

OFFICIAL



Institute of Water
Administration

Annual Report

2023/24



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			
12 special Interest groups: <ul style="list-style-type: none"> • Corporate Governance • Customer Service • Development Services • 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

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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.

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 2023/24

Report

The 2023-2024 year was extremely rewarding with a busy schedule for the IWA including a strategy review by the Board and continuing effort with normal BAU and event operations across the year.

Governance

Following the AGM in November 2023 Gavin O'Neill outgoing president stepped off the Board. Gavin did a terrific job, and we thanked him for his year. New members joined the Board including Dean Barnett, Angela Kelly, Jodie Hallam, and Heidi Ryan. They joined Andrew Jeffers (Vice President), Rob Murphy, Steve Capewell, Charmaine Quick, Sarah Cumming, Dona Tantirimudalige, Sam Fisher (Secretary), Jack Reilly (Treasurer), and Christina Bassani (President)

IWA Strategic Sub Committee Review and Reset

In 2024 a strategic subcommittee was formed to explore the IWA purpose and the value it provides for the water sector. Questions were raised by the Board regarding the current relevance of the IWA and its differentiation between other water sector member organisations such as Vic Water, WSAA, WIOA and the AWA.

Geoff Brown from Tangent Consulting was engaged, and he undertook a piece of work interviewing 5 MDs across the Victorian Water sector regarding the context, relevance, and opportunities for the IWA.

The draft report was provided to the Board in August and validation of the IWA's value and focus was provided. Some key recommendations made including:

- IWA is relevant and needed for the Victorian Water Sector and is different from the other membership organisations in that it provides time and focus for the members to meet and share their experiences in an informal way
- The Special Interest Groups are the key feature of the IWA, and the IWA provides a space for the SIGs to meet to discuss their expertise, share experiences and develop further skills and insights
- The role of senior leaders is required to ensure the strategic issues impacting the sector are provided to the SIGs and they can continue to grow and learn and prepare for the future challenges by the sector
- The SIG Convenors have a special role and there is an opportunity to further develop their skillsets
- The event structure of the IWA is working however it may further be explored as to whether 2 days are needed for a November Conference. One day might be enough.

Other recommendations included:

- A review of the staffing support for the IWA as there is no dedicated resource apart from an as required resource through an MOU with Vic Water for conference and plenary support
- To consider an opportunity to further develop a communications and promotion strategy with online presence, activity, and support

The Board's feedback was this was a great piece of work and was needed to gather data and insights from the broader sector to provide context an opportunity as a way to move forward.

The Board also recommended that some of the concepts be tested at the November Conference 2024 inviting feedback from participants.

Once the November 2024 Conference is complete, Geoff will finalise the report including feedback for the IWA in ready for the December Board meeting. From there, the IWA Statement of Purpose Document can be revisited to reset the strategy, focus, and approach for the IWA.

Two key aspects of the IWA weren't reviewed in Geoff's work. These were:

1. Governance of the IWA wasn't tackled through this review however it is something that can be reviewed in the year ahead.
2. Awards such as the Laurie Gleeson award weren't discussed as part of the review, and this can be revisited once the report is received. Although previous discussion by the Board was to continue to support this award.

This work has been well worthwhile, and the conversations have been strategic, authentic and with the best interest of the IWA members at the heart of discussions. I believe this work will position the IWA well and with the right intention to move forward. I am really looking forward to closing out this work and effectively steering the strategic direction of the IWA.

Board Meetings

All Board meetings had a quorum attend and decisions made accordingly. All Board members continued to bring their best and provided excellent contributors to the discussion and items at the Board meetings.

WIOA, Vic Water, WSAA and the AWA provided updates throughout the year at the Board meetings. Thank you to all for their support and ongoing collaboration with the IWA. A special call out to Dean Barnett for the excellent work he has done to reset the direction of WIOA. This is great work.

IWA BAU and Events

It was the second year of the current format for the IWA event schedule with one face to face conference held in November 2023 and two online plenary events in March and June, respectively.

Throughout the year each event was themed and provided a wonderful context and operating environment for the IWA participants to meet and discuss their key challenges and opportunities.

IWA/Vic Water November 2023 - Conference Theme was Leading the Future

In November 2023, the Face-to-Face Conference kicked off with specific theme to enable a dedicated day of activities for the Special Interest Groups (SIGs) for skill development and attend SIG meetings.

Two activities for the SIGs included:

- a "beat the box" challenge allowing for teams to work together and across all teams to solve the problem. This activity reinforced the need for teams to work as one team when tackling system wide issues.
- Catherine Althaus provided a session outside for participants to connect with land and country in person. She spoke of ways to link your own story telling with acknowledgement of country and to personalise your connection.

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These sessions received wonderful and positive feedback. It enabled the participants to spend time outside of their normal focus areas and connect on some wider water sector issues.

