

OFFICIAL



Institute of Water  
Administration

# Annual Report

## 2022/23



## 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

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.

We bring people together to build connections and create forums to enable our people to be heard, influence, lead, learn and make an impact

### 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			
12 special Interest groups: <ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Customer Service</li> <li>• Educators</li> <li>• Energy &amp; Greenhouse</li> <li>• Environment</li> <li>• Executive Assistants</li> <li>• Finance</li> <li>• Human Resources</li> <li>• Information Technology</li> <li>• PR/Communications</li> <li>• Technical Services</li> <li>• Development Services</li> </ul>	Celebrations to acknowledge the achievements of the IWA and recognise the SIGs  Acknowledge those who have played a significant role in the Water Industry	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.

Last 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.

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## President's Annual Report 2022/23

This year has been extremely rewarding with the consolidation of our successful new model - two online SIG meetings and an in-person SIG meeting, dinner and conference.

Our two online SIG's were extremely well attended with our Plenary Speakers receiving extremely positive feedback. The strong engagement of the audience in the sessions was a real highlight with lots of insightful questions and discussion.

Last November's Conference marked our first post-covid event which had a great turnout and a fantastic atmosphere – the perfect environment to connect, network and share knowledge.

We also welcomed a new Developer Services SIG, demonstrating a growing appetite for IWA's revamped member services.

This has contributed to an overall growth in attendances and delivery of sustainable revenue and continued improvement in our operating position.

This is a great result that reflects the ongoing success of the Board's strategic work to ensure our organisation is relevant, member focussed and sustainable. This is so important at a time when our sector is under increasing pressure to deliver more for less - where collaboration and sharing knowledge to drive innovation is critical to increase productivity and deliver customer value.

I'd also like to take this opportunity to acknowledge the hard-working IWA Board members who volunteer their time and provide valuable insights and strong governance practices to ensure the IWA remains strong into the future.

I would particularly like to thank our Secretary, Sam Fisher, for her massive contribution to the IWA. As we look to find a successor, Sam has diligently continued in the role providing incredible support to the board and doing an extraordinary amount of work to keep the organising running smoothly. It was inevitable Sam's considerable talents would be recognised and it came as no surprise to see her secure a fantastic role at Melbourne Water recently! Congratulations Sam.

I would also like to thank Jack Reilly for his work as Treasurer. Jack has made a seamless transition into the role and provides highly valued judicious advice and financial guidance. Both are tremendous contributors to the IWA.

Thanks also to our generous and extremely dependable sponsors Davidson and Trilogy. Sponsorships can sometimes be difficult to secure and retain, but in Davidson and Trilogy, we have established a long standing partnership that has hugely contributed to the viability and sustainability of the IWA.

And to our partners VicWater, AWA and WIOA, thank you. Our continued collaboration and efforts to co-ordinate our work, while providing distinctive offerings to our respective member bases, is a real testament to the values and culture of our organisations.

The signing of a new streamlined MOU with VicWater was a particular highlight – ensuring our shared service arrangements continue to go from strength to strength. The work of Lauren Vines continues to impress, as she efficiently and calmly delivers amazing events for both organisations. Thank you Lauren.

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In terms of opportunities to explore in the future, improving our online presence and communication tools remains a key priority. However we took a significant step forward with improvements to our website and the appointment of a new service provider.

We will also continue to reinvigorate the Laurie Gleeson Award to encourage younger members of our sector to undertake research and overseas study.

Succession planning for office bearers also remains a focus given their criticality to the success of the IWA. The recent Board decision to increase the stipend will hopefully assist with this.

I am succeeded in the role of President by Christina Bassani. I thank Christina for her amazing support this past 12 months. She has gone well beyond what's expected in her role as Vice President, particularly in the organisation of this year's conference. She will be a powerhouse in the President's role. I would also like to welcome Andrew Jeffers to the role of Vice President and wish him every success for the next 12 months.

Finally, I will also be leaving the Board, and would like to thank all current and past Board members I have served with. I have learnt an incredible amount from you and thank you for your insights, guidance and support. It's a privilege to have served in an organisation with such an important mission and great culture.



A handwritten signature in blue ink, appearing to read 'Gavan O'Neill'.

