



Institute of Water
Administration

Annual Report

2021/22



About Us

History

The Institute of Water Administration Inc. (IWA) has a proud history, commencing life as a group of Water and Sewerage Trust Secretaries in Gippsland getting together in 1967 to share ideas and experiences to improve their individual and collective administrative capability and performance.

The IWA’s primary objective is to advance the standards of management within the water sector and making an active contribution to the future directions of the industry. We do this by having a strong vision and framework that connects our industry and our people, to collectively work on current and future challenges that will create an agile industry that will continue to benefit the community and the environment.

IWA VISION			
<p>We exist to help the sector adapt to challenges now and in the future, broaden awareness of industry issues, and develop our people for the benefit of the community and the environment.</p> <p>We bring people together to build connections, and create forums to enable our people to be heard, influence, lead, learn and make an impact</p>			
We Do this Through			
Special Interest Groups	Functions (Dinners)	Conferences	Development Awards
Connecting practitioners to explore industry wide issues, solve problems, and build networks	Celebrating, building networks across leadership levels and organisations	Creating forums to expand and develop our people, build networks across leadership levels and organisations	Offering awards that promote and develop our people
Offering			
11 special Interest groups: <ul style="list-style-type: none"> • Corporate Governance • Customer Service • Educators • Energy & Greenhouse • Environment • Executive Assistants • Finance • Human Resources • Information Technology • PR/Communications • Technical Services 	Celebrations to acknowledge the achievements of the IWA and recognise the SIGs Acknowledge those who have played a significant role in the Water Industry ie Laurie Gleeson Dinner	Conferences and Virtual Preliminary speakers at SIG events	Sponsor the WIOA Operators Award Laurie Gleeson Development Award

To ensure that the IWA continues to meet the needs of our members and the wider industry we are constantly reviewing our service offering to ensure we stay relevant in these changing and often virtual times.

This year the board carried out a survey of its members and received extremely positive feedback on how successful the Special Interests Groups are connecting practitioners to explore industry wide issues, solve problems and build networks. We also received strong feedback on the value of a mixture virtual and face to face events. The IWA will continue to evolve our services in line with our vision to meet the needs of our members.

The IWA's services are achieved through a Board consisting of up to twelve elected representatives in addition to a nominated Treasurer and Secretary from amongst the Victorian water industry. The Board members volunteer their time and expertise in order to deliver the IWA's services.

The IWA is a not-for-profit association and has strong links to both the Victorian Water Industry Association and the Victorian branch of the Australian Water Association.

President's Annual Report 2021/22

The past 12 months has marked a succession transition from our old model of multiple SIGS and conferences per year held in person, to our new, post-pandemic hybrid model that has 2 online SIG days and one in person SIG and conference that is joined together by a dinner focused on networking for our SIG's attendees across our Victorian sector.

In addition, we have been able to lower our overall operating costs considerably and return that value to our members by largely eliminating our individual membership fees altogether and moving to just a single corporation fee which again we have kept at a stable level.

This new approach has been highly successful, with a year-on-year increase in attendance and a second year of achieving a significant gross profit. This marks a substantial improvement in our operating position, following consecutive years of running at a loss and the IWA is now in a financially stable and resilient position.

It is exciting for our Board members to have been part of this wholesale change in our approach and modernisation of our operating model, while at the same time simplifying our fee structure to remove obstacles to participation.

We were strongly committed to making significant changes as a Board and we collectively put in the work to deliver this change through modernising our Rules of Association last year. I'd like to take this opportunity to acknowledge the past Presidents of the IWA, particularly Charmaine Quick and Dona Tantirimudalige, because a process such as this takes time – it takes multi-year commitment and it takes a Board that is prepared to undertake strategic projects, to seek feedback from our SIG members and conveners and to make changes in response to that feedback.

What we have grown is a much stronger IWA, a version that we envisage will be more resilient to external shock factors, one that has an adaptable cost base dependant on our environment and one that provides our members with support, while easing the pressure of always finding the time to travel to be part of SIG events.

We are clear that these changes are delivering on our vision that "We bring people together to build connections and enable our people to be heard, learn, influence and lead, for the benefit of our community and the environment."

In the simplest of terms, our attendances are up, our overall financial position has significantly improved, and our operating processes have been simplified.

As we move forward, there still remains work to be done as we look to improve our online presence and communication tools and we will also be seeking to reinvigorate the Laurie Gleeson Award to encourage younger members of our sector to undertake research and overseas study.

I particularly wish to acknowledge the hard-working IWA Board members and IWA Secretary Sam Fisher, but I have to make special mention of our outgoing and long-serving Director Paul O'Donohue, and long-serving retiring Treasurer David Thomas. Both have been tremendous contributors to the IWA and will be missed.

I am succeeded in the role of President by Gavan O'Neill. I thank Gavan for his support this past 12 months in the role of Vice-President and wish him every success for the next 12 months.

A handwritten signature in black ink, appearing to read 'Sarah Cumming', with a stylized, cursive font.

