



Australian Government
Australian Pesticides and
Veterinary Medicines Authority

Annual Report

2024–25



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Australian Government

**Australian Pesticides and
Veterinary Medicines Authority**

15 September 2025

Senator the Hon. Anthony Chisholm
Assistant Minister for Agriculture, Fisheries and Forestry
Parliament House
Canberra ACT 2600

Dear Assistant 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 2024–25 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', followed by a stylized flourish.

Dr Catherine Ainsworth

Chair

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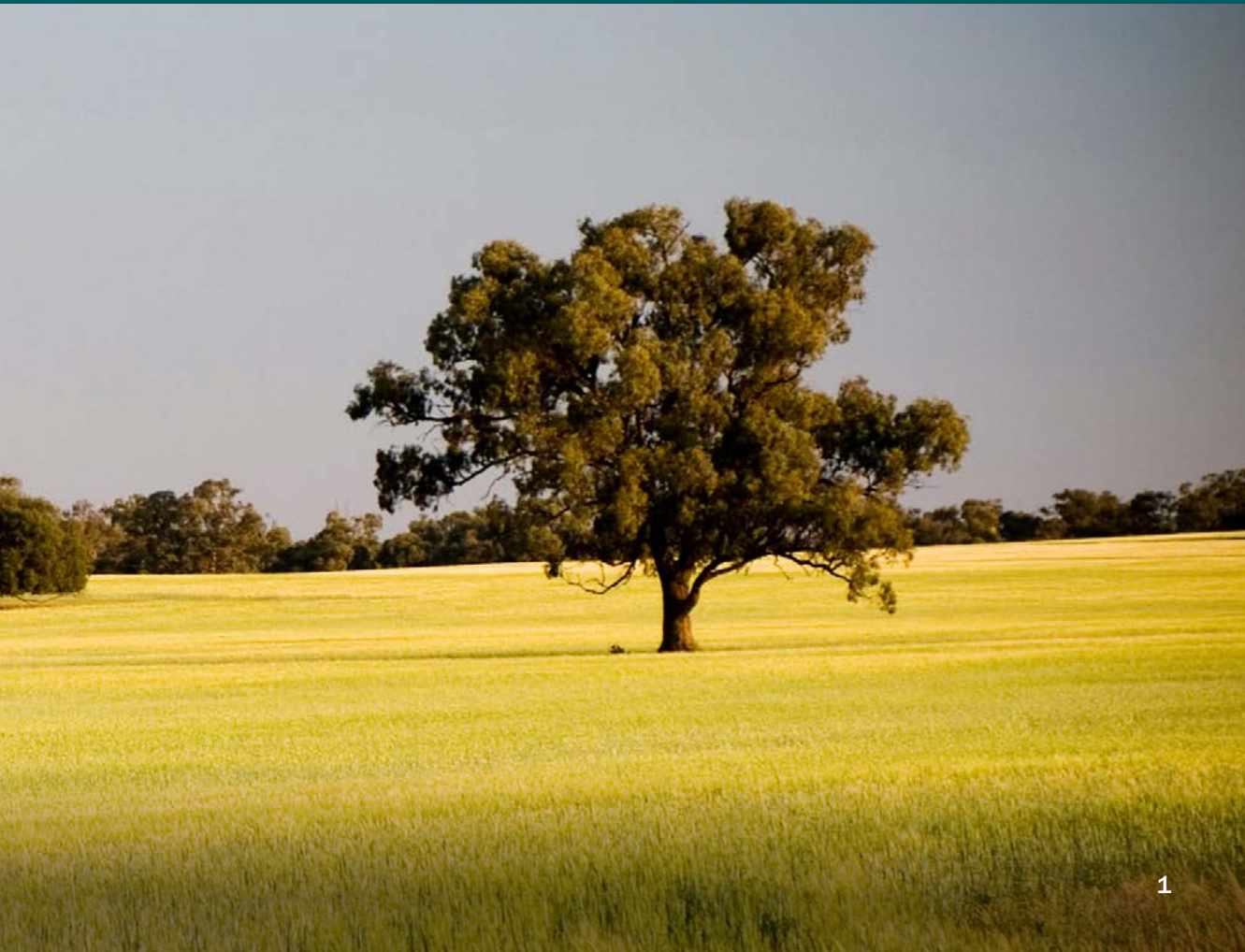
Our purpose

The APVMA regulates agricultural and veterinary chemicals to protect the health and safety of people, animals and the environment, and to support primary industries, biosecurity and international trade for all Australians.



Our vision

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



Acknowledgement of Country

We acknowledge the Traditional Owners and Custodians of Country throughout Australia and acknowledge their continuing connection to land, sea and community. We pay our respects to the people, the cultures and the Elders past, present and emerging.



Yarringan © 2024 Amy Kilby

Yarringan embodies the profound connection and respect we share with the Earth and all its creatures. It reflects our journey across this beautiful land, guided by the wisdom of our Ancestors, to enrich and protect our Country. Through this stewardship, we ensure that the land sustains us and that all life can flourish.

Chapter 1

Summary and outlook

Summary and outlook

Chair and CEO's statements

We are pleased to present the 2024–25 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. The APVMA's purpose, redefined during the 2024–25 financial year, is to protect the health and safety of people, animals and the environment, and to support primary industries, biosecurity and international trade for all Australians.

The agency achieves outcomes by working collaboratively with stakeholders and regulated entities, making decisions that are risk-based, data driven, underpinned by the best available science, and that build trust in the way the APVMA operates and delivers legislated functions.

2024–25 marked the implementation of a significant change agenda across the APVMA. The agency has worked diligently on re-assessing, refining and enhancing its operational structures and processes to ensure Australia remains a global leader in agvet chemical regulation, focused on delivering high quality, risk and science driven regulatory outcomes.

Throughout 2024–25, the APVMA has also been focused on addressing the recommendations of various Australian Government initiated reviews of the agvet chemical regulatory system and the operations of the APVMA conducted over the previous 4 years, including a Ministerial Direction requiring the prioritisation of 8 chemical reconsiderations.

To maintain its standing as a global leader in risk-based agvet chemical regulation, the APVMA is determined to deliver significantly improved timeline performance into the future while enhancing its readiness to regulate new and innovative products and technologies in line with its purpose and vision.

A new strategic direction and Corporate Plan

During the past financial year, the APVMA conducted consultations and workshops with stakeholders and staff as it drafted a new Strategic Plan. The Strategic Plan and the Corporate Plan are published on the APVMA website.

The Strategic Plan 2025–30 includes a new purpose statement, as requested in the latest Ministerial Statement of Expectations, and a comprehensive new suite of performance measures. The Strategic Plan features 5 strategic objectives:

1. Being a trusted, transparent and fair regulator
2. Supporting a contemporary regulatory system
3. Building regulatory foresight capability
4. Striving for operational excellence
5. Attracting, developing and retaining talented people.

Multi-faceted transformation strategy

A major focus of the agency during the year has been the commencement of a multi-faceted transformation strategy, with initiatives that will position the APVMA of the future as a fit-for-purpose, efficient and effective regulator, for the benefit of all Australians, with progress against the following key pillars:

- Financial sustainability and cost recovery
- Process Enhancement Initiative
- ICT Implementation Roadmap
- Organisational restructure.

Ensuring the APVMA operates on a financially sustainable basis across the long-term business cycle is a key priority. Recent reviews of the APVMA have observed that its current cost recovery framework is insufficient to resource its functions and responsibilities. A great deal of work has been undertaken in the last 12 months, in close consultation with the Department of Agriculture, Fisheries and Forestry (DAFF), aimed at developing the most effective options. It is essential that the APVMAs fees, charges and levies align with the real costs of providing regulatory services on behalf of the Australian community.

A comprehensive approach to process enhancement was implemented to map business processes and identify and implement efficiencies. Following the success of the initiative, the agency will be establishing a continuous improvement capability within the organisation that will identify and implement improvement opportunities into the future.

To date, the Process Enhancement Initiative has conducted 27 internal and external workshops to gather feedback from stakeholders and captured more than 400 potential improvement and efficiency enhancement ideas from staff and stakeholders. These have identified both operational and regulatory opportunities for reform. Many more of these ideas for improvement will be implemented in the coming year.

As the APVMA ramps up its transformation, there will be a need for upgrades to external portals and internal systems. The ICT Implementation Roadmap has been created to help frame and drive this part of the agency's agenda.

To support the new direction for the APVMA, a significant organisational restructure was announced in May 2025, for implementation on 1 September 2025. The restructure includes the establishment of 3 science branches: Agricultural Chemicals; Veterinary Medicines; and Science and Assurance.

Detailed response

During 2024–25, the APVMA continued to focus on addressing the recommendations of a series of major reviews of the agvet regulatory system in Australia and the operations of the agency, directed by the Australian Government.

In November 2024, the Australian Government released the Detailed response to the Final Report on Future Structure and Governance Arrangements for the Australian Pesticides and Veterinary Medicines Authority (Detailed response). The Detailed response was

developed to complement the Government's APS regulatory reform agenda and provides a direct response to the previous reviews of the APVMA and the agvet chemicals regulatory system in Australia undertaken over the last 4 years.

The APVMA welcomes the focus on reforms that will enable delivery on the critical priorities set down by Government, and the opportunity to invest in enhancements to its regulatory and operational frameworks and systems that will deliver value into the future.

The Detailed response outlines a future program of reforms to the Australian agvet regulatory system and the operations of the APVMA that will be undertaken collaboratively by DAFF and the APVMA. These reforms cover a wide spectrum of areas including regulatory posture, stakeholder engagement, governance and performance, sustainable resourcing and regulatory processes. It also outlines proposed improvements to regulatory policy areas that will be considered in line with government best practice including consistency and efficiency in control-of-use regulation, monitoring the effectiveness of the regulatory system, and chemical review improvements.

Stakeholder engagement

In 2024–25, the APVMA reinvigorated its key advisory forums to deliver meaningful engagement and strong partnerships while recognising that our decisions affect a diverse range of people, businesses, and organisations.

The agency's primary forum is now the APVMA Advisory Group, and it provides the agency with expert advice and stakeholder perspectives on matters relating to the statutory criteria of safety, efficacy, trade, and labelling in the regulation of agvet chemicals. The membership of this group is broad to ensure appropriate insights from user groups, community groups and occupational workers' representatives.

The National Registration Scheme (NRS) Advisory Group includes all state and territory governments. It considers the outcomes of the APVMAs regulations and those of the states and territories, and how all parties together achieve the requirements under the NRS.

A new Agricultural Chemicals Working Group and Veterinary Medicines Working Group were established to facilitate engagement between the APVMA and directly regulated entities (or their representatives) on operational matters.

Regulatory performance

Timeframe performance

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. During the 2024–25 financial year, 87.1% of the 2,295 applications processed were completed within legislative timeframes, a reduction from 94.6% in the 2023–24 reporting period.

The reduction in timeframe performance in 2024–25 is due to a number of factors including a pause put on the assessment of high volume generic applications (Item 7s)

to strengthen the process for their consideration against statutory criteria, a diversion of resources from registration assessment to enable the processing of a backlog of minor use permit applications, and the prioritisation of reviews of a number of chemicals due to newly identified potential imminent risks.

Chemical review

The APVMA has responsibility and powers under the *Agricultural and Veterinary Chemicals Code Act 1994* to reconsider approval of an active or product, registration of a product, or confirm or vary labels for a chemical product if new scientific information emerges which suggests a change in the risks to human health, the environment, or animal or crop safety, or provides evidence of product ineffectiveness. The APVMA can initiate these chemical reconsiderations to determine whether changes are needed to ensure that a product can continue to be used safely and effectively.

In July 2023, a Ministerial Direction was issued to the APVMA requiring the prioritisation of 8 chemical reviews. To date, the APVMA has completed reconsiderations of three of these, chlorpyrifos, diazinon and malathion and made significant progress on fenitrothion, neomycin, diquat and paraquat. The final decisions for these reconsiderations are expected to be published in August and September 2025 respectively.

Consideration of the submissions to the public consultation for the reconsiderations of diquat and paraquat is in progress and the final decisions are expected to be published in December 2025.

In October 2024, under Section 35A of the Agvet Code, the APVMA cancelled the registration of agricultural products containing chlorthal dimethyl as evidence was identified that there was a risk to unborn children of pregnant people who may be exposed to this chemical through their work and other pregnant persons entering treated sites. Due to the potential seriousness of these risks, the APVMA cancelled the products' registrations and did not permit a phaseout period for continued use or supply.

The APVMA is undertaking a chemical reconsideration of anticoagulant rodenticides. Risk assessments have been completed, as has consultation with DAFF and state and territory chemical coordinators on assessment outcomes and possible mitigation measures, the proposed regulatory decision will be published in the next reporting period.

Adverse Experience Reporting

The Adverse Experience Reporting Program (AERP) has continued to experience a high volume of reports, particularly for veterinary medicines. Between 10 and 20 adverse experience reports are received by the APVMA every day, with reports over the financial year experiencing a significant increase from 7,019 in 2023–24 to 9,052 in 2024–25.

The AERP assesses reports of adverse experiences associated with the use of a registered chemical product (or those on permit). It is important that the APVMA record, assess and classify adverse experiences to detect uncommon events not evident during the initial registration process of a product.

Problems reported with chemical products may result in further regulatory action in accordance with the legislation, for instance, through compliance action or chemical review.

Compliance

The APVMA updated its Compliance Posture Statement, which outlines how the APVMA manages compliance within the agvet regulatory system. The agency seeks to support voluntary compliance but aims to balance this with risk-based proportionate action to deter non-compliant behaviour. This statement specifies how the APVMA manages compliance within the agvet regulatory system by:

- Enabling prevention of non-compliance through education, engagement, communication and proactive operations.
- Detecting breaches of the agvet laws and the entities and/or persons responsible.
- Disrupting non-compliant behaviour through the application of the most appropriate legislated powers, tailored to the circumstances, to achieve the desired regulatory outcome.

The APVMA works collaboratively with major online marketplaces to quickly and efficiently remove unregistered products being offered for sale that breach agvet legislation. This proactive intelligence work resulted in a substantial increase in the removal from sale of unregistered products from online marketplaces (1,277 for 2024–25 versus 246 in 2023–24). The APVMA will continue to collaborate with these platforms to remove unregistered products and identify the entities responsible for creating these listings.

A message of appreciation

The Board and Chief Executive Officer express their deep appreciation to the staff of the APVMA and all those who directly support its work, including our external science reviewers, our suppliers and partners.

Thank you to the many colleagues in DAFF and in broader areas of government, both at the federal and state levels. Your collaboration and support is greatly appreciated. We acknowledge the invaluable role of the APVMAs stakeholders, who share their insights, engage in consultation, and are always ready to collaborate with the APVMA. We look forward to continuing to work together to respond to the Australian Government's directions and achieve the APVMAs objectives on behalf of the Australian community.

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.

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.

During 2024–25, the APVMA updated its purpose statement in accordance with the Ministerial Statement of Expectations. The APVMA consulted widely, both internally and externally, on the new purpose statement, and it was endorsed by the Board in May 2025.

The updated purpose statement articulates that:

The APVMA regulates agricultural and veterinary chemicals to protect the health and safety of people, animals and the environment, and to support primary industries, biosecurity and international trade for all Australians.

The purpose statement at the commencement of this reporting period was:

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.

Responsible Minister

The Minister responsible for the APVMA for the majority of the 2024–25 reporting period was the Hon Julie Collins MP, who was appointed Minister for Agriculture, Fisheries and Forestry on 29 July 2024. Senator the Hon Murray Watt served as Minister for Agriculture, Fisheries and Forestry from 1 June 2022 to 28 July 2024.

Enabling legislation

The APVMA is established under the *Agricultural and Veterinary Chemicals (Administration) Act 1992* (Administration Act). The Administration Act sets out the APVMA's 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
- Agricultural and Veterinary Chemicals Code (Agvet Code) scheduled to the *Agricultural and Veterinary Chemicals Code Act 1994*
- *Agricultural and Veterinary Chemicals Code Regulations 1995* (Agvet Code Regulations)

- Agvet Codes and Agvet Regulations of each state or participating territory.

The APVMA is a corporate Commonwealth entity under the *Public Governance, Performance and Accountability Act 2013* (PGPA Act). 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 the APVMA is 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’.

The functions of the APVMA, 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
- Cooperate 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 APVMAs 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

At 30 June 2025 the APVMA comprised four functional areas, outlined in Table 1, which provide an integrated structure with clear lines of responsibility that supports sound regulatory science, corporate governance, stakeholder engagement, and compliance activities.

Table 1: APVMA organisation structure as at 30 June 2025

| 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 APVMAs functions |
| Chief Executive Officer | <ul style="list-style-type: none"> • Office of the Chief Executive Officer • Parliamentary and Coordination |
| Chief Operating Officer, Business Enabling Services | <ul style="list-style-type: none"> • Finance • ICT and Business Technology • People and Culture |
| Executive General Counsel | <ul style="list-style-type: none"> • Board Secretariat • Compliance Operations • Engagement and Communications • Legal Services • Records and Knowledge Management • Reform • 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"> • Manufacturing Quality and Licensing and Assurance • Permits and Minor Use • Pesticides • Pre-Evaluation and Quality • Veterinary Medicines |

Current Board and Senior Executive Service at 30 June 2025



Dr Catherine Ainsworth

Board Chair

BVSc(Hons) MVSc MBA GAICD

Dr Catherine Ainsworth was appointed Chair of the APVMA in July 2024. Dr Ainsworth has extensive experience in public sector governance and the management of agricultural research for livestock, grains, and horticulture industries. Dr Ainsworth is currently a director of Racing Analytical Services Ltd and the Royal Agricultural Society of Victoria. She is also a member of the Victorian Animal Welfare Advisory Council, the Biosecurity Reference Group, and the National Association of Testing Authorities (NATA) Animal Health Accreditation Advisory Council. Her past board appointments include the Australian Meat Processor Corporation, the Australian Horse Industry Council, Pulse Breeding Australia and Harness Racing Victoria.



Mr Scott Hansen

Chief Executive Officer and Board Member

BRurSc GradCertCom GAICD

Mr Scott Hansen was appointed Chief Executive Officer in July 2024. He is an experienced executive in the primary industries sector, bringing over 30 years of leadership across various industry and government roles. He served as Director General of the New South Wales Department of Primary Industries from 2014 to 2024, and previously held positions as General Manager, Regional Manager, and Managing Director at Meat and Livestock Australia from 2004 to 2014. Mr Hansen has a Rural Science degree from the University of New England in Armidale and holds postgraduate qualifications in commerce from the University of Southern Queensland. He is also a graduate of the Australian Institute of Company Directors and completed the Advanced Management Programme at Oxford University.