Gavan O'Neill  
IWA Board President 2022-23

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## IWA Board 2022/23

- PRESIDENT:** **Gavan O'Neill** B.Sc. MAICD  
Executive General Manager, Customer, Community and  
External Affairs  
Melbourne Water
- VICE PRESIDENT:** **Christina Bassani** BBus, MeELead, GAICD  
General Manager, People & Customers  
Goulburn Valley Water
- SECRETARY:** **Samantha Fisher** BA, Dip (L'ship & Mgt), Cert Governance  
Practice  
Executive Assistant  
Greater Western Water
- TREASURER:** **Jack Reilly** CPA, BBus  
Financial Services Manager  
Lower Murray Water
- MEMBERS:** **Sarah Cumming** B.A., LLB (Hons), EMBA, GAICD  
Managing Director  
Gippsland Water
- 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  
(retired)
- 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
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Water Industry Operators Association

**Craig Heiner** BBus(Acc), MBA, DipEd, GAICD  
Managing Director  
North East Water  
(retired)

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

**Jodie Hallam** B.B.A (Accounting & Finance), MBA, Post-  
Grad Applied Finance  
General Manager Operations & Delivery Solutions  
Greater Western Water  
(casual appointment June 2023)

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## 2022/23 IWA Conference Overview



### **IWA Conference & SIG Meetings – November 2022**

The IWA Conference was the first in-person event to be held by IWA since March 2020 and included the following components:

- Wednesday 16 November IWA Board / SIG Convenor Strategic Session & Dinner
- Thursday 17 November SIG Meetings, AGM and Conference Dinner
- Friday 18 November Half-day Conference

The Conference was held at Novotel Geelong with SIG Meetings also taking place at Barwon Water, who kindly hosted the overflow meetings. The conference theme, **'Creating the Future'**, focussed on what we can do now to plan for a successful future. Circular economy was a large area of focus, as well as workforce & people and how we respond to emergencies as a result of our changing climate.

The conference was strongly attended with 92 conference registrations, 110 dinner registrations and 220 SIG meeting registrations. The feedback survey results concluded that the event was very successful with all components of the event rating highly. IWA are very grateful to [TRILITY](#) and [Davidson](#), our longtime conference sponsors.





## IWA Plenary Session & SIG Meetings – March 2023

The IWA's second event for the 2022/23 financial year was the plenary session and SIG meetings that were held on 16 March 2023 and were run virtually.

The plenary presentation '**Scottish Water – planning for a sustainable future in an uncertain world**' by [Simon Parsons](#) was very well attended with 132 registrants (up from 121 in March 2022), 93 live attendees (up from 85 in March 2022). The ratings of the plenary session were 48% rating 'Excellent' and 52% rating 'Very Good'. The session was recorded and available to rewatch to all those who registered.

The SIG meetings were also well attended with 332 SIG registrations (up from 295 in March 2022). Overall SIG meetings rated well with majority rating the meeting they attended as 'excellent'. Good feedback was received in the post event feedback survey and was consistent with previous events.

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### **IWA Plenary Session & SIG Meetings – July 2023**

The IWA's third event was the Plenary Session and SIG meetings which were held on 13 July 2023 and were run virtually. The plenary presentation '**Planning for El Niño and La Niña – ideas for an integrated approach for water corporations**' presented by [Tony Wong](#) was very well attended with 186 registrants (up from 114 in July 2022), 167 live attendees (up from 85 in July 2022). The session was recorded and available to rewatch to all those who registered.

The SIG meetings were also well attended with 376 SIG registrations (up from 232 in July 2022). Overall SIG meetings rated well with majority rating the meeting they attended as 'excellent'.

Good feedback was received in the post event feedback survey and was consistent with previous events.

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## Special Interest Group (SIG) Reports - 2022/23

### Corporate Governance

#### Overview

The 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

- Being able to meet all needs of attendees
- Finding the balance between the governance and legal discussion
- Sharing and collaborating outside of the SIG set times

#### Meetings

Meeting	Key items
<u>17 November 2022</u>  14 Attendees 4 Guests 6 Presenters	<ul style="list-style-type: none"> <li>• First in person event for 2 years.</li> <li>• Steve Capewell, GM Goulburn Valley Water and IWA Director – updates on IWA itself, and hot topics being Cyber, Digital Transformation, and Climate change.</li> <li>• Robyn Gaeth, SIG Convenor led a getting to know each other exercise.</li> <li>• Katelyn Bonato, Energy Transition Partner, PwC presented on Climate Risk and the role of Governance and Reporting.</li> <li>• Valerie Cheong, Andrew Wood and Antony Gaylard, DELWP, provided an update on key focus areas.</li> <li>• Robyn Gaeth SIG Convenor led a panel discussion with Elaine Carbines – Deputy Chair and Barwon Water and Ports Victoria, Jodi Heath – Board Director and District Manager Parks Victoria, and Dianne James – Chair Goulburn Murray Water, on expectations of Co.Sec, effective boards, dysfunctional ones and what to do about.</li> <li>• Elite Team Dynamics, external consultancy, led the group through energy management and resilience coming out of covid.</li> <li>• Final group discussion and meeting close.</li> </ul>
<u>16 March 2023</u>  22 Attendees 3 Presenters	<ul style="list-style-type: none"> <li>• Lara Jimenez, Dept. Convenor, led an around the grounds discussion, &amp; delved into the survey results of what topics the group wanted to see.</li> <li>• Danny Hogan, Goulburn Valley Water, who was retiring shared his lessons with the group on working in local government and water.</li> <li>• Tessa D’Abbs, Greater Western Water, led the team through what GWW as done recently around COI, circular resolutions and board paper templates.</li> <li>• Sarah Kitchen, DEECA, provided an update on DEECA key focus areas.</li> <li>• Final group discussion and meeting close.</li> </ul>
<u>13 July 2023</u>  25 Attendees	<ul style="list-style-type: none"> <li>• Robyn Gaeth, SIG Convenor led an around the grounds discussion. Breakout groups and reported back.</li> <li>• David Williams, East Gippsland Water, ran a Governance Professional’s Dilemma: group discussion of a governance case study.</li> </ul>

