: Trade and other receivables - Contributions receivable.

	2024 \$'000	2023 \$'000
Balance carried from previous period	36 714	32 255
External revenue:		
Levies, fees and charges	45 509	45 859
Available for payments:	82 223	78 114
Amounts applied (Drawn down)	(41 794)	(41 400)
Balance carried to next period and represented by:	40 429	36 714

Documentation (Cost Recovery Implementation Statement) for the above activities is available at: apvma.gov.au/node/107646

Australian Pesticides and Veterinary Medicines Authority

PEOPLE AND RELATIONSHIPS - This section describes a range of employment and post employment benefits provided to our people and our relationship with key people.

4.1: Employee Provisions

	2024 \$'000	2023 \$'000
4.1A: Employee provisions		
Annual leave	2 435	2 362
Long service leave	4 229	3 636
Total employee provisions	6 664	5 998

Accounting Policy

Liabilities for short-term employee benefits and termination benefits expected within 12 months of the end of the reporting period are measured at their nominal amounts, and reported in Note 2.3B Other payables.

Leave

The liability for employee benefits includes provision for annual leave and long service leave. The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the 'short-hand method' as outlined in the Resource Management Guide No. 125 - Commonwealth Entities Financial Statements Guide as at 30 June 2024. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation and is discounted using the 10 year Government bond rate at 30 June 2024.

Superannuation

The APVMA's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The entity makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the government. The entity accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June 2024 represents outstanding contributions.

Australian Pesticides and Veterinary Medicines Authority

PEOPLE AND RELATIONSHIPS - This section describes a range of employment and post employment benefits provided to our people and our relationship with key people.

4.2: Key Management Personnel Remuneration

Key Management Personnel (KMP) are those persons having authority and responsibility for planning, directing and controlling the activities of the APVMA, recognising that ultimate responsibility resides with the Board who are in turn responsible for the APVMA's performance to the relevant Portfolio Minister. KMP have been taken to comprise the Board members and the members and permanent observers of the Executive Leadership Team Committee at anytime throughout the year in either a permanent or acting capacity for a period of four weeks or greater within the financial year.

Key management personnel remuneration for the reporting period	2024	2023
	\$	\$
Short-term employee benefits	2 281 119	2 085 742
Post-employment benefits	323 894	299 050
Other long-term employee benefits:	47 971	41 365
Total key management personnel remuneration expenses¹	2 652 984	2 426 157

The total number of KMP included in the above table is 17, being 4 members of the Board and 13 staff (2022-23: 4 Board members, 17 staff members). Of these 13 staff, 1 individual was in short term acting arrangements throughout the year (2022-23: 5 individuals).

In the previous reporting period, all short-term acting arrangements were reported as KMP. The accounting policy has been changed in 2023-24 and only acting arrangements for a period of four weeks or greater within the financial year are considered KMP. The comparative for total KMP has been restated from \$2,496,101 to a revised total of \$2,426,157.

In the previous reporting period, from February 2023 there was an overlap of executive resulting in an increase in KMP costs. The interim CEO was paid in accordance with a Memorandum of Understanding between the Department of Agriculture, Fisheries and Forestry (DAFF) to the APVMA.

The Chair of the Board, Board Members and the Chief Executive Officer's remuneration and other benefits are determined by the Remuneration Tribunal, and paid by the APVMA.

The balance of the other KMP remuneration and other benefits are determined by the CEO, under s24 of the *Public Service Act 1999*.

Note

1. The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity.

Australian Pesticides and Veterinary Medicines Authority

PEOPLE AND RELATIONSHIPS - This section describes a range of employment and post employment benefits provided to our people and our relationship with key people.

4.3: Related Party Disclosures

The APVMA is an Australian Government controlled entity, and is part of the Department of Agriculture, Fisheries and Forestry portfolio. Related parties to this entity are relevant Australian Government Ministers including the Portfolio Minister, the Board, the Executive Leadership Team Committee, comprising the Chief Executive Officer, the Deputy Chief Executive Officer, four Executive Directors, Chief Financial Officer, Board Secretary and the CEO Executive Officer and other Commonwealth Government entities.

Transactions with related parties:

Given the breadth of government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

All transactions with other Commonwealth Government entities have been made under normal terms and conditions and, therefore have not been disclosed separately.

There have been no other transactions with related parties this year. All APVMA staff, including the Executive Committee, are required to sign an annual conflict of interest declaration.