Ms Rebecca Billings

Board Member

BCom BA GAICD

Ms Rebecca Billings was appointed to the APVMA Board in March 2025. Ms Billings is an experienced organisational leader with deep economic, regulatory and public policy expertise. She is a Commissioner of the Essential Services Commission of Victoria and the Essential Services Commission of South Australia. As a commissioner, she has responsibility for making regulatory decisions in the long-term interests of consumers across the energy, water, transport and local government sectors and for providing strategic leadership and corporate governance. She is also the Chair of the National Regulators Community of Practice with the Australia and New Zealand School of Government (ANZSOG). She has over 25 years experience providing economic, policy and operational advice to government across a range of regulatory systems, both as a public servant and a consultant. She is passionate about working with organisations to help them maximise their public value and, in particular, working with regulatory agencies to ensure the appropriateness, effectiveness and efficiency of their functions. She holds bachelor degrees in commerce and arts from Monash University and is a graduate of the Australian Institute of Company Directors.



Mr Andreas Clark

Board Member

LLB(Hons) LLM GradDipAFI GAICD

Mr Andreas Clark was appointed to the APVMA Board in March 2025. Mr Clark holds a range of non-executive director roles covering a broad range of sectors including agriculture, medical services, education and infrastructure. Among his non-executive directorships, he is currently the chair of Australian Wool Exchange Ltd. He is also currently working as a Senior Adviser (Wine) with KPMG. Prior to commencing his director career, he built a successful executive career, concluding with an eight-year term as the Chief Executive Officer of Wine Australia. He is also admitted to legal practice in South Australia. He holds a Master of Laws from the Australian National University and Bachelor of Economics and Bachelor of Laws (First Class Honours) from Flinders University. He has also completed a Graduate Diploma in Applied Finance and Investment from the Securities Institute of Australia and the Authentic Leadership Program at Harvard University. He is a graduate of the Australian Institute of Company Directors.



Dr Steve Jefferies AM

Board Member

PhD DSc BAgSc FTSE

Dr Steve Jefferies was appointed to the APVMA Board in March 2022. He served as Acting Board Chair between July 2023 and July 2024. He is Principal of Jefferies Ag Solutions Pty Ltd, which provides specialised consultancy services to agribusiness in strategy, risk management and business growth. He was formerly the Managing Director of the Grains Research and Development Corporation and prior to that Chief Executive Officer 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.



Mr Wayne Terpstra

Chief Operating Officer

Mr Wayne Terpstra initially joined the APVMA in February 2023 from the Department of Agriculture, Fisheries and Forestry (DAFF). In May 2023, he was appointed as the Chief Operating Officer. Mr Terpstra is a career regulator with previous Senior Executive roles covering compliance and enforcement in both policy and operations, intelligence, licensing and registration, technical and scientific functions, verification, risk assessment and mitigation as well as corporate business enabling functions. From January 2025, Mr Terpstra transferred to the role Executive Director Innovation, leading the Process Enhancement Initiative and overseeing ICT functions.



Dr Sheila Logan

Executive Director, Risk Assessment Capability

BVSc(Hons) MAICD

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

Executive Director, Registration Management

PhD MSc BSc GAICD

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, manufacturing quality and licensing, and enquiries. 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 experience in chemical regulation.



Mr Kilifoti Eteuati

Executive General Counsel

LLM GDLP LLB BA GAICD

Mr Kilifoti Eteuati has been the Executive General Counsel (EGC) of the Office of the Executive General Counsel since July 2023. He is part of the executive leadership team, working with the CEO and Board, to progress the APVMAs priorities and objectives. He is responsible for the APVMAs legal services, board secretariat, records and knowledge management, FOI and privacy, compliance operations and reform functions. In 2025, in addition to the EGC role, he temporarily assumed responsibility of the Chief Operating Officer role, responsible for the agency's finance and procurement, people and culture, engagement and communications, and strategy and governance 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 Commercial Legal Adviser, General Legal Adviser, and finally, acting 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.

Retiring Board members

Dr Jeremy Burdon

Board Member

PhD BSc(Hons) FAA FTSE MAICD

Dr Jeremy Burdon served on the APVMA Board between March 2022 and March 2025. 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

Board Member

EMBus FAIM FAICD

Mrs Maree Gooch served on the APVMA Board between March 2022 and March 2025. Mrs Gooch's career includes 25 years as an active and hands on farmer, over 9 years in the field of WHS and chemical safety, as well as multiple board and committee roles during her almost 40 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

Acting Chief Executive Officer and Board Member

PhD MA BA(Hons) GAICD

Dr Melissa McEwen served as Acting Chief Executive Officer between July 2023 and July 2024. 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 (CITES) CoP19 and multiple international engagements in vocational education and skills including APEC and the East Asian Summit.

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 (GMP) licensing fees. Fees and charges are prescribed in the Cost Recovery Implementation Statement (CRIS).

Levies are collected, on the basis of wholesale value of chemical products sold, or otherwise disposed of, 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 APVMAs total income for 2024–25 was \$48.603 million. This includes:

- industry fees and charges of \$42.953 million
- government appropriation of \$2.260 million
- own source income of \$3.390 million (including \$0.246 million interest income, \$0.054 million in resources received free of charge, \$2.431 million for Comcover insurance premium offset, \$0.500 million from Department of Agriculture, Fisheries and Forestry (DAFF) to support cyber security activities and \$0.151 million for minor use from DAFF.

The net cost of APVMA services for 2024–25 was \$46.199 million.

The final comprehensive income position for the APVMA was \$0.986 million deficit with an equity balance of \$38.837 million.

The APVMA is in a sound financial position with reserves to cover external restrictions with a sufficient level of unrestricted reserves to cover a couple of years of modest operating losses while establishing a new CRIS.

Compliance with finance law

Section 19 of the 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.

Matters identified in the reporting period that constituted a significant breach in relation to the finance laws as per Resource Management Guide Notification of significant non-compliance with the finance law (RMG 214) are listed in Table 2 below.

Table 2: Significant non-compliance with the finance law

| Description of non-compliance | Remedial action |
|--|---|
| It has not been the practice of the APVMA to collect levies for leviable disposals (including sales) of chemical products authorised under permits notwithstanding that levies are payable in accordance with the <i>Agricultural and Veterinary Chemical Products (Collection of Levy) Act 1994</i> . | The APVMA has put in place a process to collect these levies for disposals in 2024-25 and all future years moving forward. It is also undertaking a review to determine the total value of previously uncollected levies and investigating recovery options consistent with general principles relating to the management of public resources |

Staff profile

The APVMA has offices at 2 locations within Australia: Armidale and Canberra. Details of office locations are provided in Table 3. On 16 September 2024, the APVMA relocated its Canberra office from the suburb of Symonston to Canberra City.

Table 3: APVMA Office locations

| Office | Street Address | Postal Address |
|----------|---|--|
| Armidale | 102 Taylor Street Armidale NSW 2350 | GPO Box 574, Canberra, ACT, 2601, Australia |
| Canberra | Level 1, 11 Faulding Street Symonston ACT 2609 Level 4, 14 Childers Street Canberra ACT 2601 | |

Table 4: Details of Australian Public Service (APS) employees employed at the APVMA under the *Public Service Act 1999* in 2024–25

| Classification | Full-time (ongoing) | Part-time (ongoing) | Non-ongoing and casual | Statutory appointment | Total |
|--------------------------------|---------------------|---------------------|------------------------|-----------------------|------------|
| CEO | 0 | 0 | 0 | 1 | 1 |
| Senior Executive Service (SES) | 4 | 0 | 0 | 0 | 4 |
| EL2 | 27 | 3 | 0 | 0 | 30 |
| EL1 | 51 | 6 | 5 | 0 | 62 |
| APS 6 | 60 | 9 | 2 | 0 | 71 |
| APS 5 | 44 | 4 | 1 | 0 | 49 |
| APS 4 | 11 | 2 | 1 | 0 | 14 |
| APS 3 | 0 | 0 | 0 | 0 | 0 |
| APS 2 | 0 | 0 | 0 | 0 | 0 |
| Trainee | 0 | 0 | 0 | 0 | 0 |
| Total | 197 | 24 | 9 | 1 | 231 |

EL = Executive Level

Table 5: 2024–25: Total number of ongoing APS employees employed by the APVMA in the current reporting period as at 30 June 2025

| | Man/male | | | Woman/female | | | Non-binary | | | Prefer not to answer | | | Uses a different term | | | Total |
|-----------------------|-----------|-----------|-----------|--------------|-----------|------------|------------|-----------|----------|----------------------|-----------|----------|-----------------------|-----------|----------|------------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Total |
| NSW | 39 | 4 | 43 | 54 | 11 | 65 | 1 | - | 1 | - | - | - | - | - | - | 109 |
| ACT | 38 | 3 | 41 | 34 | 6 | 40 | - | - | - | - | - | - | - | - | - | 81 |
| Remote ^[1] | 11 | - | 11 | 20 | - | 20 | - | - | - | - | - | - | - | - | - | 31 |
| Total | 89 | 8 | 97 | 113 | 19 | 132 | 1 | - | 1 | - | - | - | - | - | - | 221 |

^[1] Remote work arrangements implemented in accordance with 2024 –27 Enterprise Agreement

Table 6: 2023–24: Total number of ongoing APS employees employed by the APVMA in the previous reporting period as at 30 June 2024

| | Man/male | | | Woman/female | | | Non-binary | | | Prefer not to answer | | | Uses a different term | | | Total |
|-----------------------------|-----------|-----------|-----------|--------------|-----------|------------|------------|-----------|----------|----------------------|-----------|----------|-----------------------|-----------|----------|------------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Total |
| NSW | 52 | 3 | 55 | 69 | 12 | 81 | 1 | - | 1 | - | - | - | - | - | - | 137 |
| ACT | 35 | 2 | 37 | 27 | 7 | 34 | - | - | - | - | - | - | - | - | - | 71 |
| Total ^[2] | 87 | 5 | 92 | 96 | 19 | 115 | 1 | - | 1 | - | - | - | - | - | - | 208 |

^[2] Remote work arrangements data was not available for the 2023–24 reporting period

Table 7: 2024–25: Total number of non-ongoing APS employees employed by the APVMA as at 30 June 2025

| | Man/male | | | Woman/female | | | Non-binary | | | Prefer not to answer | | | Uses a different term | | | Total |
|-----------------------|-----------|-----------|----------|--------------|-----------|----------|------------|-----------|----------|----------------------|-----------|----------|-----------------------|-----------|----------|-----------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Total |
| NSW | - | 1 | 1 | 3 | 2 | 5 | - | - | - | - | - | - | - | - | - | 6 |
| ACT | 1 | - | 1 | 2 | - | 2 | - | - | - | - | - | - | - | - | - | 3 |
| Remote ^[3] | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 |
| Total | 2 | 1 | 3 | 5 | 2 | 7 | - | - | - | - | - | - | - | - | - | 10 |

^[3] Remote work arrangements implemented in accordance with 2024–27 Enterprise Agreement

Table 8: 2023–24: Total number of non-ongoing APS employees employed by the APVMA during the previous reporting period

| | Man/male | | | Woman/female | | | Non-binary | | | Prefer not to answer | | | Uses a different term | | | Total |
|-----------------------------|-----------|-----------|----------|--------------|-----------|-----------|------------|-----------|----------|----------------------|-----------|----------|-----------------------|-----------|----------|-----------|
| | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Full-time | Part-time | Total | Total |
| NSW | - | - | - | 9 | - | 9 | - | - | - | - | - | - | - | - | - | 9 |
| ACT | 6 | 1 | 7 | 4 | 1 | 5 | - | - | - | - | - | - | - | - | - | 12 |
| Total ^[4] | 6 | 1 | 7 | 13 | 1 | 14 | - | - | - | - | - | - | - | - | - | 21 |

^[4] Remote work arrangements data was not available for the 2023–24 reporting period

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 9. Their remuneration is shown in Tables 10 and 11.

Officials undertaking acting arrangements for a period of 4 weeks or greater within the financial year are considered KMP.

Table 9: Key management personnel

| Name | Position | 2024–25 dates as KMP |
|-------------------|--|--------------------------------|
| Dr C Ainsworth | Board Chair | 12 July 2024 to 30 June 2025 |
| Dr J Burdon | Board Member | 1 July 2024 to 28 March 2025 |
| Mrs M Gooch | Board Member | 1 July 2024 to 28 March 2025 |
| Ms R Billings | Board Member | 29 March 2025 to 30 June 2025 |
| Mr A Clark | Board Member | 29 March 2025 to 30 June 2025 |
| Dr S Jefferies AM | A/g Board Chair | 1 July 2024 to 11 July 2024 |
| | Board Member | 12 July 2024 to 30 June 2025 |
| Dr M McEwen | A/g Chief Executive Officer (CEO) | 1 July 2024 to 23 July 2024 |
| Mr S Hansen | CEO | 24 July 2024 to 30 June 2025 |
| Mr W Terpstra | Chief Operating Officer (COO) | Full year |
| | Executive Director, Innovation and Transformation | 3 February 2025 to 23 May 2025 |
| Dr Jason Lutze* | Deputy CEO | 1 July 2024 to 14 August 2024 |
| Dr S Logan | Executive Director, Risk Assessment Capability (EDRAC) | Full year |
| Dr M Trainer | Executive Director Registration Management (EDRM) | Full year |
| Mr K Eteuati | Executive General Counsel (EGC) | Full year |
| | A/g COO | 3 February 2025 to 23 May 2025 |

| Name | Position | 2024–25 dates as KMP |
|---------------------|----------|--|
| Ms Sarah Stace | A/g EDRM | 18 October 2024 to 25 October 2024 21 November 2024 to 26 November 2025 07 February 2025 to 14 February 2025 21 February 2025 to 28 February 2025 |
| Mrs Prudence Oxford | A/g EGC | 18 December 2024 to 12 January 2024 23 June 2025 to 30 June 2025 |
| Ms Janine O'Donnell | A/g EGC | 19 August 2024 to 30 August 2024 26 May 2025 to 06 June 2025 |

A/g denotes acting arrangement

*Dr Lutze was on extended leave for the 2024–25 reporting period

Table 10: Summary of key management personnel remuneration

| Short-term employee benefits | 2024–25 \$ | 2023–24 \$ |
|--|------------------|------------------|
| Base salary | 1,534,702 | 2,131,369 |
| Annual leave accrued | 107,374 | 148,860 |
| Bonuses | - | - |
| Other benefits and allowances | 11,755 | 890 |
| Total short-term employee benefits: | 1,653,831 | 2,281,119 |
| Superannuation | 247,992 | 323,894 |
| Total post-employment benefits: | 247,992 | 323,894 |
| Long service leave accrued | 35,072 | 47,971 |
| Total other long-term employee benefits: | 35,072 | 47,971 |
| Terminations | 211,169 | - |
| Total key management personnel remuneration | 2,148,064 | 2,652,984 |

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 \$260,000 this financial year.

Board member remuneration

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

Senior Executive Service remuneration policy

Chief Executive Officer

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

Senior Executive Service employees

The terms and conditions of employment for the Senior Executive Service employees are established under Subsection 24(1) of the *Public Service Act 1999* (PS Act) 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 11: Key management personnel remuneration

| Name | Position title | Base salary (\$) | Short-term benefits | | | Post employment benefits | Other long-term benefits | | Termination benefits (\$) | Total (\$) |
|-------------------|-----------------|------------------|----------------------------|--------------|------------------------------------|--------------------------|--------------------------|-------------------------------|---------------------------|------------|
| | | | Annual leave accruals (\$) | Bonuses (\$) | Other benefits and allowances (\$) | | Long service leave (\$) | Other long-term benefits (\$) | | |
| Dr C Ainsworth | Board Chair | 91,845 | - | - | - | 14,525 | - | - | - | 106,370 |
| Dr S Jefferies AM | Board Member | 49,181 | - | - | - | 5,674 | - | - | - | 54,855 |
| | A/g Board Chair | | | | | | | | | |
| Dr J Burdon | Board Member | 35,521 | - | - | - | 4,098 | - | - | - | 39,618 |
| Mrs M Gooch | Board Member | 35,521 | - | - | - | 4,098 | - | - | - | 39,618 |
| Ms R Billings | Board Member | 12,034 | - | - | - | 1,914 | - | - | - | 13,948 |
| Mr A Clark | Board Member | 12,034 | - | - | - | 1,914 | - | - | - | 13,948 |
| Dr M McEwen | A/g CEO | 24,123 | 1,717 | - | - | 2,845 | 552 | - | - | 29,236 |
| Mr S Hansen | CEO | 347,462 | 27,551 | - | - | 41,551 | 8,865 | - | - | 425,428 |

| Name | Position title | Base salary (\$) | Short-term benefits | | | Post employment benefits | Other long-term benefits | | Termination benefits (\$) | Total (\$) |
|----------------|----------------------|------------------|----------------------------|--------------|------------------------------------|--------------------------|--------------------------|-------------------------------|---------------------------|------------------|
| | | | Annual leave accruals (\$) | Bonuses (\$) | Other benefits and allowances (\$) | | Long service leave (\$) | Other long-term benefits (\$) | | |
| Mr W Terpstra | COO ED Innovation | 227,450 | 19,601 | - | - | 46,932 | 6,307 | - | - | 300,290 |
| Dr J Lutze | DCEO | 28,366 | 2,120 | - | 11,755 | 7,136 | 682 | - | 211,169 | 261,228 |
| Dr S Logan | ED RAC | 196,612 | 17,388 | - | - | 41,888 | 5,595 | - | - | 261,483 |
| Dr M Trainer | ED RM | 220,917 | 17,388 | - | - | 34,625 | 5,595 | - | - | 278,525 |
| Mr K Eteuati | EGC | 200,476 | 17,532 | - | - | 34,365 | 5,642 | - | - | 258,015 |
| Ms S Stace | A/g ED RM | 17,368 | 1,332 | - | - | 1,994 | 599 | - | - | 21,293 |
| Mrs P Oxford | A/g EGC | 19,127 | 1,467 | - | - | 2,369 | 660 | - | - | 23,623 |
| Ms J O'Donnell | A/g EGC | 16,667 | 1,278 | - | - | 2,063 | 575 | - | - | 20,583 |
| Total | | 1,534,702 | 107,373 | - | 11,755 | 247,992 | 35,072 | - | 211,169 | 2,148,064 |

Ministerial Directions and Government Policy Orders

The APVMA is subject to requirements of the Public Governance, Performance and Accountability (Charging for Regulatory Activities) Order 2017 that specify Australian Government policy relating to charging for regulatory activities.