7 Presenters	<ul style="list-style-type: none"><li>• David Wolf, Stacey Killackey and Sue Kapourelakos, IBAC, presented on IBACs role, mandatory notifications specific to complaints, &amp; Public interest disclosures process – do’s and don’ts. Worked through a scenario with attendee participation.</li><li>• Sarah Kitchen, DEECA, provided an update on DEECA key focus areas.</li><li>• Robyn Gaeth, SIG Convenor called out for supporters for the in-person event in November and closed out the meeting.</li></ul>
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**Convenor** Robyn Gaeth, Governance Lead / Deputy Company Secretary, Barwon Water  
**Deputy Convenor** Lara Jimenez, General Counsel & Corporate Secretary, Greater Western Water



## Customer Service

Not provided



## Educators

### 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. We also have representatives from DEECA, Schools Water Efficiency Program (SWEPE), Sustainability Victoria and Catchment Management Authorities.

Collectively, the group has a rich diversity of skills and experience including science and engineering, teaching, stakeholder engagement, media relations, communications 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.

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Major stakeholders/organisations with close linkages include: DEECA (SWEP program), Sustainability Victoria (ResourceSmart Schools program), Smiles 4 Miles, Department of Education and Training Victoria, early learning centres, primary and secondary schools, tertiary institutions and organisations that work with the Cultural and Linguistically Diverse (CALD community).

### **Meetings**

Educators SIG meetings are held twice a year in February/March and September. The September meeting is a two-day conference, hosted by a water corporation with the support of IWA.

#### 14 September 2022

Chaired by Katrina Knight, Westernport Water, and held virtually via Zoom (attended by 22 participants).

Topics discussed:

- National Water Week Poster Competition 2023 – Nicole Bovezza, GWW.
- DELWP representative shared updates on water restrictions by-laws and PWSR review, SWEP program, Hardship programs including Community Rebate Program and Housing Retro-fit pilot and Vic Facilities. Smart Water Advice and Central and Gippsland Region Sustainable Water Strategy (CGRSWS) – Les Walker, DELWP
- SWEP update - Danielle Piric, YVW
- ResourceSmart update - Inga Hamilton, SV
- General discussion about COVID and schools

#### 16 March 2023

Chaired by Natalie Laugeni, Gippsland Water, and held virtually via Zoom (attended by 22 participants).

Topics discussed:

- National Water Week Poster Competition 2023 – Kim Hall, GWW
  - AWA update on National Water Week 2023 – Jenny Hillier, AWA
  - DEECA update – Priscilla Di Prima, DEECA
  - SWEP program update – Danielle Piric, SWEP (YVW)
  - Child Safe Standards – Missy Brown, GWW
  - ResourceSmart update – Inga Hamilton, SV
  - River Detectives update – Tania Macleod, NCCMA
  - General discussion
  - 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.
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**Convenor** Natalie Laugeni, Communications & Engagement Advisor, Gippsland Water  
**Deputy Convenor** Nicole Bovezza, Team Leader – Community Partnerships, Greater Western Water



## Development Services

### Overview

Purpose of the Development Services SIG is to promote learning and growth for water corporations managing servicing needs of land development by sharing experiences and developed outcomes.

Group membership comprises key land development staff representing all fifteen urban (metropolitan and regional) water corporations and TasWater.

Formation of the Development Services SIG was accepted by IWA's Board in April 2023 with the first formal SIG meeting at the July IWA Forum. IWA's acceptance to form the Development Services SIG follows on from the last five years that the group having been running on its own accord at effort and benefit of the group members.

Major industry challenges being inconsistencies and inefficiencies across water corporations undertaking similar activities to meet the growing needs of the development industry, our customers and future communities. Identifying key issues and opportunities that will benefit from industry-level collaboration to explore common approaches by establishing program of work to be actioned by working groups that will report back to the SIG.