Sarah Cumming
IWA Board President 2021-22



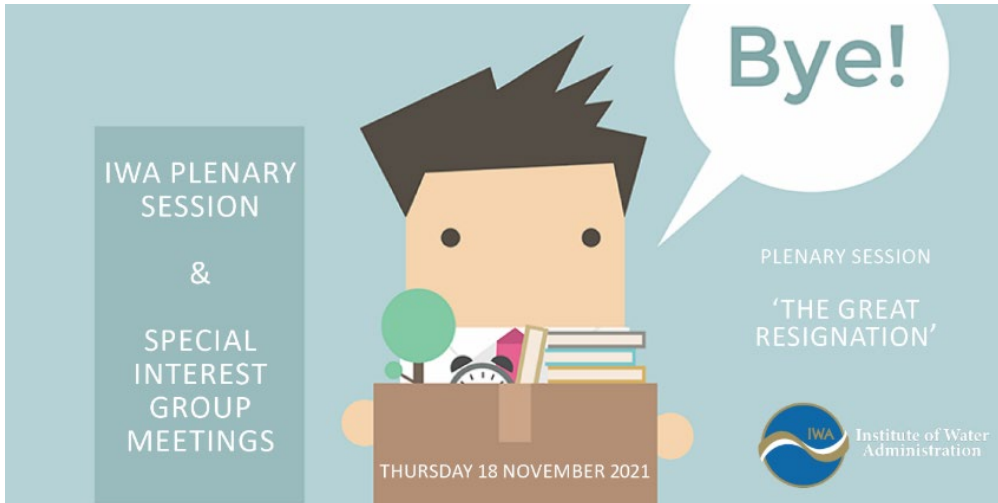
IWA Board 2021/22

- PRESIDENT:** **Sarah Cumming** B.A., LLB (Hons), EMBA, GAICD
Managing Director
Gippsland Water
- VICE PRESIDENT:** **Gavan O’Neill B.Sc**
General Manager, Customer and Strategy
Melbourne Water
- SECRETARY:** **Samantha Fisher** BA, Dip (L’ship & Mgt), Cert Governance Practice
Executive Assistant
Greater Western Water
- TREASURER:** **David Thomas** CPA, BComm, SA Fin, GAICD, FIWA
Manager Finance
Greater Western Water
- MEMBERS:** **Charmaine Quick** BEng(Civil), MBA Env.Sc, GAICD, MIWA
Managing Director
Goulburn-Murray Water
- Dona Tantirimudalige** BEng (Hons) M. Public Policy & Mgt. MAICD,
MIWA
General Manager – Distribution Services
Yarra Valley Water
- Paul O’Donohue** Grad Dip (BM), BA (Mgt), Dip (L’ship) FIWA,
GAICD
Managing Director
Central Highlands Water
- Peter Robinson** BEng(Civil), Grad Dip Business (Marketing), Grad
Dip Ind. Rel, FIWA, Life Member AWA
Director
PT3B Consulting Pty Ltd
- George Wall** BTech (Dist), GAICD
Managing Director
Water Industry Operators Association
- Craig Heiner** BBus(Acc), MBA, DipEd, GAICD
Managing Director
North East Water

Christina Bassani BBus, MeELead, GAICD
General Manager, People & Customers
Goulburn Valley Water

Andrew Jeffers B Eng (Civil), M Eng (Env), MBA, GAICD
Managing Director
Wannon Water

2021/22 IWA Conference Overview

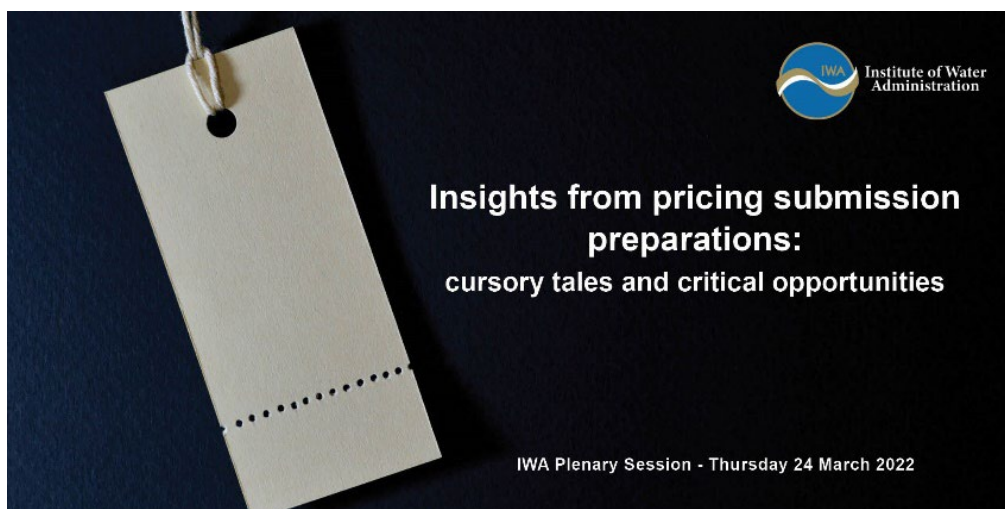


IWA Plenary Session & SIG Meetings – November 2021

The November 2021 plenary session and SIG meetings were held on 18 November and were run virtually. The plenary presentation by [Jarrod McLauchlan, Davidson Executive](#) on **The Great Resignation** was very well attended with 174 registered to attend. The presentation focused on the emerging global trend of this workforce shift, as people reassess their lifestyles, careers, and what's important to them. Jarrod was able to provide an expert insight from his background with leading executive recruitment company - Davidson Executive. The plenary session rated very well with 88% rating Jarrod as excellent and 12% rating Jarrod as very good. The session was recorded and available to rewatch to all those who registered.

SIG attendance was a fraction higher at 290 up from 282 on November 2020 SIG Meetings. The Finance SIG had the highest number of attendees with 65. All SIG meetings rated highly.

When surveyed about attending future IWA events, the majority of respondents agreed a mixture of virtual and face-to-face events throughout the year would be most preferred.



IWA Plenary Session & SIG Meetings – March 2022

The IWA's second plenary session and SIG meetings for the 2021/22 financial year were held on 24 March 2022 and were run virtually. The plenary presentation by [Tim White](#) on the topic of *Insights from pricing submission preparations: cursory tales and critical opportunities* was very well attended with 121 registered to attend. Tim White is the founder and Executive Director of [Utilities Regulation Advisory \(URA\)](#). The plenary session rated very well with 59% rating Tim as excellent and 41% rating Tim as very good. The session was recorded and available to rewatch to all those who registered.

SIG attendance was up slightly with 295 attendees combined compared to 285 for March 2021. The Finance SIG continued to the highest number of attendees with 45. All SIG meetings rated highly.



IWA Plenary Session & SIG Meetings – July 2022

The IWA's third plenary session and SIG meetings were held on 21 July 2021 and were run virtually. The plenary presentation by [Daniel Muchow](#), Director - Cyber Security and Digital Trust at [PwC](#) on the topic of ***Cyber Mega-Trends and the Water Sector: What you and your organisation need to know:*** and was very well attended with 114 registered to attend. [Daniel Muchow](#) gave an insight into the mega-trends in cyber security that impacts the water sector across the globe. The plenary session rated very well with 67% rating Daniel as excellent and 33% rating Daniel as very good. The session was recorded and available to rewatch to all those who registered.

SIG attendance was 232 registrations, up from 210 in July 21. The June/July event is typically the lowest attended event on the annual events calendar with the reduced amount of SIG Meetings due to the availability of certain sectors. The highest attended SIG meetings included: Environment with 43 attendees. All SIG meetings rated highly.

Special Interest Group (SIG) Reports

2021/22 Overview

Corporate Governance

Brief Overview

The Corporate Governance SIG exists to provide a forum for sharing information, networking and professional development on both governance issues, as well as trends and best practice in the Victorian water industry. The attendees come from across the regional and metro areas within the Victorian region.

Challenges

- Covid challenges – planning for an in-person event to then move it to virtual
- Being able to meet all needs of attendees

Convenor

Chris Dalton, Corporate Secretary, Goulburn-Murray Water for the November and March meetings. Robyn Gaeth, Governance Lead / Deputy Company Secretary, Barwon Water for the July meeting.