During the Conference we had wonderful speakers present including:

- Harriett Shing – Minister for Water who provided an update on the sector priorities, reflections on the flood events and her expectations of the water sector to influence broader government policy and direction such as the housing crisis facing Victoria. She also reinforced and thanked the water sector for all the work they do. She has a positive experience and expectation of the water sector.
- Steve Capewell – MD GVW provided an inspirational session on leadership and 5 key aspects to lead well. He based his learning on his toughest challenges and his greatest mentors. One of the takeaways was to lead others strategically, empower them and get out of the way to let them get on with it.
- Damien Wells – MD Coliban Water – provided his insights and learning particularly in a crisis such as the floods experienced in 2022. One of the takeaways from Damien was to engage with your stakeholders all the time so that in a crisis there is greater trust and respect to tackle the key challenges together.
- Senior Leaders from the Women in Water Insights program 2022 provided their reflections and created a sector wide challenge to mitigate climate impacts through influencing at the strategic and operational levels. They created a vision for 2042 and spoke about working together and providing an opportunity for customers, community and the planet going forward.
- Catherine Althouse finished the conference by providing a wonderful workshop on engaging with traditional owner groups and connecting with country.

The SIG meetings, Dinner and Conference were all attended well with high participation in all sessions. The feedback was positive. All the speakers at the conference received positive scores and provided wonderful gems of wisdom and learning for all.

A sincere thank you to all those who gave up their time and provided such inspiration to all those able to attend.

March 2024 – Emergency Management and Sector Resilience

Andrew Jeffers (Vice President) hosted the online Plenary in March. Thank you Andrew.

Charmaine Quick – Board member and MD of Goulburn Murray Water, along with Damien Wells – MD of Coliban Water and Brad Drust – CEO North Central Management Catchment Authority provided their insights of the floods and how to prepare to be resilient in the face of climate. They spoke of their experiences and some insights on how to be ready for the next event.

All SIGs then met for their respective meetings. The feedback again was positive, and SIGs reflected their support for a mix of online meetings during the year and one face to face conference in November.

July 2024 – Climate Resilience and Readiness

The online Plenary in June was delivered by guest speaker Michael Story from Isle Utilities.

Michael shared insights on opportunities for water corporations to prepare for climate resilience and how to consider planning now for the future. He also shared some views on his recent trip to Singapore Water Week and reflected on discussions he observed from leaders across the world working in the water industry. Michael was well received and provided a unique perspective for the Victorian Water Sector.

All SIG meetings were held online for their second time in the year. Again, all were attended well, and feedback was positive reinforcing the need for the SIGs to meet frequently.

IWA Sponsorship and Events

Sponsorship continues to be important for the IWA and key sponsors of the dinner, Conference and Plenary's during the year enabled us to continue to run the events and obtain great exposure and continued engagement across the sector and beyond. Sponsors included:

- Davidson Executive Recruitment and Services sponsored the dinner, and we heard from ex Geelong Footballer and new recruit of Davidsons, Barry Stoneham. Thank you to Seamus Scanlon and Jarrod McLaughlan who continue to support the IWA with their presence and sponsorship.
- Trility – Thank you to Francois Gouws, Managing Director, who continues to support our conferences and who attended in November 2023 and will be there in November 2024.
- Vic Water – to Jo Lim, CEO and the team for their support and for Lauren Vines incredible time and support for all the events.

Thank you to all the sponsors for their support and effort in promoting the IWA.

IWA Sponsoring Others

In February 2024, the IWA sponsored the WIOA Young Operator of the Year Award. Congratulations to Belle Beale, Safety Business Advisor from Barwon Water, who was recipient of this award.

The IWA will continue to sponsor this award with WIOA.

Board Members Stepping Down

Thank you to the past presidents who are stepping down from the Board in November 2024, Sarah Cumming and Dona Tantirimudalige. I know each of them have worked tirelessly in their time as president to support a review of the governance structures, budget and program offering. They have each provided great support of me personally earlier in my career and on the Board. They have also provided wonderful leadership for the Board and the IWA over time. I wish them all the best for the future.

Thank you

Thank you to the IWA SIG Convenors, whose dedication, work, and efforts mean their colleagues can meet to discuss the priorities of their interest areas and continue to share what makes a difference across the sector.

Thank you to Jack Reilly who reviewed and updated the insurance for the IWA and his continued work and volunteered time in doing the books and keeping payments on schedule. We are viable and in the black because of his great work.

Thank you to the incredible work by Lauren Vines from Vic Water. Lauren provides considerable time, effort, and support in setting up and following up from the face-to-face conference and plenary sessions. She is the glue who shadows, leads, and provides wonderful support for all. We really could not do it without her.