### Meetings

#### July 2023

- Formal welcome to IWA from SIG convenor and IWA President
- Forming of Development Services SIG. Reflection of previous group catchup in November 2022 replaying common themes, issues and opportunities from group workshop
- Presentation from TasWater on their recent roadshow with select Victorian water corporations
- Emerging issues and opportunities
- Lessons learnt with Early Release of development, deferred works and education
- Around the Grounds, capturing items of interest and needs for support from SIG members

**Convenor** Adam Heaton, Developer Relationship Lead, Greater Western Water



## Energy & Greenhouse

Not provided



## Environment

### 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 49 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 continued to be high.

The group are positive about the contribution and information sharing these ongoing meetings are having on the water industry. Networking, sharing, and improving state of knowledge are strong benefits.

### Meetings

#### 17 November 2022

- The in-person meeting in Geelong provided an excellent opportunity for networking, allowing members of the Environment SIG to exchange ideas and information and get to know each other a little better.
- Key themes discussed included the 'Determination of the Authority under section 48 – N S 306, provisions for exemption from development licence requirement when planning for a modification to a sewage treatment plant'. We joined the Technical Services SIG for presentations on applying the General Environment Duty to business operations, how the organisation Before You Dig works. The experience of water corporations following extreme weather events and the progress of the Victorian Murray River Floodplain Project.

#### 16 March 2023

- A key discussion item centred around end of tenure for GVW as convenor of the Environment SIG meetings.
  - Updates provided by water authorities in attendance generating some shared learnings regarding interpretation of new licence condition for HEMP implementation and decommissioning plans and how they relate to full plant decommissioning versus partial decommissioning of some assets.
  - GVW shared a presentation on Duniak Moira restoration of an abandoned reservoir for recreation and cultural use, an excellent demonstration of meaningful collaboration with Traditional Owners. Providing a valuable recreational resource for the whole community to enjoy.
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13 July 2023

- South East Water commenced their tenure as the convenor of the Environment SIG meetings.
- Commenced the session with a combined session with the Technical SIG 'How to reduce your scope 3 emissions through de-carbonisation of your supply chain' presented by AECOM.
- Environment SIG members shared presentations from SEW on 'Biosolids treatment technologies for PFAS removal', 'New Repair Bill and what it could mean for Water Authorities' and shared learnings from 'Blind Bight WRP Clean Up Notice – project update'.

**Convenor** Shelley Kyriazis, Environmental Approvals Lead, South East Water  
**Deputy Convenor** Kirsten Hogan, Senior Environment Officer, Goulburn Valley Water



## Executive Assistants

### 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 2022/2023, SIG members have continued with the virtual catchups in the months in-between formal SIG meetings. The catch ups 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 for attendees to not attend at short notice. Attendance reached its peak with +30 attendees in person at the in November 2022 meeting.

### Meetings

Throughout the 2022/2023 year the Executive Assistant SIG meetings covered a range of topics as noted below:

#### November 2022

**Address:** Sarah Cumming (IWA President at Nov'22). Sarah provided an update on the change to memberships, the incoming President, interstate interest in the IWA model and thanked the members for their continued support of the IWA and SIG groups.

**Workshop:** [Rachael Bonetti](#) a corporate trainer, international speaker, wellbeing practitioner and former EA guided the group through a workshop on "Shifts to create impact: mindset and leadership". The cost for the workshop was shared equally among the attendees.

**General business:** Discussions included credit card policies across the water businesses.

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### March 2023

**Guest speaker:** Rachael Bonetti returned to the EA SIG for a debrief and reflection session following the workshop held in November 2022. Attendees welcomed the opportunity to discuss what they'd implemented, and challenges faced following the November meeting.

### July 2023

**Guest speaker:** [Steuart Snooks](#) an email and workplace productivity expert provided an overview of his program "How to revolutionise your inbox". Steuart also spoke of best practice skills, time management and the changes in the MS suite of programs and benefits of individual development and upskilling.

**Guest speaker:** Bridie Fennessy (General Manager Distribution Services, Yarra Valley Water). Bridie hosted an in-depth conversation with the EA's in relation to leadership and spoke of the value of the EA's role within their respective businesses. She noted that the EA's have a unique opportunity to lead, motivate, initiative and drive business objectives.

**Guest speaker:** Dean Stone (Safe and Well Business Partner, Yarra Valley Water). Dean provided an overview of what Yarra Valley Water is doing in the Mental Health space and spoke of psychological safety, workplace culture, management plans, Mental Health First Aid, the Employee Assistance Program services, reasonable adjustment procedure, temporary work arrangements, neurodiversity awareness, change management.

**Convenor** Roslyn Shipton, Assistant to the Managing Director, Yarra Valley Water  
**Deputy Convenor** Julie Douglas, Assistant to the Managing Director, Greater Western Water



## Finance

### Overview

Finance SIG purpose is to consider 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 2022 Attendees x 46: Metro x 3, Regional x 31 & Guests (including Presenters x 12); March 2023 Attendees x 65: Metro x 9, Regional x 42 & Guests (including Presenters x 14) and July 2023 Attendees x 27: Metro 4 & Regional x 23.