Australian Pesticides and Veterinary Medicines Authority

MANAGING UNCERTAINTIES - This section analyses how the Australian Pesticides and Veterinary Medicines Authority manages financial risks within its operating environment

5.1: Contingent Assets and Liabilities

Quantifiable contingencies

The APVMA has no quantifiable contingent liabilities at 30 June 2024. (2022-23: nil)

Unquantifiable contingencies

The APVMA has an unquantifiable contingent liability relating to a property lease at 30 June 2024. (2022-23: nil)

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

Australian Pesticides and Veterinary Medicines Authority

MANAGING UNCERTAINTIES - This section analyses how the Australian Pesticides and Veterinary Medicines Authority manages financial risks within its operating environment

5.2: Financial Instruments

	2024	2023
	\$'000	\$'000
5.2A: Categories of financial instruments		
Financial assets at amortised cost		
Cash and cash equivalents	4 738	913
Total Financial assets at amortised cost	4 738	913
Total Financial assets	4 738	913
Financial liabilities		
Financial liabilities measured at amortised cost		
Trade creditors and accruals	1 251	1 897
Total financial liabilities measured at amortised cost	1 251	1 897
Total financial liabilities	1 251	1 897
5.2B: Net gains or losses on financial assets		
Financial assets at amortised cost		
Interest revenue	139	75
Net gain/(loss) from financial assets	139	75

Australian Pesticides and Veterinary Medicines Authority

MANAGING UNCERTAINTIES - This section analyses how the Australian Pesticides and Veterinary Medicines Authority manages financial risks within its operating environment

5.2: Financial Instruments

Accounting Policy

Financial Assets

In accordance with AASB 9 Financial Instruments, the entity classifies its financial assets in the following categories:

- a) financial assets at fair value through profit or loss;
- b) financial assets at fair value through other comprehensive income; and
- c) financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Financial Assets at Amortised Cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows; and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of Financial Assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write off directly reduces the gross carrying amount of the financial asset.

Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

Australian Pesticides and Veterinary Medicines Authority

MANAGING UNCERTAINTIES - This section analyses how the Australian Pesticides and Veterinary Medicines Authority manages financial risks within its operating environment

5.3: Fair Value Measurements

Accounting Policy

Non-financial assets

Initial recognition

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in an exchange and any liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of a restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

Revaluations

Property, plant and equipment are then carried at fair value once they have been revalued in accordance with policy. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values at reporting date. The regularity of independent valuations depends upon the volatility of movements in market values for the relevant assets. If there are any major impacts on any asset group, the effect is assessed and the asset's valuation will be adjusted. As the asset groups are quite stable, any impacts are minimal.

All assets (except for intangibles) were revalued as at 30 June 2020 by an independent valuer.

		2024	2023
		\$'000	\$'000
Non-financial assets			
Leasehold improvements	Depreciated replacement cost adjusted for impairment	2 187	2 442
Property, plant and equipment	Depreciated replacement cost adjusted for impairment	377	532
		<u>2 564</u>	<u>2 974</u>

Australian Pesticides and Veterinary Medicines Authority

OTHER INFORMATION

6.1 Current/non-current distinction for assets and liabilities

	2024 \$'000	2023 \$'000
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	4 738	913
Trade and other receivables	40 697	37 446
Other non-financial assets	979	654
Total no more than 12 months	46 414	39 013
More than 12 months		
Leasehold Improvements	16 913	13 395
Property, plant and equipment	377	532
Intangibles	464	1 084
Other non-financial assets	5	2 300
Total more than 12 months	17 759	17 311
Total assets	64 173	56 324
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	1 251	1 897
Other payables	828	860
Leases	1 490	1 101
Employee provisions	2 156	1 970
Total no more than 12 months	5 725	5 828
More than 12 months		
Leases	14 606	11 100
Employee provisions	4 508	4 028
Total more than 12 months	19 114	15 128
Total liabilities	24 839	20 956