Thank you to the wonderful support and advice from Sam Fisher. Sam provides ongoing administration support and is so busy with her full-time role and always is available to work through key priorities for Board meetings. I appreciate her full support of the Board and the events across the year. Her dedication, kindness and efficiency are second to none.

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Thank you to the IWA Board for their support across the year and their ongoing commitment. I have loved the contribution from new Board members who are keen to be strategic and provide new views to improve what we do. It is an exciting time for the sector.

I would particularly to thank Steve Capewell, Andrew Jeffers and Charmaine Quick for their ongoing support and wisdom throughout the year. Thank you to all of the Board also, who have supported me in the role. It has been an absolute privilege to be the President this year.

The New President

Congratulations and all the best to the incoming president Andrew Jeffers. Andrew was the inspiration behind the theme Megatrends and key speakers for the November 2024 conference and it will not disappoint. He is enthusiastic about the water sector and keen for us to all learn about the strategic context we operate in and how that impacts our day-to-day decisions.

Welcome also to the Deputy President Rob Murphy.

I trust that with two strong leaders with an engineering bent that we will be well cared for and able to plan and deliver within budget and on time.

I am looking forward to the reset of the strategy, continuing to provide development opportunities for the Victorian Water sector and to supporting the IWA as a member of the Board next year. Thanks for a great year.

Christina Bassani
IWA Board President 2023-24

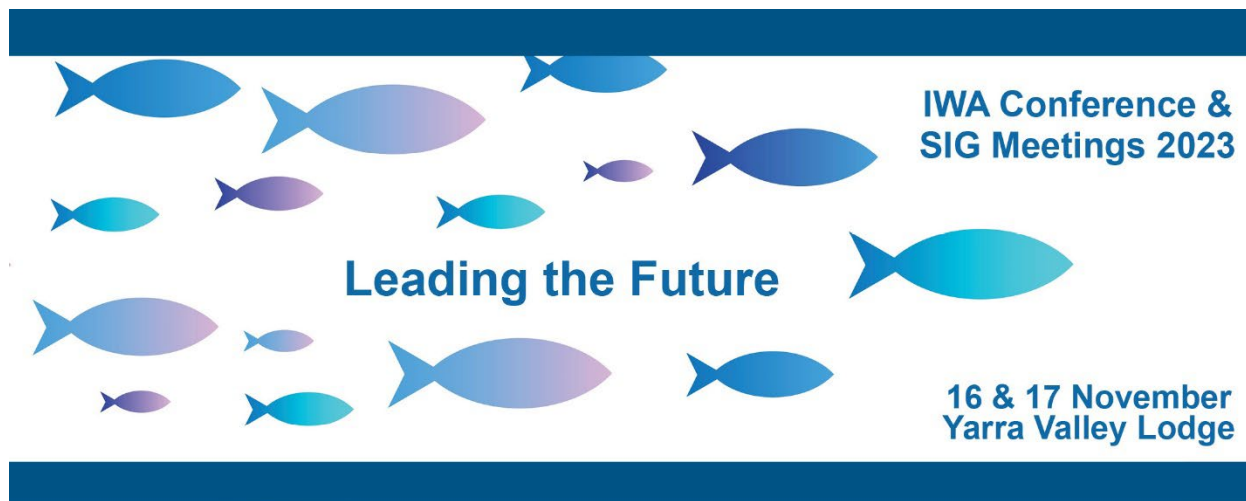


IWA Board 2023/24

PRESIDENT:	Christina Bassani General Manager, People & Customers Goulburn Valley Water
VICE PRESIDENT:	Andrew Jeffers Managing Director Wannon Water
SECRETARY:	Samantha Fisher Executive Coordinator Melbourne Water
TREASURER:	Jack Reilly Manager Finance Lower Murray Water
MEMBERS:	Sarah Cumming Managing Director Gippsland Water
	Charmaine Quick Managing Director Goulburn-Murray Water
	Dona Tantirimudalige Managing Director Westernport Water
	Angela Kelly Strategy and Growth Lead ANZ, AECOM
	Heidi Ryan General Manager Government and Sector Strategy Melbourne Water
	Steve Capewell Managing Director Goulburn Valley Water
	Robert Murphy Managing Director South Gippsland Water
	Dean Barnett Chief Executive Officer Water Industry Operations Association
	Jodie Hallam General Manager Operations & Delivery Solutions Greater Western Water

2023/24 IWA Conference Overview

IWA Conference & SIG Meetings – November 2023



Davidson

The IWA November 23 Conference was the 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

A new format for the SIG meeting was introduced, incorporating a half day group activities into the SIG meetings to create a more cohesive environment where ALL SIGs can be onsite at the one venue and have the opportunity to network with each other throughout the day.

The Conference was held at Yarra Valley Lodge. The conference theme, '**Leading the Future**', and provided delegates with the opportunity to increase their knowledge and leadership skills across the sector. The Minister for Water gave an opening address and we had an insightful keynote presentation from Professor Catherine Althaus on Indigenous and adaptive leadership practices.