### Meetings:

#### 17 November 2022

- Charmaine Quick, IWA Board, updated joint session with Energy & Greenhouse and Technical Services SIG's.
  - Updates from around the State.
  - VAGO Sector Manager, Paul Martin reviewed key learnings 2021-22 audit.
  - KPMG Advisory team update Puddle, ARM and ESG Accounting issues.
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- Atturra presentation: Simplify, Modernise, Optimise – Cloud / SaaS Business Transformation.
- Inzenius, Director of Innovation, Efficiently Maintaining Control of People Scheduling, Timekeeping-to-Tasks and Payroll Processing with inbuilt Automated Award Interpretation
- Joint session with Environmental SIG, Victorian Murray Floodplain Restoration Project (VMFRP) and Victoria's obligations under the Murray–Darling Basin Plan.

#### 16 March 2023

- Updates from around the State.
- TCV Economist, Emma Lawson, delivered economic update.
- VAGO Sector Manager, Paul Martin update on Themes & Timelines for 2022-23.
- DEECA Sector Director, Annabel Mooney, provided update.
- KPMG Advisory team delivered update Puddle and emerging Accounting issues.
- WSAA Totex 2022 survey – key trends.
- Joint session Energy & Greenhouse re Electric Vehicles as net-zero transition option.

#### 13 July 2023

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

**Convenor** Jack Reilly, Financial Services Manager, Lower Murray Water



## Human Resources

### Overview

The Human Resources Special Interest Group exists to provide a forum for sharing information, networking and professional development in the Victorian Water Industry.

- Attendees and demographic - 55 members, across metro, regional, and rural water sectors.
  - Skills Gap – War on talent
  - Hybrid Working – 4 day working weeks
  - Floods – and resources
  - Psychological Safety
  - Fair Work Legislation Changes
  - Employee Engagement
-

## Meetings

### 17 November 2022

Leadership Changes - Marnie Rowden from Goulburn Murray Water took over as Convener; and Ian Mewburn of South Gippsland Water stepped in as Deputy.

Talent and Skill Deficit Addressal: WSAA emphasized on the prevailing challenges in leadership, digital proficiency, and critical analysis within the water sector.

Peter communicated the ambitions and stages of the EVP project, stressing on enhancing the industry's visibility and nurturing collaboration.

Hybrid Work Evolution: Kelly Crosthwaite from DELWP provided insights on transitioning to a hybrid work setup, emphasizing the significance of face-to-face interactions, clear guidelines, and consistent communication.

### 16 March 2023

Numerous companies began testing hybrid work structures, with some considering a 4-day workweek.

Learning and Development (L&D): Focus areas include leadership training, digital courses, and identifying skills gaps.

Major challenges identified were dam safety, the rise of automation, and senior staff exits due to wage-driven recruitment issues.

### 13 July 2023

Prioritising Mental Health: Increased emphasis on programs addressing workload, stress, and a holistic understanding of mental well-being.

Guest Speaker, Tanya Heany Voogt emphasized the recognition of burnout as an organizational syndrome and the importance of workplace mental health. Her platform offers free tools for organizations aiming for maturity in addressing psychological safety. New regulations will soon tackle five core psychosocial risks. The emphasis is on addressing outcomes over terminologies.

Engagement Challenges and Solutions: Glenda Smith, Goulburn Murray Water, discussed the noticeable engagement gap between corporate staff and field workers. Efforts by Goulburn Murray Water to enhance gender equity faced hurdles, but a merger of the OHS committee led to better engagement alignment. Open dialogues on job flexibility across roles have shown a positive influence on engagement levels.

The HR SIG has been diligent in addressing the evolving challenges of the sector, emphasizing the importance of employee well-being, engagement, and continued learning throughout the year.

**Convener** Marnie Rowden, Manager HR Business Partnering, Goulburn Murray Water

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## Information Technology

### **Brief overview:**

The Information Technology SIG exists to provide a forum for sharing, collaboration, networking, problem solving and professional development in the Victorian water industry.

### Major challenge(s):

1. There is an ongoing desire for collaboration to occur outside of meetings but this isn't occurring. I suspect this is due to a lack of resources to organise anything significant. Any available resources would be welcome.
2. There is difficulty in keeping the member list current. Often the first I know of someone leaving an organisation is when I get an email bounce back from the meeting invitation. I then have no idea about who has replaced them, or who else in that organisation would be appropriate to become a member and attend meetings.
3. The metros are consistently under-represented, which is disappointing because when they attend, they often discuss well developed systems and processes which are of interest to the other attendees. The metros also often have mature artifacts which they are open to sharing. I would like to see a representative from a metro take over the convenor position after my tenure finishes. I would think that this would help this situation as I would assume that the metro employees are possibly better connected to each other.
4. Personally, I find the face to face meetings more effective for making contacts because there is always useful discussions held over morning and afternoon tea and lunch. When online, this doesn't happen. That said, the face to face meetings have the lowest attendances.
5. The Round-The-State discussions are always valuable.