No new government policy orders that applied to the APVMA were issued under Section 22 of the PGPA Act in 2024–25.

A Ministerial Direction under Section 10 of the Administration Act, applied to the APVMA from 14 July 2023 requires the prioritisation of 8 chemical reviews that have been ongoing for over 17 years. For detail on progress of chemical reconsiderations, please refer to the Chemical Review section on page 67 of this report.

Significant activities and changes

Detailed government response

In November 2024 the Australian Government released the Detailed response to the Final Report on Future Structure and Governance Arrangements for the Australian Pesticides and Veterinary Medicines Authority (Detailed response). The Detailed response was developed to complement the Government's APS regulatory reform agenda and provides a direct response to the reviews of the APVMA and the agvet chemicals regulatory system undertaken over the last 4 years.

The Detailed response outlines a future program of reforms that will be undertaken by the Department of Agriculture, Fisheries and Forestry (DAFF) and the APVMA. These reforms cover a wide spectrum of areas including regulatory posture, stakeholder engagement, governance and performance, sustainable resourcing and regulatory processes. It also outlines proposed improvements to regulatory policy areas that will be considered in line with government best practice including consistency and efficiency in control-of-use regulation, monitoring the effectiveness of the regulatory system, and chemical review improvements.

APVMA Strategic Plan 2025–30

The APVMA Board resolved to update the Strategic Plan to ensure the agency remains focused on being a global leader in agricultural and veterinary chemicals regulation for the benefit of Australia. The Strategic Plan 2025–30 includes a new purpose statement, as requested in the latest Ministerial Statement of Expectations and a comprehensive new suite of performance measures, in line with the Detailed response. The Strategic Plan features 5 strategic objectives:

1. Being a trusted, transparent and fair regulator
2. Supporting a contemporary regulatory system
3. Building regulatory foresight capability
4. Striving for operational excellence
5. Attracting, developing and retaining talented people

In developing the Strategic Plan, the APVMA consulted with both internal and external stakeholders over the period February to April 2025. The Strategic Plan also guides the APVMA Corporate Plan 2025–29.

Funding and cost recovery

The APVMA is primarily funded on a cost recovery basis by the agricultural and veterinary chemical industry that it regulates. Applicants pay fees and charges for application evaluations, and registrants pay levies based on the wholesale value of the chemicals they sell. During the previous financial year, Minister the Hon Julie Collins MP, approved regulations to be made to increase the annual registration renewal fees commencing during the 2025–26 financial year. All other fees and charges remained at rates set in 2019.

Ensuring the APVMA operates on a financially sustainable basis across the long-term business cycle is a key priority. Recent reviews of the APVMA have observed that its current cost recovery framework is insufficient to resource its functions and responsibilities. The APVMA will contribute to analysis by government of the APVMAs current cost recovery framework with the aim of ensuring financial sustainability.

In concert with this government action, the APVMA is also undertaking a planned transition to annual Cost Recovery Implementation Statement (CRIS) reviews. This realignment will provide enhanced compliance with evolving regulatory requirements, improved financial stability and opportunities to ensure estimated costs align with actual effort. This, in turn, will help ensure the APVMA is appropriately resourced to deliver its full suite of regulatory responsibilities and maintain financial sustainability.

Process Enhancement Initiative

The Process Enhancement Initiative is a structured program of staff and stakeholder engagement designed to foster a culture of continuous innovation, streamline registration, approval and variation processes, and improve decision-making processes. The initiative will create the environment and platform for continuous enhancement to ensure the APVMA remains an efficient, effective, and accountable global leader in agricultural and veterinary chemical regulator.

To date, the initiative developed and released 13 process maps covering the end-to-end process for key registration activities, conducted 27 internal and external workshops to gather feedback from stakeholders, and captured more than 400 improvement and efficiency ideas from staff and stakeholders, identifying both operational and regulatory opportunities for reform. This work reflects a strong commitment to continuous improvement and the delivery of a contemporary, effective regulatory system.

Transforming the APVMA

The APVMA is progressing structural realignment to help meet its strategic objectives. These changes are designed to position the APVMA as an effective, responsive, and science-led regulator.

This transformation will:

- better align the structure with stakeholder and regulatory expectations
- integrate scientific expertise to support more efficient and transparent decision-making
- strengthen community confidence in its regulatory role
- deliver targeted regulatory pathways for agricultural and veterinary products.

This transformation will complement the work being done in the Process Enhancement Initiative to improve processes, be enabled by the ICT Roadmap of upgrades to external systems and internal portals, and position the APVMA for a discussion regarding cost recovery policies and sustainable funding levels for the APVMA in the Cost Recovery Implementation Statement (CRIS).

Chapter 3

Annual performance statement



Annual performance statement

Strategic outcomes

The APVMA identified 4 strategic outcomes for the 2024–25 reporting period. These are:

1. Regulation
2. People
3. Communication and stakeholder engagement
4. Information communication technology.

Measuring performance

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

- APVMAs 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
- APVMA maintains the quality and timeliness of decisions, while applying scientific expertise to align the effort of regulatory intervention with the risks being managed
- APVMAs operations deliver effective regulatory evaluation and registration of agvet chemical products.

Results against performance criteria

This chapter provides the results of performance against the APVMA Portfolio Budget Statement (PBS), and measures listed in the Corporate Plan 2024–25. 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 | a) This measure did not have a defined target in the 2024–25 Corporate Plan b) A result could not be determined. (Explanatory statement provided against rating) |

Variation from APVMA Portfolio Budget Statement

There were no variations from the APVMA Portfolio Budget Statement in 2024–25.

Mapping of performance measures

The following table describes the relationship between the APVMAs 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 application assessments finalised within legislated timeframes | 1 | 90% | 87.1% |
| Proportion of regulated activities (excluding application assessments) that are completed within 10% of the agreed timeframe | 1 | 85% | 74% |
| Proportion of activities that pass quality audits | 1 | 95% | 90% |
| Average time to finalise recommendations or directives from internal and external audits | 1 ® 1 | Not exceeding 10% of agreed duration | 63% |
| Proportion of APVMA staff who report a high level of engagement with the APVMA | 2 | 74% | 74% |
| Proportion of APVMA staff that participate in professional development training and/or other educational activities above and beyond core training requirements | 2 | 78% | 79% |
| Staff turnover percentage within the APVMA during the reporting period | 2 | <=6.3% | 6.5% |
| Proportion of stakeholders and community who have confidence in our decision-making processes and actions | 3 ® 3 | >58% | 48% |
| Number of stakeholders and community who have a high-quality experience engaging with the APVMA and its online systems | 3 ® 3 | 70% website questions 72% quality of engagements | No quantifiable result determined |

| Performance measure | Mapping | Target performance | Actual performance |
|---|---------|--|--|
| Proportion of service requests that are completed within timeframe | 4 | 95% | 97% |
| Average cost of ICT services per user | 4 | Not exceeding 10% of government standard | Benchmarks: 52% of small agencies 85% of regulatory agencies |
| Proportion of internal users who report they are satisfied with the technologies and services available to them | 4 | No target set | 36% |

Statement of preparation by APVMA Board

As the Accountable Authority of the APVMA, we present the 2024–25 annual performance statement of the APVMA, as required under paragraph 39(1)(a) of the 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
15 September 2025

3.1 Proportion of application assessments finalised within legislated timeframes

| | |
|---------|--|
| Measure | Proportion of application assessments finalised within legislated timeframes |
| Source | Corporate Plan 2024–25 – Strategic outcome 1 |
| Target | 90% |
| Actual | 87.1% |
| Result | Performance partially met target |

Based on data extracted from the internal portal database for the 2024–25 financial year, 87.1% of the 2,295 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 Total | 664 | 86.1% |
| Majors | 221 | 65.2% |
| Minors | 443 | 96.6% |
| Veterinary medicines Total | 642 | 93.6% |
| Majors | 125 | 82.4% |
| Minors | 517 | 96.3% |
| Permits (excluding emergency permits) | 551 | 77.1% |
| Emergency permits ^[1] | 65 | N/A |
| Active constituents | 373 | 92.2% |

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

The APVMA partially met the 2024–25 target for the proportion of applications finalised within legislative timeframes.

While the APVMA did not meet the 90% target for all application types, 93.6% of veterinary medicine applications and 92.2% of active constituent applications were completed within statutory timeframes.

Overdue applications only appear in the statistics when they are finalised so there is a delay between an application becoming overdue and its impact on the timeframe performance statistics. As such, the reduction in timeframe performance for both Pesticides and Permits is due primarily to completion of a higher volume of overdue applications.

Applications can become overdue for a variety of reasons, some of which are unique to the APVMA but many of which are common to other regulators around the world. Through engagement with overseas regulatory counterparts, the APVMA has greater visibility over the existence and impact of these challenges globally and is afforded an opportunity to work collaboratively on potential solutions.

Key drivers of pre-market performance challenges impacting the ability of the APVMA to process applications within statutory timeframes include poor quality and/or incomplete submissions; delays in applicants responding to requests for information; and increased submission complexity. Through the Process Enhancement Initiative, transformation, and ongoing international engagement, the APVMA is committed to addressing these challenges (and others) to improve the predictability and timeliness of the regulatory process.

3.2 Proportion of regulated activities (excluding application assessments) that are completed within 10% of the agreed timeframe

| | |
|---------|--|
| Measure | Proportion of regulated activities (excluding application assessments) that are completed within 10% of the agreed timeframe |
| Source | Corporate Plan 2024–25 – Strategic outcome 1 |
| Target | 85% |
| Actual | 74% |
| Result | Performance partially met target |

Due to shortfalls arising from ICT and internal process constraints in data capture and reporting capabilities, the result against the measure as intended could not be determined, with respect to timeframe variance. The measure has been revised to report directly against performance utilising internally identified targets.

The overall performance result for the measure is 74% derived from the mean of the individual results published in Table 15.

Table 15: Summary of results

| Result | Area | Metric |
|--------|---|--|
| 40% | Chemical Review | Progress against planned milestones as at 1 July 2024 |
| 86.7% | Manufacturing Quality and Licencing (MQL) | MQL audits completed within 4 months |
| 68.8% | Adverse Experience Reporting Program (AERP) | Individual AERP reports received and acknowledged by the agency within 10 working days |
| 100% | Recalls | Voluntary recall notices published to the APVMA website within 3 working days and gazetted within 14 days of receipt of advice from the holder |
| 99.4% | Hormonal Growth Promotants | Notification number applications processed within 5 working days of receipt from the applicant |
| 47% | Compliance activities | Percentage of investigations in medium or high-risk category |

Chemical Review

The Chemical Review workplan set at July 2024 for the reporting period comprised 10 milestones across proposed and final regulatory decisions, which provide the metric for this measure. The APVMA achieved 4 chemical review milestones in the reporting period, with a 40% completion rate against the original agreed timeframes.

The workplan was revised during the reporting year, reducing the scheduled milestones to 4 due to large volumes of stakeholder feedback received for proposed regulatory decisions. Further detail of progress is outlined in Table 16.

Table 16: Status of chemical reconsiderations

| Milestone | Status |
|---|---|
| Progress against work plans | <p>Risk assessments have been completed for the reconsideration of the anticoagulant rodenticides. Consultation with the Department of Agriculture, Fisheries and Forestry and the state and territory chemical coordinators on the assessment outcomes and possible mitigation measures has been completed and the proposed decision will be published as soon as possible.</p> <p>Consideration of the submissions to the public consultations for neomycin and fenitrothion reconsiderations has been completed. The final decisions for these reconsiderations are expected to be published in August and September 2025.</p> <p>Consideration of the submissions to the public consultation for the reconsiderations of diquat and paraquat is in progress and the final decisions are expected to be published in December 2025.</p> <p>The risk assessments for the ongoing reconsiderations of fipronil and the neonicotinoids are in progress and proposed decisions on these reconsiderations are expected during the 2025–26 reporting period.</p> |
| Proposed Regulatory Decisions finalised | <p>Paraquat (30 July 2024)</p> <p>Diquat (30 July 2024)</p> |
| Final Regulatory Decisions finalised | <p>Diazinon (10 September 2024)</p> <p>Chlorpyrifos (3 October 2024)</p> |

The response to public consultation on proposed regulatory decisions need to be addressed prior to moving to a final regulatory decision. It is unknown prior to the end of the consultation period what the nature of any submissions received will be. If any data which is to be used to make a final decision is eligible for data protection, the final decision cannot be made until compensation for that data has been addressed.

In addition to the reconsiderations noted above, on 9 October 2024, the APVMA used Section 24A of the Agricultural and Veterinary Chemicals Code scheduled to the Agvet Code Act to cancel the registration of all products containing chlorthal dimethyl due to imminent risk to human health. The cancellation also prohibited the supply and the use of these chemical products.

Manufacturing Quality and Licencing (MQL)

Table 17: Manufacturing Quality and Licencing audit performance

| Summary | | 2023-24 | 2024-25 |
|---------|--------------------------------------|---------|---------|
| MQL | Performance | 98.7% | 86.7% |
| | Number of audits commenced | 98 | 86 |
| | Number of audits closed and reviewed | 82 | 98 |

The MQL performance target is 90% of all audit reviews finalised within a 4-month timeframe. This is longer than the previous timeframe of 3 months. For this financial year, a decision was taken to increase timeframes to complete audit reviews as new staff were onboarded in June and July 2024. The increased timeframe is to allow training of new staff and progression of projects (i.e. Good Manufacturing Practice (GMP) Audit Procedure, Review of GMP Code and Work Instructions).

Eight audits were observed as part of the quality assurance program of APVMA- authorised auditors. Utilising the GMP dispute resolution provision, the APVMA assumed responsibility for the closure of 4 audits in relation to non-conformances, root-cause of non-conformances and corrective and preventative actions.

Adverse Experience Reporting Program (AERP)

Table 18: Adverse Experience Reporting Program performance

| Summary | | 2023-24 | 2024-25 |
|---------|---------------------------------------|--------------------|--------------------|
| AERP | Performance | - | 68.8% |
| | Number of individual reports received | 7,019 [^] | 9,052 [#] |
| | Number of individual reports closed | 7,018 [^] | 8,877 [#] |
| | Number of adverse incidents | 1,311 [^] | 1,675 |

[^]This is an estimation of individual reports received, including Periodic Summary Updates Reports (PSURs). Individual reports were not tracked. This information was derived from Annual Report 2023-24.

[#]Individual reports are tracked. Total number of individual reports received and closed include PSURs. The PSURs are assumed to be received, acknowledged and closed when submitted to the APVMA.

The AERP performance target is 75% of all individual reports being received and acknowledged within 10 working days. 2024–25 is the first year the APVMA is tracking the receipt and acknowledgment of each individual report. Currently, the APVMA is developing a process flow tracking system to monitor AERP performance. Between 20 and 30 adverse experience reports (AERs) are received by the APVMA every day.

From the table above, AERP has had an increase of individual adverse experience reports of 28.96% yea-on-year and an increase of the number of serious adverse incidents of 27.77% year-on-year. This increase in reports and incidents may be attributed to the media coverage of a few products that occurred in 2024–25.

Recalls and Hormonal Growth Promotants

Table 19: Recalls performance

| Summary | | 2023–24 | 2024–25 |
|---------|-----------------------------|---------|---------|
| Recalls | Performance | 100% | 100% |
| | Number of voluntary recalls | 29 | 29 |

The Recalls performance target is 100% of all voluntary recall notices published to the APVMA website within 3 working days and gazetted within 14 days as per AgVet Code requirements.

Table 20: Hormonal Growth Promotants performance

| Summary | | 2023–24 | 2024–25 |
|---------|------------------------|---------|---------|
| HGP | Performance | 65.2% | 99.4% |
| | Number of applications | 181 | 180 |

The Hormonal Growth Promotants (HGPs) performance target is 90% of all notification number applications processed within 5 working days. The majority of renewal applications (~70-80%) occur in June of each year. The APVMA reached out to the major HGP suppliers to submit applications ahead of their renewal due date to spread the workload in the final quarter of the financial year. This change in process has enabled the agency to ensure the performance result was greater than the target of 90%.

Compliance and enforcement activities

Table 21: Investigations

| Investigations | 2023-24 | 2024-25 |
|----------------|---------|---------|
| Commenced | 190 | 289 |
| Closed | 205 | 297 |
| Remaining open | 5 | 22 |

Table 22: Investigation outcomes

| Investigation outcomes | 2023-24 | 2024-25 cases | 2024-25 offences |
|----------------------------------|---------|---------------|------------------|
| Negotiated compliance/education | 129 | 161 | 372 |
| Formal warnings | 66 | 77 | 77 |
| Infringement notices | 6 | 10 | 10 |
| Enforceable undertakings | 0 | 0 | 0 |
| Civil proceedings | 1 | 0 | 0 |
| Prosecutions | 0 | 0 | 0 |
| Customs Act forfeiture | 16 | 56 | 56 |
| No offence/insufficient evidence | 21 | 32 | 59 |
| Online product removals | 246 | 1,277 | N/A |

The APVMA continues to review and implement changes to investigations management and processes. This has resulted in efficiencies, not only allowing for more investigations to be completed, but creating time for investigators to prioritise higher risk matters. Development commenced on a new investigation effort tracking methodology which is expected to result in improved data capture and reporting capability in the next reporting period with respect to identifying medium and high-risk investigations.

An overall result of 47% of investigations at the medium or high-risk level across the year was achieved.

Proactive intelligence work also resulted in a substantial increase in the removal from sale of unregistered products from online marketplaces (246 for 2023-24 to 1,277 for 2024-25) with eBay accounting for the majority. The target for 2025-26 will be for 70% of investigations to be in the medium or high-risk category.

3.3 Proportion of activities that pass quality audits

| | |
|---------|---|
| Measure | Proportion of activities that pass quality audits |
| Source | Corporate Plan 2024–25 – Strategic outcome 1 |
| Target | 95% |
| Actual | 90% |
| Result | Performance partially met target |

As of 30 June 2025, 90% of applications audited under the Quality Management Framework passed process quality audits. Process quality audits provide assurance 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. Conducting regular process quality audits in line with the audit plan ensures the APVMA consistently meets a standard that is appropriate, fit for purpose, meets legal requirements and stakeholders’ needs and expectations.