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 2024



The IWA's first event for the 2024 was the plenary session and SIG meetings that were held on 21 March 2024 and were run virtually.

The plenary presentation **"Emergency Management & Sector Resilience"** with Charmaine Quick, Damian Wells and Brad Drust was very well attended with 182 registrants (up from 132 in March 2023). The ratings of the plenary session were 63% rating 'Excellent' and 37% rating 'Very Good'. The session was recorded and available to rewatch to all those who registered.

The SIG meetings were also well attended with 328 SIG registrations (down slightly from 328 in March 2023). 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.

IWA Plenary Session & SIG Meetings – July 2023



The second Plenary Session and SIG meetings were held on 18 July 2024 and were run online. The plenary presentation '**Building Resilience: Climate Adaptation Strategies for a Sustainable Water Future**' presented by Michael Storey from Isle Utilities was very well attended with 234 registrants (up from 186 in July 2023). The ratings of the plenary session were 17% 'Excellent' and 70% 'Very Good'. The session was recorded and available to rewatch to all those who registered.

The SIG meetings were also well attended with 427 SIG registrations (up from 376 in July 2023). 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.

Special Interest Group (SIG) Reports - 2023/24

Corporate Governance

Brief 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
November 2023 23 Attendees 2 Guests 7 Presenters	<ul style="list-style-type: none"> • In person event - only half day of material • Robyn Gaeth, SIG Convenor led a getting to know each other exercise. • Robyn Gaeth SIG Convenor led a panel discussion with Lisa Anelli, Corporate Secretary, Yarra Valley Water and David Middleton, Greater Western Water Chair on New Director Lessons Learnt – Shared experiences • Peter Johnson and James Calder, Cyber Security and Digital Trust Partners Scyne, presented on the Cyber security crisis and the boardroom • Lara Jimenez, Deputy Convenor, Greater Western Water and Gavin Warner, Legal, South East Water presented on the latest legal cases which we could all learn and share experiences on. • Sarah Kitchen, Andrew Wood and Antony Gaylard, DEECA, provided an update on key focus areas. • Final group discussion and meeting close.
March 2024 22 Attendees 5 Presenters	<ul style="list-style-type: none"> • Robyn Gaeth, SIG Convenor led welcomed the group • Lara Jimenez, Dept. Convenor, led an around the grounds discussion • Robyn Gaeth, SIG Convenor, introduced the Governance Dilemma and worked through recommendations. • Peter Johnson and Brianna Addamo, Scyne provided the group with a presentation on cyber events and what next (leading on from Nov session) • Andrew Wood, DEECA, provided an update on DEECA key focus areas. • Final group discussion and meeting close.
July 2023 22 Attendees 4 Presenters	<ul style="list-style-type: none"> • Robyn Gaeth, SIG Convenor led welcomed the group • Lara Jimenez, Dept. Convenor, led an around the grounds discussion • Deb Hook, Director of Legal Operations (Office of General Counsel), University of Sydney presented on Gen AI and the practical roadmap • Robyn Gaeth, SIG Convenor, introduced the Governance Dilemma and worked through recommendations. • Andrew Wood, DEECA, provided an update on DEECA key focus areas. • Robyn Gaeth, SIG Convenor called out for supporters for the in-person event in November along with a new SIG convenor, and closed out the meeting.

Customer Service

Brief overview

- The Customer Service SIG provides a forum for sharing information, networking and professional development on governance issues, trends and best practice in the Victorian water industry.
- Meetings were very well attended with about up to 50 attendees on the online forums. There were guest speakers at each. An excellent cross-section of representatives from rural and urban water corporations participated in the SIG meetings.

Meetings

November 2023

- Family Violence- Actions to Improve
- Digital Channels and Self Service Options
- E-Billing
- Customer Service Bench Marking Australia (CSBA) SenseCX Framework

March 2024

- WSAA Customer Hardship and Debt KPI's
- Call Centre operating hours
- Call Centre KPIs

July 2024

- Challenges around Notice of Acquisitions/Dispositions
- Customer backbilling
- Centrepay Payments
- Meter reads
- Debt Collection and Hardship
- Property Restrictions