Meetings

Meeting	Key items
18 November 2021 32 Attendees	<ul style="list-style-type: none">• Governance Professional's Dilemma: group discussion with Julie Garland McLellan, Governance Consultant, of a case study• Natalie Baran, DELWP, provided an update on key focus areas• Traditional Owners Participating in Water Corporation Governance - How can water corporations do this better was explored by Corrina Eccles, Barwon Water Director, Wadawurrung Traditional owner and Adam Cunningham, Barwon Water Company Secretary• Fraud and Corruption Prevention Strategy - Implementing best practice controls discussing the recent work conducted by Adam Cunningham, Company Secretary, Robyn Gaeth, Governance Lead, Barwon Water
24 March 2022 27 Attendees	<ul style="list-style-type: none">• Governance Professional's Dilemma: group discussion of a governance case study• New Internal Audit Model at Melbourne Water by Ilan Zipor• DELWP, provided an update on DELWP key focus areas• Ethics in Business. Chris Dalton played a pre-recorded interview with Cris Parker, Head of The Ethics Alliance.• Convenor Role. Robyn Gaeth, Barwon Water, said she was looking forward to taking on the role of convenor and thanked Chris Dalton for his role over the last two years. Chris Dalton thanked the IWA for the opportunity and the support of Lauren Vines.
21 July 2022 28 attendees	<ul style="list-style-type: none">• Governance Professional's Dilemma: group discussion of a governance case study• Data Privacy Presentation, Anique Owen, OVIC, discussed the impact of Privacy and Data Breaches to our organisations.

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| | <ul style="list-style-type: none"> • Cyber Security Presentation, Susan Kantor, MinterEllison, touching on the frequency of cyber-attacks, and embedding cyber resilience • Sarah Kitchen, DELWP, provided an update on DELWP key focus areas • Freedom of Information draft guidelines – Erica Solum from Wannon Water who wished to bring this topic to the group to encourage some discussion and collaboration. |
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Chris Dalton (November & March)
Corporate Secretary
Goulburn Murray Water

Robyn Gaeth (July)
Governance Lead / Deputy Company Secretary
Barwon Water



Customer Service

Brief overview

The Customer Service SIG exists to provide a forum for sharing information, networking and professional development in the Victorian water industry.

The Customer Service SIG was well attended in 2021/22 with participants from both metropolitan and regional areas, due to the flexible delivery model.

Meetings

18 November 2021

- Concession & URGS Contract Renewal Group Update
- Recoveriescorp 'Hardship learnings' Presentation
- Thriving Communities Partnership (TCP)
- Public Access Areas
- Consumer Action Law Centre (CALC) 'Consumer issues in Victorian Aboriginal communities during 2020' Presentation

24 March 2022

- ESC Urban and Rural Code review presentation
- Concession and URGS contract renewal update
- Child Safe Standards
- CRM / Billing System Replacement

21 July 2022

- ESC Urban and Rural Customer Code Review – update on previous presentation in March
- Hardship & Collections (invoice reminder & final warning notices) / collections processes / approach to vulnerable customers / approach to collections

Huw Brokensha
Manager Customer Experience
North East Water



Educators

Brief overview

The purpose of the Educators Special Interest Group is to allow educators from Victorian water businesses and other agencies to share ideas, hear from expert guest speakers, collaborate on shared resources, visit other educational sites and discuss issues related to water education across Victoria.

The group has active representatives from the majority of water businesses across Victoria, as well as some interstate. We also have representatives from DELWP, Sustainability Victoria and Catchment Management Authorities.

Collectively, the group have a rich diversity of skills and experience including science and engineering, teaching, stakeholder engagement, media relations and marketing. The meetings provide networking opportunities and professional development for all members.

The challenge faced by water educators is that often there is one education staff member in a water business, who may perform other roles/tasks within their business. Allocating time and resources to education can at times be a secondary priority.

Major stakeholders/organisations with close linkages include: DELWP (SWEP program), Sustainability Victoria (ResourceSmart Schools program), Smiles for Miles, Department of Education and Training Victoria, early learning centres, primary and secondary schools, tertiary institutions and organisations that work with the CALD community.

Meetings

Educators SIG meetings are held twice a year in February/March and September. Historically the October meeting was a two-day conference, however due to COVID this has not been able to occur for a number of years, and both meetings in 2021/22 were held virtually.

15 September 2021

Chaired by Kim O'Hoy, Melbourne Water, and held virtually via Zoom (attended by 18 participants).

Topics discussed:

- DELWP representative shared updates on water restrictions by-laws and PWSR review, SWEP program, community rebate program and Water Night.
- SIG members discussed National Water Week initiatives and provided updates on individual businesses and COVID challenges.
- Special guests:
 - o Kimberlie Schionning - Public Awareness Specialist at the City of Orlando, presented on various aspects of their education program.
 - o Karen Owens - Team leader Marketing and Communications at Melbourne Water, presented on water literacy initiatives.
 - o Idske Galema – Team Leader Education (Acting) at Seqwater, presented on their H₂O Kids Education Program and the Education Team.
 - o Sarah Jenkins - Senior Policy Officer, Strategic Projects at DELWP, ran a workshop on 'Building water knowledge'.
 - o Samantha Cunningham - Principal Policy Officer with DET, presented a live demonstration of the 'Access Resource Collaborate' site.

24 March 2022

Chaired by Nicole Bovezza, Greater Western Water, and held virtually via Zoom (attended by 21 participants).

Topics discussed:

- DELWP representative shared updates on the Central and Regional Sustainable Water strategy, water restrictions by-laws, and several programs including Target 155, SWEP, and the community rebate program.
- SIG members discussed National Water Week initiatives and provided updates on individual businesses and COVID challenges.
- Special guests:
 - o Chris Philpot – The Water Conservancy, provided an update on the rebrand and Water Night.
 - o Rebecca Newham – AWA, gave an update on NWW theme and initiatives for 2022.
 - o Kim Hall and Caitlin Roberts – Kim Hall consulting, presented on the current education landscape and tips for better design of education programs.

Fernando Garcia
Education Officer
Barwon Water

Nicole Bovezza
Team Leader, Community Partnerships
Greater Western Water



Energy & Greenhouse

Brief overview

The Energy & Greenhouse SIG is to provide a forum to share information regarding energy and greenhouse gas management in the Victorian Water Industry.

Attendees were predominantly subject matter experts from water corporations across the State. DELWP and WSAA representatives were also often present.

Major highlights / challenges - the opportunity to learn from what others are doing and leverage skills and knowledge from across the sector.