The quality management system was expanded during the 2024–25 period (from January 2025) to undertake audits for all finalised major applications (being audited on a sample basis prior to this). The expansion also established a non-conformance reporting framework and process. This provides the mechanism to develop decision pathway tools for applying corrective action to future non-conformances. Following this process review, new process audit materials were developed to better align with legislative requirements and internal processes, resulting in a more targeted process quality audit approach. These changes will improve the accuracy of process quality audit statistics and ensure compliance is maintained.

A total of 262 process quality audits were conducted, representing 6% of applications finalised over the 12-month reporting period. This includes 22 major applications audited from 1 January 2025, following the expansion of the audit program. Of these 262 applications:

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

After investigation, the non-conformances identified in these 5 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.

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

3.4 Average time to finalise recommendations or directives from internal and external audits

| | |
|---------|--|
| Measure | Average time to finalise recommendations or directives from internal and external audits |
| Source | Corporate Plan 2024–25 – Strategic outcome 1 |
| Target | Not exceeding 10% of agreed duration |
| Actual | 37% in excess of agreed duration |
| Result | Performance did not meet target |

All recommendations reported on in this performance measure (as at 30 June 2025) are in respect of internal audit recommendations. There have been no external audit recommendations to act upon in 2024–25.

During 2024–25, the APVMA has put effort into enhancing its governance and management of its internal audit function. A new Internal Audit Charter was adopted by the APVMA Board in December 2024. The Annual Internal Audit Plan is now more closely aligned to the strategic priorities and risks of the APVMA. APVMA management, in considering whether to accept internal audit recommendations, is more carefully examining whether it considers acting upon them a priority in terms of strategic objectives, risk appetite and tolerances and the available resource base of the agency.

Several historically outstanding internal audit recommendations have been closed during 2024–25 (dating back to the years 2021–22 and 2022–23). These recommendations were accepted by management at the time, but do not necessarily reflect the current strategic priorities and risk profile of the agency. The closure of this backlog of overdue recommendations has resulted in the performance target not being achieved. From 2025–26 onwards, the APVMA will be more proactively managing its acceptance and implementation of audit recommendations and anticipates better performance results in this respect.

3.5 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 2024–25 – Strategic outcome 1 |
| Target | 74% |
| Actual | 74% |
| Result | Performance met target |

The APVMA achieved an employee engagement score of 74% in the 2024 Australian Public Service Employee Census (Census), a decrease on the 2024 Census result of 75%. 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 employees 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 under the theme of ‘Say, Stay, Strive’, and incorporates the extent to which employees are motivated, inspired, and enabled to improve an organisation’s outcomes. The APVMA uses this metric to understand how the workforce is connected with, and committed to, working for the APVMA.

The Census was open for all APS employees from 5 May 2025 to 6 June 2025. During this period, 84% of APVMA employees participated in the Census. APVMA participation in the 2025 Census was higher than the APS average of 81%.

The sustained employee engagement score can be attributed to the agency prioritising genuine consultation involving employees in shaping the APVMA, a continued focus on improving the ways of working, and continuing to embed diversity and inclusion.

The APVMA will be developing Census Action plans that address opportunities for the APVMA and across each program into 2025–26.

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

| | |
|---------|---|
| Measure | Proportion of APVMA staff that participate in professional development training and/or other educational activities above and beyond core training requirements |
| Source | Corporate Plan 2024–25 – Strategic outcome 2 |
| Target | 78% |
| Actual | 79% |
| Result | Performance met target |

During the reporting period, 171 staff, representing 79% of the workforce, participated in professional development or educational activities beyond mandatory training, demonstrating the commitment to continuous learning and capability uplift.

Learning and development activities supported the goals of the People Plan 2024–27, the Diversity and Inclusion Strategy, and broader agency priorities, prioritising leadership capability, inclusion, productivity and technical capability, participation comprised in-person workshops, online courses and webinars, and self-paced learning.

Learning themes:

- Leadership and management
- Diversity, inclusion and cultural capability
- Government writing and communication
- Productivity and hybrid work effectiveness
- Recruitment and legal capability
- Regulatory science and technical expertise.

Key actions that supported these results:

- Ongoing delivery of the APVMAs internally developed Leadership Development series, with 236 total attendances
- The launch of LinkedIn Learning, providing on-demand professional development courses
- National Registration Community of Practice (NRCoP), with relevant seminars and events promoted to staff
- Ongoing development of the Regulatory Science Knowledge Bank, which consolidates content from the Veterinary Medicines Assessment Link Program, Pesticides Risk Manager Training Program, science seminar recordings, and regulatory capability sessions.

3.7 Staff turnover percentage within the APVMA during the reporting period

| | |
|---------|--|
| Measure | Staff turnover percentage within the APVMA during the reporting period |
| Source | Corporate Plan 2024–25 – Strategic outcome 2 |
| Target | <=6.3% |
| Actual | 6.5% |
| Result | Performance did not meet target |

The APVMA calculates the full year separation rate based on the number of ongoing employee separations from the APS for the previous financial year. For 2024–25, there have been 14 ongoing separations (9 employee resignations, and 5 retirements) for a rate of 6.5%.

During the reporting period, there were an additional 16 non-ongoing arrangements that were finalised.

The APVMA continues to drive a positive and safe working environment, leveraging the 2024 Census results to focus on 4 target areas.

Enhance staff communication

Continue to use a variety of methods to keep employees well informed and to ensure the alignment between the SES and the rest of the agency. This includes regular all staff standups with the CEO and greater utilisation of SES blogs.

Build change management expertise

Build capability for managing change across the agency at all levels., through the development of a change management framework. This will be supported through educational workshops for employees and managers in navigating and managing change effectively.

Encourage innovation at all levels

Continuing to develop connections within the community will help drive innovation across a range of operational areas. The APVMA will also revisit its risk appetite to ensure the level of risk is appropriate to nurture a workplace environment where innovation is encouraged.

Develop practical health and wellbeing initiatives

Continuing to provide an environment where employees feel cared for and empowered regarding their own health and wellbeing, include delivering initiatives such as annual health checks, establishing new work health and safety reporting capability to capture incidents and near misses. These activities have been supported and expanded through the APVMA Wellbeing Framework which was launched in early 2025.

3.8 Proportion of stakeholders and community who have confidence in our decision-making processes and actions

| | |
|---------|---|
| Measure | Proportion of stakeholders and community who have confidence in our decision-making processes and actions |
| Source | Corporate Plan 2024–25 – Strategic outcome 3 |
| Target | >58% |
| Actual | 48% |
| Result | Performance did not meet target |

The APVMA conducts a Stakeholder and Public Survey every two years to capture stakeholder perceptions of the APVMA over the preceding 12 months, with a smaller Pulse Survey conducted in alternate years to provide interim points of comparison. The last Stakeholder and Public Survey occurred in the 2023–24 period and adopted a new methodological approach for sampling and analysis to produce robust and valid findings.

The previous Stakeholder Survey result found that 58% of respondents had confidence in the APVMAs decision-making processes and actions. This was subsequently set as the baseline for the current reporting period. The 2025 Pulse Survey indicated that this score decreased to 48% in the 2024–25 reporting period. This information was drawn from the number of respondents who agreed, or strongly agreed with the statement that the APVMA is a trusted, transparent, and fair regulator.

The decrease from the 2023–24 reporting period may be related to two metrics, the perception that the APVMA has predictable decision-making processes (34% agreed in 2024–25 compared with 40% in the previous survey), and that the APVMA applies penalties proportionate to the matter at hand (40% agreed compared with 47% in the previous survey).

The 2024 Stakeholder Survey demonstrated that a large proportion of the APVMAs stakeholders have been interacting with the agency for an extended period of time (68% for more than 6 years, and 48% for more than 10).

A decrease in satisfaction from long-term stakeholders in the 2024–25 reporting period is within expectations due to significant changes undertaken as part of an agency reform process, including to application requirements, assessment processes, and compliance posture. This view is supported by the Pulse Survey which showed that stakeholders who have dealt with the APVMA for less than 12 months scored 73% in this metric compared with stakeholders who have dealt with the APVMA for more than 10 years who scored 36%.

Although the score has decreased in the period, the APVMA acknowledges that the later part of 2024–25 saw a marked shift in how the agency engages with stakeholders, increasing rigour around consultation processes, including:

- consulting on a revised engagement model which captured the perspectives of a wider array of stakeholders and conducting a merit-based appointment process for newly established engagement groups.
- proactively engaging at key forums as part of developing the new Strategic Plan 2025–30.
- inviting feedback from the Australian public throughout the development phase for the performance measures contained in the new Strategic Plan and actively considering and incorporating into subsequent revisions.
- undertaking 27 workshops with internal and external stakeholders to identify regulatory and operational opportunities to reform through the Process Enhancement Initiative.

The APVMA is considering the results of the Pulse Survey in detail and will develop an action plan based on these insights. The APVMA recognises that the new consultation processes will take some time to take effect.

3.9 Number of stakeholders and community who have a high-quality experience engaging with the APVMA and its online systems

| | |
|----------------|--|
| Measure | Number of stakeholders and community who have a high-quality experience engaging with the APVMA and its online systems |
| Source | Corporate Plan 2024–25 – Strategic outcome 3 |
| Target | 70% or higher for question 1 72% or higher for question 2 |
| Actual | A quantifiable result could not be determined |
| Result | A result could not be determined |

The APVMA conducts a Stakeholder and Public Survey every two years, with a brief Pulse Survey conducted in alternate years to provide interim points of comparison. The most recent Stakeholder and Public Survey occurred in the 2023–24 period and adopted a new methodological approach for sampling and analysis to produce robust and valid findings.

The 2024 Stakeholder Survey result found that 40% of respondents had a high-quality experience engaging with the APVMA and its online systems. Two targets were set as the baseline from these results:

1. 70% for Question 1: please rate the extent to which you agree or disagree with the following statements about the APVMA website.
2. 72% for Question 2: how satisfied are you with the quality of engagements with the APVMA?

The 2025 Pulse Survey did not address these 2 questions as it was an interim snapshot focused on establishing the baseline for the incoming performance measures in the new APVMA Corporate Plan:

- Proportion of stakeholders surveyed who agree that the APVMA has been a trusted, transparent and fair regulator
- Proportion of stakeholders surveyed who believe the APVMA has effective regulatory foresight capability.

For Question 1, the 2024 Stakeholder Survey found that across 7 factors, an average of 54% of respondents agreed that the APVMAs online systems (comprising the APVMA website, PubCRIS and online portal) was useful, up-to-date, easy to understand, easy to navigate, contained the information and detail they needed, was easy to use on mobile devices, and made it easy to find key contact information.

This information was used to inform the forward work plan for improvements to the APVMA website. The APVMA engaged an external company to audit external web content in 2024–25 following this survey. The APVMA determined that it would not be worthwhile to re-survey this metric in the interim 2025 Pulse Survey as significant changes to the APVMAs online systems have not yet been implemented.

For Question 2, statistical analysis of the 2024 Stakeholder Survey result indicated that the primary drivers for stakeholder satisfaction with the quality of engagement are that the APVMA:

- Provides opportunities for input where appropriate
- Fosters productive relationships with stakeholders
- Makes it clear how information provided will be used.

The APVMA has taken significant steps to reform agency stakeholder engagement practices as detailed in performance measure 3.8.

3.10 Proportion of service requests that are completed within timeframe

| | |
|---------|--|
| Measure | Proportion of service requests that are completed within timeframe |
| Source | Corporate Plan 2024–25 – Strategic outcome 4 |
| Target | 95% |
| Actual | 97% |
| Result | Performance met target |

The APVMA resolved 97% of ICT tickets excluding requests for new hardware or software within the timeframes set in the service level agreement. This level of service is sufficient to support business objectives by demonstrating that ICT software, systems and services have high availability, and issues are remediated in a timely way.

3.11 Average cost of ICT services per user

| | |
|---------|--|
| Measure | Average cost of ICT services per user |
| Source | Corporate Plan 2024–25 – Strategic outcome 4 |
| Target | Not exceeding 10% of government averages |
| Actual | In 2024–25 actual ICT expenditure, including salaries, was: 52% of the benchmark for small agencies 85% of the benchmark for regulatory agencies |
| Result | Performance met target |

The cost of APVMA ICT services is defined by commercial agreements with the incumbent ICT managed services provider, cybersecurity services and improvements, the cost of maintaining and running bespoke business applications, and staff salaries.

The current cost of ICT services is substantially lower than government benchmarks (comparators are the 2024 average digital and ICT budgets for small agencies and regulatory agencies).

3.12 Proportion of internal users who report they are satisfied with the technologies and services available to them

| | |
|---------|---|
| Measure | Proportion of internal users who report they are satisfied with the technologies and services available to them |
| Source | Corporate Plan 2024–25 – Strategic outcome 4 |
| Target | No target set |
| Actual | 36% |
| Result | No target to report a result against |

In the 2024–25 reporting year, the APVMA planned to undertake an uplift of ICT capability which this measure was intended to report upon. Due to a changed approach, the ICT uplift has not yet been undertaken and thus the measure could not be quantified.

No internal user surveys were conducted during the reporting period to establish user sentiment, precluding a result against the measure as written. However, the APS Census did ask employees to respond to the following statement: “My workgroup has the tools and resources we need to perform well.”

Under the circumstances, the APVMA has determined that the use of this result as an alternate method of calculation is a appropriate metric to report against for the purpose of the measure.

The APS Census result recorded that 36% of respondents responded positively, which is a variance of -8% from 2024, -17% from other regulators and -13% from small agencies.



Chapter 4

Corporate governance and management

Corporate governance and management

Corporate and Strategic Plans

The APVMAs planning and reporting requirements are set out in the PGPA Act and the Administration Act. The primary planning documents are the Strategic Plan and Corporate Plan, which articulate the purpose, vision and objectives of the APVMA and the strategies to achieve these objectives.

Governance

As a corporate Commonwealth entity under the PGPA Act, 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 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 PGPA Act and has duties as described in Part 2-2 of that legislation.

The Board is composed of a Chair (non-executive), 3 non-executive members and the CEO as an executive member. The CEO is appointed under Part 4 of the Administration Act. After consulting the Minister, the Board appoints the CEO 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 and/or veterinary science) and public health or work health and safety.

The CEO 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 PS Act. The CEO is also responsible for delivering the strategic objectives set out in the Strategic Plan and Corporate Plan.

Details of the members of the Board during the reporting period are outlined in Table 23.

Table 23: Board Members

| Name | Position held | Executive status | Period a member of the Board | | Number of Board meetings attended |
|-------------------|-----------------|----------------------|------------------------------|----------------|-----------------------------------|
| | | | Commencement date | Cessation date | |
| Dr C Ainsworth | Board Chair | Non-executive member | 12 July 2024 | 12 July 2028 | 10 of 10 |
| Dr S Jefferies AM | A/g Board Chair | Non-executive member | 12 July 2023 | 12 July 2024 | 0 of 0 |
| | Board Member | Non-executive member | 29 March 2022 | 29 March 2028 | 10 of 10 |
| Dr J Burdon | Board Member | Non-executive member | 29 March 2022 | 28 March 2025 | 8 of 8 |
| Mrs M Gooch | Board Member | Non-executive member | 29 March 2022 | 28 March 2025 | 8 of 8 |
| Ms R Billings | Board Member | Non-executive member | 29 March 2025 | 29 March 2027 | 2 of 2 |
| Mr A Clark | Board Member | Non-executive member | 29 March 2025 | 29 March 2027 | 2 of 2 |
| Dr M McEwen | A/g CEO | Executive member | 24 July 2023 | 24 July 2024 | 1 of 1 |
| Mr S Hansen | CEO | Executive member | 24 July 2024 | 24 July 2029 | 9 of 9 |

The then 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 CEO with effect from 24 July 2024 for a 5-year term. Subsequently, the current Minister for Agriculture, Fisheries and Forestry, Senator the Hon Julie Collins MP, appointed Ms Rebecca Billings and Mr Andreas Clark as Board members with effect from 29 March 2025 for a 2-year term.

More information regarding the [Board](#) is available on the APVMA website.

Audit and Risk Committee

The Audit and Risk Committee (ARC) has been established in accordance with Section 45 of the PGPA Act and is a committee of the Board. It oversees and provides advice to the Board on the appropriateness of the APVMAs financial reporting, performance reporting, system of risk oversight and management, and system of internal control. Its responsibilities include oversight of the APVMAs 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.

During the 2024–25 reporting period, the ARC had a membership of 3 external members (including the Chair) and 1 non-executive Board member (who is not the Board Chair).

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

Table 24 provides detail about ARC members during the 2024–25 reporting period.

Table 24: 2024–25 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 ARC in July 2021 (and retired from the role on 1 July 2025). Mr Cross has a background in financial statement audit, internal audit, management assurance and performance and program management. He holds positions as the Chair or as Member of ARCs for other Commonwealth Government agencies overseeing 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 | 19,856.25 |

| Name | Qualifications, knowledge, skills or experience | Number of committee meetings attended | Total annual remuneration (\$) |
|--------------------------------------|---|---------------------------------------|--------------------------------|
| Ms Diana Hamono (external member) | Ms Diana Hamono was appointed to the ARC in October 2021. Ms Hamono has almost 40 years internal auditing and IT auditing experience in Commonwealth, state and territory, and local government agencies, spanning regulatory, policy and service delivery organisations. Her audit consulting experience covers all aspects of risk, governance, ICT, internal audit, program and project management and corporate and operational business systems. Ms Hamono is an independent ARC member at several local and Commonwealth 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 Certified Information Systems Auditor (retired), is Certified in the Governance of Enterprise IT, is a Professional Member of IIA-Australia and a Member of ISACA. | 5 of 5 | 9,900 |

| 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 ARC in August 2020. Mr Schaeffer has more than 15 years experience working in the private sector for large commercial companies, particularly in the services and manufacturing sectors. With 15 years in the public sector, including 8 as CFO of 2 Commonwealth government agencies, and 10 years in professional services, including currently serving as Chair of the Torres Strait Regional Authority Audit Committee and Chair of the ACT Government's Chief Ministers, Treasury and Economic Development Directorate. He is a Fellow Certified Practising Accountant, Graduate of Australian Institute of Company Directors, and Professional Member Institute of Internal Auditors. 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. | 4 of 5 | 7,920 |
| Mrs Maree Gooch (Board member) * | See Mrs Gooch's Board member profile on page 17. She retired as an ARC member on 29 March 2025. | 4 of 4 | See Board member remuneration on page 26. |
| Mr Andreas Clark (Board member) * | See Mr Clark's Board member profile on page 14. He joined the ARC on 14 May 2025. | 0 of 0 | See Board member remuneration on page 26. |

* Mrs Gooch and Mr Clark were remunerated as Board members in accordance with the *Remuneration Tribunal (Remuneration and Allowances for Holders of Part-time Public Office) Determination 2024*. They did not receive additional remuneration for membership of the ARC.