Development Services

N/A

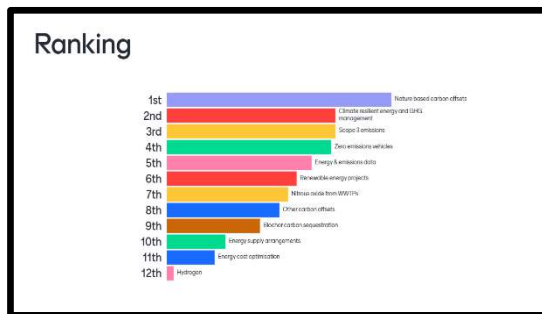
Educators

N/A

Energy & Greenhouse

Brief overview

- The purpose of the SIG is to enable sharing of information to build capacity for management of energy and greenhouse gas issues relevant for Victorian water utilities.
- Attendance at this SIG is always strong. For example, we had 54 attendees at the July 2024 meeting with 45 representatives from all regional, metro and rural utilities (except one rural utility). Staff from DEECA and WSAA are regular presenters at the forums and the forum is generally attended by Vicwater and CMA representatives and guest presenters with energy/carbon expertise.
- A poll of the group confirmed ongoing interest in the following areas



Challenges

- Implementing and planning for measures to meet the Statement of Obligations (Emissions Reduction)
- Energy management programs to reduce cost and use of non-renewable energy
- Preparing for the new SEC electricity supply arrangements planned to commence in July 2025

Meetings

November 2023

- Energy and carbon reporting
- Meeting the 100% renewable electricity target
- Carbon offsets

March 2024

- Discussion regarding meeting 100% renewable electricity from 1 July 2025
- Carbon pricing policies
- Carbon offset initiatives

July 2024

- Presentation from Andrew MacIntosh from ANU regarding high integrity carbon offsets
- Carbon offset programs
- Energy management programs
- Discussion regarding SEC electricity supply arrangements

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 16 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

November 2023

- The in-person meeting at Yarra Valley Lodge 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.
- The session commenced with a group activity combined with some of the other SIG's. The activity promoted mixing and networking with other SIG's, as well as providing some useful information and providing some competitive fun.
- Key themes discussed included EPA permissions and statutory timeframes, Risk Management and Monitoring Plan workshop discussion and EPA Permissions Information and Performance Statement (PIPS).

March 2024

- RMMP discussion carried over from previous meeting.
- Waste discussion duty to manage, duty to notify contamination.
- PFAS in land and groundwater – shared challenges, learnings and opportunities.

July 2024

- DEECA presentation on preliminary draft recycled water for use for environment (RWE) policy.
- Presentation Goulburn Broken Indigenous seed bank, presentation on seed bank development of plantings on unused Goulburn Valley Water land – Euroa Arboretum.
- Key themes discussed across all water authorities in attendance continue to focus on licence compliance (particularly wet weather events), RMMP preparation and management of PFAS issues.

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 2023/2024. The virtual SIG meetings have continued to be supported by the SIG members and attendance at both the online and in-person meetings has been steady. It has been pleasing to see some new attendees at the meetings which indicates that the SIG is being promoted within the metro, regional and rural water businesses. The SIG Convenor and Deputy Convenor role continues to swap between the current Convenor and Deputy Convenor so the objective for the 2024/25 period will be to encourage SIG members to take over from the current Convenors.

Meetings

November 2023

- **Guest speakers:** Keedan Ridley (Aboriginal Partnerships Project Manager) and Nina Braid (Aboriginal Partnerships Manager) Yarra Valley Water. The group learned about the totemic system and undertook an exercise in identifying their totem and understanding the purpose behind totems; this was in addition to being educated on caring for Country, cultural burns, and traditional foraging practices associated with food.
- **Guest speaker:** Missy Brown (Diversity and Inclusion Consultant) Greater Western Water. Missy shared her journey from Executive Assistant to Diversity and Inclusion Consultant, noting the challenges and ultimate rewards of being able to be part of a profession that resonates with her.
- **General business:** EOI EA SIG Convenor, Deputy Convenor and IWA Secretary

March 2024

- **Guest speaker:** Aunty Kym Monohan, Greater Western Water. Aunty Kym spoke of the journey to reconciliation and of past policies and eras that have impacted the First Nations people. She provided an insight into the policies and outlined the challenges that the First Nations peoples currently face and have historically faced while trying to retain their rights and culture.
- **Group Discussion:** Shared Executive Assistant Model – Yarra Valley Water
- **General business:** EOI EA SIG Convenor, Deputy Convenor, future training opportunities, feedback on the proposal from the IWA to change the meeting format for SIG meetings and conferences.

July 2024

- **Group Discussion:** Shared Executive Assistant Model – Yarra Valley Water (update from March 2024)
- **Guest speakers:** Michael Wenn and Asma Kahn from Greater Western Water. Presentation from Michael and Asma, about the sophistication of online scams and the preparations by businesses to safeguard systems against cyber-attacks and data breaches.
- **General business:** Governance and financial transactions, purchase orders, gift benefits and hospitality policies, working from home arrangements, meeting room etiquette, agenda for November 2024 SIG.