Meetings

18 November 2021

- The group held an extensive round table discussion, providing the opportunity to hear what other water corporations have achieved over the past year and what lies ahead for the next 12 months
- Ndevr Environmental presented on their carbon sequestration project undertaken in collaboration with Barwon Water and IWN
- Northmore Gordon presented in relation to their VEEC creation project with North East Water

24 March 2022

- The group heard presentations from different group members on project updates:
 - Willingness to Pay for carbon offsets – initial results of WSAA study
 - Wastewater fugitive emissions state of knowledge
 - VicWater carbon offsets project
 - Scope 3 emissions working group
 - SoO (ER) review
- Steve Reddington and Simon Prunster presented on the electricity price forecast prepared by Schneider and the instructions to be provided to all water corporations to enable electricity price forecasts to be developed by each water corporation for PS5 with consistency across the sector.
- Flow Power presented on the energy management, advisory and other opportunities of relevance to the group

21 July 2022

- Aravind Surapaneni (SEW) presented to the group about biosolid to biochar conversion using pyrolysis
- Emily Rahles-Rahbula (Barwon Water) presented on the proposed oxygen use trial at Barwon Water's northern reclamation plant.
- Several group members presented on projects relevant to the group:
 - Virtual net metering trial
 - VicWater offsets project
 - Wastewater fugitive emissions state of knowledge
 - Race to 2030 initiatives
- The group held some general discussions around the electricity SPCs and waste to energy funding opportunities

Delia Naughton Phommathet
Energy & Carbon Coordinator
Goulburn Valley Water



Environment

Brief overview

The Environment Special Interest Group exists to provide a forum for information sharing, networking and professional development in the Victorian water industry.

There are currently 44 members registered for the Environment SIG from across 18 water authorities. The ability to hold virtual meetings has made the SIG meetings accessible to many that otherwise may not have attended due to distance. Attendance at all virtual meetings has therefore been high.

The group are positive about the contribution and information sharing these ongoing meetings are having on the water industry, which is evident by the high attendance at the meetings. Networking, sharing, and improving state of knowledge are strong benefits. Numerous requests to be added to the contact list, and interest in the contents of our meetings indicates the value of this group.

Meetings

18 November 2021

- The second Environment SIG meeting was again a great success, being well received by all participants, with valuable presentations and discussions. The group are positive about the contribution to the water industry these ongoing meetings will have and are looking forward to building relationships across the Victorian Water Industry through the SIG platform.
- Key themes discussed centred around odour management and communication, with the Environment and Communication SIGs joining together for a presentation and discussion. Managing environmental emergencies and internal risk registers was expanded on further, and insight given to what the changes to Victorian EPA Licences look like. Valuable discussion was had on native vegetation management and the DELWP Water Industry Procedure.

24 March 2022

- Key themes discussed centred around navigating the changes brought about by the new Environment Protection Act and the General Environmental Duty. Individual experiences around licences, notices and contaminated land discussed, including how to collaborate or share information.
- Participants shared a specific project they are working on which ranged from weed issues, to capital works programs, microplastics research and working with traditional owners.

21 July 2022

- This meeting included presentations on Reliability Framework for Lagoons in Recycling Plants, and Groundwater Monitoring Methodology.

- Discussion held on drilling mud, permissions, reuse options, and waste management by contractors.
- Presentation and discussion on planned amendments to Flora and Fauna Guarantee Act and implications to water authority property.

Kirsten Hogan
Senior Environment Officer
Goulburn Valley Water



Executive Assistants

Brief overview

The Executive Assistant SIG (EA SIG) exists to provide a forum for sharing information, networking and professional development in the Victorian Water industry. The EA SIG attendees are a combination of metro, regional and rural water businesses.

Ensuring that EA SIG objectives were met during 2021/2022, SIG members have continued with the virtual catchups in the months in-between formal SIG meetings. The catchups have helped the members stay connected and provided an opportunity for members to discuss current issues. Virtual meetings have allowed easier access to the meetings but has also made it easy to not attend at short notice. Late notice to not attend occurred at the March 2022 meeting which resulted in low attendance numbers. March attendance prompted the "Why, How, What – IWA EA SIG" conversation at the July 2022 meeting.

Change to Deputy Convenor: Antoinette Moar, South Gippsland Water (SGW) resigned as Deputy Convenor due to ending her employment at SGW. Julie Douglas, Greater Western Water has returned as Deputy Convenor.

Meetings

18 November 2021

- **Guest speaker:** Victor Perton (Founder and COO, [The Centre for Optimism](#)) delivered a workshop focusing on "what makes you optimistic?" and "what is optimism?". The workshop was a modified version of workshops provided across the world including conferences, NGO's corporates, universities, schools etc.
- **Guest Speaker:** Eve Milford (Greater Western Water) shared her knowledge about safety within the body, in addition to the impacts on the body when adopting sedentary work habits. She also spoke about well-being and included a demonstration of gentle techniques to relieve stress.

24 March 2022

- **Guest speaker:** Natalie Turner ([Engage HQ](#)) addressed the group and spoke about the services that Engage HQ provide nationally. Offerings included: conference and event planning support, travel, accommodation, and event supplier bookings.
- **Guest speaker:** [Rachael Bonetti](#) shared her experience as a C-Suite Executive Assistant which has led to her successful business as a coach, speaker, and mentor. The session was interactive and has resulted in booking Rachael to conduct a workshop at the EA SIG meeting in November 2022. *The cost for the workshop with Rachel Bonetti will be shared equally among the attendees.*
- **General business:** Discussion in relation to reward and recognition practices across the water businesses.

21 July 2022

- **Guest speaker:** Dona Tantirimudalige (Managing Director Westernport Water) spoke of her career in the water industry, her role on various Boards, personal experiences and the parallels between Metro and Regional water businesses.
- **Guest speaker:** Simon Prunster (Energy & Emissions Specialist Yarra Valley Water) provided an update on Yarra Valley Water's progress to reach beyond zero carbon.
- **Why, How, What – IWA EA SIG:** The "Why, How, What" discussion was designed to start a conversation about supporting the EA SIG, to actively participate in the meetings and to contribute to the creation of the agendas.

Roslyn Shipton
Assistant to the Managing Director
Yarra Valley Water



Finance

Brief overview

Finance SIG purpose is to consider Finance issues relevant to the Victorian Water Corporations, including Industry and Regulatory Updates, Accounting Policy and Standard changes, and provide for the sharing of best practice with peers.