In June 2024, the Board appointed Mr Kevin Franey as Chair of the ARC with effect from 1 July 2025 for a 3-year term.

Senior management committees

APVMA senior management committees adhere to the principles of public sector governance to provide accountability, transparency, integrity, stewardship, efficiency and leadership and are listed in Table 25.

Table 25: APVMA senior management committees

| Committee | Description |
|----------------------------------|--|
| 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 APVMAs decision-making processes and oversight and reporting arrangements. The ELT ensures the agency delivers efficient and effective regulation while complying with the law, regulations, published standards and community expectations of probity, accountability and openness. |
| Agency 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 | 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. |
| Wellbeing Committee | Provides a framework to engage workers in initiatives to promote physical and mental health, social and emotional wellbeing. |
| 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 APVMAs information and data management frameworks, strategies and policies as they are developed and updated. |
| Senior Oversight Group | Oversees the potential and actual use of coercive powers in compliance activities but does not make decisions in relation to the exercise of those powers. Reports to the ELT. |
| Case Assessment Group | Categorises and prioritises each referral and allegation arising from compliance activities 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 26.

Table 26: Related entity transactions

| Related entity | Number of transactions | Total amount (\$) |
|---|------------------------|-------------------|
| Comcare | 2 | 219,310.00 |
| Digital Transformation Agency | 4 | 175,705.04 |
| Department of Finance | 10 | 148,544.78 |
| Australian Government Solicitor | 17 | 108,553.44 |
| Comcover | 3 | 91,061.02 |
| Department of Defence | 12 | 34,030.14 |
| Department of Agriculture, Fisheries and Forestry | 2 | 28,843.45 |
| Australian Public Service Commission | 2 | 19,086.00 |
| Comsuper | 1 | 19,086.00 |
| Department of Foreign Affairs and Trade | 22 | 15,540.00 |
| Department of Industry, Science and Resources | 2 | 9,772.00 |
| Department of Home Affairs | 1 | 7,530.00 |
| Australia Post | 8 | 4,837.24 |
| Attorney-General's Department | 2 | 4,786.24 |
| Australian Federal Police | 12 | 3,104.00 |
| Office of Parliamentary Counsel | 2 | 600.00 |

Consultation and collaboration

Domestic engagement

Effective engagement with stakeholders is essential to the APVMAs purpose and corporate objectives. The agency believes that effective engagement is built on meaningful engagement and strong partnerships. and recognises that decisions made by the agency affect a diverse range of people, businesses and organisations.

In 2025 the APVMA reinvigorated its key advisory forums, outlined below. This followed public consultation and an internal review that considered:

1. Recommendations made by independent reviews of the APVMA
2. Results of the 2024 stakeholder and public survey
3. Contemporary engagement practices for comparable regulators.

APVMA Advisory Group

Provides expert advice and stakeholder perspectives on matters relating to the statutory criteria of safety, efficacy, trade, and labelling in the regulation of agricultural and veterinary (agvet) chemicals. The Advisory Group supports risk-based decision making and trust in the agvet chemical regulation process through regular engagement with members representing public health, occupational health and safety, environmental protection, international trade, animal health, and commercial product users.

The National Registration Scheme Advisory Group

Previously known as the Registration Liaison Forum, the National Registration Scheme (NRS) Advisory Group includes all state and territory governments. It looks at the outcomes of the APVMAs regulations and those of the states and territory, and how all parties together achieve the requirements under the NRS. The group also focuses on touchpoints between regulation and control of use, provides an opportunity for state and territory governments to provide feedback on how the APVMA can improve labels, and provides an opportunity to ensure the labels the APVMA is proposing are enforceable in each state.

Agricultural Chemicals Working Group

The Agricultural Chemicals Working Group facilitates engagement between the APVMA and directly regulated entities (or their representatives) on operational matters related to the regulation of agricultural chemicals.

Veterinary Medicines Working Group

The Veterinary Medicines Working Group facilitates engagement between the APVMA and directly regulated entities (or their representatives) on operational matters related to the regulation of veterinary medicines.

In addition to convening the above meetings, the APVMA continued proactively engaging with domestic stakeholders with over 24 unique engagements with peak bodies, registrants and retailers. The APVMA also participated in several conferences and scientific seminars, and several inter-governmental fora encompassing both regulatory and enabling functions.

Some key events include:

- International Conference on the Regulation of AgVet Chemicals and Technologies (RACT) – Convened at the University of New England in Armidale, the APVMA sponsored and presented on topics that broaden the understanding of regulatory science, policy and practice
- Australian Academy of Technological Sciences & Engineering (ATSE) AgTech Symposium – the APVMA delivered a keynote at this forum exploring the latest advancements and breakthroughs in agtech including red tape reduction, changing community expectations of risk and technology
- Presentations at Annual General Meetings of peak bodies and key stakeholder associations.

International engagement

The APVMA maintained its focus on meaningful engagement and partnerships internationally in 2024–25, representing Australia in global discussions to strengthen the approach to agvet chemical regulation around the world. Key forums included:

- The OECD Working Party on Pesticides (WPP), chaired by Dr Maria Trainer, which is the main international forum for pesticide regulatory bodies and sets the strategic direction for global work relating to pesticides
- three meetings of the International Cooperation on Harmonisation of Technical Requirements for Registration of Veterinary Medicinal Products (VICH), which seeks to establish and implement harmonised technical requirements veterinary product registrations which meet quality, safety and efficacy standards while minimising the use of test animals and product development costs.

The APVMA continued its international regulatory engagement program with counterparts at meetings including:

- monthly Quins meetings, with membership comprising United Kingdom Veterinary Medicines Directorate, Health Canada, United States Food and Drug Administration and New Zealand Ministry for Primary Industries, to discuss veterinary medicines regulation.
- bilateral regulator meetings with agencies from New Zealand, the United Kingdom, Switzerland and Canada.

The APVMA also participated in discussions regarding technical issues in a range of forums, contributing to conversations about digital labelling, biopesticides, good manufacturing practices, as well as providing training and capacity building to other regulators, primarily in the ASEAN region, with much of this engagement being conducted efficiently through online meetings and written contributions.

Accountability

Enterprise risk management

The APVMA Enterprise Risk Management Framework and supporting documentation detail how the agency engages with and manages the effect of uncertainty on the delivery of its regulatory objectives. Enterprise risk is a corporate function, separate from regulatory science risk managed by APVMA scientific staff.

The Enterprise Risk Management Framework has been developed to meet the requirements of Section 16(a) of the PGPA Act and to align with the Commonwealth Risk Management Policy. It is based on elements of the international standard on Risk Management—ISO31000:2018.

The Risk Appetite and Tolerance Statement describes the agency's attitude towards risk-taking and details the level of enterprise 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 and corruption 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. The APVMA adopted an updated Fraud and Corruption Control Policy and Plan that aligns with the new Commonwealth Fraud and Corruption Control Framework 2024.

The plan ensures the APVMA has adequate processes in place for detecting, capturing and responding to fraud and corruption risks. The appropriateness of the fraud and corruption control plan and its implementation is monitored and assessed by the ARC.

The agency also released its inaugural Integrity Framework, highlighting its commitment to embed a pro-integrity culture that promotes the proper use and management of public resources and is committed to ethical and lawful conduct.

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 APVMA website.

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 statistics](#) are published quarterly and can be accessed on the APVMA website.

Table 27 provides an overview of activities related to regulatory decisions within the reporting period.

Table 27: Activities related to APVMA regulatory decisions

| Type of regulatory decision | Received | In progress | Processed |
|---|--------------|--------------|--------------|
| Pre-application assistance | 215 | 65 | 215 |
| Product registration – pesticides | 819 | 542 | 664 |
| Product registration – veterinary medicines | 672 | 294 | 642 |
| Permits (excludes emergency permits) | 552 | 267 | 551 |
| Emergency permits (Item 22) | 74 | 24 | 65 |
| Active constituent approvals | 344 | 221 | 373 |
| Items 8L, 8M, 8P | 785 | 27 | 766 |
| Technical Assessment (Item 25) | 13 | 13 | 11 |
| Notifiable variations | 954 | 0 | 954 |
| Import consents | 692 | 3 | 698 |
| Certificates of export | 423 | 41 | 404 |
| Interchangeable constituent determination | 0 | 0 | 0 |
| Total | 5,543 | 1,497 | 5,343 |

Chemical Review

The APVMA has powers under Part 2, Division 4 of the Agvet Code Act to reconsider approval of an active or product, registration of a product, or confirm or vary labels for a chemical product.

No new reconsiderations were commenced under Section 31 of the Agvet Code Act during the reporting period.

The APVMA concluded reconsiderations of:

- Chlorpyrifos on 3 October 2024
- Diazinon on 9 September 2024

The APVMA progressed reconsiderations scheduled to progress during the 2024–25 reporting period as follows:

- The APVMA completed 3 months of public consultation following publication of proposed regulatory decisions:
 - Fenitrothion on 8 July 2024
 - Diquat on 29 October 2024
 - Paraquat on 29 October 2024

The assessment of information received during public consultation for diquat and paraquat is progressing. Final regulatory decisions on these reconsiderations will be published outside this reporting period.

The assessment of information received during public consultation for fenitrothion and neomycin is complete. Final regulatory decisions on these reconsiderations will be published in the 2025–26 reporting period.

Risk assessments have been completed for the reconsideration of anticoagulant rodenticides. Consultation with DAFF and state and territory chemical coordinators on the assessment outcomes and possible mitigation measures has been completed and the proposed decision is now expected to be published by mid-October 2025.

The reconsideration of fipronil is progressing and will be completed outside of this reporting period.

The reconsideration of the neonicotinoids is progressing. The proposed decisions will be published outside this reporting period.

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

- On 9 October 2024, pursuant to Section 35A of the Agvet Code scheduled to the Agvet Code Act, the APVMA cancelled the registration of all products containing chlorthal dimethyl. The cancellation also prohibited supply and use of these chemical products.
- The APVMA made minor variations to the following chemical products, details are provided in Table 28.

Table 28: Minor variations to chemical products during 2024–25

| Chemical | Date | Number of products | Decision |
|------------------------------------|---------------|--------------------|--|
| fenpyroximate | August 2024 | 1 | voluntary update to withholding period (WHP) |
| ethephon | August 2024 | 15 | voluntary update to WHP, safety directions |
| 2,4 DB | October 2024 | 7 | voluntary correction of label errors including application rates |
| Dropzone (2,4-D) | December 2024 | 1 | voluntary update to safety directions |
| bromoxynil | February 2025 | 117 | change to signal headings (scheduling update) |
| blood products | February 2025 | 7 | change to signal headings (scheduling update) |
| trichlorfon | February 2025 | 7 | voluntary change to WHP for leafy vegetables |
| sodium fluoroacetate (1080) | February 2025 | 3 | voluntary updates to reduce risk to human health and environment |
| DEET insect repellents | May 2025 | 4 | voluntary updates to safety directions |
| dicamba | May 2025 | 54 | voluntary change to WHP and restraints |
| didecyl dimethyl ammonium chloride | May 2025 | 3 | voluntary change to directions for use |

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 registered veterinary medicines or agricultural chemicals (or those on permit).

The APVMA records, assesses and classifies 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 permits).

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 (e.g., the vet, pet owner and registrant may all report the same incident).

In 2024–25, the APVMA received 9,052 adverse experience reports. This total includes duplicate reports, reports classified as unrelated to the registered product/s, and non-serious reports.

Table 29: Categorisation of serious adverse experience incidents received by the APVMA in 2024–25

| Classification | Number of incidents | Percentage of total |
|------------------------------|---------------------|---------------------|
| Animal health | 1,174 | 70.09% |
| Crop health | 5 | 0.30% |
| Efficacy | 425 | 25.37% |
| Environment | 7 | 0.42% |
| Human | 64 | 3.82% |
| Total serious reports | 1,675 | 100.00% |

Table 30: Summary of adverse experience reports received by the APVMA in 2024–25

| Type of reports | Number of reports received | Percentage of total reports |
|--|----------------------------|-----------------------------|
| Duplicate, unrelated and non-serious reports/incidents | 7,377 | 81.50% |
| Serious incidences related to registered products | 1,675 | 18.50% |
| Total reports | 9,052 | 100.00% |

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

Standards

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 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 compliance operations activities 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.

During the 2024–25 reporting period, the APVMA made no amendments to the Agricultural and Veterinary Chemicals Code (Allowable Variation in Concentrations of Constituents in Agricultural Chemical Products) Standard 2022.

Advertising and market research

The providers listed in Table 31 assisted the APVMA with external recruitment support for the 2024–25 reporting period.

No other advertising or market research was undertaken.

Table 31: External recruitment providers

| Provider | | Costs (\$) |
|--------------------------------------|--------------------------------|------------------|
| Universal McCann | Advertising – public notice | 9,475.74 |
| Universal McCann | Advertising – positions vacant | 11,087.88 |
| Amanda O'Rourke Executive Search | External Recruitment | 30,854.54 |
| Australian Public Service Commission | Advertising – positions vacant | 5,086.00 |
| Derwent Search | External Recruitment | 22,080.00 |
| Capital Recruitment | External Recruitment | 15,069.09 |
| Total | | 93,653.25 |

Obtaining information from subsidiaries

The APVMA has no subsidiaries.

Work health and safety

The APVMA is committed to ensuring all workplaces are safe, respectful and inclusive for all workers and that the mental and physical wellbeing of staff is always supported. This is being achieved through:

- continuous improvement in health and safety performance through developing capability for managers to support teams with health and wellbeing
- integrating psychological safety and its obligations into all aspects of the agency
- ensuring the APVMA is equipped to uphold the positive duty to eliminate misconduct
- continued focus on advocating for health and wellbeing initiatives

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

- Publication of the APVMA Health and Wellbeing Framework, developed in response to actions identified in the Employee Census Action Plan 2023–24
- Quarterly WHS Committee meetings providing oversight and assurance against the requirements of the *Work Health and Safety Act 2011* (WHS Act)
- Provision of influenza vaccinations to 143 staff comprising 90 staff who received their vaccination onsite, in either the Canberra or Armidale offices, and 53 staff who elected to access vouchers for their local pharmacy
- Continued promotion of offerings available to staff through the Employee Assistance Program (EAP)
- The incorporation of psychosocial safety into work health and safety policy, practice and training following changes to the WHS Act.

Table 32: Work Health and Safety incidents that occurred in 2024–25

| Incident type | Number |
|---|--------|
| Slips, trips and falls | 2 |
| Environmental – lighting, internal climate, pests | 10 |

Indemnities and insurance premiums

The APVMAs insurance with Comcover included liability cover up to \$150 million for general liability, professional liability, professional indemnity and directors' and officers' liability during the 2024–25 financial year. The liability cover has reduced to \$100 million in the statement of cover provided by Comcover for the 2025–26 financial year.

The insurance premium paid to cover the 2024–25 financial year was \$2,526,640.90 (including GST). As part of the 2024–25 Budget, Comcover received an appropriation intended to help offset the impact of significant premium increases on members. The allocation of this appropriation between fund members will be reviewed annually. The APVMA applied a \$2,430,940.81 offset for 2024–25.

Judicial decisions and reviews by outside bodies

Parliamentary committees and other reviews

The APVMA was not subject to any parliamentary inquiries, reports or reviews during 2024–25.

On 4 November 2024, the Australian Government's Detailed response to the final report on future structure and governance arrangements for the APVMA (Detailed response) was released.

Auditor General's reports

The Australian National Audit Office did not publish any Auditor General's reports on the APVMAs operations in 2024–25.

Judicial decisions

During the 2024–25 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.

Legal expenditure

Table 33: Legal services expenditures by the APVMA for the financial year 2024–25

| Expenditure (2024–25) | Cost (\$) |
|---|-----------|
| Total legal services expenditure | 1,337,067 |
| Total internal legal services expenditure | 834,359 |
| Total external legal services expenditure | 502,708 |



Chapter 5

Financial performance

Financial performance

Summary of financial performance

Tables 34 to 37 provide an overview of the APVMAs financial performance for 2024–25. Full details are in the audited financial statements available on the following pages.

Income

The APVMAs total income for 2024–25 was \$48.603 million (shown in Table 34).

Table 34: APVMA income 2024–25

| Income source | Income (\$'000) | % |
|-------------------------------|-----------------|---------------|
| Receipts from industry | | |
| Levies | 25,830 | 53.14 |
| Application fees | 5,957 | 12.26 |
| Annual fees (renewal fees) | 7,628 | 15.69 |
| Other receipts from industry | 3,538 | 7.28 |
| Parliamentary appropriation | 2,260 | 4.65 |
| Other revenue | 3,390 | 6.98 |
| Total income | 48,603 | 100.00 |

Table 35: Agency Resourcing Statement 2024–25

| Resourcing description | Actual available appropriation for 2024–25 (\$'000) | Payments made in 2024–25 (\$'000) | Balance remaining in 2024–25 (\$'000) |
|--|---|-----------------------------------|---------------------------------------|
| Ordinary annual service | | | |
| Previous year unspent ordinary appropriations | 4,738 | 4,738 | - |
| Departmental appropriations | 2,260 | (1,198) | 3,458 |
| Revenue from independent sources | 3,390 | 3,390 | - |
| Total Departmental appropriations | 10,388 | 6,930 | 3,458 |
| Special appropriations | | | |
| Unspent special appropriations from previous years | 40,429 | 40,429 | - |
| Special appropriations collected | 42,953 | 1,174 | 41,779 |
| Total special appropriations | 83,382 | 41,603 | 41,779 |
| Total resourcing and payments | 93,770 | 48,533 | 45,237 |

Expenditure

Total operating expenses for 2024–25 were \$49.589 million (Tables 36 and 37).

Table 36: APVMA expenditure 2024–25 (including comparison with PBS)

| Individual lines of expenditure | 2024–25 actual expenditure (\$'000) | % of expenditure | 2024–25 budget (per PBS) (\$'000) |
|---|-------------------------------------|------------------|-----------------------------------|
| Employee benefits | 33,165 | 66.88 | 32,272 |
| Supplier expenses | 13,776 | 27.78 | 12,817 |
| Depreciation, amortisation and impairment of assets | 2,190 | 4.42 | 2,088 |
| Other | 458 | 0.92 | 144 |
| Total expenditure | 49,589 | 100.00 | 47,321 |

Table 37: 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 | 2024-25 | | | 2023-24 |
|--|-----------------|-----------------|-------------------|-----------------|
| | budget (\$'000) | actual (\$'000) | variance (\$'000) | actual (\$'000) |
| Program 1.1 (APVMA) Department expenses | | | | |
| Ordinary annual service (Appropriation Bill 1) | 2,260 | 2,260 | - | 5,905 |
| Revenue from independent sources | 150 | 3,390 | (3,240) | 534 |
| Special appropriation | 44,911 | 43,939 | 972 | 40,934 |
| Total expenses for outcome 1 | 47,321 | 49,589 | (2,268) | 47,373 |

Equity

The APVMA recorded a net operating confirmed deficit of \$0.986 million for 2024–25, resulting in an equity balance at 30 June 2025 of \$38.837 million.