Finance

Brief 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 2023 Attendees x 26: Metro x 4, Regional x 15 & Guests (including Presenters x 7); March 2024 Attendees x 56: Metro x 8, Regional x 39 & Guests (including Presenters x 19 and July 2024 Attendees x 38: Metro x 7 & Regional x 31

Meetings

November 2023

- Updates from around the State.
- TCV Phin Ziebell, Head of Research presented financial market & interest rate update with a focus on the impact on temporary water prices and agriculture.
- VAGO Sector Manager, Paul Martin reviewed key learnings 2022-23 audit.
- KPMG Advisory team update Puddle, ARM and cost optimisation, future of finance discussion covering what KPMG are seeing in relation to finance skill sets/capabilities, the use of technology etc.
- Joint activity - Connection to Country Workshop and 'Beat the Box' Leadership Challenge

March 2024

- Updates from around the State.
- VAGO Sector Manager, Paul Martin update on Themes & Timelines for 2023-24.
- DTF Rabia Hassan Shareholder Advice, Commercial Division high level update on DTF's "efficiency payments process" for the water sector.
- DEECA Anna Quayle, Senior Policy Advisor short update on Indicator Handbook followed by Q & A.

July 2024

- Finance Function review – Barwon Water experience presented by Darren Collins
- Updates from around the State.
- 60 minutes only due the year end – no external presentation

Human Resources

Brief overview

- **Purpose:** The Human Resources Special Interest Group exists to provide a forum for sharing information, networking and professional development in the Victorian water industry.
- **Attendees to the HR SIG represent:** Barwon Water, Central Highlands Water, Coliban Water, East Gippsland Water, Gippsland Water, Goulburn Murray Water, Goulburn Valley Water, Greater Western Water, GWM Water, Lower Murray Water, North East Water, South East Water, South Gippsland Water, Southern Rural Water, Wannon Water, Westernport Water, Yarra Valley Water, Melbourne Water.
- **Major challenge(s):** This year the HRSIG has embraced the challenge of the diversity of the HR landscape. It was a discussion point for the SIG to seek to understand what members valued from the HR SIG meetings given the diversity of functions HR specialist deliver in the water industry. The resulting focus areas for the year ahead were: Enterprise Agreements, Employment Pathways to Water and HR Data/Metrics.

Meetings

November 2023

- Change of HR SIG convenor
- Gender Equality Act reporting knowledge sharing
- Recruitment challenges – diversity, skills and qualifications and remuneration.
- Mental Health
- Industrial Relations – EA, fixed term contracts (Guest presenter)

March 2024

- HR SIG Review: purpose, format
- Industrial Relations and Occupational Health and Safety Update (Guest presenter)
- HR Data & Analytics

July 2024

- HR SIG Review follow up
- VPS Innovation Network (Guest presenter)
- HRIS/HCM Discussion
- Industrial Relations Update (Guest presenter)

Information Technology

Brief overview

Purpose

- provide a forum for sharing, collaboration, networking, problem solving and professional development in the Victorian water industry

Highlights:

- MS Teams site established for the group.
- Good attendance at the online events.
- The Round-The-State discussions are always valuable.
- Able to schedule one or two smaller online sessions in between meetings to do a deeper dive on topics of interest.

Challenges

- MS Teams site only used occasionally. Potential for more value to be obtained.
- Poor attendance at the Yarra Valley Lodge meeting. I expect higher numbers at the Barwon Water meeting in November 2024, possibly because it is easier to get to.
- Finding more time to organise speakers and promote attendance.

Meetings

November 2023

- Total: 6 attendees
 - 6/12 regional water corporations represented.
 - 0/4 rural water corporations represented.
 - 0/4 metro water corporations represented.
- Presentations
 - OT/IT security - Forescout
- Other
 - Round the State discussion
 - Connection to Country Workshop
 - "Beat the Box" Leadership Challenge

March 2024

- Total: 22 attendees :
 - 12/12 regional water corporations represented.
 - 3/4 rural water corporations represented.
 - 1/4 metro water corporations represented.
- Presentations
 - CoPilot for M365
 - Vulnerability Management and OT Monitoring at Wannon Water – Ash Advincula

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 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

November 2023

- DEECA Update
- Water for Recreation
- Bass Coast Reconciliation Project
- Emerging issues
- Recruitment marketing strategies
- Communicating performance

March 2024

- DEECA Update
- Intranet Upgrade Project
- Regional Water Alliance Customer Survey
- Website upgrades
- Communications and key messages playbook
- Learning from crisis comms

July 2024

- DEECA Update
- AI for public sector communications
- Automated SMS for outages
- Customer notifications framework
- Annual Reports
- Water units upgrade and event activations
- Emerging Issues

Technical Services

Brief overview

- 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 2023/24.
 - o On average, less than half of the attendees are water industry professionals, whilst the remaining are consulting and contractor professionals that enable and support the water industry.
 - o Most of the water industry participation is Rural and regional attendees
- Major challenge(s)
 - o Trying to get water industry professionals to attend.
 - o Finding new convenor(s).
 - o GOOD NEWS: Melissa Barras and Angela Kelly did a presentation at OzWATER to try and promote the value of SIG meetings, particularly with public/private involvement. This was well received and great feedback from those who attended.
 - o GOOD NEWS: Melissa Barras produced a pack to promote the IWA SIGs and shared amongst the Convenors group.