Attendees and demographic - November 2021 Attendees x 74: Metro x 10, Regional x 42 & Guests (including Presenters x 22) / March 2022 Attendees x 64: Metro x 13, Regional x 33 & Guests (including Presenters x 18) / July 2022 Attendees x 28: Metro 1 & Regional x 27

Major highlights / challenges - meetings held remotely via Teams. Well attended by most Water Corporations. External presenters were well received. For first time we held a July Finance SIG to allow opportunity to share year end updates and discuss common challenges with annual reporting and external audit issues.

Meetings

18 November 2021

- Update from around the State.
- Peter Morison from Vic Water & update on Vic Water Policy & Project update, Puddle working group, 2021 State of Play Report, State Based Business Case Template, State Based Economic Model.
- Jacinta O'Connor from Intelligent Water Network (IWN) update on Digital Metering Systems Program.
- Paul Martin VAGO update on 2020-21. Themes for 2021-22.
- VGV (DELWP) - Kim Hildebrandt & Ian Krelle shared VGV Asset Revaluation overview / feedback.
- Emma Lawson from TCV delivered economic update.
- Jeremy Peacock & Daina Klunder from KPMG delivered update on Accelerated Reporting Model (ARM), Puddle update, Automation, Data Dashboards, Future skillsets etc., Totex options, Cloud accounting – Capex v Opex options & Climate change considerations.
- Annalisa Cattanach & Meredith Anderson from DTF explained the VGPB Expansion and State Purchase Contracts. (Shared Governance SIG)

24 March 2022

- Update from around the State.
- Emma Lawson from TCV delivered economic update.
- David Sheehan & Jo Lim from Vic Water & update on Vic Water Policy & 2022 Project update.
- Dean Barrett from Intelligent Water Network (IWN), Steve Reddington (Barwon Water) & Simon Prunster (YVW) updated on IWN Energy & Carbon - Electricity price forecast.
- Paul Martin VAGO update on Themes & Timelines for 2021-22.
- Jeremy Peacock KPMG updated delivered update on Accelerated Reporting Model (ARM) & status of Puddle accounts. Peter Trace / David Balchin from KPMG demonstrated KPMG's Controls Assessment Tool (KCAT). Paige Jeffries from KPMG updated on emerging issues SaaS Capex v Opex.
- Annalisa Cattanach & Meredith Anderson from DTF explained the VGPB Expansion and State Purchase Contracts. (Shared Governance SIG)
- Stuart Wilson from WSAA presented on from OPEX to TOTEX and introduction of BOTEX. Presentation and sharing of benchmarking "best practice & latest trends" from U.K. water industry and how these can be introduced in Australia water industry in upcoming WSAA Benchmarking survey 2022.

21 July 2022

- Update from around the State.
- 60 minutes only due the year end – no external presentation

Jack Reilly
Finance Manager
Lower Murray Water



Human Resources

Brief Overview

The Human Resources Special Interest Group exists to provide a forum for water industry HR professionals to share information, network and access professional development in the Victorian Water Industry.

A flexible delivery model meant that the HR SIG was well attended in 2021/22 with participants from metropolitan and regional areas.

Meetings

18 November 2021

- Special Guests, Noel Dos Santos General Manager Business Growth and Kim Ralston Client Manager, - Engineers Australia Engineering Workforce Credentialing
- COVID-19 and the HR perspective – around the room
- Special Guest, Dr Niki Vincent, Public Sector Gender Equality Commissioner – Gender Impact Assessments
- EA Bargaining experiences – around the room

24 March 2022

- COVID-19 and the HR perspective – around the room
- Gender Equality Audits – around the room
- EA Bargaining experiences – around the room

21 July 2022

- Wellbeing check-in
- Special Guest, Tanya Heaney-Voogt – Running on Empty
- Gender Equality Action Plans – around the room
- Special Guest, John Day – national training for operators
- COVID-19 – around the room
- Child Safety Standards

Emma Harry
Manager People, Culture & Safety
Westernport Water



Information Technology

Brief Overview

The IT/Digital SIG aims to share lessons learned, strategic thinking and vendor presentations within the Water Industry.

Attendees and demographic

- Regional, rural and metro water corporations
- Guest speakers include:
 - o IT vendors
 - o Government stakeholders
 - o Regulators
 - o Service providers
 - o Advisory companies
- Good attendance was achieved for each of the three meetings, with representation from most of the Regional, rural and metro water corporations

Challenges

- Resignation of Brendan Nitschke as convenor
- Remote sessions – lack of true networking opportunities
- Technology failures – July meeting

Highlights

- Brendan Nitschke taking over from Ryan McGowan as convenor – thanks to Ryan for a great job over three years
- Continuing with the meetings albeit in remote format

Meetings

18 November 2021

Convenor: Ryan McGowan (GVW)

- Customer led digital strategy - Nafisa Faruq, Carmen Ho and Richard Blundell (PwC)
- A regional approach to digital resilience – Central Highland Water – Digital Journey Case Study - Nathan Oldaker (CHW), Magnus Ohlson (NTT) and Hanna Paek (NTT)
- Around the State Update

24 March 2022

Convenor: Brendan Nitsche (GWMW)

- eProcurement whole of government tech offerings
- Cyber-security and Victorian Water Corporations - Craig Subocz (Piper Alderman)
- SIEM Best Practice - Kinetic
- Zero Trust - David Lambert (Microsoft)
- SWARH Incident - James Fell - Emergency Services Sector CISO (DPC)
- Around the State Update

21 July 2022

Convenor: Andrew Dilley (Wannon Water)

- Cyber incident response - Scott Mann, Sing Ling (Checkpoint)
- Around the State Update (partially completed)
- Note: A MS Teams global outage impact this meeting, resulting in just the morning part of the agenda being completed.

Andrew Dilley
Chief Information Officer
Wannon Water



P/R & Communications

Brief Overview

The Communications & Engagement SIG provides a forum to share insights, collaborate and address topics of interest within the water industry. It also provides a networking opportunity for communication and engagement specialists.

Meetings were very well attended with about 35-45 attendees, plus speakers at each. An excellent cross-section of representatives from rural and urban water corporations participated in three virtual SIGs. Convenor duties were shared with colleague Holly Noonan due to competing commitments.

Meetings

Throughout 2020/21, the SIG meetings covered a range of themes, with a threat of price submission updates, annual reports and ways we can collaborate as a sector. DELWP continued their involvement as a regular presenter. Details of topics covered are outlined below.