Audit results

The APVMA achieved an unqualified audit result. ANAO issued an L1 finding related to levy collection on permits. An L1 is defined as instances of significant or actual breaches of the constitution and instances of significant non compliance with the entities enabling legislation that the entity is responsible for administering and the PGPA Act.

The finding relates to the non-collection of levies on disposals of unregistered products held under permit. The APVMA has put in place a process to collect these levies for disposals in 2024–25 and all future years moving forward. It is also undertaking a review to determine the total value of previously uncollected levies and investigating recovery options consistent with general principles relating to the management of public resources.

Financial reserve

The APVMAs 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 \$12 million at various stages throughout the financial year.

To manage this, the agency monitors 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. The APVMA operated to keep the unrestricted cash level above \$12 million as an operating reserve (an equity position of \$12 million is equivalent to 3 months' operating expenses).

Consultancies

In 2024–25, the APVMA entered into 9 new consultancy contracts totalling \$0.270 million (including GST), of which \$0.174 million was expended. The consultancies related to information services, human resources and CRIS related work.

In addition, 8 ongoing consultancy contracts from previous years were active, involving expenditure of \$0.212 million (incl 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 2025:

- (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 2025 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 2025 and for the year then ended:

- Statement by the Accountable Authority, Chief Executive Officer and Chief Financial 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

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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

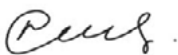
My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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; and
- 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



Naveed Nisar
Audit Principal
Delegate of the Auditor-General

Canberra

15 September 2025

Statement by Accountable Authority and Chief Financial Officer



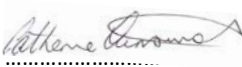
Australian Government
**Australian Pesticides and
Veterinary Medicines Authority**

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 2025 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
15 September 2025

Signed 

Mr Scott Hansen
Chief Executive Officer

15 September 2025

Signed 

Mr Keith Lockyer
Chief Financial Officer

15 September 2025

Financial statements

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2025

| | | 2025 | 2024 | Original Budget 2025 |
|--|-------|---------------|---------------|----------------------------|
| | Notes | \$'000 | \$'000 | \$'000 |
| NET COST OF SERVICES | | | | |
| Expenses | | | | |
| Employee benefits | 1.1A | 33 165 | 29 580 | 32 272 |
| Suppliers | 1.1B | 13 776 | 12 797 | 12 817 |
| Depreciation and amortisation | 2.2A | 2 190 | 2 510 | 2 088 |
| Finance costs | 1.1C | 361 | 186 | 144 |
| Write-off non-financial assets | 1.1D | - | 2 300 | - |
| Losses from asset sales | | 97 | - | - |
| Total expenses | | 49 589 | 47 373 | 47 321 |
| Own-Source Income | | | | |
| Own-source revenue | | | | |
| Interest | 1.2A | 246 | 139 | 90 |
| Other revenue | 1.2B | 3 144 | 395 | 60 |
| Total own-source revenue | | 3 390 | 534 | 150 |
| Total own-source income | | 3 390 | 534 | 150 |
| Net cost of services | | 46 199 | 46 839 | 47 171 |
| Revenue from government | 1.2C | 45 213 | 50 805 | 44 575 |
| (Deficit)/Surplus | | (986) | 3 966 | (2 596) |
| OTHER COMPREHENSIVE INCOME | | | | |
| Change in asset revaluation surplus | | 427 | - | - |
| Total other comprehensive income | | 427 | - | - |
| Total Comprehensive (loss)/income | | (559) | 3 966 | (2 596) |

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

Budget Variance Commentary

Statement of Comprehensive Income

Employee benefits are in line with what was reported in the Portfolio Budget Statements (PBS). Planned Information and Communication Technology (ITC) supplier expenses did not eventuate, and legal expenses were less than expected.

Revenue from government was in line with the PBS estimates. There was a significant variance in other revenue relating to the Comcover insurance premium offset of \$2.4 million due to a corresponding significant increase in the insurance premium as advised by Comcover in 2024. Due to the unforeseen increases in Comcover claims beyond the control of Fund Members, the Government agreed to relieve this pressure by providing the Comcover special account with ongoing additional appropriation through an estimate variation. A contribution from Department of Agriculture, Fisheries and Forestry to support cyber security activities of \$0.5 million was also not known at the time of preparing the PBS. Interest was higher than reported in the PBS due to higher than expected balances held at bank throughout the year and favourable interest rates.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF FINANCIAL POSITION as at 30 June 2025

| | | 2025 | 2024 | Original Budget 2025 |
|---|-------|---------------|---------------|----------------------------|
| | Notes | \$'000 | \$'000 | \$'000 |
| ASSETS | | | | |
| Financial assets | | | | |
| Cash and cash equivalents | 2.1A | 3 458 | 4 738 | 1 533 |
| Trade and other receivables | 2.1B | 42 174 | 40 697 | 37 708 |
| Total financial assets | | 45 632 | 45 435 | 39 241 |
| Non-financial assets | | | | |
| Leasehold improvements ¹ | 2.2A | 16 489 | 16 913 | 11 260 |
| Property, plant and equipment | 2.2A | 626 | 377 | 226 |
| Intangibles | 2.2A | 378 | 464 | 211 |
| Other non-financial assets | 2.2B | 1 001 | 984 | 2 954 |
| Total non-financial assets | | 18 494 | 18 738 | 14 651 |
| Total assets | | 64 126 | 64 173 | 53 892 |
| LIABILITIES | | | | |
| Payables | | | | |
| Suppliers | 2.3A | 1 457 | 1 251 | 1 526 |
| Other payables | 2.3B | 1 002 | 828 | 1 231 |
| Total payables | | 2 459 | 2 079 | 2 757 |
| Interest bearing liabilities | | | | |
| Leases | 2.4A | 15 672 | 16 096 | 10 006 |
| Total interest bearing liabilities | | 15 672 | 16 096 | 10 006 |
| Provisions | | | | |
| Employee provisions | 4.1A | 7 158 | 6 664 | 5 998 |
| Total provisions | | 7 158 | 6 664 | 5 998 |
| Total liabilities | | 25 289 | 24 839 | 18 761 |
| Net assets | | 38 837 | 39 334 | 35 131 |
| EQUITY | | | | |
| Retained surplus | | 38 131 | 39 055 | 34 852 |
| Reserves | | 706 | 279 | 279 |
| Total equity | | 38 837 | 39 334 | 35 131 |

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

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

STATEMENT OF FINANCIAL POSITION

as at 30 June 2025

Budget Variance Commentary

Statement of Financial Position

Cash and cash equivalents are above what was reported in the Portfolio Budget Statements (PBS) by \$1.925 million due to the need for a higher balance at the end of the financial year to cover cashflow outgoings.

Trade and other receivables are \$4.415 million over what was reported in the PBS due to higher than anticipated industry income from levies which lead to a larger balance in the special appropriation receivable.

Intangibles are greater than reported in the PBS by \$0.167 million due to a change in strategy for the replacement of APVMA's bespoke registration management system.

Other non-financial assets were lower than expected by \$1.953 million due to the PBS being based on the July 2023 actual which included an asset for cloud computing. This asset was written off in June 2024 after the PBS was finalised.

Suppliers and other payables were lower than reported in the PBS by \$0.349 million due to the timing of invoices and salary payables at the end of the financial year.

Employee provisions are above what was estimated in the PBS by \$1.160 million due to the number of staff transferring in to the Agency from other APS agencies with existing leave provisions and adjustments to leave provisions due to the enterprise agreement increases.

Total equity is \$3.706 million above what was reported due to the operating deficit being less than the PBS, the 2025 asset revaluation of non-current assets and the resulting transfer to reserve and the difference in the opening balance reported in the PBS.

Australian Pesticides and Veterinary Medicines Authority

CASH FLOW STATEMENT

for the year ended 30 June 2025

| | | | | Original Budget 2025 \$'000 |
|---|-------|----------------|----------------|--------------------------------------|
| | Notes | 2025 \$'000 | 2024 \$'000 | |
| OPERATING ACTIVITIES | | | | |
| Cash received | | | | |
| <i>Agricultural and Veterinary Chemicals (Administration) Act 1992 contribution</i> | | | | |
| | | 41 609 | 41 199 | 45 354 |
| Corporate Commonwealth entity payment item | | 2 260 | 5 905 | 2 260 |
| Net GST received | | 1 079 | 1 563 | 1 082 |
| Interest received | | 250 | 130 | - |
| Other cash received | | 683 | 387 | 90 |
| Total cash received | | 45 881 | 49 184 | 48 786 |
| Cash used | | | | |
| Employees | | 32 672 | 28 987 | 32 272 |
| Suppliers | | 11 208 | 14 812 | 13 839 |
| Interest on lease liabilities | | 361 | 186 | 144 |
| Total cash used | | 44 241 | 43 985 | 46 255 |
| Net cash flows from operating activities | | 1 640 | 5 199 | 2 531 |
| INVESTING ACTIVITIES | | | | |
| Cash used | | | | |
| Purchase of property, plant and equipment | | 1 539 | 273 | 1 120 |
| Total cash used | | 1 539 | 273 | 1 120 |
| Net cash flows from or (used by) investing activities | | (1 539) | (273) | (1 120) |
| FINANCING ACTIVITIES | | | | |
| Cash used | | | | |
| Principal payments of lease liabilities | | 1 381 | 1 101 | 1 081 |
| Total cash used | | 1 381 | 1 101 | 1 081 |
| Net cash flows from or (used by) financing activities | | (1 381) | (1 101) | (1 081) |
| Net increase or (decrease) in cash held | | (1 280) | 3 825 | 330 |
| Cash and cash equivalents at the beginning of the reporting period | | 4 738 | 913 | 1 203 |
| Cash and cash equivalents at the end of the reporting period | 2.1A | 3 458 | 4 738 | 1 533 |

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 2025

Budget Variance Commentary

Cash Flow Statement

There was a variance with the cash and cash equivalents at the beginning of the reporting period which contributed significantly to the variance of cash and cash equivalents at the end of the reporting period. This was due to the additional ordinary appropriation in 2023-24 being drawn down which was not known when the PBS was prepared.

There was less special appropriation drawn down from Department of Agriculture Forestry and Fisheries due to less expenses than estimated in the PBS.

The variance in cash used in operating activities related to a decrease in supplier costs due to ICT supplier costs being reprioritised and legal expenses being less than expected.

The variance in cash used in investing activities related to the fitout of the new Childers St premises.

Australian Pesticides and Veterinary Medicines Authority

STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2025

| | | 2025 | 2024 | Original Budget |
|---|-------|---------------|---------------|-----------------|
| | Notes | \$'000 | \$'000 | 2025 \$'000 |
| RETAINED SURPLUS | | | | |
| Opening balance | | | | |
| Balance brought forward from previous period | | 39 055 | 35 089 | 37 448 |
| Adjusted opening balance | | 39 055 | 35 089 | 37 448 |
| Comprehensive income | | | | |
| Surplus/(Deficit) for the period | | (986) | 3 966 | (2 596) |
| Asset revaluation reserve - no longer required | | 62 | - | - |
| Total comprehensive income | | (924) | 3 966 | (2 596) |
| Closing balance as at 30 June | | 38 131 | 39 055 | 34 852 |
| ASSET REVALUATION RESERVE | | | | |
| Opening balance | | | | |
| Balance brought forward from previous period | | 279 | 279 | 279 |
| Opening balance | | 279 | 279 | 279 |
| Comprehensive income | | | | |
| Asset revaluation reserve - disposals of assets | | (62) | - | - |
| Other comprehensive income | | 489 | - | - |
| Total comprehensive income | | 427 | - | - |
| Closing balance as at 30 June | 2.2A | 706 | 279 | 279 |
| TOTAL EQUITY | | | | |
| Opening balance | | | | |
| Balance brought forward from previous period | | 39 334 | 35 368 | 37 727 |
| Adjusted opening balance | | 39 334 | 35 368 | 37 727 |
| Comprehensive income | | | | |
| Surplus/(Deficit) for the period | | (986) | 3 966 | (2 596) |
| Other comprehensive income | | 489 | - | - |
| Total comprehensive income | | (497) | 3 966 | (2 596) |
| Closing balance as at 30 June | | 38 837 | 39 334 | 35 131 |

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 2025

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

Total equity is \$3.706 million above budget due to the operating deficit being less than the PBS, the 2025 asset revaluation of non-current assets and the resulting transfer to reserve and the difference in the 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 PGPA Act.

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 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 2025

1.1: Expenses

| | 2025 | 2024 |
|--------------------------------|---------------|---------------|
| | \$'000 | \$'000 |
| 1.1A: Employee benefits | | |
| Wages and salaries | 24 993 | 22 675 |
| Superannuation: | | |
| Defined contribution plans | 3 673 | 3 174 |
| Defined benefit plans | 548 | 580 |
| Leave and other entitlements | 3 298 | 2 756 |
| Separation and redundancies | 211 | - |
| Other employee benefits | 442 | 395 |
| Total employee benefits | 33 165 | 29 580 |

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 | 1 066 | 2 746 |
| Contractors | 1 752 | 1 573 |
| Travel | 544 | 635 |
| IT services | 6 741 | 6 929 |
| Other | 3 402 | 685 |
| Total goods and services supplied or rendered | 13 559 | 12 622 |

Note

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

| | | |
|--|---------------|---------------|
| Goods supplied | 79 | 81 |
| Services rendered | 13 480 | 12 541 |
| Total goods and services supplied or rendered | 13 559 | 12 622 |
| Other supplier expenses | | |
| Workers compensation premiums | 217 | 175 |
| Total other supplier expenses | 217 | 175 |
| Total supplier expenses | 13 776 | 12 797 |

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.

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 2025

1.1: Expenses

| | 2025 | 2024 |
|-------------------------------|------------|------------|
| | \$'000 | \$'000 |
| 1.1C: Finance Costs | | |
| Interest on lease liabilities | 361 | 186 |
| Total finance costs | 361 | 186 |

Accounting Policy

All borrowing costs are expensed as incurred.

1.1D: Write-off expenses

| | | |
|------------------------------|----------|--------------|
| Non-financial assets | - | 2 300 |
| Total write-off costs | - | 2 300 |

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 2025

1.2: Own-Source Revenue and Revenue from Government

| | 2025 \$'000 | 2024 \$'000 |
|-----------------------------------|----------------|----------------|
| OWN-SOURCE REVENUE | | |
| <u>1.2A: Interest</u> | | |
| Deposits | 246 | 139 |
| | <u>246</u> | <u>139</u> |
| <u>1.2B: Other revenue</u> | | |
| Resources received free of charge | | |
| Remuneration of auditors | 54 | 54 |
| Comcover insurance premium offset | 2 431 | - |
| Other revenue | 659 | 341 |
| Total other revenue | <u>3 144</u> | <u>395</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

Comcover received an appropriation intended to help offset the impact of significant premium increases. This has been applied to the premium as an offset.

Other revenue is predominantly made up of a contribution from Department of Agriculture, Fisheries and Forestry to support cyber security activities.

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 2025

1.2: Own-Source Revenue and Revenue from Government

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| 1.2C: Revenue from government | | |
| Corporate Commonwealth entity payment item | 2 260 | 5 905 |
| Department of Agriculture, Fisheries and Forestry contribution | | |
| <i>Agricultural and Veterinary Chemicals (Administration) Act 1992</i> | 42 953 | 44 900 |
| Total revenue from government | 45 213 | 50 805 |

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

| | | |
|--|---------------|---------------|
| Levies | 25 830 | 26 814 |
| Annual renewal fee | 7 628 | 7 750 |
| Product application fees | 5 957 | 7 154 |
| Good manufacturing practice (GMP) licence fees | 1 478 | 1 177 |
| Permits, actives and other fees | 2 028 | 1 963 |
| Penalties | 32 | 42 |
| Total industry contributions | 42 953 | 44 900 |

Note

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 \$46,367 was not included above for the 2024-25 financial year (2024: \$95,465) 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

| | 2025 | 2024 |
|--|--------------|--------------|
| | \$'000 | \$'000 |
| 2.1A: Cash and cash equivalents | | |
| Cash at bank | 3 458 | 4 738 |
| Total cash and cash equivalents | 3 458 | 4 738 |

Accounting Policy

Cash is recognised at its nominal amount.

2.1B: Trade and other receivables

Contribution receivable

| | | |
|--|---------------|---------------|
| Department of Agriculture, Fisheries and Forestry ¹ | 41 779 | 40 429 |
| Total contribution receivable | 41 779 | 40 429 |

Other receivable

| | | |
|--|---------------|---------------|
| Receivable from the Australian Taxation Office | 307 | 213 |
| Other | 88 | 55 |
| Total other receivables | 395 | 268 |
| Total trade and other receivables | 42 174 | 40 697 |

Credit terms for goods and services were within 30 days.

Note

1. Refer to Note 3.1A for Regulatory Charging Summary.

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 2025

| | Leasehold Improvements ¹ \$'000 | Other P P & E \$'000 | Computer Software ² \$'000 | Total \$'000 |
|--|--|----------------------------|---|-----------------|
| As at 1 July 2024 | | | | |
| 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 at 1 July 2024 | 16 913 | 377 | 464 | 17 754 |
| Additions: | | | | |
| Purchases | 1 390 | 149 | - | 1 539 |
| Revaluation recognised in other comprehensive income | 100 | 389 | - | 489 |
| Depreciation and amortisation expense | (1 825) | (279) | (86) | (2 190) |
| Disposals: | | | | |
| Disposal of assets | (1 622) | (605) | - | (2 227) |
| Accumulated depreciation of disposed assets | 1 533 | 595 | - | 2 128 |
| Total as at 30 June 2025 | 16 489 | 626 | 378 | 17 493 |
| Total as of 30 June 2025 represented by: | | | | |
| Gross book value | 22 950 | 626 | 9 691 | 33 267 |
| Accumulated depreciation and impairment | (6 461) | - | (9 313) | (15 774) |
| Total as of 30 June 2025 represented by: | 16 489 | 626 | 378 | 17 493 |
| Carrying amount of right-of-use assets | 13 241 | - | - | 13 241 |

Notes

1. The depreciation expense on right-of-use assets during the 2024-25 year was \$1.485 million.
2. The carrying amount of computer software of \$0.339 million relates to internally generated software.