Meetings

November 2023

- The theme for the meeting was future and emerging trends, the presentations at this session included:
 - o IWN strategic direction
 - o Priority trends and emerging signals that Melbourne Water is paying attention to, as well as a brief primer on what futures/foresight practice is and how it fits into the operations of water utilities
 - o AI for Cyber and Cyber for AI
 - o Future of energy in Victoria
 - o Non Regulated Revenue projects
 - o Scenarios workshop: Participant-driven scenario creation: Following the primer presentation, participants select what they believe are the highest impact/highest uncertainty trends or drivers of change. This option gives participants the chance to go deeper on specific topics they believe are important, while also learning a method of scenario creation that they can replicate in their own work fairly easily.

March 2024

- The theme for the meeting was emergency and resilience management, the presentations at this session included:

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- o NEW resilience planning and how it played out in the 2020 fires and the 2022 floods.
- o Case study presentation on the emergency response that supported with for the 2019 Townsville Floods.
- o South East Water – Recovery from Recent Energy Emergency

July 2024

- The theme for the meeting was procurement and contract management, the presentations at this session included:
 - o Collaborative delivery and the benefits of this approach.
 - o Procurement models – lessons and successes
 - Water Authority perspective
 - Consultant perspective
 - Contractor perspective
 - o WSAA – Sustainable Procurement initiative update

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Institute of Water Administration Inc.

ABN 96 103 789 875

Financial Statements
For the year ended 30 June 2024



9/13 Nexus Way Gisborne VIC 3437

Phone: 03 5428 1077

Email: admin@rtag.com.au

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Institute of Water Administration Inc.

ABN 96 103 789 875

Board's Report

For the year ended 30 June 2024

Your board members submit the financial accounts of the Institute of Water Administration Inc. for the financial year ended 30 June 2024.

Board Members

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

Christina Bassani - President
Andrew Jeffers - Vice President
Jack Reilly - Treasurer
Samantha Fisher - Secretary
Sarah Cumming - Board Member
Steve Capewell - Board Member
Robert Murphy - Board Member
Dona Tantirimudalige - Board Member
Dean Barnett - Board Member
Angela Kelly - Board Member
Heidi Ryan - Board Member
Charmaine Quick - Board Member
Jodie Hallam – 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

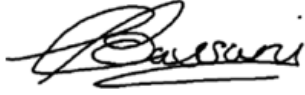
Year ended	Year ended
30 June 2024	30 June 2023
\$	\$
35,512.53	57,133.53

The accompanying notes form part of these financial statements.

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Institute of Water Administration Inc.
ABN 96 103 789 875
Board's Report
For the year ended 30 June 2024

Signed in accordance with a resolution of the Members of the Board on 07 November 2024:



Christina Bassani - President



Andrew Jeffers - Vice President

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Institute of Water Administration Inc.

ABN 96 103 789 875

Statement of Profit or Loss and Other Comprehensive Income
For the year ended 30 June 2024

	Note	2024 \$	2023 \$
Revenue		148,125.76	141,511.10
Gross profit		148,125.76	141,511.10
Selling expenses		(396.40)	(381.84)
Administration expenses		(112,216.83)	(83,995.73)
Profit before income tax		35,512.53	57,133.53
Income tax (credit) expense			
Profit for the year		35,512.53	57,133.53
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			
Total comprehensive income for the year		35,512.53	57,133.53

The accompanying notes form part of these financial statements.

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Institute of Water Administration Inc.

ABN 96 103 789 875

Statement of Financial Position as at 30 June 2024

	Note	2024 \$	2023 \$
Assets			
Current Assets			
Cash assets		326,438.29	289,950.85
Receivables		(297.00)	7,608.00
Other		8,867.61	11,038.53
Total Current Assets		335,008.90	308,597.38
Total Assets		335,008.90	308,597.38
Liabilities			
Current Liabilities			
Payables		3,700.00	10,174.00
Current tax liabilities		2,889.88	5,563.26
Total Current Liabilities		6,589.88	15,737.26
Total Liabilities		6,589.88	15,737.26
Net Assets		328,419.02	292,860.12
Equity			
Contributed equity		46.37	
Retained profits		328,372.65	292,860.12
Total Members' Funds		328,419.02	292,860.12

The accompanying notes form part of these financial statements.