Acronyms and abbreviations

Glossary

Compliance index

Index

Acronyms and Abbreviations

Term	Description
AAIs	Accountable Authority Instructions
Administration Act	<i>Agricultural and Veterinary Chemicals (Administration) Act 1992</i>
AERP	Adverse Experience Reporting Program
AGIS	Australian Government Investigation Standards
Agvet	Agricultural and veterinary chemicals
Agvet Code Act	<i>Agricultural and Veterinary Chemicals Code Act 1994</i>
Agvet Code Regulations	Agricultural and Veterinary Chemicals Code Regulations 1995
AI	Artificial Intelligence
AMR	Antimicrobial Resistance
ANAO	Australian National Audit Office
APS	Australian Public Service
APSC	Australian Public Service Commission
ARC	Audit and Risk Committee
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CPR	Commonwealth Procurement Rule
CODEX	Codex Alimentarius Commission
COO	Chief Operating Officer
DAFF	Department of Agriculture, Fisheries and Forestry
EGC	Executive General Counsel
ELT	Executive Leadership Team
FAO	Food and Agriculture Organization of the United Nations
FOI	Freedom of Information
FSANZ	Food Standards Australia New Zealand
GMP	Good Manufacturing Practice
HESI	Health and Environmental Sciences Institute
HGP	Hormonal Growth Promotants

Term	Description
HIA	Horticulture Innovation Australia
ICGEB	International Centre for Genetic Engineering and Biotechnology
IPM	Integrated Pest Management
JMPR	Joint Meeting on Pesticides Residues
KMP	Key management personnel
MLS	Manufacturers' Licensing Scheme
MRLs	Maximum Residue Limits
NRS	National Registration Scheme
NWPGP	National Working Party on Grain Protection
OECD	Organisation for Economic Co-operation and Development
OGTR	Office of the Gene Technology Regulator
PBS	Portfolio Budget Statement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PRPRS	Pacific Regional Pesticide Registration Scheme
R&D	Research and Development
RLF	Registration Liaison Forum
RPAS	Remotely Piloted Aircraft Systems
RSN	Regulatory Science Network
SES	Senior Executive Service
SPC	Secretariat of the Pacific Community
TGA	Therapeutic Goods Administration
TIMS	Transgenic Insecticide Management Strategy
VICH	International Cooperation on Harmonisation of Technical Requirements for Registration of Veterinary Medicinal Products
VLC	Veterinary Labelling Code
vPTMF	Vaccine platform technology master file
WHO	World Health Organization
WHS/WH&S	Work Health and Safety
WPP	OECD Working Party on Pesticides
WOAH	World Organization for Animal Health

Glossary

Term	Description
active constituent	The component of a pesticide or veterinary medicine product that is responsible for its physiological or pharmacological action.
adverse experience	Any undesirable experience arising from the use of a chemical; adverse experiences may affect human or animal health, the environment or other factors.
applicant	A person or company who applies to the APVMA to register a pesticide or veterinary chemical for use in Australia.
approved label	The market product label that carries text approved and published by the APVMA.
compliance	Compliance with any applicable agvet law. See also non-compliance.
cost recovery	Fees and charges relating to the provision of government goods and services (including regulation) to the private and other nongovernment sectors of the economy
Good Manufacturing Practice	Standards that ensure products are consistently manufactured to the quality standards appropriate for their intended use and in accord with their registration specifications.
licence	Authority to manufacture pesticides or veterinary medicines according to s 123 of the Agvet Code.
minor use	A use that would not produce sufficient economic return to an applicant to meet the cost of registering the product for that use.
non-compliance	Non-compliance with any applicable agvet law. Non-compliance may include the sale and use of unregistered products, supply of restricted products to unauthorised users, unapproved labels, unfounded
pesticides	Substances or mixtures of substances intended for preventing, destroying, repelling or mitigating any pest; also known as agricultural chemical products.
registrant	A person or company who registers a pesticide or veterinary medicine product for use in Australia.
registration	Official recognition that a pesticide or veterinary medicine is safe and will work when used according to the label. Before an agricultural or veterinary chemical product
this year; 2023–24	1 July 2023 to 30 June 2024
veterinary medicines	Substances or mixtures of substances intended for treating diseases or conditions in animals.

List of Requirements

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17BE(g)	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	30–51
17BE(h), 17BE(i)	A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance	17
17BE(j)	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	13–14, 54–55
17BE(k)	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	12–16
17BE(ka)	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	18–20
17BE(l)	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	18
17BE(m)	Information relating to the main corporate governance practices used by the entity during the reporting period	54–59

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17BE(s)	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	N/A
17BE(t)	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	N/A
17BE(taa)	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	56-58
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A scenic landscape photograph featuring a dirt road that curves from the foreground towards the right. The road is flanked by tall, golden-brown grass. In the background, a line of trees is silhouetted against a sky transitioning from a deep blue at the top to a warm orange and yellow near the horizon, suggesting a sunset or sunrise. The overall mood is peaceful and rural.

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