18 July 2021

- DELWP update
- Annual Report update, guide and timeline (DELWP, Sector Engagement)
- Learnings from Melbourne Water's Pricing Submission engagement
- ESC presentation on engagement and communications guidance for upcoming Pricing Submissions and ESC's Vulnerability Strategy
- Barwon Water's award winning CX program 'We Care'
- Digital Transformation and Customer Experience projects
- Collaboration tools

24 November 2021

- DELWP update
- Collaboration tools

- Water conservation messaging workshop: collaboration and support for the sector
- Odour management and communications to local residents
- Goulburn Valley Water Customer Notifications Project
- Pricing Submission Roundtable
- Customer Satisfaction Surveys

21 March 2022

- DELWP update
- Water conservation messaging update: collaboration and support for the sector
- Creating Greater Western Water – Learnings from a merger and rebrand
- Central Highlands Water - Making Sewer Sexy – communicating and promoting sewer upgrade works
- Wannon Water – Big Brown Bins Campaign
- Customer Satisfaction Surveys

Adele Rohde
 Executive Manager Customer and Employee Experience
 GWM Water



Technical Services

Brief overview

- SIG purpose
 - o The Technical Services Special Interest Group exists to provide a forum for sharing information, networking and professional development in the Victorian water industry
- Attendees and demographic (i.e. were your attendees regional, metro, rural, regulator?)
 - o There is was an average of 22 attendees per meeting in 2021/22.
 - o On average, half of the attendees are water industry professionals, whilst the other half are consulting professionals that enable and support the water industry
 - o Of the water industry professionals an average of 28% are from regional water corporations. A further 14% are from rural water corporations, and the remaining 58% are from metropolitan water corporations
- Major highlights / challenges
 - o Positive feedback continues for the accessibility that virtual events provide for members

Meetings

18 November 2021

- There were the following presentations:
 - o Capital Program Management Partnership
 - o West Werribee Pump Station upgrade project

24 March 2022

- The theme for this meeting was 'Pricing Submission'.
- There were the following presentations:
 - o Water for Life Strategy (Madeleine Greenlee, Megan Salter & Kate Maddy, Melbourne Water)
 - o Price Submission preparation expectations & observations (Marcus Crudden, ESC)

21 July 2022

- The theme for this meeting was 'Integrated Water Management' and 'Circular Economy'.
- There were the following presentations:
 - o DELWP Refreshing the Strategic Directions Statements (SDSs) across regional Victoria – Claire Hollier
 - o Aerotropolis/Mamre Precinct –Sydney - Phillip Birtles (Sydney Water)
 - o International Water Sensitive Cities - Tony Wong – Monash Sustainability Development Institutes / Water Sensitive Cities Australia
 - o Goulburn Valley Water Circular Economy Strategy/ ERRUTCES Enabling Regional Resilience using the Circular Economy Strategy - Sarah Thompson/ John Poon

Melissa Barras
Manager PMO
Coliban Water

Membership of the Institute as at 30 June 2022

HONORARY MEMBER

Bernie Cummins

FELLOW (HON. LIFE)

David Roberts (dec)
Neil Brennan
John Maglen (dec)

FELLOW (HON. LIFE RET.)

Barry Leach
Graeme Jolly
Jack Austin
Jim Martin
John Wilkinson
Laurie Gleeson (dec)
Leslie Mathieson
Robert Jordan
Robert Leslie
Robin Fletcher
Ron Dudley

FELLOW (RET.)

Barry Norman
Geoff Michell

FELLOW

Brett Millington	Mildura Regional Development
David Thomas	Greater Western Water
David Ryan	SA Water
Glenn Berwicke	Goulburn Valley Water
Ian Johnson	Water Futures Consulting
Les McLean	
Pat McCafferty	Yarra Valley Water
Paul O'Donohue	Central Highlands Water
Peter Robinson	PT3B Consulting Pty Ltd
Peter Quinn	
Sarah Johnston	
Tony Wright	VicWater

ASSOCIATE

Ann McCurley	Gippsland Water
Chris McLeod	Barwon Water
Christina Bassani	Goulburn Valley Water
Craig Heiner	
Daniel Hogan	Goulburn Valley Water
Dona Tantirimudalige	Westernport Water
Donald Vincent	GHD
George Wall	WIOA
Joanne Church	Goulburn Valley Water
Joanne McBain	Wannon Water
Mark Williams	G-WM Water
Mathew Scott	East Gippsland Water
Peter Jacob	Marsden Jacob Associates
Peter Johns	PBJ & Associates
Phillipe Du Plessis	
Rebekah Foster	
Thomas Fricke	GHD Pty. Ltd.

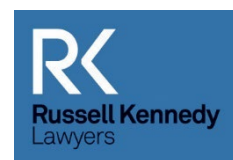
MEMBER

Andrew Dilley	Wannon Water
Andrew Jeffers	Wannon Water
Angella Kelly	Aurecon Group
Annette Katiforis	South Gippsland Water
Anthony Norrish	GHD
Anthony Hernan	North East Water
Brian Radford	Downer
Carolyn Reilly	Greater Western Water
Charmaine Quick	Goulburn-Murray Water
Chris Murdoch	Goulburn Valley Water
Ciara Sterling	Yarra Valley Water
David Kirby	AWA
Emma Harry	Westernport Water
Gavan O'Neill	Melbourne Water
Graham Holt	Greater Western Water
Ian Edwards	Formbird
Isabelle Cancino	Yarra Valley Water
Jacinta Emmacora	Wannon Water
Jeff Haydon	Central Highlands Water
Julie Douglas	Greater Western Water
Julie Logan	Southern Rural Water
Kellie King	Wannon Water
Mark Bartley	HWL Ebsworth
Mark Hosking	Formbird
Matt Houdyk	Greater Western Water
Megan Kruezer	Coliban Water
Melissa Barras	Coliban Water
Michael Watson	Barwon Water
Nicole Cooper	Greater Western Water
Neville Pearce	Greater Western Water
Paul Kerrins	Goulburn Valley Water
Peter Quigley	Westernport Water
Rachael Nuttall	SUEZ
Rebecca Jhonston	North East Water
Rosemary Lowe	Greater Western Water
Roslyn Shipton	Yarra Valley Water
Ryan McGowan	Goulburn Valley Water
Samantha Fisher	Greater Western Water
Sarah Cumming	Gippsland Water
Stephen Carter	Central Highlands Water
Steven Nye	Calibre Group
Suzanne Knight	DELWP
Tanya Finnen	North East Water

RETIRED MEMBERSHIP

Terence Larkins
Mark Lawlor
Vernon Robson
Merv Hair

Members & Sponsors 2021/22



Treasurer's Report

For the 2021/22 financial year we again saw all three events being online SIGs, with no conference or dinner events held. The only significant expense being the VicWater Shared Services fee for organising the Plenary sessions and SIG events.

At the 2021 AGM individual memberships were scrapped, with the requirement that only Board Members are required to be financial members. The net result for the financial year was a surplus of \$66,065 which again assisted in replenishing cash reserves.