### **Meetings**

#### November 2022

- Attendees:
    - Total: 12 attendees
    - 8/12 regional water corporations represented.
    - 1/4 rural water corporations represented.
    - 1/4 metro water corporations represented.
  - Presentations
    - Check Point – Cyber Security Strategy
    - NBN – Fibre and Satellite Services
    - NTT presentation – Are we architecting for a better future?
  - Other
-

- Options for sharing resources and services were discussed
- An ad hoc tour of the Barwon Water office

### March 2023

- Attendees:
  - Total: 17 attendees
  - 8/12 regional water corporations represented.
  - 3/4 rural water corporations represented.
  - 1/4 metro water corporations represented.
- Presentations
  - Collective Cyber Defence for Critical Infrastructure Australia
  - Kinetic - Cyber security incident response – communications considerations

### July 2023

- Attendees:
  - Total: 18 attendees
  - 9/12 regional water corporations represented.
  - 2/4 rural water corporations represented.
  - 2/4 metro water corporations represented.
- Presentations
  - InfoTrust – MyCISO
  - Gartner - Generative AI

**Convenor** Andrew Dilley, Chief Information Officer, Wannon Water



## P/R & Communications

### **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 25-35 attendees, plus speakers at each. An excellent cross-section of representatives from rural and urban water corporations participated in the SIG meetings.

### **Meetings**

Throughout 2022/23, the SIG meetings covered a range of themes, including price submission updates, annual reports and ways we can collaborate as a sector. DEECA continued their involvement as a regular presenter. Details of topics covered are outlined below.

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### November 2022

- DEECA Update
- Workshop: Building community knowledge and involvement in water management
- Price Submission debrief
- Post COVID and Price Submission priorities
- Emerging issues
- Opportunities to collaborate
- State Purchase Contracts for Advertising

### March 2023

- DEECA Update
- Customer Satisfaction Surveys Procurement
- WSAA Customer Research
- Website redevelopment
- Cyber and data security response
- Price Submission and Outcomes Reporting roundtable

### July 2023

- Annual Report
- DEECA Update
- Brand Voice – Wannon Water
- Community Insights Project Update – DEECA
- Price Submission and accessibility roundtable

**Convenor** Holly Noonan, Manager Communications & Engagement, Grampians Wimmera Mallee Water



## Technical Services

### **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 was an average of 15 attendees per meeting in 2022/23.
    - 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
  - Major opportunities/ challenge(s)
-

- o Positive feedback continues for the accessibility that virtual events provide for members.
- o We have started forward planning themes which has worked really well this year. There is an opportunity to expand on this by IWN having a forward plan of themes that connects the SIGs better to conference theme.

## Meetings

### November 2022

- The presentations at this session included:
  - o IWN update and workshop to input into Strategic Themes
  - o A joint session was held in the afternoon with the Environmental SIG
    - South East Water gave a presentation on using the General Environmental Duty (GED) work for South East Water.
  - o Graeme from BYDA gave an update on changes to asset location requirements & delivery
  - o Coliban Water gave a presentation on the Flood Response and Impacts

### Feb / March 2023

- The theme for the meeting was around varying compliance and legislative activities, the presentations at this session included:
  - o Wannon Water presented and shared information from a safety incident with high pressure water Jetting.
  - o Kaptify gave a presentation on learnings for Water Authorities working with Cultural Heritage Management Plans
  - o Jacobs presented on the EPA framework and helping increase the understanding of the GED and other duties contained in the Environment Protection Act 2017.
  - o Coliban Water provided an update on the latest Health Based Targets for drinking water and how they relate to the Australian Drinking Water Guidelines.

### July 2023

- The theme of this meeting was Procurement, the presentations at this session included:
  - o 'How to reduce your Scope 3 Emissions through de-carbonisation of your supply chain' (Marco van Winden, AECOM)
  - o 'How to procure innovation' (Rachel Nuttall, Suez and Charlie Littlefair, South East Water)
  - o 'How does the water sector maintain a sustainable supply chain' (Greg Ryan, WSAA)
    - Follow up workshop – (Greg Ryan, WSAA) Discussion: WSAA have kicked off work on developing a framework to improve the sustainability of procurement in relation to – regional procurement challenges, cost of procurement, options to fund tender submissions, early engagement of suppliers in a way that adds value to the procurement effort but without compromising probity etc.