Revaluations of Non-Financial Assets

On 30 June 2025, an independent valuer conducted the revaluation of non-financial assets. Net revaluation increments per asset class were credited to equity under the heading of revaluation reserve and decrements were recognised directly through the operating result. Part of the previous revaluation reserve was reversed as the assets relating to the reserve were disposed of during the 2024-25 financial year.

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.

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 2025 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:

| | 2025 | 2024 |
|-------------------------------|--------------------------------------|--------------------------------------|
| 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 non-current assets were assessed for impairment at 30 June 2025.

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 (2023-24: 3 to 10 years).

All software assets were assessed for indications of impairment as at 30 June 2025.

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.

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

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

| | 2025 \$'000 | 2024 \$'000 |
|---|----------------|----------------|
| 2.2B: Other non-financial assets | | |
| Prepayments | 1 001 | 983 |
| Total other non-financial assets | 1 001 | 983 |

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

2.3: Payables

| | 2025 \$'000 | 2024 \$'000 |
|--------------------------------|----------------|----------------|
| 2.3A: Suppliers | | |
| Trade creditors and accruals | 1 457 | 1 442 |
| Total supplier payables | 1 457 | 1 442 |

Settlement is usually made within 30 days.

| |
|--|
| Accounting Policy |
| <u>Suppliers</u> |
| Supplier payables are measured at their nominal amounts. |

| | | |
|------------------------------------|--------------|------------|
| 2.3B: Other payables | | |
| Salaries, wages and superannuation | 1 002 | 828 |
| Total other payables | 1 002 | 828 |

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

| | 2025 | 2024 |
|--|---------------|---------------|
| | \$'000 | \$'000 |
| 2.4A: Leases | | |
| Lease liabilities | 15 672 | 16 096 |
| Total leases | 15 672 | 16 096 |
| Maturity analysis - contractual undiscounted cash flows | | |
| Within 1 year | 1 677 | 1 849 |
| Between 1 to 5 years | 7 288 | 7 136 |
| Over 5 years | 8 127 | 10 144 |
| Total operating lease commitments | 17 092 | 19 129 |

Total cash outflow for leases for the year ended 30 June 2025 was \$1.720 million (2024: \$1.271 million)

The APVMA in its capacity as lessee has two 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 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.

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. The APVMA vacated the premises early at the end of October 2024. The lease liability equivalent to the remaining lease repayments remains awaiting finalisation of any outstanding obligations.

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.

| | 2025 \$'000 | 2024 \$'000 |
|---|-----------------|-----------------|
| Balance carried from previous period | 40 429 | 36 714 |
| External revenue: | | |
| Levies, fees and charges | 43 514 | 45 509 |
| Available for payments: | 83 943 | 82 223 |
| Amounts applied (Drawn down) | (42 164) | (41 794) |
| Balance carried to next period and represented by: | 41 779 | 40 429 |

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

| | 2025 | 2024 |
|----------------------------------|--------------|--------------|
| | \$'000 | \$'000 |
| 4.1A: Employee provisions | | |
| Annual leave | 2 574 | 2 435 |
| Long service leave | 4 584 | 4 229 |
| Total employee provisions | 7 158 | 6 664 |

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 2025. 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 2025.

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 2025 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, the Chief Executive Officer (CEO) and the Senior Executive Service (SES) Officers 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 | 2025 | 2024 |
|---|------------------|------------------|
| | \$ | \$ |
| Short-term employee benefits | 1 653 831 | 2 281 119 |
| Post-employment benefits | 247 992 | 323 894 |
| Other long-term employee benefits: | 35 072 | 47 971 |
| Terminations | 211 169 | - |
| Total key management personnel remuneration expenses¹ | 2 148 064 | 2 652 984 |

The total number of KMP included in the above table is 16, being 6 members of the Board, 2 CEOs and 8 staff (2023-24: 4 Board members, 3 CEOs, 10 staff members). Of these 8 staff, 3 individuals were in short term acting arrangements throughout the year (2023-24: 1 individual).

In the previous reporting period, non SES Executive Leadership Team (ELT) members were included in KMP. The accounting policy has been changed in 2024-25 and only SES officers are defined as KMP. The comparative for total KMP has been reported based on the previous accounting policy.

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 Chief Executive Officer, the Senior Executive Service (SES) Officers 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 CEO and SES officers, 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 2025. (2023-24: nil)

Unquantifiable contingencies

The APVMA has an unquantifiable contingent liability relating to a property lease at 30 June 2025. (2023-24: 1)

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

| | 2025 \$'000 | 2024 \$'000 |
|---|----------------|----------------|
| 5.2A: Categories of financial instruments | | |
| Financial assets at amortised cost | | |
| Cash and cash equivalents | 3 458 | 4 738 |
| Total Financial assets at amortised cost | 3 458 | 4 738 |
| Total Financial assets | 3 458 | 4 738 |
| Financial liabilities | | |
| Financial liabilities measured at amortised cost | | |
| Trade creditors and accruals | 1 457 | 1 251 |
| Total financial liabilities measured at amortised cost | 1 457 | 1 251 |
| Total financial liabilities | 1 457 | 1 251 |
| 5.2B: Net gains or losses on financial assets | | |
| Financial assets at amortised cost | | |
| Interest revenue | 246 | 139 |
| Net gain/(loss) from financial assets | 246 | 139 |

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).

5.3: Fair Value Measurements

| | |
|---|--|
| Accounting Policy | |
| Non-financial assets | |
| <u>Initial recognition</u> | |
| 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. | |
| <u>Revaluations</u> | |
| 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 2025 by an independent valuer. | |

| | | 2025 | 2024 |
|-------------------------------|--|--------------|--------------|
| | | \$'000 | \$'000 |
| Non-financial assets | | | |
| Leasehold improvements | Depreciated replacement cost adjusted for impairment | 3 248 | 2 187 |
| Property, plant and equipment | Depreciated replacement cost adjusted for impairment | 626 | 377 |
| | | <u>3 874</u> | <u>2 564</u> |

OTHER INFORMATION

6.1 Current/non-current distinction for assets and liabilities

| | 2025 \$'000 | 2024 \$'000 |
|---|----------------|----------------|
| Assets expected to be recovered in: | | |
| No more than 12 months | | |
| Cash and cash equivalents | 3 458 | 4 738 |
| Trade and other receivables | 42 174 | 40 697 |
| Other non-financial assets | 999 | 979 |
| Total no more than 12 months | 46 631 | 46 414 |
| More than 12 months | | |
| Leasehold Improvements | 16 489 | 16 913 |
| Property, plant and equipment | 626 | 377 |
| Intangibles | 378 | 464 |
| Other non-financial assets | 2 | 5 |
| Total more than 12 months | 17 495 | 17 759 |
| Total assets | 64 126 | 64 173 |
| Liabilities expected to be settled in: | | |
| No more than 12 months | | |
| Suppliers | 1 457 | 1 251 |
| Other payables | 1 002 | 828 |
| Leases | 1 468 | 1 490 |
| Employee provisions | 2 486 | 2 156 |
| Total no more than 12 months | 6 413 | 5 725 |
| More than 12 months | | |
| Leases | 14 204 | 14 606 |
| Employee provisions | 4 672 | 4 508 |
| Total more than 12 months | 18 876 | 19 114 |
| Total liabilities | 25 289 | 24 839 |

End matter

Appendices

Acronyms and abbreviations

Glossary

Compliance index

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Appendix 1: Commonwealth Climate Disclosure

The APVMA is committed to reducing its greenhouse gas (GHG) emissions and supporting the Australian Government's climate action policies for Commonwealth entities by:

- Reducing scope 2 emissions by 100% by joining the Whole of Australian Government (WoAG) electricity procurement for renewable energy, subject to an assessment of value for money.
- Exploring options to reduce scope 1 and scope 3 emissions over the next 5 years.
- Measuring and reporting GHG emissions from operations in accordance with the [Emissions Reporting Framework](#).
- Opting-in to develop an emissions reduction plan, which outlines the APVMAs strategy to reduce emissions.

The [Commonwealth Climate Disclosure Policy](#) (CCD) is the government's policy for Commonwealth entities to publicly disclose their exposure to climate risks and opportunities, as well as their actions to manage them. This is the APVMAs first annual report that includes climate-related disclosures, in accordance with a limited set of the criteria of the [Year 1 CCD Requirements](#). This disclosure addresses all governance and metrics and targets criteria, as well as providing an overview of the emissions reduction plan and organisation-wide climate-related risk and opportunity assessment.

As a Tranche 3 entity, the APVMA isn't required to make its first disclosure until the 2026–27 financial year. The agency has voluntarily opted into the Year 1 Requirements (or Tranche 1) two years earlier than required to enhance transparency in managing climate-related risks and opportunities. Opting-in earlier will also prepare the agency to meet the future disclosure requirements as these are brought into effect over the forward years. This demonstrates the APVMAs commitment to incremental progress and continuous improvement.

Governance

The APVMAs governance structures are underpinned by a robust Enterprise Risk Management Framework established in accordance with the requirements of the PGPA Act and in alignment with the [Commonwealth Risk Management Policy](#).

The APVMA is using existing governance and risk systems, policies and tools to manage risks, including climate-related risks and opportunities (see Chapter 4 for more information). To support existing systems, the agency is developing a governing framework to effectively identify and manage climate-related risks and opportunities. The APVMA has also commenced incorporating climate-related risks and opportunities into existing planning and reporting arrangements.

In November 2024, the CEO appointed a Chief Sustainability Officer (CSO) to lead and implement initiatives that support climate action in government operations, such as emissions reporting, emissions reduction, climate-related risk management and disclosure. The CSO is responsible for ensuring that climate-related risks and opportunities are appropriately identified, prioritised and managed across the organisation. The CSO, in collaboration with the Chief Operating Officer and Director, Strategy and Governance, is also responsible for implementing the [Climate Risk and Opportunity Management Program](#) (CROMP), ensuring its integration into existing risk management framework.

The APVMAs climate risk governance structure is outlined in Figure 1. The roles and responsibilities for managing climate risks and opportunities within the agency are outlined in Table 37.

The APVMA seeks to maintain a culture which promotes risk management as the responsibility of all staff. In this context, all staff are responsible for climate-related risk and opportunity identification and management with consideration to their role and appropriate with their level.

The APVMA will monitor internal skills capability across the agency and leverage online training programs designed by the Department of Finance, and the Department of Climate Change, Energy, the Environment and Water. The agency will also continue to collaborate with their portfolio department, the Department of Agriculture, Fisheries and Forestry, to share expertise and resources, and build capability.

In 2025–26, the agency will review its existing risk management processes and related policies and identify ways to manage trade-offs and government policy constraints in relation to decisions made regarding climate-related risks and opportunities. This is to ensure that appropriate balances are in place to achieve positive climate outcomes against operational requirements, cost and timing considerations, and availability of resources. This includes formal commencement of implementing the CROMP within the organisation.

Figure 1: Climate risk governance structure

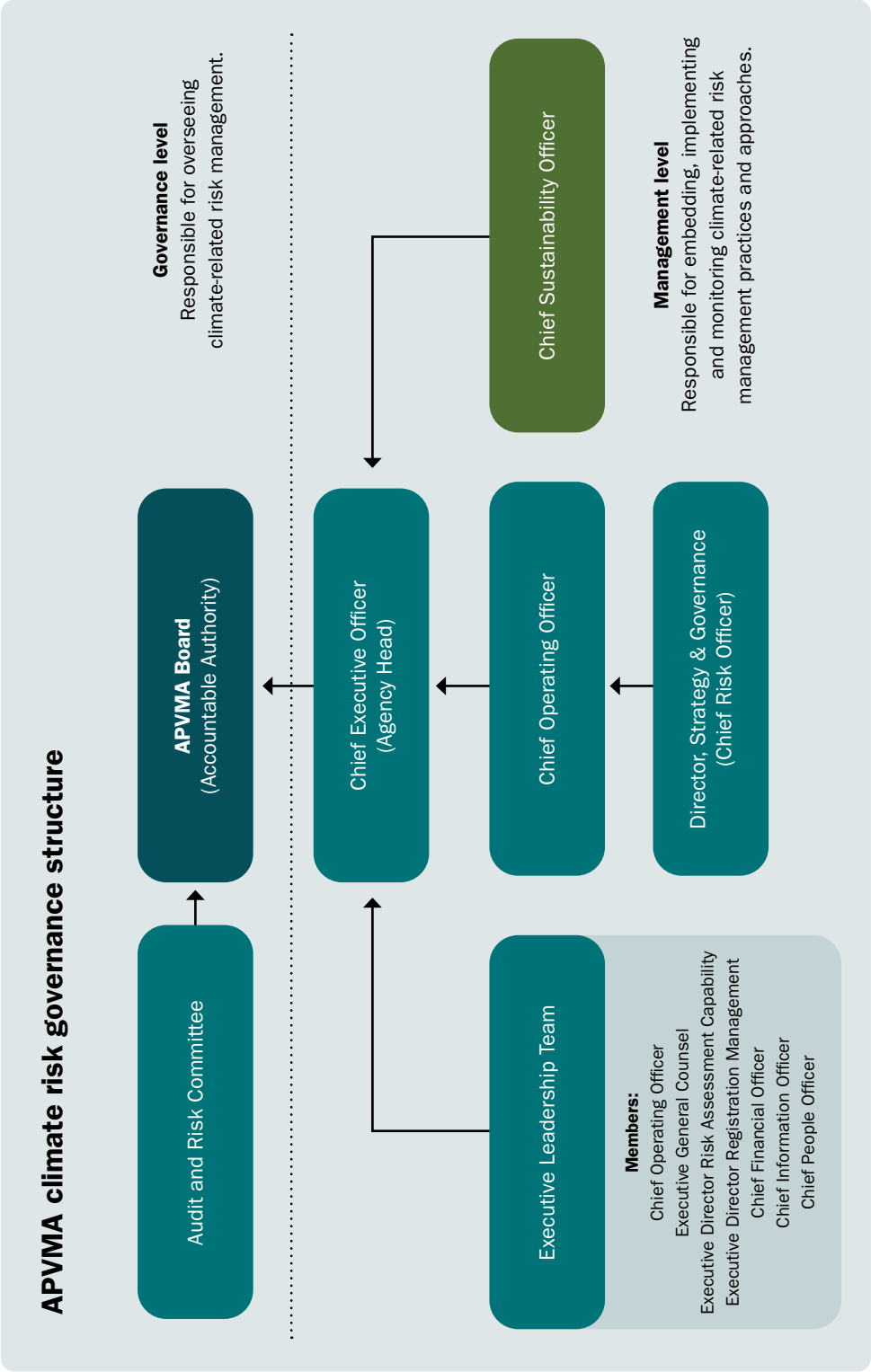


Table 37: Climate risk governance roles and responsibilities

| Role | Responsibilities |
|--------------------------------|---|
| APVMA Board | <p>The APVMA Board is the Accountable Authority of the APVMA for the purposes of the PGPA Act (as per Section 12). Under Section 16 of the PGPA Act, the Board has the duty to establish and maintain appropriate systems and internal controls for the oversight and management of risks, including the management of climate-related risks and opportunities.</p> <p>Similarly, the Administration Act makes the Board responsible for determining the objectives, strategies and policies to be followed by the APVMA and ensuring the proper, efficient and effective performance of the APVMAs operations.</p> <p>The Board is responsible for APVMAs governance arrangements and strategic direction, including and oversight of climate-related risk assessment processes and performance targets. This includes approving GHG emissions reduction targets and oversight of climate-related risks and opportunities. The Board is provided a report on climate-related risks and opportunities at least annually</p> |
| Audit and Risk Committee (ARC) | <p>The ARC is responsible for advising the Board on the appropriateness of the performance reporting for the APVMA.</p> <p>The ARC reviews and provides advice to the Board on the appropriateness of the following, related to the exposure of climate-related risks and opportunities:</p> <ul style="list-style-type: none"> a) Systems and procedures which enable the preparation of such reporting by the APVMA; and b) The climate disclosure reporting by the APVMA, ensuring that it is in accordance with the requirements of the Commonwealth Climate Disclosure Policy and Emissions Reporting Framework. |
| Chief Executive Officer (CEO) | <p>The CEO is responsible for the day-to-day management and decision-making of the APVMA and, in doing this, may exercise any of the powers and perform any of the functions of the APVMA. The CEO exercises authority as the Agency Head under the PS Act.</p> <p>The CEO's responsibilities for climate-related risk management are broadly described in the agency's Enterprise Risk Management Framework.</p> <p>In addition, the CEO is responsible for the sufficient allocation of resources, including appropriate skills and competencies, to ensure the successful management of climate-related risks and opportunities that may impact the achievement of the agency's strategic objectives.</p> <p>The CEO appoints the Chief Sustainability Officer.</p> |

| Role | Responsibilities |
|------------------------------------|---|
| Chief Operating Officer (COO) | <p>The COO provides leadership and coordination of risk management arrangements and oversees the Enterprise Risk Management Framework, including maintenance of the APVMA risk registers.</p> <p>The COO is responsible for implementing mechanisms to monitor risk culture, influencing risk management behaviours, and ensuring appropriate climate-related risk management training is available.</p> <p>The COO is responsible for signing off on the annual emissions reporting inventory tool and any amendments to previous emissions reports.</p> |
| Chief Sustainability Officer (CSO) | <p>The CSO is responsible for leading and implementing initiatives that support climate action in government operations, such as emissions reporting, APS Net Zero, climate risk management and disclosure.</p> <p>The CSO is responsible for executing the agency's obligation under the Commonwealth Climate Disclosure Policy and CROMP, and leading the agency's implementation of the Net Zero in Government Operations Strategy.</p> <p>The CSO, in collaboration with the COO and DSG, is responsible for championing the integration of climate-related risk management into APVMAs organisational culture. The CSO provides complementary expertise, support and monitoring on the management of climate-related risk and opportunities.</p> <p>The CSO reports to the Board and the ELT on the progress of climate-related risk and opportunity management implementation as required; to bring urgent and/or critical risks to the attention of the CEO.</p> |
| Executive Leadership Team (ELT) | <p>The ELT is an advisory body that supports the CEO in the day-to-day management and decision-making of the APVMA by providing advice on strategic and operational matters. This includes endorsing the agency's climate-related risk strategies, targets, activities, and performance.</p> <p>The ELT drives the leadership, culture and performance of the agency in respect to the appropriate oversight and management of risk.</p> <p>The ELT is responsible for supporting the CEO to implement climate-related risk and opportunity management. The ELT also reviews recommendations on climate-related risk and opportunity management provided by the CSO.</p> |

| Role | Responsibilities |
|---------------------------------------|---|
| Executive Directors | <p>The Executive Directors are responsible for assisting and supporting the CEO in their leadership of the APVMA. The Executive Directors are stewards of the APVMA and are required to provide APS-wide strategic leadership of the highest quality that contributes to an effective and cohesive APS.</p> <p>The Executive Directors maintain branch-level risk registers, which may include the management of climate-related risk and opportunities. They also contribute to the development, review and discussion of the whole-of-agency climate risk register, in alignment with existing enterprise risk management practices.</p> <p>The Executive Directors oversee the management of climate related risks and opportunities, the setting and monitoring of targets, and mitigation strategies for their branches through branch risk plans and escalating issues.</p> |
| Director, Strategy & Governance (DSG) | <p>The DSG manages the Strategy and Governance team, which is responsible for designing, building and implementing the agency's Enterprise Risk Management Framework and developing capability internally to manage risk.</p> <p>The DSG supports the CEO and COO to achieve a positive risk culture, and ensures the agency's enterprise risk management approach facilitates the efficient and effective governance of climate risks and opportunities.</p> <p>The DSG provides advice on the application of the risk framework. At an enterprise level, the DSG analyses and reports to the Board, ARC and the ELT on the risk profile and new and emerging risks relevant to the agency.</p> |

Risk management

The APVMA is committed to enhancing existing risk systems and processes to embed climate-related risks and opportunities. In the 2024–25 reporting period, the agency has focused on developing knowledge and building capability in preparation of commencing an organisation-wide climate risk and opportunity assessment. This involved staff with climate-related risk responsibilities completing the CROMP online training modules via the APS Academy and participating in CROMP workshops.