The following is a high-level summary of results for the past five years.

Year Ending 30 June:	2022	2021	2020	2019	2018
Events:					
SIG	3	3	3	3	2
Conference Dinner	0	0	3	2	2
Conference	0	0	3	3	2
Laurie Gleeson Dinner	0	0	0	1	0
Revenue \$k					
Memberships/Other	104	113	102	95	94
Conference/Dinner	0	0	115	106	69
Corporate Sponsorship	0	0	12	0	0
Laurie Gleeson Dinner	0	0	0	103	0
	104	113	229	304	163
Expenses \$k					
Conference/Dinner/SIG	26	25	190	218	122
Laurie Gleeson Dinner & Donation	0	0	0	98	0
Other/Admin	13	10	24	24	27
	39	35	214	340	149
Net Profit/(Loss)	65	78	15	(36)	14

Assets include: \$k					
Cash at Bank	220	193	79	52	87
Receivables	23	16	30	15	45
Prepayments	17	2	2	60	112

This is my last Treasurer's report and I'd like to thank the successive Boards over the past 10 years and a special thanks to Sarah Johnson, Rebecca Foster and Sam Fisher. I'd also like to wish Jack Reilly all the best as the incoming Treasurer and hope he gets the same enjoyment I did in being involved within this special entity in the Victorian water industry.

David Thomas
Treasurer
10 November 2022

Financial Statements

Institute of Water Administration Inc.

ABN 96 103 789 875

Financial Statements
For the year ended 30 June 2022



9/13 Nexus Way
Gisborne VIC
3437

Phone: 03 5428 1077

Email: admin@rtag.com.au

Board's Report For the year ended 30 June 202

Your board members submit the financial accounts of the Institute of Water Administration Inc. for the financial year ended 30 June 2022.

Board Members

The names of board members at the date of this report are:

Sarah Cumming - President

Gavan O'Neill - Vice President

David Thomas - Treasurer

Samantha Fisher - Secretary

Andrew Jeffers - Board Member

Craig Heiner - Board Member

Peter Robinson - Board Member

Dona Tantirimudalige - Board Member

Paul O'Donohue - Board Member

George Wall - Board Member

Christina Bassani - Board Member

Principal Activities

The principal activities of the association during the financial year were: To provide a forum for sharing information, networking and professional development in the Victorian water industry. IWA's platform for delivering their services includes: 1. Regular conferences addressing strategic and contemporary issues of interest to their target audience. 2. Special Interest Groups which focus on a range of business functions within water corporations. 3. Social networking opportunities to promote fellowship and collaboration through conference dinners; and 4. Distinguished service and professional development awards.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The profit from ordinary activities after providing for income tax amounted to

Year ended	Year ended
30 June 2022	30 June 2021
\$	\$
65,065.06	77,878.15

Signed in accordance with a resolution of the Members of the Board on 8 November 2022:



Sarah Cumming - President



Gavan O'Neill - Vice President

Statement of Profit or Loss and Other Comprehensive Income For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue		103,896.28	113,366.41
Cost of sales		<u>(30,472.00)</u>	<u>(29,744.99)</u>
Gross profit		73,424.28	83,621.42
Selling expenses		(1,016.84)	(381.84)
Administration expenses		<u>(7,342.38)</u>	<u>(5,361.43)</u>
Profit before income tax		<u>65,065.06</u>	<u>77,878.15</u>
Income tax (credit) expense		<u> </u>	<u> </u>
Profit for the year		<u>65,065.06</u>	<u>77,878.15</u>
Other comprehensive income:			
Items that will not be reclassified subsequently to profit or loss:			
Items that will be reclassified subsequently to profit or loss when specific conditions are met:			
Total other comprehensive income for the year, net of tax		<u> </u>	<u> </u>
Total comprehensive income for the year		<u>65,065.06</u>	<u>77,878.15</u>

Statement of Financial Position as at 30 June 2022

	Note	2022	2021
		\$	\$
Assets			
Current Assets			
Cash assets		219,703.79	177,555.19
Receivables		22,620.00	16,254.00
Other		17,393.05	1,728.68
Total Current Assets		259,716.84	195,537.87
Total Assets		259,716.84	195,537.87
Liabilities			
Current Liabilities			
Payables		10,935.00	8,385.00
Current tax liabilities		5,455.25	8,891.34
Other		7,600.00	7,600.00
Total Current Liabilities		23,990.25	24,876.34
Total Liabilities		23,990.25	24,876.34
Net Assets		235,726.59	170,661.53
Equity			
Retained profits		235,726.59	170,661.53
Total Members' Funds		235,726.59	170,661.53

Statement of Cash Flows For the year ended 30 June 2022

	2022	2021
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	93,759.40	125,416.26
Payments to Suppliers and employees	(51,616.22)	(26,630.61)
Interest received	5.42	41.15
Net cash provided by (used in) operating activities(note 2)	<u>42,148.60</u>	<u>98,826.80</u>
Net increase (decrease) in cash held	42,148.60	98,826.80
Cash at the beginning of the year	<u>177,555.19</u>	<u>78,728.39</u>
Cash at the end of the year (note 1)	<u>219,703.79</u>	<u>177,555.19</u>

2022**2021**

Note 1. Reconciliation Of Cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments, net of outstanding bank overdrafts.

Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash at bank	201,987.59	159,844.41
Short Term Deposits	<u>17,716.20</u>	<u>17,710.78</u>
	<u>219,703.79</u>	<u>177,555.19</u>

Note 2. Reconciliation Of Net Cash Provided By/Used In Operating Activities To Net Profit

Operating profit (loss) after tax	65,065.06	77,878.15
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	(6,366.00)	13,591.00
(Increase) decrease in prepayments	(15,664.37)	611.98
Increase (decrease) in other creditors	2,550.00	4,700.00
Increase (decrease) in sundry provisions	<u>(3,436.09)</u>	<u>2,045.67</u>
Net cash provided by operating activities	<u>42,148.60</u>	<u>98,826.80</u>

Statement by Members of the Board - for the year ended 30 June 2022

In the opinion of the Board the Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and Notes to the Financial Statements:

1. Presents fairly the financial position of Institute of Water Administration Inc. as at 30 June 2022 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Sarah Cumming - President
IWA Board



Gavan O'Neill - Vice President
IWA Board

17 November 2022

Independent Auditor's Report to the Members

Report on the Audit of the Financial Report

We have audited the financial report of Institute of Water Administration Inc. (the association), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report of Institute of Water Administration Inc. is in accordance with the Associations Incorporation Act 1991 including:

- (a) giving a true and fair view of the association's financial position as at 30 June 2022 and of its performance for the year then ended; and
- (b) that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The board of the association is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2022 but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board for the Financial Report

The board of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Australian Capital Territory under the Associations Incorporation Act 1991 and for such internal control as the board determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian 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 report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, 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 our 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 association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the board.
- Conclude on the appropriateness of the board'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 association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We have compiled the accompanying general purpose financial statements of Institute of Water Administration Inc., which comprise the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows and Statement of Financial Position as at 30 June 2022, a summary of significant accounting policies and other explanatory notes. These have been prepared in accordance with the financial reporting framework described in Note 1 to the financial statements.