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Institute of Water Administration Inc.
ABN 96 103 789 875
Statement of Cash Flows
For the year ended 30 June 2024

	2024	2023
	\$	\$
Cash Flow From Operating Activities		
Receipts from customers	151,516.46	154,725.62
Payments to Suppliers and employees	(119,057.87)	(86,176.04)
Interest received	3,982.48	1,697.48
Net cash provided by (used in) operating activities (note 2)	<u>36,441.07</u>	<u>70,247.06</u>
Cash Flow From Financing Activities		
Net cash provided by (used in) financing activities	<u>46.37</u>	<u></u>
Net cash provided by (used in) financing activities	<u>46.37</u>	<u></u>
Net increase (decrease) in cash held	36,487.44	70,247.06
Cash at the beginning of the year	<u>289,950.85</u>	<u>219,703.79</u>
Cash at the end of the year (note 1)	<u><u>326,438.29</u></u>	<u><u>289,950.85</u></u>

The accompanying notes form part of these financial statements.

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Institute of Water Administration Inc.
ABN 96 103 789 875
Statement of Cash Flows
For the year ended 30 June 2024

2024

2023

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	18,042.13	120,537.17
Short Term Deposits	308,396.16	169,413.68
	<u>326,438.29</u>	<u>289,950.85</u>

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

Operating profit (loss) after tax	35,512.53	57,133.53
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:		
(Increase) decrease in trade and term debtors	7,905.00	15,012.00
(Increase) decrease in prepayments	2,170.92	6,354.52
Increase (decrease) in other creditors	(6,474.00)	(8,361.00)
Increase (decrease) in sundry provisions	(2,673.38)	108.01
Net cash provided by operating activities	<u>36,441.07</u>	<u>70,247.06</u>

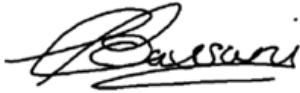
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Institute of Water Administration Inc.
ABN 96 103 789 875
Statement by Members of the Board
For the year ended 30 June 2024

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 2024 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:



Christina Bassani - President



Andrew Jeffers - Vice President |

Institute of Water Administration Inc.

ABN 96 103 789 875

Independent Auditor's Report to the Members

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 2024, 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 2024 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 2024, 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.

Institute of Water Administration Inc.

ABN 96 103 789 875

Independent Auditor's Report to the Members

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.

Signed on : 14 October 2024

Institute of Water Administration Inc.

ABN 96 103 789 875

Compilation Report to Institute of Water Administration Inc.

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 2024, 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 Committee

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

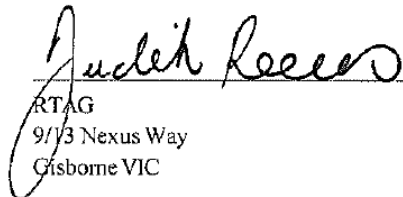
On the basis of information provided by the board, we have compiled the accompanying general purpose financial statements in accordance with the financial reporting framework and APES 315 Compilation of Financial Information.

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

14 October, 2024

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Institute of Water Administration Inc.
ABN 96 103 789 875
Income and Expenditure Statement
For the year ended 30 June 2024

	2024	2023
	\$	\$
Income		
Revenue	142,643.28	139,813.62
Interest received	3,982.48	1,697.48
Other income	1,500.00	
Total income	<u>148,125.76</u>	<u>141,511.10</u>
Expenses		
Audit fees	947.70	900.00
Bad debts	531.82	100.00
Computer Expenses	396.40	381.84
Insurance	2,005.29	1,422.69
Cost of Conferencing	100,113.38	74,156.76
Printing & stationery	28.64	
Awards and Certificates	7,000.00	5,727.28
Domain & Website	1,590.00	1,689.00
Total expenses	<u>112,613.23</u>	<u>84,377.57</u>
Profit from ordinary activities before income tax	35,512.53	57,133.53
Income tax revenue relating to ordinary activities		
Net profit attributable to the association	35,512.53	57,133.53
Total changes in equity of the association	35,512.53	57,133.53
Opening retained profits	292,860.12	235,726.59
Net profit attributable to the association	35,512.53	57,133.53
Closing retained profits	328,372.65	292,860.12

The accompanying notes form part of these financial statements.

Membership of the Institute as at 30 June 2024

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 Mitchell

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 McCurly

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

GWM Water

East Gippsland Water

Marsden Jacob Associates

PBJ & Associates

GHD Pty. Ltd.

MEMBER

Stephen Capewell

Robert Murphy

Jodie Hallam

Gavin O'Neill

Sarah Cumming

Charmaine Quick

Christina Bassani

Andrew Jeffers

Dona Tantirimudalige

Angela Kelly

Dean Barnett

Heidi Ryan

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

AECOM

WIOA

Melbourne Water

RETIRED MEMBERSHIP

Terence Larkins

Mark Lawlor

Vernon Robson

Merv Hair

Members & Sponsors 2023/24



OFFICIAL

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

OFFICIAL

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
2023-24	C. Bassani	S. Fisher	J. Reilly

Notes