In the 2025–26 reporting period, the APVMA will embark on a preliminary assessment to identify climate-related risks and opportunities in accordance with the obligations under the [Australian Government's Approach to Climate Risk and Opportunity Management in the Public Sector 2024–2026](#). An update on the progress of the 6 steps of an organisation-wide climate risk and opportunity assessment will be reported in the 2025–26 APVMA annual report.

In accordance with Section 16 of the PGPA Act and the [Commonwealth Risk Management Policy](#), the APVMA anticipates that the risk governance structure, as outlined in the Enterprise Risk Management Framework, will be used as the foundation to support effective management of climate risk and opportunities.

For more information about enterprise risk management see Chapter 4.

Metrics and targets

Climate-related targets

The APVMA is committed to reducing its GHG emissions. Its climate-related target will focus on scope 2 emissions. The aim is to reduce scope 2 emissions by 100% by joining the WoAG electricity procurement for renewable energy, subject to an assessment of value for money.

Over the next 5 years, the APVMA will also continue to explore options to reduce scope 1 and scope 3 emissions as more data and information becomes available. Scope 3 emissions will also be reviewed in line with the 2026–27 mid-term review of the Net Zero in Government Operations Strategy.

Table 38 outlines the APVMAs climate-related targets in accordance with Year 1 Requirements.

The agency will report progress towards the target annually through its climate disclosure. This, combined with annual emissions reporting, will be used as a measure of progress towards reducing emissions.

Table 38: APVMAs climate-related targets

| Criteria no | Criteria summary | Climate-related target |
|-------------|--|--|
| M5a | The metric used to set the target | The metric used to set the APVMAs climate-related target is t CO ₂ -e (tonne of carbon dioxide equivalent) |
| M5b | The objective of the target | The objective of the target is to reduce emissions to mitigate impacts of climate change |
| M5c | The part of the entity to which the target applies e.g. entity in its entirety or only a part of the entity, such as a specific divisional unit or geographical region | The target applies to the APVMA Armidale and Canberra offices |
| M5d | The period over which the target applies | The timeframe for achieving the target is from 2025 to 2030 |
| M5e | The base period from which progress is measured | The initial baseline is 2023–24 financial year |
| M5f | Any milestones and interim targets | Interim targets used to monitor performance are detailed in the emissions reduction plan. Progress is summarised each year within a climate disclosure appended to the APVMA annual report |

| Criteria no | Criteria summary | Climate-related target |
|-------------|--|--|
| M5g | If the target is quantitative, whether it is an absolute target or an intensity target | The target is an absolute target |
| M5h | How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target | The target supports Australia's international climate commitments, including Australia's Nationally Determined Contribution under the Paris Agreement |
| M6a | Whether the target and the methodology for setting the target has been validated by a third party | The target methodology has not been reviewed by a third party |
| M6b | The entity's processes for reviewing the target | The target will be reviewed every 5 years. The process of reviewing climate-related targets will be defined closer to the review period |
| M6c | The metrics used to monitor progress towards reaching the target | Interim metrics used to monitor performance are detailed in the emissions reduction plan. Progress is summarised each year within a climate disclosure appended to the APVMA annual report |
| M6d | Any revisions to the target and an explanation for those revisions | During the 2024–25 reporting period, there were no changes to the target |
| M8a | Which greenhouse gases are covered by the target | The following greenhouse gas emissions are included in the target: carbon dioxide (CO ₂); methane (CH ₄); and nitrous oxide (N ₂ O) |
| M8b | Whether scope 1, scope 2 or scope 3 GHG emissions are covered by the target | The target applies to scope 2. Continue to explore options to reduce scope 1 and scope 3 emissions as more data and information becomes available |
| M8c | Whether the target is a gross GHG emissions target or net greenhouse gas emissions target | The target is a net greenhouse gas emissions target |
| M8d | Whether the target was derived using a sectoral decarbonisation approach | The target was not derived using a sectoral decarbonisation approach |

| Criteria no | Criteria summary | Climate-related target |
|-------------|---|--|
| M9a | Disclose information on the APS Net Zero 2030 target (set out in the Net Zero in Government Operations Strategy), as well as any other obligatory or voluntary targets set out in the entity's Emissions Reduction Plan | Not applicable – the APVMA is not part of the APS Net Zero 2030 target |

2024–25 Greenhouse gas emissions inventory

Commonwealth emissions are required to be calculated in line with the Emissions Reporting Framework designed by the Department of Finance, consistent with the WoAG approach as part of the Net Zero in Government Operations Strategy. For the emissions calculation method, please see the Department of Finance's [Emissions Reporting Framework](#). The APVMA has not deviated from this methodology.

For the 2024–25 reporting period, the agency's emissions from electricity, natural gas, domestic flights, solid waste, hire cars, and accommodation were captured using the emissions inventory reporting tool developed by the Department of Finance to ensure consistency across all entities. While data for refrigerants and renewable energy was collected at the WoAG level, this was not applicable to the APVMA.

The greenhouse gas emissions inventory presents greenhouse gas emissions over the 2024–25 period. Results are presented as carbon dioxide equivalent (CO₂-e) emissions and are based on the best available data at the time of reporting. The quality of data is expected to improve over time as emissions reporting matures. Amendments to data may be required in future annual reports as more reliable data becomes available.

Electricity-related greenhouse gas emissions were calculated using the location-based approach in Table 39. When applying the market-based method, which accounts for factors such as GreenPower usage, purchased large-scale generation certificates, power purchasing agreements, the renewable power percentage and the jurisdictional renewable power percentage (ACT only), the total emissions for electricity are as shown in Table 40.

Table 39: 2024–25 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 | 135.27 | 8.20 | 143.47 |
| Natural gas | 4.22 | N/A | 1.15 | 5.37 |
| Solid waste | - | N/A | 8.19 | 8.19 |
| Refrigerants | - | N/A | N/A | - |
| Fleet and other vehicles | - | N/A | - | - |
| Domestic commercial flights | N/A | N/A | 54.36 | 54.36 |
| Domestic hire car | N/A | N/A | 1.56 | 1.56 |
| Domestic travel accommodation | N/A | N/A | 17.10 | 17.10 |
| Other energy | - | N/A | - | - |
| Total t CO₂-e | 4.22 | 135.27 | 90.55 | 230.05 |

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

N/A = not applicable

Table 40: 2024–25 Electricity greenhouse gas emissions

| Emission Source | Scope 2 t CO ₂ -e | Scope 3 t CO ₂ -e | Total t CO ₂ -e | Electricity kWh |
|---|------------------------------|------------------------------|----------------------------|------------------|
| Electricity (location-based approach) | 135.27 | 8.20 | 143.47 | 204,961.64 |
| Market-based electricity emissions | 93.82 | 12.74 | 106.56 | 115,823.47 |
| Total renewable electricity consumed | N/A | N/A | N/A | 89,138.17 |
| Renewable power percentage ¹ | N/A | N/A | N/A | 37,292.77 |
| Jurisdictional renewable power percentage ^{2, 3} | N/A | N/A | N/A | 40,929.52 |
| GreenPower ² | N/A | N/A | N/A | 10,915.87 |
| Large-scale generation certificates ² | N/A | N/A | N/A | - |
| Behind the meter solar ⁴ | N/A | N/A | N/A | - |
| Total renewable electricity produced | N/A | N/A | N/A | - |
| Large-scale generation certificates ² | N/A | N/A | N/A | - |
| Behind the meter solar ⁴ | N/A | N/A | N/A | - |

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. Electricity usage is measured in kilowatt hours (kWh).

1 Listed as mandatory renewables in 2023–24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).

2 Listed as voluntary renewables in 2023–24 Annual Reports.

3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).

4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Emissions Reduction Plan

During the 2024–25 reporting period, the APVMA developed and published its first emissions reduction plan. The [APVMA Emissions Reduction Plan 2025–30](#) details its strategy to reduce its emissions. It includes priorities and actions in the areas of Energy, Buildings, Procurement, Travel, ICT, and People, Culture & Capability. The plan was approved by the Board and published on the APVMA website on 16 June 2025.

Achievements this reporting year:

- Developed the APVMA Emissions Reduction Plan to capture established emissions reduction activities and to help identify tangible and practical actions to further reduce emissions
- Appointed the Chief Sustainability Officer to lead and implement initiatives that support climate action in government operations, such as emissions reporting, APS Net Zero (including implementation of emissions reduction actions), climate risk management and disclosure
- Established climate risk governance arrangements and detailed how climate risk and opportunity is governed within the agency, in line with management of enterprise risks
- Incorporated references to the Australian Government's Environmentally Sustainable Procurement Policy and Reporting Framework into the agency's procurement policies and guidelines
- Continued operating as a 'paper-light office' by supporting the use of electronic document management and collaboration as well as digital and mobile technology solutions for staff
- Continued using technology such as teleconferencing and videoconferencing to facilitate meetings with interstate and overseas colleagues where appropriate
- Encouraged recycling by providing waste recycling stations in APVMA tenancies, segregating waste into approved recycling streams (including waste to landfill, mingled waste and compost).

Future actions:

- Procure renewable electricity by participating in the WoAG electricity agreement
- Continue to embed sustainable procurement practices in line with the Environmentally Sustainable Procurement Policy and Reporting Framework
- Consider climate impact when planning travel, ensuring internal travel policies and guidance aligns with WoAG travel arrangements and the Net Zero in Government Operations Strategy
- Incorporate circular economy principles into ICT procurement and asset management frameworks
- Enhance capability and awareness of sustainability initiatives across the agency
- Embed climate-related risk and opportunities into the existing Enterprise Risk Management Framework.

The APVMAs Environmental Contact Officer Network (ECONet) continues to implement a number of initiatives, including a 10 cent 'return and earn' recycling program for cans and bottles. ECONet continues to engage with property teams to build on other sustainability initiatives, including various recycling initiatives.

The APVMA will continue to monitor progress towards net zero and report additional measures, as opportunities are identified or additional requirements are needed, in line with the Net Zero in Government Operations Strategy.

Ecologically sustainable development

Section 516A of the *Environmental Protection and Biodiversity Conservation Act 1999* (EPBC Act) requires Australian Government agencies to report on their environmental performance and how they accord with, and advance, the principles of ecologically sustainable development (see Section 3A of the EPBC Act).

As the independent statutory regulator of agricultural and veterinary (agvet) chemical products in Australia, the APVMA contributes to the protection of the Australian people, animals, and the environment by registering, assessing, and monitoring agvet chemicals in line with statutory criteria.

Section 7(4) of the *Administration Act* notes the APVMA is “to have regard to the Australian Government’s policy in relation to the principle of ecologically sustainable development and, in particular, to the need to use, conserve and enhance the community’s resources so that ecological processes are maintained, and the total quality of life, now and in the future, can be increased”.

Protecting the health and safety of the environment

For an agvet chemical product to be registered in Australia, the APVMA must be satisfied that the product meets the safety criteria if use of the product, in accordance with any instructions approved or to be approved by the APVMA, or contained in an established standard, is not, or would not be likely to have an unintended effect that is harmful to animals, plants or things or to the environment.

Section 5A of the *Agvet Code Act* outlines the purposes of being satisfied as to whether a chemical product meets the safety criteria. In considering the environmental safety of the proposed use of a product, the APVMA must have regard to the toxicity of the active constituent and its residues, including metabolites and degradation products, in relation to relevant organisms and ecosystems. The APVMA must also be satisfied under s14 of the *Agvet Code Act* that the proposed use of the product meets the environmental safety criteria with respect to s5A(1)(c), and the labelling criteria under s5D(1) (or s112(2)(d) for permits).

The APVMA conducts a three-step environmental risk assessment process, which includes a hazard assessment, an exposure assessment, and a risk characterisation, to evaluate the potential environmental impacts of agvet chemicals. These processes are outlined in the APVMA risk assessment manual on the APVMA website.

In addition, the APVMA participates in a number of international committees and working groups dealing with a range of regulatory issues involving agvet chemicals. The agency also actively engages in the harmonisation of data guidelines with international counterparts and participates in a range of international chemical conventions.

Appendix 2: Correction of material error in previous annual report

This appendix provides correction of material errors in the APVMA Annual Report 2023–24 which has been incorrectly reported. In accordance with paragraph 17AH(1)(e) of the Public Governance, Performance and Accountability Rule 2014.

On page 75, *Table 24: Classification of serious adverse experience reports received by the APVMA in 2023–24*, the data relating to animal health reports was incorrectly omitted. The correct information is provided in the following table.

| Classification | Number of reports | Percentage of total |
|------------------------------|-------------------|---------------------|
| Animal health | 819 | 62.47% |
| Crop health | 5 | 0.38% |
| Efficacy | 427 | 32.57% |
| Environment | 5 | 0.38% |
| Human | 55 | 4.20% |
| Total serious reports | 1,311 | 100.00% |

Acronyms and abbreviations

| Term | Description |
|------------------------|--|
| AAIs | Accountable Authority Instructions |
| Administration Act | <i>Agricultural and Veterinary Chemicals (Administration) Act 1992</i> |
| AER | Adverse experience reports |
| AERP | Adverse Experience Reporting Program |
| 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 |
| ANAO | Australian National Audit Office |
| APS | Australian Public Service |
| APSC | Australian Public Service Commission |
| ARC | Audit and Risk Committee |
| ASEAN | Association of Southeast Asian Nations |
| CEO | Chief Executive Officer |
| CFO | Chief Financial Officer |
| CPR | Commonwealth procurement rule |
| COO | Chief Operating Officer |
| CPA | Chartered Professional Accountant |
| CRIS | Cost recovery implementation statement |
| DAFF | Department of Agriculture, Fisheries and Forestry |
| DCEO | Deputy Chief Executive Officer |
| ED Innovation | Executive Director, Innovation |
| EDRAC | Executive Director, Risk Assessment Capability |
| EDRM | Executive Director, Registration Management |
| EGC | Executive General Counsel |
| ELT | Executive Leadership Team |

| Term | Description |
|----------|--|
| FOI | Freedom of Information |
| GMP | Good Manufacturing Practice |
| GST | Goods and Services Tax |
| HGP | Hormonal Growth Promotants |
| ICT | Information and communication technology |
| IT | Information technology |
| KMP | Key management personnel |
| MQL | Manufacturing Quality and Licencing |
| NRS | National Registration Scheme |
| OECD | Organisation for Economic Co-operation and Development |
| PBS | Portfolio Budget Statement |
| PGPA Act | <i>Public Governance, Performance and Accountability Act 2013</i> |
| PS Act | <i>Public Service Act 1999</i> |
| PSUR | Periodic summary updates report |
| RMG | Resource management guide |
| SES | Senior Executive Service |
| VICH | International Cooperation on Harmonisation of Technical Requirements for Registration of Veterinary Medicinal Products |
| WHO | World Health Organization |
| WHP | Withholding period |
| WHS/WH&S | Work Health and Safety |
| WoAG | Whole of Australian Government |
| WPP | OECD Working Party on Pesticides |

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; 2024–25 | 1 July 2024 to 30 June 2025 |
| veterinary medicines | Substances or mixtures of substances intended for treating diseases or conditions in animals. |

List of requirements

| PGPA Rule Reference | Description | Page |
|---------------------|---|-----------------|
| 17BE(a) | Details of the legislation establishing the body | 10–11 |
| 17BE(b)(i) | A summary of the objects and functions of the entity as set out in legislation | 11–12 |
| 17BE(b)(ii) | The purposes of the entity as included in the entity's corporate plan for the reporting period | 1, 10 |
| 17BE(c) | The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers | 10 |
| 17BE(d) | Directions given to the entity by the Minister under an Act or instrument during the reporting period | 28 |
| 17BE(e) | Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act | 28 |
| 17BE(f) | Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act | None identified |
| 17BE(g) | Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule | 32–53 |
| 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 | 18–19 |
| 17BE(j) | Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period | 13–15, 56–57 |
| 17BE(k) | Outline of the organisational structure of the entity (including any subsidiaries of the entity) | 12 |
| 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 | 20–22 |
| 17BE(l) | Outline of the location (whether or not in Australia) of major activities or facilities of the entity | 19 |
| 17BE(m) | Information relating to the main corporate governance practices used by the entity during the reporting period | 56–72 |

| PGPA Rule Reference | Description | Page |
|---------------------|---|--------|
| 17BE(n), 17BE(o) | For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions | 62, 67 |
| 17BE(p) | Any significant activities and changes that affected the operation or structure of the entity during the reporting period | 28–30 |
| 17BE(q) | Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity | 71 |
| 17BE(r) | Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner | 71 |
| 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) | 71 |
| 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 | 58–60 |
| 17BE(ta) | Information about executive remuneration | 24–27 |

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