**Convenor** Melissa Barras, Manager EPMO, Coliban Water

**Deputy Convenor** Angela Kelly, Consultant, AECOM

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# Membership of the Institute as at 30 June 2023

## 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

David Thomas

David Ryan

Glenn Berwicke

Ian Johnson

Les McLean

Pat McCafferty

Paul O'Donohue

Peter Robinson

Peter Quinn

Sarah Johnston

Tony Wright

Mildura Regional Development

Greater Western Water

SA Water

Goulburn Valley Water

Water Futures Consulting

Yarra Valley Water

Central Highlands Water

PT3B Consulting Pty Ltd

VicWater

## ASSOCIATE

Ann McCurley

Chris McLeod

Christina Bassani

Craig Heiner

Daniel Hogan

Dona Tantirimudalige

Donald Vincent

George Wall

Joanne Church

Joanne McBain

Mark Williams

Mathew Scott

Peter Jacob

Peter Johns

Phillipe Du Plessis

Rebekah Foster

Thomas Fricke

Gippsland Water

Barwon Water

Goulburn Valley Water

Goulburn Valley Water

Westernport Water

GHD

WIOA

Goulburn Valley Water

Wannon Water

G-WM Water

East Gippsland Water

Marsden Jacob Associates

PBJ & Associates

GHD Pty. Ltd.

## MEMBER

Stephen Capewell

Robert Murphy

Jodie Hallam

Gavan O'Neill

Sarah Cumming

Charmaine Quick

Christina Bassani

Andrew Jeffers

Dona Tantirimudalige

Anthony Norrish

David Kirby

Barwon Water

Central Highlands Water

Coliban Water

Gippsland Water

Greater Western Water

Goulburn Murray Water

Goulburn Valley Water

Grampians Wimmera Mallee Water

Lower Murray Water

Melbourne Water

North East Water

South East Water

South Gippsland Water

Southern Rural Water

Wannon Water

Westernport Water

Yarra Valley Water

Goulburn Valley Water

South Gippsland Water

Greater Western Water

Melbourne Water

Gippsland Water

Goulburn Murray Water

Goulburn Valley Water

Wannon Water

Westernport Water

GHD

Beca

## RETIRED MEMBERSHIP

Terence Larkins

Mark Lawlor

Vernon Robson

Merv Hair



# Members & Sponsors 2022/23



VicWater



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**Institute of Water Administration Inc.**

ABN 96 103 789 875

Financial Statements  
For the year ended 30 June 2023



9/13 Nexus Way  
Gisborne VIC 3437

Phone: 03 5428 1077  
Email: [admin@rtag.com.au](mailto:admin@rtag.com.au)  
Institute of Water Administration Inc.

**ABN 96 103 789 875**

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Institute of Water Administration Inc.  
**ABN 96 103 789 875**  
**Board's Report**  
**For the year ended 30 June 2023**

Your board members submit the financial accounts of the Institute of Water Administration Inc. for the financial year ended 30 June 2023.

## **Board Members**

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

Gavan O'Neill - President  
Christina Bassani - Vice President  
Jack Reilly - Treasurer  
Samantha Fisher - Secretary  
Andrew Jeffers - Board Member  
Sarah Cummings - Board Member  
Peter Robinson - Board Member  
Dona Tantirimudalige - Board Member  
Steve Capewell - Board Member  
George Wall - Board Member  
Charmaine Quick - Board Member  
Robert Murphy - 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.

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Institute of Water Administration Inc.  
**ABN 96 103 789 875**  
**Board's Report**  
**For the year ended 30 June 2023**

## Operating Result

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

Year ended 30 June 2023	Year ended 30 June 2022
\$ 57,133.53	\$ 65,065.06

Institute of Water Administration Inc.  
**ABN 96 103 789 875**  
**Board's Report**  
**For the year ended 30 June 2023**

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Signed in accordance with a resolution of the Members of the board on: 9 November 2023



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Gavan O'Neill - President



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Christina Bassani - Vice President

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Institute of Water Administration Inc.

ABN 96 103 789 875

Board's Report

For the year ended 30 June 2023

**Statement of Profit or Loss and Other Comprehensive Income**  
**For the year ended 30 June 2023**

	Note	2023 \$	2022 \$
Revenue		141,511.10	103,896.28
<b>Gross profit</b>		<b>141,511.10</b>	<b>103,896.28</b>
Selling expenses		(381.84)	(1,016.84)
Administration expenses		(83,995.73)	(37,814.38)
<b>Profit before income tax</b>		<b>57,133.53</b>	<b>65,065.06</b>
Income tax (credit) expense			
<b>Profit for the year</b>		<b>57,133.53</b>	<b>65,065.06</b>
<b>Other comprehensive income:</b>			
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			
<b>Total comprehensive income for the year</b>		<b>57,133.53</b>	<b>65,065.06</b>

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Institute of Water Administration Inc.