The Responsibility of the Board

The board of Institute of Water Administration Inc. is solely responsible for the information contained in the general-purpose financial statements and the reliability, accuracy and completeness of the information.

Our Responsibility

On the basis of information provided by the board, we have compiled the accompanying general purpose financial statements in accordance with the financial reporting framework and APES 315 Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with Australian Accounting Standards. We have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants (including Independence Standards).

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The general-purpose financial statements were compiled for the benefit of the board who is responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the general-purpose financial statements.



RTAG
9/13 Nexus Way
Gisborne VIC

11 November 2022

For the year ended 30 June 2022

	2022	2021
	\$	\$
Income		
Trading profit (loss)	(30,472.00)	(29,744.99)
Revenue	103,890.86	113,325.26
Interest received	5.42	41.15
Total income	<u>73,424.28</u>	<u>83,621.42</u>
Expenses		
Audit fees	850.00	800.00
Bad debts	3,765.46	1,500.00
Bank fees & charges	20.00	440.00
Computer Expenses	1,016.84	381.84
Insurance	2,706.92	2,621.43
Total expenses	<u>8,359.22</u>	<u>5,743.27</u>
Profit from ordinary activities before income tax	65,065.06	77,878.15
Income tax revenue relating to ordinary activities		
Net profit attributable to the association	65,065.06	77,878.15
Total changes in equity of the association	65,065.06	77,878.15
Opening retained profits	170,661.53	92,783.38
Net profit attributable to the association	65,065.06	77,878.15
Closing retained profits	235,726.59	170,661.53

Past Presidents, Secretaries and Treasurers

YEAR	PRESIDENT	SECRETARY / PUBLIC OFFICER	TREASURER
1967-68	J.C.G. Aplin	I.M. Symington	-
1968-69	A.P. Brumley	R.H. Leslie	-
1969-70	A. Dewar	R.A. Fletcher	-
1970-71	A.L. Carr	R.A. Fletcher	-
1971-72	N.P. Haymes	F.D. Trainor	-
1972-73	E.J. Austin J.C.	G. Aplin	-
1973-74	R.H. Leslie	C.J. Paterson	-
1974-75	R.A. Fletcher	A.L. Carr	J.C. Maglen
1975-76	F.D. Trainor	G.G. Scott	J.C. Maglen
1976-77	J.C. Maglen	G.G. Scott	G.J. Kerr
1977-78	E.J. Robbins	A.R. Edwards	G.J. Kerr
1978-79	B.E. Leach	A.R. Edwards	G.J. Kerr
1979-80	R.E. Dudley	N.R. Illig	E.J. Robbins
1980-81	A.R. Edwards	B.E. Leach	E.J. Robbins
1981-82	E.J. Austin / A.R. Edwards	B.E. Leach	E.J. Robbins
1982-83	J.C. Maglan	B.E. Leach	E.J. Robbins
1983-84	L.C. Spitty	B.E. Leach	E.J. Robbins
1984-85	D.J. Roberts	B.E. Leach	L.J. Gleeson
1985-86	J.T. Wilkinson	B.E. Leach	L.J. Gleeson
1986-87	R.E. Dudley	B.E. Leach	J.C. Maglen
1987-88	L.J. Gleeson	B.E. Leach	J.C. Maglen
1988-89	R.A. Jordon	B.E. Leach	J.C. Maglen
1989-90	J.B. O'Brien	B.E. Leach	J.C. Maglen
1990-91	M.W. Brown	B.E. Leach	G.J. Kerr
1991-92	W.J. Hobson / R.A. Fletcher	B.E. Leach	G.J. Kerr
1992-93	G.I. Keith	R.A. Fletcher	G.J. Kerr
1993-94	J.F. Martin	R.A. Fletcher	G.J. Kerr / J.T. Wilkinson
1994-95	N.P. Brennan	R.A. Fletcher / D.R. O'Doherty	J.T. Wilkinson
1995-96	R.A. Jordan	D.R. O'Doherty / R.D. Anderson	J.T. Wilkinson
1996-97	J.T. Wilkinson	R.D. Anderson	R.A. Jordan
1997-98	L.J. Gleeson	R.D. Anderson	R.A. Jordan
1998-99	D.J. Roberts	R.D. Anderson	R.A. Jordan
1999-2000	J.F. Martin	M.J. Wooten	R.A. Jordan
2000-01	D. Cavagna	M.J. Wooten	L.B. McLean
2001-02	R. Leamon	M.J. Wooten / P.A. Quinn	L.B. McLean

2002-03	R. Worland	P.A. Quinn	L.B. McLean
2003-04	L. Gleeson	P.A. Quinn	L.B. McLean / A. Hunt
2004-05	J.T. Wilkinson	P.A. Quinn	A. Hunt
2005-06	D. Heeps	P.A. Quinn	A. Hunt
2006-07	L.B. McLean	P.A. Quinn	A. Hunt
2007-08	L. Mathieson	P.A. Quinn	A. Hunt
2008-09	I. Johnson	S. Johnston / K. Calvi	A. Hunt / D. Cappellari
2009-10	P. Quinn	S. Johnston / K. Calvi	D. Cappellari
2010-11	L. Mathieson	S. Johnston / K. Calvi	D. Cappellari
2011-12	L. McLean	S. Johnston / K. Calvi	D. Cappellari
2012-13	P. McCafferty	S. Johnston / B. Goodwin	D. Thomas
2013-14	P. O'Donohue	R. Foster	D. Thomas
2014-15	B. Millington	R. Foster	D. Thomas
2015-16	J. Adamski	R. Foster	D. Thomas
2016-17	D. Ryan	R. Foster	D. Thomas
2017-18	S. Johnston	R. Foster	D. Thomas
2018-19	D. Tantirimudalige	R. Foster	D. Thomas
2019-20	D. Tantirimudalige	R. Foster / A. Jenkins	D. Thomas
2020-21	C. Quick	S. Fisher	D. Thomas
2021-22	S. Cumming	S. Fisher	D. Thomas

Notes