ABN 96 103 789 875

Board's Report

For the year ended 30 June 2023

Statement of Financial Position as at 30 June 2023

	Note	2023	2022
		\$	\$
<b>Assets</b>			
Current Assets			
Cash Assets		289,950.85	219,703.79
Receivables		7,608.00	22,620.00
Other		11,038.53	17,393.05
Total Current Assets		308,597.38	259,716.84
Total Assets		308,597.38	259,716.84
<b>Liabilities</b>			
Current Liabilities			
Payables		10,174.00	10,935
Current Tax Liabilities		5,563.26	5,455.25
Other			7,600.00
Total Current Liabilities		15,737.26	23,990.25
Total Liabilities		15,737.26	23,990.25
<b>Net Assets</b>		292,860.12	235,726.59
<b>Equity</b>			
Retained profits		292,860.12	235,726.59
<b>Total Members' Funds</b>		<b>292,860.12</b>	<b>235,726.59</b>

OFFICIAL

Institute of Water Administration Inc.

**ABN 96 103 789 875**

**Board's Report**

**For the year ended 30 June 2023**

**Statement of Cash Flows**

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>Cash Flow From Operating Activities</b>		
Receipts from customers	154,725.62	93,759.40
Payments to Suppliers and employees	(86,176.04)	(51,616.22)
Interest received	1,697.48	5.42
Net cash provided by (used in) operating activities (note 2)	70,247.06	42,148.60
Net increase (decrease) in cash held	70,247.06	42,148.60
Cash at the beginning of the year	219,703.79	177,555.19
Cash at the end of the year (note 1)	289,950.85	219,703.79



Institute of Water Administration Inc.  
**ABN 96 103 789 875**  
**Board's Report**  
**For the year ended 30 June 2023**

**Statement of Cash Flows**

**2023**

**2022**

**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	120,537.17	201,987.59
Short Term Deposits	169,413.68	17,716.20
	<u>289,950.85</u>	<u>219,703.79</u>

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

Operating profit (loss) after tax	57,133.53	65,065.06
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	15,012.00	(6,366.00)
(Increase) decrease in prepayments	6,354.52	(15,664.37)
Increase (decrease) in other creditors	(8,361.00)	2,550.00
Increase (decrease) in sundry provisions	108.01	(3,436.09)
<b>Net cash provided by operating activities</b>	<b><u>70,247.06</u></b>	<b><u>42,148.60</u></b>

Institute of Water Administration Inc.

**ABN 96 103 789 875**

**Board's Report**

**For the year ended 30 June 2023**

## **Statement by Members of the Board**

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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 2023 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:



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Gavan O'Neill - President  
IWA Board Member



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Christina Bassani - Vice President  
IWA Board Member

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Institute of Water Administration Inc.

**ABN 96 103 789 875**

**Board's Report**

**For the year ended 30 June 2023**

## **Independent Auditor's Report to the Members**

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### **Report on the Audit of the Financial Report Opinion**

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 2023, 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 board 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 2023 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 2023, 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 scepticism 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.

ABN 96 103 789 875  
Independent Auditor's Report to the Members

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Signed on: 9 November 2023

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Institute of Water Administration Inc.

**ABN 96 103 789 875**

**Board's Report**

**For the year ended 30 June 2023**

## **Compilation Report to Institute of Water Administration Inc.**

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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 2023, 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  
9 November, 2023

Institute of Water Administration Inc.

**ABN 96 103 789 875****Board's Report****For the year ended 30 June 2023****Income and Expenditure Statement**

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>Income</b>		
Revenue	139,813.62	103,890.86
Interest received	1,697.48	5.42
Total income	141,511.10	103,896.28
<b>Expenses</b>		
Audit fees	900.00	850.00
Bad debts	100.00	3,765.46
Bank fees & charges		20.00
Computer Expenses	381.84	1,016.84
Insurance	1,422.69	2,706.92
Cost of Conferencing	74,156.76	30,472.00
Awards and Certificates	5,727.28	
Domain & Website	1,689.00	
Total expenses	84,377.57	38,831.22
<b>Profit from ordinary activities before income tax</b>	<b>57,133.53</b>	<b>65,065.06</b>
Income tax revenue relating to ordinary activities		
<b>Net profit attributable to the association</b>	<b>57,133.53</b>	<b>65,065.06</b>
<b>Total changes in equity of the association</b>	<b>57,133.53</b>	<b>65,065.06</b>
Opening retained profits	235,726.59	170,661.53
Net profit attributable to the association	57,133.53	65,065.06
<b>Closing retained profit</b>	<b>292,860.12</b>	<b>235,726.59</b>

## 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



OFFICIAL

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
2022-23	G.O'Neill	S. Fisher	J. Reilly

# Notes

